



UNIVERSITAS SCIENTIARUM SZEGEDIENSIS
SZEGEDI TUDOMÁNYEGYETEM

Coronavirus Operative Committee

Reg. No.: IKT/5-790/8/2020

Subject: Circular No. 9/2020. (III.15.) on
main provisions concerning employment

To all Heads of Units of the University of Szeged

Dear Head of Unit,

As regards the spread of the new coronavirus infection, as of the issuance of the present circular and pending further official action or instructions from senior management, the following orders are hereby issued:

1. **Healthcare workers**, as defined by Act CLIV of 1997 on health (*health care workers* are physicians, dentists, pharmacists, others with advanced health care qualifications, those with vocational health care qualifications, or those without qualifications involved in delivering health services), **shall only be allowed to leave the territory of Hungary with the permission of the Minister** responsible for the relevant sector.

We wish to emphasize that the list above refers **not only to personnel taking part in health care**, but to any employee in any unit of the University of Szeged.

2. As regards all other employees of the University of Szeged, journeys abroad cannot be ordered and **travel abroad for professional purposes cannot be authorized** irrespective of the country of destination.
3. Employers shall inform all staff that they should **suspend and avoid travel abroad for private purposes**, if possible, to maintain their personal safety and the smooth operation of the organizational units of the University of Szeged.
4. Under the provisions of Act I of 2012 on the Labour Code, Article 146(1)–(2), **those who have returned from abroad** (and not only from high-risk areas!) **since 11 March 2020 are**, without delay, **to be exempted from work (downtime)** for 14 days with absentee pay for the duration of leave, starting from the day following their return.





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5. Any employee who **leaves the country** (for any foreign country) after 17 March 2020 **at said employee's own risk shall bear full liability under labour and criminal law** for any consequences thereafter. In the event of a declaration of incapacity to work, the employee shall be entitled to social security benefits or the employer may use the annual leave available to said employee. In the absence of a medical certificate, the employee shall qualify for approved unpaid absence for 14 days starting from the day following said employee's return.
6. Employees who **travel abroad in spite of the prohibitions and recommendations** and who, after the end of their authorized leave, are unable to fulfil their duties through their own fault **may be subject to further labour law sanctions**.
7. For further clarification of rules and regulations concerning incapacity to work, please refer to the following link:

<https://www.nnk.gov.hu/index.php/lakossagi-tajekoztatok/koronavirus/553-tappenz-informacios-osszefoglalo-a-covid-19-virus-fertozessel-kapcsolatban>
8. Employees with children under 12 may use their annual leave to ensure care of said children and/or request a rescheduling of rest days or temporarily qualify for approved unpaid absence.
9. Students (at present even PhD students!) are prohibited from entering higher education institutions. If a student is a public servant at the University, said student may enter the University of Szeged for work and the rules for employees shall apply. A student who has another employment relationship with the University (e.g. a temporary contract, student employment contract, and public service volunteer work) may only enter the buildings of the University of Szeged with special permission from the Operative Committee on Coronavirus, which may be requested online.
10. **A new employment relationship with foreign citizens** shall only be established with **prior special electronic permission** from the Operative Committee on Coronavirus. Electronic permission requests shall be submitted – attaching a brief professional justification and the attached statement – by the employer where employment of said employee is deemed indispensable.

Permission from the Operative Committee on Coronavirus shall be requested at coronavirus.nebres@rekt.szte.hu.





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Circulars and guides of adequate integrity on the spread of the coronavirus infection shall be in effect. In order for the University of Szeged to carry out its public duties and to maintain operability, we kindly request all leaders and staff of the University to cooperate in compliance with the foregoing. Heads of Units are kindly requested to inform colleagues in their respective units immediately and directly of the information contained in this circular.

Issued in Szeged on 15 March 2020,

Yours faithfully,

Prof. Dr. Csaba Lengyel
Chair

Prof. Dr. László Kovács
Member

Dr. Máté Dömötör
Member

6720 Szeged, Dugonics tér 13.
e-mail: coronavirus.jelentes@rekt.szte.hu



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e-mail: coronavirus.jelentes@rekt.szte.hu