



Obligation to Test the UHK Employees

Pursuant to an extraordinary measure of the Ministry of Health of the Czech Republic No. MZDR 461/2022-1/MIN/KAN dated 5 January 2022 (hereinafter the MZ CR Measure), the UHK as an employer is ordered to ensure regular testing of all its employees with effect from 17 January 2022.

In order to fulfil this obligation, the Rector hereby establishes the conditions and process for testing of all UHK employees.

Article I. Dates and frequency of testing

In accordance with the MZ CR Measure, all employees are ordered to undergo a rapid antigen test for the presence of SARS-CoV-2 virus antigen (hereinafter the RAT) at a frequency of no more than twice per week, with the first test to be performed no earlier than 17 January 2022, with subsequent testing of the employee occurring no earlier than the third day after the previous test. If the employee is not present at the employer's workplace on 17 January 2022, the first preventive testing shall be carried out on the day of the employee's arrival at the workplace.

Article II. Exceptions to testing

The obligation to undergo preventive testing under Article I does not apply to employees who:

- (a) Have undergone RT-PCR testing for the presence of SARS-CoV-2 virus within the last 72 hours with negative results; or
- (b) Have undergone an RAT performed by a health professional within the last 24 hours with a negative result; or
- c) Undergo preventive testing in accordance with MZ CR Measure with another employer of which they are employees or with another legal entity of which they are officers or Board members.

Furthermore, testing shall not apply to workers who, by the nature of their work, do not meet third persons at their workplace (third persons do not include persons

living in the same household as the given worker), or who do not carry out work at the workplace.

Article III. Testing process

Employees will pick up an RAT test for preventive testing. It is available at the reception desks of Buildings R, E, A, C, S, and J and is paid for by the employer.

The test is carried out immediately after arrival at the workplace. Employees can use their office or other premises of the UHK to perform the test themselves, or they can also use the test sites set up at the reception desks of buildings A, C, R, and E.

After the test has been performed, the employee is obliged to enter the information about the test result (both negativity and positivity) in the form available on the [website](#), where, in addition to the test result, he/she must also enter all the required personal data specified in the MZ CR Measure.

In case the RAT result is positive, the employee shall indicate this fact on the form and leave the UHK premises immediately. Further procedure and information will be provided by email.

Special bins are provided at the building receptions for used tests.

Article IV. Refusal of testing and sanctions

In the event that an employee refuses to take the test on the day on which he or she is required to do so under the above provisions, the employer is obliged to notify the locally competent public health authority of this fact.

According to the cited MZ CR Measure, the employer is obliged to ensure testing of employees at the workplace. All employees are called upon to do by this order of the UHK as an employer. According to the cited MZ CR Measure, the employee is obliged to undergo the test on the basis of the employer's invitation. It is therefore the personal responsibility of the employees to undergo the test. The employees will also be held liable for any failure to do so, in accordance with Act No 94/2021 Sb., on emergency measures during the COVID-19 disease epidemic and on amendments to certain related acts.

Article V.

Final provisions

This order shall become valid on the date of its signature and shall be effective from 17 January 2022 for the duration of the validity and effectiveness of the MZ CR Measure.

This order replaces the instructions concerning the obligation to test according to the emergency measure of the Czech Ministry of Health No. 42085/2021-1/MIN/KAN, as amended.

In Hradec Králové on 12 January 2022

Prof. Ing. Kamil Kuča, Ph.D.

Rector

Amendment to Rector's Order No. 01/2022

Obligation to Test the UHK Employees

In connection with the extraordinary measure of the Ministry of Health of the Czech Republic No. MZDR 461/2022-3/MIN/KAN of 26 January 2022, which amends the extraordinary measure of the Ministry of Health of 5 January 2022, No. MZDR 461/2022-1/MIN/KAN as amended by an extraordinary measure of the Ministry of Health of the Czech Republic of 14 January 2022, Ref. No. MZDR 461/2022-2/MIN/KAN (hereinafter the MZ CR Measure), the Rector issues the following order amending Order No. 01/2022.

Article I. Amendment

Article II. Exceptions to Testing Order No. 01/2022 is amended by adding paragraph

d) to state as follows:

d) have laboratory-confirmed COVID-19 and no more than 30 days have elapsed since the first positive RT-PCR test result. After this period has elapsed, the staff member shall be required to be tested on the first day of arrival at the workplace and shall continue to follow the instructions of the Order.

Article II. Final Provisions

The other provisions of Order No 01/2022 remain in force.

This Order shall be valid from the date of its signature and shall be effective from 31 January 2022, for the duration of the validity and effectiveness of the measures of the Ministry of Health.

In Hradec Králové on 28 January 2022

Prof. Ing. Kamil Kuča, PhD
rector