

COVID-19: Progressive lifting of measures and full return to office at ILO HQ

The improvement in the COVID-19 public health situation means that the ILO headquarters can now begin to return to full occupancy levels.

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The improvement in the COVID-19 public health situation means that the ILO headquarters can now begin to return to full occupancy levels. Following consultation with the Committee on Occupational Safety and Health (COSH) and the Staff Union, the Office has decided that safety and health measures will be progressively lifted.

The current rotational arrangements will remain in place until the end of the International Labour Conference (ILC), following which all staff will be able to return to the office on a full-time basis as of 13 June 2022.

Full return to office (after 13 June 2022): What will change

From 13 June 2022, all headquarters staff will return to normal office presence, and all COVID-19 mandatory work from home, rotational arrangements and occupancy limitations will be lifted, while maintaining the above preventive safety and health measures.

The following measures will apply at headquarters after 13 June:

Lifting of mandatory rotational teleworking

The mandatory rotational and work from home arrangement will be lifted, and HQ premises will return to normal occupancy levels.

Safety and health measures

The preventive safety and health measures listed above, including the updated mask policy and physical distancing of at least 1m, will remain in place until such time as it is determined, in consultation with the COSH, that they are no longer required.

Teleworking policy

- Staff members wishing to telework on either a “regular” or “ad-hoc” basis shall request authorization from their manager in accordance with the procedures set out in the existing teleworking policy (IGDS 141).
- ILO staff are expected to work at their assigned duty station. Any exceptional requests to telework from outside duty station for a limited period must be submitted to HRD, through the relevant manager, with appropriate justification.

- The Office is currently reviewing the current teleworking policy in the context of a broader framework of flexible work arrangements, further details on the new policy will be communicated later in due course.

Medical clearance and sick leave

- Staff will no longer require medical clearance to access the premises.
- Staff members who are considered at high risk and need to continue shielding will be required to present a certificate from their treating doctor to MEDSERV. Those staff medically certified as needing to shield will continue to work full-time work from home, and will not be permitted to undertake mission travel nor telework outside of duty station.
- Staff with any COVID-19 symptoms or who are household contact cases should remain at home and follow the MEDSERV guidance on isolation and quarantine.
- The COVID-19 sick leave policy will remain in place until further notice.

Travel and missions

Duty travel will continue to be subject to careful review taking into account the prevailing public health situation at the duty station and destination as well as any transit countries.

The Office will continue to closely monitor the evolution of pandemic and change policies as necessary.