

## **1/2022 Instruction of the President of the Clinical Centre about mandatory SARS-CoV-2 coronavirus vaccination**

**(in accordance with modification Nr. 1.)**

The University of Pécs is committed to providing work environment that does not endanger health and is safe to work in. In order to ensure continuous and uninterrupted patient care, the University of Pécs Clinical Centre as employer states that taking the vaccine against the virus causing the pandemic as a mandatory condition of employment, based on the CLIV act of 1997, Article 232/H, during the state of emergency caused by the pandemic.

### **The scope of this instruction**

**Article 1.** (1). The order's personal provisions include all personnel of the University of Pécs Clinical Centre (in the following: Clinical Centre) who work in health or healthcare positions, and personnel taking part in other positions (in the following: Employee).

(2) Current instruction covers the conditions for employment connected to the vaccination conditions and related rules and regulations.

(3) This instruction applies to the Clinical Centre.

### **Provisions on the compulsory vaccination**

**Article 2.** (1)<sup>1</sup>The employer declares previous SARS-CoV-2 coronavirus vaccination or intent on taking the vaccination within a previously determined deadline a mandatory condition of employment, based on the 282/2022. (VI. 17) government decree; with the exception if the employee is exempt from the vaccination based on (4). No employment status can be established or maintained in the Clinical Centre – except for cases detailed in (4) -, including legal partnership if the person in question has not taken the SARS-CoV-2 vaccination.

(2) The employee has to take

a. the single dose in case of single-dose vaccination, and the first dose in case of two-dose vaccination within 45 days of the Employer's notification,

b. the second dose of a two-dose vaccination on the date determined by the doctor administering the first dose,

c.<sup>2</sup>

after which the Employee must show proof of vaccination to the Employer, by submitting the vaccination certificate provided by the doctor administering the vaccine.

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<sup>1</sup> modified by Nr. 1. modification valid from 21 September 2022.

<sup>2</sup> taken out of effect by Nr 1. modification valid from 21 September 2022.

(3) Submission of vaccination certificates can happen in person or electronically to the HR referent determined by the Employer. Vaccination certificates are handled by the Healthcare Human Resources Directorate in accordance with Article 4.

(4) Those Employees who are advised not to take the vaccine due to health concerns proven by a medical certificate issued by a doctor of the Centre for Occupational Medicine are exempted from the mandatory vaccination.

### **Legal repercussions**

**Article 3.** (1) If the Employee does not show proof of vaccination outlined in Article 2, (3) or the medical certificate mentioned in Article 2, (4), then the Director of the Clinical Centre will notify them about their obligation electronically (e-mail) or on paper in written format.

(2) If the Employee does not show proof of vaccination based on (1) by the deadline given, then the Director of the Clinical Centre will place them on unpaid leave.

(3) The Employer can terminate the employment of the Employee effective immediately – nulling the employee's right for severance pay

-with the end of the state of emergency, but 6 months after the start of the unpaid leave the earliest, or

- during the state of emergency, after one year from the start of the paid leave, if

a) if the Employee has not showed proof of vaccination in the prescribed manner, or

b) the Employee has not showed a medical certificate detailed in Article 2, (4).

(4) If the Employer does not terminate the legal status based on (3), then the unpaid leave is terminated with the last day of the state of emergency.

(5) The Employer terminates unpaid leave effective immediately if the Employer takes the vaccination in its duration, or shows the medical certificate about vaccine exemption based on health reasons.

(6) Those Employees who have become exempt from availability and working hours, have to show proof of vaccination within 45 days of the end of their exemption, or proof of vaccine exemption based on Article 2, (3).

### **Data management**

**Article 4.** (1) In order to check the existence of vaccination, the Employer will handle

a) the name, place and date of birth of the Employee,

b) the national security number of the Employee,

c) the type and number of doses of the vaccine,

d) the date of vaccine administration,

e) the data given in the vaccine exemption certificate written by a doctor,

f) the start and end date of exemption from availability and working hours, if Article 3 (6) is in use.

(2) The Employer can only store and manage data listed in (1) for data management, but only for 6 months after vaccination proof is shown.

(3) If the Employee's legal status is terminated due to non-vaccination, the Employee handles the data listed in (1) for a year from the date of termination.

### **Closing provisions**

**Article 5.** (1) Current instruction comes into effect on the day of signage and is taken out of effect on the day the 282/2020 government decree about the state of pandemic emergency loses its effect.

(2) Based on the contents of this instruction, students who do not have the vaccinations or exemption certificate outlined here may not take part in education at the Clinical Centre patient care units.

(3) This instruction does not affect other pandemic provisions on decrees and statements of the UP Operative Board.

(4) Based on this instruction, electronic documents also count as written documentation if the document was forwarded to the official e-mail address of the Employee.

Pécs, July 5, 2022.

Dr. Andor Sebestyén

Director

### **Final clause:**

The modification of the order comes into effect on September 21, 2022.

Pécs, September 21, 2022.

Dr. Andor Sebestyén

Director