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Introduction

What is Covid-19?

The novel corona virus of 2019 (shortened as covid-19) is a disease that infects the respiratory track caused by the SARS-CoV-2 corona virus. It was first identified in the Chinese city of Wuhan by the regional office of the World Health Organization (WHO).

SARS-CoV-2 is one of seven known corona viruses, including those that caused South Asia Respiratory Syndrome (SARS) and Middle Eastern Respiratory Syndrome (MERS) in 2002 and 2012 respectively.

How does Covid-19 spread?

Corona viruses spread predominantly through person-to-person contact as a result of the inhalation of droplets caused by coughing, sneezing or talking or by touching surfaces contaminated with infected droplets and then touching the eyes, nose or mouth.

What are the symptoms?

Symptoms typically show between 2 and 15 days after a person has been infected with the virus, with the average being 5-6 days.

These are:

Most common symptoms:	Less common symptoms:	Serious symptoms:
• A fever, • dry cough, • tiredness	• sore throat • chills • headache • diarrhoea • a loss of smell • conjunctivitis • skin rash	• shortness of breath • difficulty breathing • chest pains/pressure • loss of speech • loss of movement

From currently available data, the following seems apparent:

- Most common symptoms seem to vary with age, with diarrhoea more common in younger people and a loss of smell seemingly the symptoms that manifests the earliest.
- Both the infection and transmission rate for children below the age of 10 is significantly lower than others.
- It appears that a significant portion of those infected (and by default being able to transmit the disease) are asymptomatic or will only experience very mild symptoms.
- Risk of developing serious symptoms increases with age and pre- existing comorbidities (for full list of comorbidities, see WCED circular 'Risk factors for serious covid-19')

What are the preventative measures?

There is currently no vaccine for covid-19 and no treatments to limit the serious complications.

The following methods have been implemented in organizations and schools across the world in varying degrees, listed in order of effectiveness:

- **Isolation** – keeping those infected with covid-19 as well as those most at risk in isolation to avoid transmission and infection.
- **Sanitization and hygiene** – frequent disinfection and cleaning of communal surfaces and effective hand washing.
- **Physical distancing** – keeping a minimum distance of 1,5m to 2m between people in communal areas and avoiding physical contact, especially with the hands, such as shaking hands or hugging.
- **Personal protective equipment (PPE's)** – wearing face masks or visors as a barrier to the spread and inhalation of droplets.

ROLES AND RESPONSIBILITIES:

Principal:	Communications with teachers, learners, parents, board of trustees
Safety Officer:	Oversee overall safety, e.g. pre-screening questionnaire, temperatures checks, sanitization, disinfection, etc.
Pastoral Support Persons:	Oversee the emotional needs of all staff and learners
Point Man:	Deals with all Covid-19 issues that arises i.e. persons failing the symptoms check or getting sick on the day. Escort sick person to isolation facility, contact medical assistance.
Campus (Building) person:	Oversees that classrooms are set up and desks are labelled, notices around the school, etc.
School Grounds person:	Oversees that notices are visible around the school grounds and designated areas for break and “no go” zones
Medical Doctors:	Medical Consultants
Security Officer:	Ensures that security is tight. Controls entry and exit onto school grounds
Sanitizing and Cleaning:	In charge of regular sanitizing and cleaning of classrooms and campus

PROCEDURES

Isolation

The school will inform staff and parents about:

- Known symptoms of covid-19
- Comorbidities that lead to significantly increased risk of severe complications as a result of contracting covid-19.

Staying off campus

Any staff member or learner who presents with symptoms of covid-19 must stay away from campus. In the case of learners, parents are responsible for checking that a learner does not have any symptoms before leaving for school in the morning.

Staff and learners with comorbidities will be advised to stay away from school. If a staff member should choose to return to work despite this, they will have to sign a waiver indicating that they understand the risk of doing so.

Staff and learners who present with symptoms:

- Get tested for covid-19 if symptoms persist or intensify.
- Not come to school / isolate for a period of at least 14 days.
- Inform the school that they are experiencing symptoms. The point person must keep a record of this.

In the case of learners not being able to come to school as a result of either presenting symptoms or having comorbidities, learning content will be made available using the Microsoft Office Teams platform but parents will be responsible for the child's learning.

Screening

Daily screening will be done at the entrance of the respective campuses upon entering the building before proceeding to the classrooms.

This will consist of:

- Walking through the sanitizing Tunnel
- Infrared Camera will capture learner and record temperatures.
- Learners will complete the pre-screening questionnaire
- Learners to sanitize hand and proceed to classrooms

If a person seeking entry to the campus:

- Indicates that they are experiencing any of the symptoms and/or
- Has an elevated temperature (over 38 degrees – confirmed by a second scan after 5 minutes),

the person in question will not be allowed to enter the campus and the point person must be informed of their details.

If the person in question is a learner that cannot return home, the point person must be called to escort the learner to the Aftercare Facility, which will be used as the isolation facility until a parent can collect him/her and take responsibility for the medical needs of the child .

Visitors to the school campus other than learners or staff will be confined to a minimum and will only be allowed entry upon telephonic confirmation of an appointment.

Visiting the Admin/Academia Block:

1. The Admin Office will be available telephonically & via email from Monday – Thursday from 08:30 am – 13:00 pm and Fridays 08:30 am-12:30 pm.
2. For health and safety purposes we prefer EFTs, Cash Deposits and Easy-pay payments, however Debit and Credit card facilities are also available. Any parent who wishes to utilise the Debit & Credit Card option will have to be screened in our foyer thereafter only one parent is allowed in the admin office to do the payment, if there is more than one parent you will need to wait in your car and not in the admin foyer area.
3. Closing date for all new applications is the 30th October 2020 at 12:00pm.
4. At reception there will be a box named “Applications”, kindly place all applications in the box. If you have any queries, please email us on applications@islamia.co.za.
5. It is the Applicant’s responsibility to ensure that all supporting documents are attached to the Application Form.

6. Under no circumstance will Applications be processed if they are incomplete and lack supporting documents.
7. The relevant school will revert to you once your application is received.
8. All meetings with admin members will be strictly by appointment only.

Sanitation and hygiene

Dress code for School

Learners are to be dressed in full school uniform with no excess clothing except for a raincoat or rain jacket. Given that there has been no access to barbers or hair salons we will not be monitoring hair, but we do ask that appearance of boys and girls are neat and tidy. All learners must wear a mask upon entering school. The school will provide an additional mask to every learner according to protective requirements. Should you wish for your son/daughter to wear a Perspex visor he/she may do so, but we will not supply these items. We should strive to wear as few items as possible to reduce the possibility of infection and of leaving items around the school.

Classrooms

To allow for the sanitization and cleaning of classrooms and other communal spaces in the school:

- The school timetable will be adjusted to allow for an earlier end-time to the academic day.
- learners must go home immediately at the end of the academic day.
- Parents must ensure that transport for learners are organized at the end of the academic day.

The exception to the above will be the:

- CAT classroom
- EGD lab
- Physics labs

The rooms mentioned above will have to be cleaned after each lesson because equipment is shared.

Leaners will remain in the classrooms and spaced according to the required 1.5 m apart and teachers will move to the classes.

The following facilities will remain closed for the duration of special measures:

- The library
- Tuck-shop
- Restaurant

As far as is practical, while any room or facility is used, windows and doors need to remain open to encourage good ventilation.

Ablution facilities

All toilets ablution facilities will remain open during the school day, with predetermined usage under supervision. This is to deter any gatherings within the ablution facilities.

Ablution facilities and toilets will be cleaned consistently after usage, but we will minimize usage during lesson time.

For the duration of these special measures, lockers may not be used as there are not sufficient resources to clean them at the end of each day.

Distribution of hand sanitizer or soap

Hand sanitizer or soap dispensers will be placed at all entrances to the building as well as at the entrances of each classroom and must be used by any person entering the room.

Physical distancing

Timetable

Timetable and class groups will be adjusted upon learners return, per grade.

Day Structure for June 2020

Proposed High School

Monday – Thursday (Friday only 3 periods to end @ 12h00)

PERIOD	TIME
Registration	8h00-8h30
1	8h30-9h30
2	9h30-10h30
Interval	10h30-11h00
3	11h00-12h00
4	12h00-13h00

Proposed Primary School

Foundation Phase Day Structure for June 2020	
PERIOD	**TIME**
1	9h00 - 9h40
2	9h40 - 10h20
Interval	10h20 - 10h40
3	10h40 - 11h20
4	11h20 - 12h00
Intermediate Phase Day Structure for June 2020	
PERIOD	**TIME**
1	9h00 - 9h40
2	9h40 - 10h20
Interval	10h20 - 10h40
3	10h40 - 11h20
4	11h20 - 12h00
Interval	12h00 - 12h10
5	12h10 - 12h50

Intermediate Phase: Monday - Thursday (5 periods daily)

Friday - (only 4 periods to end 12h00)

Foundation Phase: 4 periods to end 12h00: Daily

****** Due to the unique nature of Hifth and Pre-Primary programs, the Principals will liaise directly with parents with regards to the day structure.***

Before school

Learners must maintain physical distancing at all times on the school grounds and must go to their allocated classrooms as per class lists. Class components will be split into smaller groups to accommodate social distancing within the classroom. Learners will be escorted to their classrooms by teachers. All learners must be dropped at the entrance at the mosque and vehicles must exit immediately at the Dale street gate. Please note that the Dale street gate will **ONLY** be used as an exit point. **NO ENTRY** will be allowed. ONLY staff vehicles will be allowed on the school grounds.

NB. These measures only pertain to the High School and Hifth Academy. Alternative measures will be communicated to parents when the Primary and Pre-School reopen.

In the case of inclement weather, learners will maintain social distancing and assemble under the covered parking area.

In the classroom

Desks or tables will be spaced out in classrooms, with certain desks marked with an **X** to show that they are not to be used. This will ensure both physical distancing and facilitate faster sanitization of the classroom.

Movement inside the building in between lessons

Movement of learners must be single file on the left-hand side of the corridor maintaining a distance of 1.5 meter between each person.

Before school and during break times

Learners must maintain physical distancing from each other. Teachers will be on duty at all times to ensure social distancing and monitor interaction.

As more grades are phased in, the school will review whether designated areas will be required to ensure adequate physical distancing.

Leaving the campus at the end of the day

Learners are encouraged to leave the campus at the end of each day's academic programme. Vehicles to enter at the main entrance (at the mosque) and exit (at the Primary School) as per norm.

Personal protective equipment

The following PPE must be worn at all times while on campus, unless the situation warrants the removal of it.

Learners, authorized visitors, grounds staff and office- based staff	Academic and other staff who have frequent contact with learners	Staff conducting the screening	Point person, when: in isolation facility or escorting a person to the isolation facility
• Cloth face mask • Visor	• Cloth face mask • Visor	• Cloth face mask • Visor • Disposable gloves	• Surgical face mask • Visor • Disposable gloves • Scrubs

No person, who is not wearing a cloth mask, will be allowed to enter the campus.

Special procedures

If a person on campus develops symptoms during the day

1. The front office needs to be notified, who in turn will notify the point person and the manager of the cleaning staff.
2. An announcement will be made via intercom that all learners and staff are to remain in classes.
3. The point person and a cleaner will escort the symptomatic person to the isolation facility or their car if applicable, with the cleaner sanitizing any surface that the person has touched up to that point. If required, the consulting doctor or a healthcare practice will be contacted.
4. Either the point person or a member of the pastoral team will contact the person or family of the person in the evening to follow up and at regular intervals as is required (i.e. if the person is awaiting test results).

If a staff member, learner, or a person with whom they have frequent contact tests positive for covid-19

1. The person must inform the point person / school of the diagnoses.
2. The person must isolate and remain away from the school campus until a medical professional has cleared them to return. Proof of this clearance must be provided for this to happen.
3. As far as is reasonably possible to determine, those within the school who have come into contact with the person will be informed and asked to self-isolate for a period of at least 14 days, provided they themselves do not develop symptoms in which case they must seek a medical opinion to determine when it will be safe for their return.
4. If it is a learner or staff member, the pastoral team will follow up with them to determine whether any further support is required.

Comorbidities (Managing learners with underlying comorbidities)

1. **Meaning of comorbidities**

There are many definitions of comorbidities. For the purpose of this guideline, a comorbidity is deemed to be other chronic health conditions or a concurrent illness which could have an impact of making the illness worse in co-occurrence with Covid-19.

List of Comorbidities, Risk Factors and Definitions:

Risk Factor	Detail	Definition
Cardiovascular Disease	Moderate/ Severe Hypertension	Moderate hypertension: systolic BP 160-179mmHg and/or diastolic BP 100-109 mmHg. Severe hypertension: systolic BP ≥180 mmHg and/or diastolic BP ≥110 mmHg.
	Congestive cardiac failure or other serious cardiovascular disease	Confirmed clinical diagnosis of congestive cardiac failure or other serious cardiovascular disease
	Cerebrovascular disease, including stroke and transient ischemic attack	Confirmed clinical diagnosis of cerebrovascular disease.

Risk Factor	Detail	Definition
Respiratory Disease	Pulmonary Tuberculosis – untreated or in early treatment	People who have not completed the intensive phase or first two months of treatment in line with the National Department of Health Standard Treatment Guidelines.

	Moderate to severe asthma	Asthma which requires treatment with high dose inhaled corticosteroids plus a second controller (and/or systemic corticosteroids) to prevent it from becoming 'uncontrolled' or which remains 'uncontrolled' despite this therapy.
	Chronic Obstructive Pulmonary Disease (COPD)	Confirmed clinical diagnosis of COPD
	Other severe chronic lung pathology, including cystic fibrosis and bronchiectasis	Confirmed clinical diagnosis – irrespective of severity.
Kidney Disease	Chronic Kidney Disease	eGFR < 45
Pregnancy	Third trimester pregnancy	Estimated to be further than week 27 of pregnancy
Immunosuppression	Poorly controlled type II Diabetes Mellitus	HBA1c ≥7.5% within last 6 months
	Cancer undergoing active treatment	Currently undergoing chemotherapy and/or radiotherapy
	Human Immunodeficiency Virus with advanced immunosuppression	HIV positive persons with CD4 count <200 cells/mm3 who are ART-naïve or who initiated ART within last 3 months
	Chronic immunosuppressant use	Chronic use of corticosteroids of >20mg prednisone per day or equivalent, methotrexate, biologicals or other immunosuppressants.
	Transplant	On chronic immunosuppressants
Primary Immunodeficiencies	Diagnosed Primary Immunodeficiency	On chronic immuno-globulin treatment.
Metabolic syndrome	Severe obesity	Body mass index (MBI) of 40 and higher

Learners with Comorbidities

2. Steps to be taken

2.1 A questionnaire to be sent out to identify all learners with comorbidities.

2.2 The school will write to the parents of learners offering them the option of deciding to oversee the learning of their children at home for the next few months until the pandemic recedes.

2.3 If parents do not agree to that responsibility, the learner must return to school at his/her own risk.

2.2 If parents accept the offer to oversee the learning from home, they must sign the attached acceptance form (Annexure A) and return it to the school for record keeping.

3. Responsibilities of parents

3.1 Parents with learners with comorbidities must agree to oversee the daily learning of their children at home, including the daily work and assessments, and sign the acceptance form (Annexure (A) and (B)).

3.2. Parents must ensure a conducive environment for the learner to learn at home. This would include learning space, resources etc.

3.3. Parents must ensure that all work and assignments are collected and delivered at school, as required by the school.

4. Responsibility of the school

4.1. Teachers must prepare work for such learners on a daily or weekly basis and make it available to the parents and learner.

4.2. Teachers must receive the work or assignments, mark it and return it to the learner. Where necessary.

4.3. Teachers must engage with the parents in relation to making arrangements for the necessary assessments.

4.4. The parents will be informed when this concession i.e. working from home, must come to an end as per directive from school.

Staff with Comorbidities

2. Steps to be taken

2.1 A questionnaire to be sent out to identify all staff with comorbidities.

2.2 No staff member may remain at home unless permission has been granted by the Board of Trustees to do so.

2.3 A full disclosure of a condition as defined in the table on pages 15 and 16 must be provided to the employer with a full medical history and medical certificate signed by a recognised medical practitioner.

2.4 Only once the employer has granted permission to do so in writing may the teacher stay at home. Only the Board of Trustees may grant permission to work from home.

2.5 Staff who decide to work at school in spite of comorbidities must sign the waiver and release form (Annexure D).

3. Responsibilities of Employee

3.1 The employee must provide a comprehensive and acceptable plan as to how he/she will continue to work from home.

3.2 The employee must ensure that he/she is able to teach remotely from home and remain in contact with his /her subject department to report progress and receive instructions.

3.3 The employee must be contactable by phone during working hours.

3.4 The employee must be able to respond to email communication from home.

3.5 The teacher must engage with the school in relation to making arrangements for the necessary assessments.

4. Responsibility of the school

4.1. The school will assist with the remote teaching set up as far as is possible.

4.2 The school, through its managers will ensure that the teacher is kept informed of school developments.

4.3 The school will inform the teacher when this concession must come to an end as per directive of the Board of Trustees.

PASTORAL SUPPORT

Humans are social beings by design, there are however exceptions to the rule. Lockdowns and isolation, especially when imposed, create a stressful environment. This takes a personal toll on everyone and especially educators attempting to meet so many other people's needs both professionally and personally. We cannot change our current circumstances, but we can make it easier to walk this path by being supportive, understanding and being there for one other. Below is a summary of the **support structures** available to **learners, staff and parents.**

The Pastoral Support Team is made up of: Mr MH Kagee **(Educational Psychologist)**

Mrs Naazneen Laher **(School Counsellor)**

Mrs Rukshana Mowlana **(Learner Support Educator)**

All Grade/Phase Heads and class teachers

Pastoral Heads and Grade Heads – 2020

Grade	Pastoral Teacher	Grade Head (Girls)	Grade Head (Boys)
7	Class teacher	Mrs. S. Mohamed	Sh. F. Mohamed
8	Class teacher	Mrs. S. Hamdulay	Mr. S. v/d Schyff
9	Class teacher	Mrs. RB Harneker	Mrs. G. Falal
10	Class teacher	Mrs. M. Karriem	Mr. N. Ebrahim
11	Class teacher	Mrs. F. Ebrahim	Mrs. N. Gasant
12	Class teacher	Mrs. N. Datay	Mr. I. Tayob

Phase	Pastoral Teacher	Phase Head (Primary)
Foundation	Class teacher	Mrs. M. Parker Adams
Intermediate	Class teacher	Mr. S. Abrahams
QISA	Class teacher	Mu'alimah G. Ceres

Phase	Pastoral Teacher	Phase Head (Pre-Primary)
Foundation	Class teacher	Mrs. Z. Abrahams
Foundation	Class teacher	Mrs. F. Mia

Support for Learners:

Our mission is to create a positive, warm and supportive environment during these unusual times. Learners need to know that they are supported and what avenues of support exist within the school environment.

The following support structures will be available for our learners:

- Individual sessions on Teams with Mr MH Kagee, our resident part-time Educational psychologist. Mr Kagee is available on Tuesdays and Thursdays from 10am – 12:30pm on both days.
- One-on-one face to face sessions if requested – facilitated by either Mr Kagee, Mrs Laher or Mrs Mowlana
- Referrals if required.
- Pastoral Grade heads are available when not teaching.

ACADEMIC PROGRAMME

In order to be compliant with the physical distancing and gatherings rules, we are splitting all grades in groups to effect significant social distancing.

The Department of Basic Education has indicated that the 2020 National Senior Certificate examination will go ahead with the complete CAPS syllabus for the Grade 12s. This means that the Grade 12 syllabus will not be trimmed. In order to complete the prescribed syllabus, our teachers will deliver as much of the content as is possible on the day that your child is at school.

Parents who have children with certain medical conditions will have the option to keep their son/daughter at home. For those children who will not be coming back to school at this time, remote teaching will continue via the Microsoft Office Teams platform and their parents will have to accept responsibility for monitoring their child's work. A form will be sent to parents in due course on which they can indicate intent to keep their son/daughter at home and to oversee his/her learning.

The SBA requirements for Grade 12 have been amended, with the biggest change being that there will be no midyear examination. In some subjects, the learners will still be required to do formal tests and practical assessments tasks (PAT). To fulfil on the remaining SBA requirements, we will run SBA test days as determined by the Principal and school management team. The SBA timetable will be given to the learners as soon as it is finalized.

Revised Term Dates	
Term 1	15 Jan – 18 March
Term 2	1 June – 24 June
Term 3	03 July – 23 September
Term 4	28 September – 15 December

***Subject to change by Minister of Education**

ANNEXURE A

Dear_____(Parent/Guardian)

MANAGING LEARNERS WITH COMORBIDITIES

There are many definitions of comorbidities. For our purposes, a comorbidity is deemed to be a chronic health condition or a concurrent illness which could have an impact of making the illness worse in co-occurrence with Covid-19.

We are aware that your child might be diagnosed with an existing comorbidity.

If this is correct, and in the interests of the safety of your child, this letter serves to offer you as a parent/guardian of a learner with a severe comorbidity, the option of keeping your child at home as a concession and overseeing his/her learning at home for the next while until the pandemic recedes.

If you wish to make use of this concession, you must please do the following:

1. Complete the attached form. (Annexure B or C)
2. Provide the school with a medical history report from the medical practitioner attending to their condition.

Besides supplying the documentation above, parents/guardians must agree to:

1. Create a conducive environment for their child to learn at home. This would include learning space, resources etc.
2. Accept the responsibility to oversee the daily learning of their children at home, including the daily work and assessments.
3. Accept the responsibility of ensuring that they are informed of what work must be learned and what work must be completed on a daily basis.
4. Ensure that all work and assignments are collected and delivered at school, as required by the school.

It is important that parents accept the responsibility for the daily learning of their child.

As your child is still an enrolled learner of the school and receives regular input and support from their teachers, you as the parent/guardian remain responsible for the continued payment of school fees.

If you, as a parent/guardian of a learner with a comorbidity, are unable to accept this concession and the responsibilities associated with it, then your child should continue to attend school.

We look forward to your response and confirm our commitment to continue to support your child in his/her best interests.

Yours sincerely

XXXXXXXXXX

PRINCIPAL

ANNEXURE B

ACCEPTANCE FORM: LEARNERS WITH COMORBIDITIES

I,_____(Name of parent/guardian),

Parent/guardian of_____**(Name of learner)**

hereby accept the concession offered to keep my child at home and oversee his/her learning while the Covid-19 restrictions are in place due to their current medical condition as outlined in the **attached** proof from their medical practitioner.

Comorbid condition: _____

I accept and agree that I will now take the responsibility to oversee the learning of my child at home, as outlined in your letter.

I will also adhere to requests made regarding the completion of assessments and other requirements.

Signature: _____

Date: _____

ANNEXURE C

ACCEPTANCE FORM: LEARNERS WHO ARE UNABLE TO RETURN

I,_____(Name of parent/guardian),

Parent/guardian of_____**(Name of learner)** hereby accept the concession offered to keep my child at home and oversee his/her learning while the Covid-19 restrictions are in place due to (short outline of circumstances):

_____

_____

_____

_____

I accept and agree that I will now take the responsibility to oversee the learning of my child at home, as outlined in your letter.

I will also adhere to requests made regarding the completion of assessments and other requirements.

Signature: _____

Date: _____

ANNEXURE D

WAIVER AND RELEASE OF LIABILITY RELATING TO

CORONAVIRUS/COVID-19

The World Health Organisation has declared the novel coronavirus, COVID-19, a worldwide pandemic. I understand COVID-19 is extremely contagious and has a long incubation period, during which carriers of the virus may not show symptoms and still be highly contagious. As a result, government has declared a national state of disaster, recommended social distancing, and has prohibited gatherings of groups of people.

The Employer has put in place preventative measures to reduce the spread of COVID-19, however, cannot guarantee that the Employee will not become infected with COVID-19. Furthermore, performing the duties as required by the Employer could increase the Employee's risk of contracting COVID-19.

This document serves to release the Employer:

The Board of Trustees of Islamia College, Cape Town,

from any liability towards the Employee:

Full names and Surname	
Employee Number (where applicable)	
ID Number	

By signing this document, I (full names and surname)

……

1. Acknowledge the contagious nature of COVID-19 and voluntarily assume the risk that I may be exposed to or infected by COVID-19 by performing my duties as required by the Employer and that such exposure or infection may result in *inter alia* injury, illness, disability of a permanent nature or death.
2. Understand that the said risk of being exposed to or infected by COVID-19 may be the result of actions, omissions or negligence on my part, or on the part of others, including but not limited to the Employer's employees, learners attending the school and/or their families.

3. Acknowledge that, despite being over the age of 60 years and / or despite having a chronic medical condition for which I receive medical treatment with proof thereof as described by me on the official risk assessment form, I have willingly and in full knowledge of my rights and the risk, made a decision to continue to perform my duties as required at Islamia College, Cape Town.

In doing so, I voluntarily agree to assume all risks associated with the performance of my duties and accept sole responsibility for any harm/damages of any kind that I may incur (including, but not limited to, loss, expense, injury, illness, disability or death) in connection with the performance of my duties as required by the Employer ("the Risk").

I understand that neither I, nor my executor, nor any member of my family, may hold the Employer liable or otherwise claim from the Employer either now or at any time in the future for any harm or damages (resulting from *inter alia* illness or death) that may arise as a result of my decision to continue to present myself at the workplace as required. In doing so I hereby release, undertake not to institute legal proceedings, and hold harmless the Employer, its employees, agents, and representatives, of and from the Risk, including all liabilities, claims, actions, damages, costs or expenses of any kind arising out of or relating thereto.

Signed: …… Date: ……..

Witness 1: …….…….. Date: ……..

Witness 2: …….…….. Date: ……