

Pursuant to Article 7, paragraph 2 of the Law on Occupational Safety and Health (“Official Gazette of the Republic of Serbia”, no. 101/05),
the Minister of Labour and Social Policy hereby adopts the

**RULEBOOK
ON PREVENTIVE MEASURES FOR SAFE AND HEALTHY WORK RELATED TO
EXPOSURE TO BIOLOGICAL HAZARDS**

Subject matter

Article 1

This Rulebook shall prescribe the minimum requirements that an employer is obliged to meet in ensuring the implementation of preventive measures to eliminate or reduce the risk of injury or damage to the health of employees which arise or may arise when exposed to biological hazards in their workplaces.

Scope of application

Article 2

This Rulebook shall not apply to the workplaces with genetically modified organisms, unless the provisions of this Rulebook provide a higher level of safety and health at work.

Definition of terms

Article 3

Certain terms used herein shall have the following meaning:

- 1) biological hazards are microorganisms, including the genetically modified ones, cell cultures and human endoparasites which may lead to infection, allergy or toxicity;
- 2) microorganism is a microbiological entity, of cellular or non-cellular type, which is capable of reproduction or transfer of genetic material;
- 3) cell culture is in vitro growth of cells derived from multicellular organisms.

Biological hazards are classified into four risk groups according to the level of risk of infection:

- 1) biological hazard of group 1 is the hazard unlikely to cause disease in humans;
- 2) biological hazard of group 2 is the hazard that causes disease in humans and may be dangerous for employees; it is unlikely to extend to the environment; with usually available effective measures of prophylaxis or treatment;
- 3) biological hazard of group 3 is the hazard that causes serious disease in humans, extremely dangerous for employees; there may be a risk to extend to the environment; with usually available effective measures of prophylaxis or treatment;
- 4) biological hazard of group 4 is the hazard that causes serious disease in humans, extremely dangerous for employees; there may be a high risk to extend to the environment; with usually unavailable effective measures of prophylaxis or treatment.

Assessing the risk

Article 4

This Rulebook shall apply to the workplaces involving the work activities where employees are or may be exposed to biological hazards.

Employers shall be required to assess the risks of injury or damage to employee health in any workplaces in the working environment where employees may be exposed to biological hazards with an aim to determine the nature, level and duration of employee exposure and the manner and measures for the elimination or reduction of these risks.

If employees are exposed to the effect of several groups of biological hazards while performing their work activities, employers shall be obligated to assess the risk posed by the presence of biological hazards.

Employers shall be required to make partial amendments to the act on risk assessment in the case of changes in work activities or emergence of new risks and hazards which may affect the employees while exposed to biological hazards.

Employers shall be required to provide the competent labour inspectorate upon its request with the information used in the assessment of risks.

The assessment of risks referred to in para. 2 of this Article shall be done based on any available information, including:

- 1) classification of biological hazards which are or may be hazardous to human health in terms of Article 18 of this Rulebook;
- 2) recommendations of competent authorities stating that biological hazards should be controlled in order to protect employees' health in cases when employees are or may be exposed to such biological hazards due to the nature of their work;
- 3) information on illnesses which employees may endure due to the nature of their work;
- 4) possible allergies or toxic effects as a result of employees' work;
- 5) informing the employees on their established illnesses directly related to their work.

Application of individual provisions

Article 5

The provisions of Articles 6-17 of this Rulebook shall not apply to the jobs which, based on the assessment of risks referred to in Article 4 of this Rulebook, include or may include exposures to biological hazards of group 1 without any established risks to human health, except for item 1 of Addendum 5 of this Rulebook which shall apply.

The provisions of Articles 6, 8, 9, 11-14 of this Rulebook shall apply to the jobs which, based on the assessment of risks referred to in Article 4 of this Rulebook, do not include work with or use of substances containing biological hazards, but provide the possibility of employee exposure to a biological hazard, as well as the jobs referred to in Addendum 1 of this Rulebook.

The Overview of work activities involving a possible exposure to biological hazards (Addendum 1) shall be attached to this Rulebook and form its integral part.

Replacement

Article 6

Employers shall be obliged to avoid the performance of jobs providing the possibility of exposure to dangerous biological hazards, if the nature of work allows for that, by replacing and organising the performance of jobs which involve, according to the current findings, exposure to harmless or less harmless biological hazards for employee health.

Reducing the risk

Article 7

Employers shall be obliged to prevent the employee exposure to biological hazards if, based on the assessment of risks referred to in Article 4 of this Rulebook, the risk to safety and health of employees has been established.

When not technically feasible to prevent the exposure to biological hazards, taking into account the jobs and assessment of risks referred to in Article 4 of this Rulebook, the risk of injury or damage to employee health shall be reduced to a minimum by ensuring the implementation of preventive measures, and particularly the following:

- 1) minimising the number of employees who are or may be exposed to biological hazards, as well as the exposure duration;
- 2) designing the appropriate work processes and technical controls so as to avoid or to the fullest extent reduce the release of biological hazards in the workplace;
- 3) collective protection measures and/or, if the exposure cannot be avoided, by other means or individual protection measures;

4) hygiene measures aimed at preventing or reducing an accidental transfer or discharge of biological hazards in the workplace;

5) using the biological hazard pictogram referred to in Addendum 2, as well as other relevant warning signs;

6) developing the plans on how to act in cases of occupational injuries or dangerous occurrences involving biological hazards;

7) testing, where necessary or technically feasible, a possible presence of biological hazards released when working outside the primary physical storage facilities;

8) ensuring the safe collection, storage and disposal of waste by employees, including the use of secure and identifiable containers upon the appropriate treatment of waste where required;

9) determining the method for safe handling and transport of biological hazards in the workplace;

10) providing vaccinations and medicines.

The Biological Hazard Pictogram (Addendum 2) shall be attached to this Rulebook and form its integral part.

Informing the competent authority

Article 8

If based on the assessment of risks referred to in Article 4 of this Rulebook the risk to safety and health of employees has been established, the employers shall be obliged to provide the competent labour inspectorate upon its request with information on:

1) the act on the assessment of risks;

2) jobs where employees are or may be exposed to biological hazards;

3) number of employees engaged on the said jobs;

4) names and skills of persons competent for safety and health at work;

5) taken preventive measures, including the jobs and work processes;

6) plans in the event of dangerous occurrences to protect the employees against the exposure to biological hazards of groups 3 and 4 which may occur by a physical release of biological hazards.

Employers shall be obliged to promptly or within 24 hours inform the competent labour inspection on the occurrence of any injury at work or dangerous occurrence which may lead to releasing or spreading of biological hazards and thus potentially causing serious infections and/or diseases in humans.

Hygiene and individual measures for safety and health at work

Article 9

Employers shall be obliged to provide the employees performing the jobs where they are or may be exposed to biological hazards with the measures of safety and health at work, and particularly the following:

1) employees are not to consume food or drinks in working areas where there is the risk of biological hazards contamination;

2) employees are provided with appropriate protective clothing or other appropriate means or equipment for personal protection at work;

3) employees are provided with appropriate facilities with showers and wash basins containing antiseptics for washing the eyes or\and skin;

4) providing that the means or equipment for personal protection at work are:

(1) stored in designated areas;

(2) regularly cleaned and maintained in a satisfactory hygienic condition upon each use;

(3) fixed and replaced prior to any use if damaged;

5) providing a detailed procedure for using, handling and processing of specimen of human and animal origin.

Means and equipment for personal protection at work, including protective clothing referred to in para. 1 of this Article and work clothes, which may be contaminated by biological hazards must be taken off prior to leaving the work area and separated from other clothes before cleaning.

Employers shall be required to provide that the means or equipment for personal protection at work, i.e. protective clothing and work clothes, are decontaminated and cleaned or, if necessary, destroyed.

Employers shall be obliged to ensure that the implementation of measures referred to in para. 1 and 3 of this Article does not impose any financial liabilities on employees.

Informing and training the employees

Article 10

Employers shall be obliged to provide the employees or their representatives for safety and health at work with any information relating to safety and health at work, and especially to the measures taken to provide safe and healthy working conditions when exposing to biological hazards through guidance or instructions related to:

- 1) risk of injury or damage to employee health;
- 2) importance of implementing the preventive measures to reduce the exposure to biological hazards;
- 3) hygiene requirements;
- 4) importance of proper use and maintenance of means and equipment for personal protection at work;
- 5) measures to be taken in cases of occupational injuries or dangerous occurrences aimed at their prevention;

Employers shall be obliged to provide employee training for safe and healthy work which is:

- 1) conducted prior to the commencement of work where employees are or may be exposed to biological hazards;
- 2) adapting to change – so as to cover new types of hazards or dangers involving the changes to risk levels;
- 3) periodically repeated, if needed.

Informing the employees in specific cases

Article 11

Employers shall be obliged to provide the written guidance or instructions in the workplace of working environment, and if required, point out the information containing the procedures needed to be followed in the event of:

- 1) occupational injury or dangerous occurrence related to handling of biological hazards;
- 2) handling biological hazards of group 4.

Employee shall be obliged to immediately inform the employer or person competent for safety and health at work on any injury at work or dangerous occurrence involving the handling of biological hazards.

Employer shall be obliged to inform the employees or their representatives for safety and health at work on any injury at work or dangerous occurrence that may cause the release of a biological hazard which may cause serious infections and/or disease in humans.

In the event of occupational injury or dangerous occurrence, the employer shall be obliged to promptly inform the employees or their representatives for safety and health at work on the causes of the said injury and occurrence, as well as the measures taken or to be taken to remedy the situation.

Employers shall be obliged to provide the employees or their representatives for safety and health at work, upon their request, with an access to the information referred to in Article 8, para. 1 of this Rulebook.

Cooperation between employers and employees

Article 12

Employers and employees and their representatives for safety and health at work shall be required to cooperate with respect to any issues relating to the exposure to biological hazards.

Informing the competent authorities

Article 13

Employers shall be obliged to inform the competent Labour inspectorate and competent Institute of public health on the commencement of works which may involve exposure to biological hazards of groups 2, 3 and 4 at least 8 days prior to the said commencement.

The report referred to in para. 1 of this Article shall also be submitted prior to the first use of any new hazard from group 4 and any new hazard from group 3, when employers themselves temporarily classify these biological hazards.

Laboratories that provide diagnostic services related to biological hazards of group 4 shall be obliged to submit only the initial report on the intention of providing such services.

Employers shall be obliged to submit to the competent authorities an updated report referred to in para. 1 of this Article if the working conditions change in terms of a significantly increased exposure to biological hazards.

The report referred to in paras. 1-3 of this Article must include the following:

- 1) name and address of a legal entity and/or entrepreneur;
- 2) names and skills of persons competent for safety and health at work;
- 3) result of the assessment of risks referred to in Article 4 of this Rulebook;
- 4) types of biological hazards;
- 5) established preventive measures for safe and healthy work.

Monitoring the health condition

Article 14

Employers shall be obliged to provide the prescribed monitoring of health condition of employees who work or are to work in the workplaces where they are or may be exposed to biological hazards and which are determined, according to the assessment of risks referred to in Article 4 of this Rulebook, to be the workplaces with high risk of injuries at work or impairments to human health.

The monitoring of employee health condition shall be done through an insight into previous medical examinations of persons entering into labour relations with the employer or engaged by the employer to work in the workplaces with an increased risk, or through periodical medical examinations of employees working at workplaces with an increased risk and provision of individual measures and satisfactory hygienic conditions at workplaces.

The assessment of risks referred to in Article 4 of this Rulebook shall determine which workplaces with the increased risk for employees should be provided with individual measures for safety and health at work.

Employers shall be obliged to, when required, provide the effective vaccines for those employees who are not yet immune to biological hazards they are or may be exposed to.

When employers provide the said vaccines, they should take into account the Vaccination Code of Conduct referred to in Addendum 6 of this Rulebook.

If in the process of assessment of employee health condition, the Occupational Health Service determines that an employee has an infection and/or illness suspected to be the result of the exposure, the Occupational Health Service shall be obliged to propose the monitoring of other employees' health condition who are exposed in a similar manner. In this case, the act on the assessment of risks shall be partially amended while taking into account the exposure to biological hazards in terms of Article 4 of this Rulebook.

The Occupational Health Service competent for monitoring the employee health condition shall also propose the individual protective measures or preventive measures for personal protection at work.

Employees must be provided with any information or advice related to the manner of monitoring their health condition upon the completion of exposure.

Employees shall have the right to access the information on their personal health condition.

Each and any case of illness or death resulting from the exposure to biological hazards in the workplace shall be reported to competent authorities in accordance with special regulations.

Vaccination Code of Conduct (Addendum 6) shall be attached to this Rulebook and form its integral part.

Measures related to the monitoring of health condition

Article 15

The monitoring of employee health condition shall be conducted in accordance with the principles and practice of occupational medicine and must contain at least the following measures:

- 1) keeping the records on medical and professional history of employees;
- 2) individual assessment of employee health condition;
- 3) biological monitoring, when appropriate, as well as an early detection of reversible effects;

The Occupational Health Service engaged to monitor the health condition of employees who are or may be exposed to biological hazards must be familiar with any information on risk factors as well as the conditions or manner of exposure to biological hazards of each and every employee.

Any further medical examinations of employees may be decided upon per each employee at the time of conducting periodical medical examinations in accordance with any advanced achievements available to the Occupational Health Service.

Health and veterinary institutions apart from diagnostic laboratories

Article 16

When conducting the assessment of risks referred to in Article 4 of this Rulebook, a special attention should be paid to:

- 1) determining the presence of biological hazards with ill people or animals, as well as materials and samples taken from them;
- 2) threats posed by biological hazards which are known or suspected to be present with ill people or animals or materials, i.e. samples taken from them;
- 3) risks related to the nature of work.

In order to provide the safety and health at work in health and veterinary institutions, the following preventive measures should be applied, as follows:

- 1) establishment of appropriate procedures for decontamination and disinfection;
- 2) application of procedures to provide safe and risk-free handling and disposal of contaminated waste.

The isolation facilities containing the ill people or animals who are infected or who are suspected to be infected with biological hazards from groups 3 and 4 must be provided with isolation measures by choosing from the measures listed in Addendum 4, column A, in order that the risk of infection could be reduced to the minimum.

The Overview of measures and levels of isolation (Addendum 4) shall be attached to this Rulebook and form its integral part.

Special measures for industrial processes, laboratories and animal facilities

Article 17

Laboratories, including diagnostic laboratories and facilities for laboratory animals intentionally infected with biological hazards of groups 2, 3 and 4, or which are or may be the carriers of such hazards, must be provided with the following measures:

1) laboratories involving the tasks of handling biological hazards of groups 2, 3 or 4 to research, development, education or diagnostic purposes provide the isolation measures in accordance with the measures and levels of isolation referred to in Addendum 5 in order that the risk of infection could be reduced to the minimum.

2) based on the assessment of risks referred to in Article 4 of this Rulebook and upon determining the required level of physical isolation needed for the established and assessed biological hazards, the measures are determined in accordance with Addendum 5 of this Rulebook.

Work activities that involve the handling of biological hazards should be conducted:

1) for biological hazards of group 2 only in the workspace corresponding to at least level 2 of biological isolation;

2) for biological hazards of group 3 only in the workspace corresponding to at least level 3 of biological isolation;

3) for biological hazards of group 4 only in the workspace corresponding to at least level 4 of biological isolation;

Laboratories that involve work with materials which might contain the biological hazards which may cause diseases in humans and who aim not to work with such biological hazards (i.e. their breeding or concentration) should use at least level 2 of biological isolation. Levels 3 and 4 of biological isolation should be used according to the need, i.e. where they are certainly or probably needed, unless the recommendations or instructions of a competent authority indicate that lower levels of biological isolation is needed in some cases.

The industrial processes involving the work with materials with determined presence of biological hazards of groups 2, 3 and 4 should involve the taking of following measures:

1) the principles of isolation referred to in paragraph 1, item 2 of this Article should be applied to the industrial processes according to the prescribed measures and appropriate procedures set out in Annex 5 of this Rulebook;

2) when the use of materials containing the biological hazards of groups 2, 3 and 4 has been determined by the assessment of risks, the competent authority may decide on the appropriate measures to be applied to the industrial use of materials which contain such biological hazards.

Any work activities for which the final assessment of risks related to the exposure to biological hazards could not be performed, but which may evidently bring increased risks to employee health, such work activities may be conducted only in the workplaces where the level of biological isolation corresponding to at least level 3.

The Overview of measures and levels of isolation related to industrial processes (Addendum 5) shall be attached to this Rulebook and form its integral part.

Classification of biological hazards

Article 18

The classification of biological hazards of groups 2-4 is set out in Addendum 3 which shall be attached to this Rulebook and form its integral part.

When biological hazards which should be assessed have not been classified to one of the groups defined in Article 3 of this Rulebook and cannot be precisely classified to one of the said groups, they must be classified to the group with the highest risk level.

Final provision

Article 19

This Rulebook shall enter into force on the eighth day from the date of its publication in the "Official Gazette of the Republic of Serbia" and shall apply from 1 January 2014.

In Belgrade, 10 December 2010

MINISTER

Rasim Ljajić

**OVERVIEW OF WORK ACTIVITIES INVOLVING POSSIBLE EXPOSURE TO
BIOLOGICAL HAZARDS**

1. Work in food production plants.
2. Work in agriculture.
3. Work activities involving the contact with animals and/or animal products.
4. Work in healthcare, including the departments of isolation and mortuaries.
5. Work in clinical, veterinary and diagnostic laboratories, except in diagnostic microbiology laboratories.
6. Work in waste disposal facilities.
7. Work in wastewater treatment plants.

BIOLOGICAL HAZARD PICTOGRAM



CLASSIFICATION OF BIOLOGICAL HAZARDS

Introductory remarks:

1. In accordance with the scope of application of this Rulebook, the list contains only the hazards known to be able to affect humans. The indicators of toxic and allergic potential of the said hazards have also been listed, where appropriate. Animal or plant pathogens that do not affect humans have not been taken into account in the process of compiling this list of classified biological hazards, and neither the genetically modified microorganisms.

2. The list of classified hazards is based on their impact on the health of healthy employees. Certain special impacts on those whose sensitivity may be increased for some reasons, such as current disease, taking medications, decreased immunity, pregnancy or breastfeeding, have not been specifically taken into account. Additional risks with such employees should be considered during the process of risk assessment in terms of Article 4 of this Rulebook. For certain industrial processes, laboratory work or work with animals which do or may involve the exposure to biological hazards of groups 3 or 4, any measures of technical prevention taken must be in accordance with Article 17 of this Rulebook.

3. Any biological hazards not classified in one of the groups from 2 to 4 of this Rulebook are not necessarily classified in group 1. As for the hazards for which it is known that more than one species is pathogenic to humans, the list shall include only those hazard species for which it is known to be the most common cause of diseases, with the general reference that other species of the same genus may also affect human health. When referring to the entire genus in the classified list of biological hazards, it is understood that any pathogenic types and strains are excluded.

4. In the case when a strain is impaired or has lost its characteristic virulence genes, the isolation arising from the classification of a parental strain does not necessarily apply, depending on the workplace risk assessment. For example, it is the case when such a strain is to be used as a product or product part for prophylactic or therapeutic purposes.

5. The nomenclature for classified hazards used for compiling the said list is in accordance with the latest international agreements on taxonomy and nomenclature for hazards.

6. The list of classified biological hazards reflects the level of knowledge at the time it was being composed and it will be updated when no longer reflecting the latest knowledge.

7. The conditions in terms of isolation resulting from the classification of parasites apply only to those stages in the life cycle of a parasite which may be contagious to people in their workplaces.

8. This list also contains special indicators in cases when it is likely that biological hazards cause allergic or toxic reactions, with an effective vaccine available.

The indicators are marked by the following words:

“A” – possible allergic effects.

“T” – produce toxins.

“V” – effective vaccine available

(**) – certain biological hazards classified in group 3 may pose a limited risk of infection because biological hazards are not transmitted to humans by air.

In carrying out preventive vaccination, the Code of Professional Conduct set out in Addendum 6 of this Rulebook should be followed.

Note: for biological hazards from this list in the column VIRUSES (*), the indicators have the following meaning:

“spp.” refers mainly to the bacteria of the same species with similar characteristics which are known to be causative agents of diseases in humans.

(*) All the viruses already isolated with humans but not evaluated and classified in this Addendum should be classified into at least group 2, except when there is evidence they are unlikely to cause diseases in humans.

(a) Encephalitis transmitted by ticks.

(b) Hepatitis D virus is pathogenic for employees only with the simultaneous presence of secondary infections caused by hepatitis B virus. Vaccination against the hepatitis B virus will protect employees if they are not infected with hepatitis B virus or hepatitis D virus (Delta).

(c) Only for types A and B.

(d) It is recommended for work involving direct contact with these hazards.

(e) The two viruses are identified: one is a type of buffalo-pox virus and other variants of *Vaccinia* virus.

(f) A variant of cowpox virus.

(g) A variant of *Vaccinia*.

(h) Currently, there is no evidence of any diseases in humans caused by other retroviruses of a similar origin. When working with them, the isolation level 3 is recommended as a preventive measure.

(i) There is no evidence of the diseases in humans caused by the hazards that cause TSEs in other animals. Isolation is recommended for safety reasons as a preventive measure for laboratory works with the hazards classified in the risk group 3 (**), except for laboratory works in connection with the identified hazard Scrapie where the isolation level 2 is sufficient.

**BACTERIA
AND SIMILAR ORGANISMS**

| Biological hazard | Classification | Notes |
|---|----------------|-------|
| <i>Actinobacillus actinomycetemcomitans</i> | 2 | |
| <i>Actinomadura madurae</i> | 2 | |
| <i>Actinomadura pelletieri</i> | 2 | |
| <i>Actinomyces gerencseriae</i> | 2 | |
| <i>Actinomyces israelii</i> | 2 | |
| <i>Actinomyces pyogenes</i> | 2 | |
| <i>Actinomyces</i> spp. | 2 | |
| <i>Arcanobacterium haemolyticum</i> (<i>Corynebacterium haemolyticum</i>) | 2 | |
| <i>Bacillus anthracis</i> | 3 | |
| <i>Bacteroides fragilis</i> | 2 | |
| <i>Bartonella bacilliformis</i> | 2 | |
| <i>Bartonella quintana</i> (<i>Rochalimaea quintana</i>) | 2 | |
| <i>Bartonella</i> (<i>Rochalinea</i>) spp. | 2 | |
| <i>Bordetella bronchiseptica</i> | 2 | |
| <i>Bordetella parapertussis</i> | 2 | |
| <i>Bordetella pertussis</i> | 2 | V |
| <i>Borrelia burgdorferi</i> | 2 | |
| <i>Borrelia duttonii</i> | 2 | |
| <i>Borrelia recurrentis</i> | 2 | |
| <i>Borrelia</i> spp. | 2 | |
| <i>Brucella abortus</i> | 3 | |
| <i>Brucella canis</i> | 3 | |
| <i>Brucella melitensis</i> | 3 | |
| <i>Brucella suis</i> | 3 | |
| <i>Burkholderia mallei</i> (<i>Pseudomonas mallei</i>) | 3 | |
| <i>Burkholderia pseudomallei</i> (<i>Pseudomonas pseudomallei</i>) | 3 | |
| <i>Campylobacter fetus</i> | 2 | |
| <i>Campylobacter jejuni</i> | 2 | |
| <i>Campylobacter</i> spp. | 2 | |
| <i>Cardiobacterium hominis</i> | 2 | |
| <i>Chlamydia pneumoniae</i> | 2 | |
| <i>Chlamydia trachomatis</i> | 2 | |
| <i>Chlamydia psittaci</i> (avian strains) | 3 | |
| <i>Chlamydia psittaci</i> (other strains) | 2 | |
| <i>Clostridium botulinum</i> | 2 | T |
| <i>Clostridium perfringens</i> | 2 | |
| <i>Clostridium tetani</i> | 2 | T, V |
| <i>Clostridium</i> spp. | 2 | |
| <i>Corynebacterium diphtheriae</i> | 2 | T, V |

| | | |
|--|--------|---|
| <i>Corynebacterium minutissimum</i> | 2 | |
| <i>Corynebacterium pseudotuberculosis</i> | 2 | |
| <i>Corynebacterium</i> spp. | 2 | |
| <i>Coxiella burnetii</i> | 3 | |
| <i>Edwardsiella tarda</i> | 2 | |
| <i>Ehrlichia sennetsu</i> (<i>Rickettsia sennetsu</i>) | 2 | |
| <i>Ehrlichia</i> spp. | 2 | |
| <i>Eikenella corrodens</i> | 2 | |
| <i>Enterobacter aerogenes/cloacae</i> | 2 | |
| <i>Enterobacter</i> spp. | 2 | |
| <i>Enterococcus</i> spp. | 2 | |
| <i>Erysipelothrix rhusiopathiae</i> | 2 | |
| <i>Escherichia coli</i> (with the exception of non-pathogenic strains) | 2 | |
| <i>Escherichia coli</i> , verocytotoxic strains, for example: O157:H7 or O103) | 3 (**) | |
| <i>Flavobacterium meningosepticum</i> | 2 | |
| <i>Fluoribacter bozemanae</i> (<i>Legionella</i>) | 2 | |
| <i>Francisella tularensis</i> (Type A) | 3 | |
| <i>Francisella tularensis</i> (Type B) | 2 | |
| <i>Fusobacterium necrophorum</i> | 2 | |
| <i>Gardnerella vaginalis</i> | 2 | |
| <i>Haemophilus ducreyi</i> | 2 | |
| <i>Haemophilus influenzae</i> | 2 | |
| <i>Haemophilus</i> spp. | 2 | |
| <i>Helicobacter pylori</i> | 2 | |
| <i>Klebsiella oxytoca</i> | 2 | |
| <i>Klebsiella pneumoniae</i> | 2 | |
| <i>Klebsiella</i> spp. | 2 | |
| <i>Legionella pneumophila</i> | 2 | |
| <i>Legionella</i> spp. | 2 | |
| <i>Leptospira interrogans</i> (all serovars) | 2 | |
| <i>Listeria monocytogenes</i> | 2 | |
| <i>Listeria ivanovii</i> | 2 | |
| <i>Morganella morganii</i> | 2 | |
| <i>Mycobacterium africanum</i> | 3 | V |
| <i>Mycobacterium avium/intracellulare</i> | 2 | |
| <i>Mycobacterium bovis</i> (except for BCG strain) | 3 | V |
| <i>Mycobacterium chelonae</i> | 2 | |
| <i>Mycobacterium fortuitum</i> | 2 | |
| <i>Mycobacterium kansasii</i> | 2 | |
| <i>Mycobacterium leprae</i> | 3 | |
| <i>Mycobacterium malmoeense</i> | 2 | |

| | | |
|---|--------|---|
| <i>Mycobacterium marinum</i> | 2 | |
| <i>Mycobacterium microti</i> | 3 (**) | |
| <i>Mycobacterium paratuberculosis</i> | 2 | |
| <i>Mycobacterium scrofulaceum</i> | 2 | |
| <i>Mycobacterium simiae</i> | 2 | |
| <i>Mycobacterium szulgai</i> | 2 | |
| <i>Mycobacterium tuberculosis</i> | 3 | V |
| <i>Mycobacterium ulcerans</i> | 3 (**) | |
| <i>Mycobacterium xenopi</i> | 2 | |
| <i>Mycoplasma caviae</i> | 2 | |
| <i>Mycoplasma hominis</i> | 2 | |
| <i>Mycoplasma pneumoniae</i> | 2 | |
| <i>Neisseria gonorrhoeae</i> | 2 | |
| <i>Neisseria meningitidis</i> | 2 | V |
| <i>Nocardia asteroides</i> | 2 | |
| <i>Nocardia brasiliensis</i> | 2 | |
| <i>Nocardia farcinica</i> | 2 | |
| <i>Nocardia nova</i> | 2 | |
| <i>Nocardia otitidiscaviarum</i> | 2 | |
| <i>Pasteurella multocida</i> | 2 | |
| <i>Pasteurella</i> spp. | 2 | |
| <i>Peptostreptococcus anaerobius</i> | 2 | |
| <i>Plesiomonas shigelloides</i> | 2 | |
| <i>Porphyromonas</i> spp. | 2 | |
| <i>Prevotella</i> spp. | 2 | |
| <i>Proteus mirabilis</i> | 2 | |
| <i>Proteus penneri</i> | 2 | |
| <i>Proteus vulgaris</i> | 2 | |
| <i>Providencia alcalifaciens</i> | 2 | |
| <i>Providencia rettgeri</i> | 2 | |
| <i>Providencia</i> spp. | 2 | |
| <i>Pseudomonas aeruginosa</i> | 2 | |
| <i>Rhodococcus equi</i> | 2 | |
| <i>Rickettsia akari</i> | 3 (**) | |
| <i>Rickettsia canada</i> | 3 (**) | |
| <i>Rickettsia conorii</i> | 3 | |
| <i>Rickettsia montana</i> | 3 (**) | |
| <i>Rickettsia typhi</i> (<i>Rickettsia mooseri</i>) | 3 | |
| <i>Rickettsia prowazekii</i> | 3 | |
| <i>Rickettsia rickettsii</i> | 3 | |
| <i>Rickettsia tsutsugamushi</i> | 3 | |
| <i>Rickettsia</i> spp. | 2 | |

| | | |
|---|--------|---|
| <i>Salmonella arizonae</i> | 2 | |
| <i>Salmonella enteritidis</i> | 2 | |
| <i>Salmonella typhimurium</i> | 2 | |
| <i>Salmonella paratyphi</i> A, B, C | 2 | V |
| <i>Salmonella typhi</i> | 3 (**) | V |
| <i>Salmonella</i> (other serovars) | 2 | |
| <i>Serpulina</i> spp. | 2 | |
| <i>Shigella boydii</i> | 2 | |
| <i>Shigella dysenteriae</i> (Type 1) | 3 (**) | T |
| <i>Shigella dysenteriae</i> , except for Type 1 | 2 | |
| <i>Shigella flexneri</i> | 2 | |
| <i>Shigella sonnei</i> | 2 | |
| <i>Staphylococcus aureus</i> | 2 | |
| <i>Streptobacillus moniliformis</i> | 2 | |
| <i>Streptococcus pneumoniae</i> | 2 | |
| <i>Streptococcus pyogenes</i> | 2 | |
| <i>Streptococcus suis</i> | 2 | |
| <i>Streptococcus</i> spp. | 2 | |
| <i>Treponema carateum</i> | 2 | |
| <i>Treponema pallidum</i> | 2 | |
| <i>Treponema pertenue</i> | 2 | |
| <i>Treponema</i> spp. | 2 | |
| <i>Vibrio cholerae</i> (including El Tor) | 2 | |
| <i>Vibrio parahaemolyticus</i> | 2 | |
| <i>Vibrio</i> spp. | 2 | |
| <i>Yersinia enterocolitica</i> | 2 | |
| <i>Yersinia pestis</i> | 3 | V |
| <i>Yersinia pseudotuberculosis</i> | 2 | |
| <i>Yersinia</i> spp. | 2 | |

VIRUSES (*)

| Biological hazard | Classification | Notes |
|-------------------|----------------|-------|
|-------------------|----------------|-------|

| | | |
|--|--------|---|
| <i>Adenoviridae</i> | 2 | |
| <i>Arenaviridae</i> | | |
| LCM – Lassa virus complex (the Old World arenaviruses): | | |
| Lassa virus | 4 | |
| Lymphocytic (strains) | 3 | |
| Lymphocytic choriomeningitis virus (other strains) | 2 | |
| Mopeia virus | 2 | |
| Other LCM – Lassa virus complex | 2 | |
| Tacaribe virus complex (the New World arenaviruses): | | |
| Guanarito virus | 4 | |
| Junin virus | 4 | |
| Sabia virus | 4 | |
| Macupo virus | 4 | |
| Flexal virus | 3 | |
| Other Tacaribe virus complexes | 2 | |
| <i>Astroviridae</i> | 2 | |
| <i>Bunyaviridae</i> | | |
| Belgrade (also known as Dobrava) | 3 | |
| Bhandza | 2 | |
| Bunyamwera virus | 2 | |
| Germiston | 2 | |
| Oropouche virus | 3 | |
| Sin Nombre (before: Muerto Canyon) | 3 | |
| California encephalitis virus | 2 | |
| Hantaviruses: | | |
| Hantaan (Korean hemorrhagic fever) | 3 | |
| Seoul virus | 3 | |
| Puumala virus | 2 | |
| Prospect Hill virus | 2 | |
| Other hantaviruses: | 2 | |
| Nairoviruses: | | |
| Crimean–Congo hemorrhagic fever | 4 | |
| Hazara virus | 2 | |
| Phleboviruses: | | |
| Rift Valley fever | 3 | V |
| Pappataci fever | 2 | |
| Toscana virus | 2 | |
| Other <i>bunyaviridae</i> which are known to be pathogenic | 2 | |
| <i>Caliciviridae</i> | | |
| Hepatitis E virus | 3 (**) | |
| Norwalk virus | 2 | |
| Other <i>Caliciviridae</i> | 2 | |

| | | |
|--|--------|-------|
| <i>Coronaviridae</i> | 2 | |
| <i>Filoviridae</i> | | |
| Ebola virus | 4 | |
| Marburg virus | 4 | |
| <i>Flaviviridae</i> | | |
| Australian encephalitis (Murray Valley encephalitis virus) | 3 | |
| Central European Tick-borne encephalitis virus | 3 (**) | V |
| Absetarov | 3 | |
| Hanzalova | 3 | |
| Hipr | 3 | |
| Kumlinge | 3 | |
| Dengue virus type 1-4 | 3 | |
| Hepatitis C virus | 3 | |
| Hepatitis G virus | 3 (**) | |
| Japanese B encephalitis | 3 | V |
| Kyasanur forest | 3 | V |
| Louping disease | 3 (**) | |
| Omsk (a) | 3 | V |
| Powassan | 3 | |
| Rocio | 3 | |
| Russian spring-summer encephalitis (TBE) (a) | 3 | V |
| Saint Louis encephalitis | 3 | |
| Wesselsbron virus | 3 | |
| West Nile fever virus | 3 | |
| Yellow fever | 3 | V |
| Other flaviviruses that are known to be pathogenic | 2 | |
| <i>Hepadnaviridae</i> | | |
| Hepatitis B virus | 3 (**) | V |
| Hepatitis D virus (Delta) (b) | 3 (**) | V |
| <i>Herpesviridae</i> | | |
| Cytomegalovirus | 2 | |
| Epstein–Barr virus | 2 | |
| Herpesvirus simiae (B virus) | 3 | |
| Herpes simplex viruses types 1 and 2 | 2 | |
| Varicella zoster virus | 2 | |
| Human B-lymphotropic virus (HBLV-HHV6) | 2 | |
| Human herpes virus 7 | 2 | |
| Human herpes virus 8 | 2 | |
| <i>Orthomyxoviridae</i> | | |
| Influenza viruses types A, B and C | 2 | V (c) |
| Tick-borne <i>Orthomyxoviridae</i> Dhori and Thogoto | 2 | |
| <i>Papovaviridae</i> | | |

| | | |
|--|--------|-----|
| BK and JC viruses | 2 | (d) |
| Human papilloma viruses | 2 | (d) |
| <i>Paramyxoviridae</i> | | |
| Poxviruses | 2 | V |
| Mumps virus | 2 | V |
| Newcastle Disease Virus | 2 | |
| Parainfluenza viruses types 1 to 4 | 2 | |
| Respiratory syncytial virus | 2 | |
| <i>Parvoviridae</i> | | |
| Human parvovirus (B 19) | 2 | |
| <i>Picomaviridae</i> | | |
| Acute hemorrhagic conjunctivitis virus (AHC) | 2 | |
| Coxsackie virus | 2 | |
| Echovirus | 2 | |
| Hepatitis A virus (human enterovirus type 72) | 2 | V |
| Polioviruses | 2 | V |
| Rhinoviruses | 2 | |
| <i>Poxviridae</i> | | |
| Buffalopox virus (e) | 2 | |
| Cowpox virus | 2 | |
| Elephantpox virus (f) | 2 | |
| Milker's Nodules virus | 2 | |
| <i>Molluscum contagiosum virus</i> | 2 | |
| Monkeypox virus | 3 | V |
| Orf virus | 2 | |
| Rabbitpox virus (g) | 2 | |
| Vaccinia virus | 2 | |
| Variola Virus (large and small) | 4 | V |
| White-pox virus ("Variola virus") | 4 | V |
| Yatapox virus (Tana & Yaba) | 2 | |
| <i>Reoviridae</i> | | |
| Coltivirus | 2 | |
| Human rotaviruses | 2 | |
| Orbiviruses | 2 | |
| Reoviruses | 2 | |
| <i>Retroviridae</i> | | |
| Human immunodeficiency virus | 3 (**) | |
| Human T-Cell Lymphotropic Virus (HTLV) types 1 and 2 | 3 (**) | |
| SIV (h) | 3 (**) | |
| <i>Rhabdoviridae</i> | | |
| Rabies virus | 3 (**) | V |
| Vesicular stomatitis virus | 2 | |

| | | |
|---|--------|-----|
| <i>Togaviridae</i> | | |
| Alphaviruses | | |
| Eastern equine encephalomyelitis | 3 | V |
| Bebaru virus | 2 | |
| Chikungunya virus | 3 (**) | |
| Everglades virus | 3 (**) | |
| Majaro virus | 3 | |
| Mukambo virus | 3 (**) | |
| Ndumu virus | 3 | |
| O’Njong-Njong virus | 2 | |
| Ross River virus | 2 | |
| Semliki Forest virus | 2 | |
| Sindbis virus | 2 | |
| Tonate virus | 3 (**) | |
| Venezuelan Equine Encephalomyelitis | 3 | V |
| Western Equine Encephalomyelitis | 3 | V |
| Other known alphaviruses | 2 | |
| Rubivirus (rubella) | 2 | V |
| <i>Toroviridae</i> | 2 | |
| Unclassified viruses | | |
| Equine morbillivirus | 4 | |
| Hepatitis viruses that have not yet been identified | 3 (**) | |
| Unconventional agents associated with transmissible spongiform encephalopathy (TSE) | | |
| Creutzfeldt-Jakob disease | 3 (**) | (d) |
| Creutzfeldt-Jakob disease variant | 3 (**) | (d) |
| Bovine Spongiform Encephalopathy (BSE) and other related animal TSE (i) | 3 (**) | (d) |
| Gerstmann-Straussler-Scheinker syndrome | 3 (**) | (d) |
| Kuru | 3 (**) | (d) |

PARASITES

| Biological hazard | Classification | Notes |
|------------------------------------|----------------|-------|
| <i>Acanthamoeba castellani</i> | 2 | |
| <i>Ancylostoma duodenale</i> | 2 | |
| <i>Angiostrongylus cantonensis</i> | 2 | |

| | | |
|--|--------|---|
| <i>Angiostrongylus costaricensis</i> | 2 | |
| <i>Ascaris lumbricoides</i> | 2 | A |
| <i>Ascaris suum</i> | 2 | A |
| <i>Babesia divergens</i> | 2 | |
| <i>Babesia microti</i> | 2 | |
| <i>Balantidium coli</i> | 2 | |
| <i>Brugia malayi</i> | 2 | |
| <i>Brugia pahangi</i> | 2 | |
| <i>Capillaria philippinensis</i> | 2 | |
| <i>Capillaria</i> spp. | 2 | |
| <i>Clonorchis sinensis</i> | 2 | |
| <i>Clonorchis viverrini</i> | 2 | |
| <i>Cryptosporidium parvum</i> | 2 | |
| <i>Cryptosporidium</i> spp. | 2 | |
| <i>Cyclospora cayetanensis</i> | 2 | |
| <i>Dipetalonema streptocerca</i> | 2 | |
| <i>Diphyllobothrium latum</i> | 2 | |
| <i>Dracunculus medinensis</i> | 2 | |
| <i>Echinococcus granulosus</i> | 3 (**) | |
| <i>Echinococcus multilocularis</i> | 3 (**) | |
| <i>Echinococcus vogeli</i> | 3 (**) | |
| <i>Entamoeba histolytica</i> | 2 | |
| <i>Fasciola gigantica</i> | 2 | |
| <i>Fasciola hepatica</i> | 2 | |
| <i>Fasciolopsis buski</i> | 2 | |
| <i>Giardia lamblia</i> (<i>Giardia intestinalis</i>) | 2 | |
| <i>Hymenolepis diminuta</i> | 2 | |
| <i>Hymenolepis nana</i> | 2 | |
| <i>Leishmania brasiliensis</i> | 3 (**) | |
| <i>Leishmania donovani</i> | 3 (**) | |
| <i>Leishmania ethiopica</i> | 2 | |
| <i>Leishmania mexicana</i> | 2 | |
| <i>Leishmania peruviana</i> | 2 | |
| <i>Leishmania tropica</i> | 2 | |
| <i>Leishmania major</i> | 2 | |
| <i>Leishmania</i> spp. | 2 | |
| <i>Loa loa</i> | 2 | |
| <i>Mansonella ozzardi</i> | 2 | |
| <i>Mansonella perstans</i> | 2 | |
| <i>Naegleria fowleri</i> | 3 | |
| <i>Necator americanus</i> | 2 | |
| <i>Onchocerca volvulus</i> | 2 | |

| | | |
|---|--------|--|
| <i>Opisthorchis felineus</i> | 2 | |
| <i>Opisthorchis</i> spp. | 2 | |
| <i>Paragonimus wessermani</i> | 2 | |
| <i>Plasmodium falciparum</i> | 3 (**) | |
| <i>Plasmodium</i> spp. (human and monkey) | 2 | |
| <i>Sarcocystis sui hominis</i> | 2 | |
| <i>Schistosoma haematobium</i> | 2 | |
| <i>Schistosoma intercalatum</i> | 2 | |
| <i>Schistosoma japonicum</i> | 2 | |
| <i>Schistosoma mansoni</i> | 2 | |
| <i>Schistosoma mekongi</i> | 2 | |
| <i>Strongyloides stercoralis</i> | 2 | |
| <i>Strongyloides</i> spp. | 2 | |
| <i>Taenia saginata</i> | 2 | |
| <i>Taenia solium</i> | 3 (**) | |
| <i>Toxocara canis</i> | 2 | |
| <i>Toxoplasma gondii</i> | 2 | |
| <i>Trichinella spiralis</i> | 2 | |
| <i>Trichuris trichiura</i> | 2 | |
| <i>Trypanosoma brucei brucei</i> | 2 | |
| <i>Trypanosoma brucei gambiense</i> | 2 | |
| <i>Trypanosoma brucei rhodesiense</i> | 3 (**) | |
| <i>Trypanosoma cruzi</i> | 3 | |
| <i>Wuchereria bancrofti</i> | 2 | |

FUNGI

| Biological hazard | Classification | Notes |
|---|----------------|-------|
| <i>Aspergillus fumigatus</i> | 2 | A |
| <i>Blastomyces dermatitidis</i> (<i>Ajellomyces dermatitidis</i>) | 3 | |
| <i>Candida albicans</i> | 2 | A |

| | | |
|--|---|---|
| <i>Candida tropicalis</i> | 2 | |
| <i>Cladophialophora bantiana</i> (ranije: <i>Xylohypha bantiana</i> , <i>Cladosporium bantianum</i> ili <i>trichoides</i>) | 3 | |
| <i>Coccidioides imunitis</i> | 3 | A |
| <i>Cryptococcus neoformans</i> var. <i>neofonnans</i> (<i>Filobasidiella</i> <i>neofonnans</i> var. <i>neofonnans</i>) | 2 | A |
| <i>Cryptococcus neoformans</i> var. <i>gattii</i> (<i>Filobasidiella</i> <i>bacillispora</i>) | 2 | A |
| <i>Emmonsia parva</i> var. <i>parva</i> | 2 | |
| <i>Emmonsia parva</i> var. <i>crescens</i> | 2 | |
| <i>Epidermophyton floccosum</i> | 2 | A |
| <i>Fonsecaea compacta</i> | 2 | |
| <i>Fonsecaea pedrosoi</i> | 2 | |
| <i>Histoplasma capsulatum</i> var. <i>capsulatum</i> (<i>Ajellomyces capsulatus</i>) | 3 | |
| <i>Histoplasma capsulatum duboisii</i> | 3 | |
| <i>Madurella grisea</i> | 2 | |
| <i>Madurella mycetomatis</i> | 2 | |
| <i>Microsporum</i> spp. | 2 | A |
| <i>Neotestudina rosatii</i> | 2 | |
| <i>Paracoccidioides brasiliensis</i> | 3 | |
| <i>Penicillium marneffeii</i> | 2 | A |
| <i>Scedosporium apiospermum</i> (<i>Pseudallescheria boydii</i>) | 2 | |
| <i>Scedosporium prolificans</i> (<i>inflation</i>) | 2 | |
| <i>Sporothrix schenckii</i> | 2 | |
| <i>Trichophyton rubrum</i> | 2 | |
| <i>Trichophyton</i> spp. | 2 | |

OVERVIEW OF MEASURES AND LEVELS OF ISOLATION

Introductory remarks:

The measures contained in this Addendum shall be applied in accordance with the nature of work, assessment of the risks of injuries and damages to employee health, as well as the nature of the said biological hazards.

| A. Isolation measures | B. Isolation levels | | |
|---|----------------------------|---|--|
| | 2 | 3 | 4 |
| 1. Workplace is separated from all other activities in the same building | No | Recommended | Yes |
| 2. Intake and exhaust air to and from the workplace is purified using a HEPA or similar filters | No | Yes, for exhaust air | Yes, for intake and exhaust air |
| 3. Access is allowed only to authorised employees | Recommended | Yes | Yes, through an air chamber |
| 4. It should be possible to hermetically seal the workplace in order to allow disinfection | No | Recommended | Yes |
| 5. Specifically determined disinfection procedures | Yes | Yes | Yes |
| 6. Air pressure in the workplace should be kept lower relative to the atmospheric pressure | No | Recommended | Yes |
| 7. Effective control of carriers, such as rodents and insects | Recommended | Yes | Yes |
| 8. Surfaces resistant to water and easy to clean | Yes, desks | Yes, desks and floors | Yes, desks, walls, floors and ceilings |
| 9. Surfaces resistant to acids, bases, solvents, disinfectants | Recommended | Yes | Yes |
| 10. Safe storage of biological hazards | Yes | Yes | Yes, safe storage |
| 11. There should be a window for monitoring or something similar to observe the present ones in the area | Recommended | Recommended | Yes |
| 12. Laboratory should have its own equipment | No | Recommended | Yes |
| 13. Infected material, including all animals, should be treated in a safe workroom or insulator or other appropriate closed space | Where appropriate | Yes, in the case of an airborne infection | Yes |
| 14. Furnace for burning animal carcasses | Recommended | Yes (available) | Yes, in the workspace |

OVERVIEW OF MEASURES AND LEVEL OF ISOLATION RELATED TO INDUSTRIAL PROCESSES

1) Biological hazards of group 1

Any work involving the exposure to biological hazards of group 1, including live attenuated vaccines, should comply with the principles of health and safety at work and occupational hygiene.

2) Biological hazards of groups 2, 3 and 4

For any work involving the exposure to biological hazards of groups 2, 3 and 4, when appropriate and dependant on the estimated risks associated with each individual work process or its any part, the isolation measures of different categories listed in the table may be selected and combined.

| A. Isolation measures | B. Isolation levels | | |
|--|--------------------------------|---|---|
| | 2 | 3 | 4 |
| 1. Organisms capable of surviving should be handled in a system which physically separates the work processes from other work areas | yes | yes | yes |
| 2. Exhaust gases from a closed system should be treated in such a way that: | discharge is minimised | discharge is prevented | discharge is prevented |
| 3. Sampling, adding materials to a closed system and transferring organisms capable of surviving to another closed system should be carried out so that: | discharge is minimised | discharge is prevented | discharge is prevented |
| 4. Liquids containing cultures should not be removed from a closed system if the organisms capable of surviving have not been: | deactivated by verified agents | deactivated by verified chemical or physical agents | deactivated by verified chemical or physical agents |
| 5. Seals are designed so that: | discharge is minimised | discharge is prevented | discharge is prevented |
| 6. Closed systems should be located within a controlled area | by choice | by choice | yes, and purpose-built |
| (1) It is needed to set the signs for biological hazards | by choice | yes | yes |
| (2) Access is allowed only to authorised employees | by choice | yes | yes, through an air chamber |
| (3) Employees should wear protective clothing | yes, work clothes | yes | they completely redress |
| (4) Employees are provided with the facilities and equipment for decontamination | yes | yes | yes |
| (5) Employees should take a shower before leaving the controlled area | no | by choice | yes |

| | | | |
|--|--------------------------------|---|---|
| (6) Wastewater from sinks and showers is collected and deactivated prior to discharge | no | by choice | yes |
| (7) Controlled area should be adequately ventilated to minimise air pollution | by choice | by choice | yes |
| (8) Air pressure in the controlled area should be kept lower relative to the atmospheric pressure | no | by choice | yes |
| (9) Intake and exhaust air in the controlled area is purified using HEPA filters | no | by choice | yes |
| (1) Controlled area should be designed to prevent the outpouring of the entire contents of the closed system | no | by choice | yes |
| (11) It should be possible to hermetically seal the controlled area to order to allow fumigation | no | by choice | yes |
| (12) Wastewater treatment before final discharge | deactivated by verified agents | deactivated by verified chemical or physical agents | deactivated by verified chemical or physical agents |

VACCINATION CODE OF CONDUCT

1. If, based on the risk assessment referred to in Article 4 of this Rulebook, the conclusion can be reached that there is a risk to the health and safety of employees due to their exposure to biological hazards for which there are effective vaccines, employers shall be required to offer their employees the option of vaccination.
2. Vaccination shall be conducted in accordance with specific regulations and practices.
3. Employees should be informed about the benefits and adverse effects of both the acceptance and rejection of vaccination.
4. Vaccination should not impose any financial obligations on employees.
5. Personal Immunization Record Card may be provided to employees, as well as to any engaged occupational health services upon their request.