

QUESTION	ANSWER
1 What is Tuberculosis or TB?	<p>Tuberculosis (TB) is an infectious disease caused by the microorganism called <i>Mycobacterium tuberculosis</i>. The microorganism enters the body by inhalation through the lungs. They spread from the initial location in the lungs to other parts of the body via the blood stream, the lymphatic system, via the airways or by direct extension to other organs.</p>
2 What is the policy on TB control and prevention in the workplace?	<p>It is the Company's policy to increase the employees' level of awareness on TB, reduce the risk of its transmission in the workplace, and eliminate discrimination against TB-positive employees. The company's thrust is to maintain a healthy and safe environment.</p>
3 Am I covered by this policy?	<p>This Policy covers all JFC and SBU employees regardless of rank, position and employment status. Non-employees, i.e., On-the-Job Trainees (OJTs) and SEEDS (Skills Enhancement & Education Development) Program beneficiaries, who are given training hours at the main office or the stores, are likewise covered by this policy.</p>
4 How will I benefit from this policy?	<p>The Policy and Guidelines provides for the following:</p> <ul style="list-style-type: none"> • Updated, appropriate and accurate information on ways of strengthening your immune responses to TB infection, specifically, information on good nutrition, adequate rest, avoidance of tobacco and alcohol, and good personal hygiene practices; • Appropriate sanitary and ventilation facilities within and outside the workplace that will prevent transmission of TB infection; • Referral to well-trained health personnel and proper medical management; • Appropriate compensation for TB patients from the ECC, SSS and PhilHealth; • Non-discrimination; and • Leave arrangements, rescheduling of working times, and arrangements for return to work, if applicable.
5 Who implements and monitors the implementation of this policy?	<p>The HR department, in partnership with the Occupational Safety and Health Committee and accredited health care providers is tasked to monitor and evaluate the implementation of the TB Program.</p>
6 What will I do if I have symptoms of TB, or at risk of incurring it, or have family	<p>You should seek immediate medical assistance for appropriate diagnosis, evaluation, and treatment.</p>

members suffering from TB?		
7	What will the Company do if it finds out that an employee or any of his or her family members, is infected with TB?	If an employee or any of his or her family members is diagnosed with TB, the company's health care provider will refer them to a private or public Direct Observed Treatment Short Course (DOTS) center for proper treatment.
8	What is the Direct Observed Treatment Short Course (DOTS)?	DOTS is a comprehensive strategy endorsed by the World Health Organization and International Union Against Tuberculosis and Lung Diseases to diagnose and cure Pulmonary Tuberculosis (PTB). It utilizes a method where a treatment partner records the daily intake of the patient's TB drugs.
9	Other than the DOTS, is there an alternative method of treatment indicated in the policy?	None. The Company shall adopt the DOTS in the management of employees with TB.
10	If diagnosed with TB, will the Company pay for my medical treatment?	The tests are covered by the company's health plan except the outpatient medicine which may be reimbursed within limit.
11	What are the benefits that I can avail of if diagnosed with TB?	<p>The diagnostic and treatment criteria from the National TB Control Program (NTP) of the government will be adopted as the basis for determining appropriate compensation from the Employees Compensation Commission (ECC), Social Security System (SSS) and Philippine Health Insurance Corporation (Phil Health).</p> <p>You will also be accommodated and supported by the Company through its existing leave provisions, rescheduling of working times, and arrangements for return to work.</p>
12	Can the company terminate me from work for having TB?	<p>No but you may be required to go on prolonged leave based on your doctor's advise to allow time for your recuperation.</p> <p>Note that you may be separated from employment if you are diagnosed for permanent disability as certified by an accredited public health practitioner.</p>
13	Can I still work even if I have TB?	Yes, but only if you are certified by the Company's accredited health provider to be medically fit to work.
14	Will the Company allow reasonable working arrangements if I return to work after my TB treatment?	Yes. You may be allowed to return to work with reasonable working arrangements as determined by the company's accredited doctor and/or DOTS provider.
15	Will I be treated differently by the Company when I am or was TB-positive?	No. The company shall adopt a non discriminatory approach in handling employees who have or had TB.

16	Will my medical records and health status be kept confidential by the Company?	<p>Access to personal data relating to an employee’s TB status shall be bound by the rules of confidentiality and shall be strictly limited to medical personnel, HR and the immediate superior, or government reporting.</p> <p>In compliance with Department of Labor & Employment requirements for reporting illnesses and injuries in the workplace, the Company shall report all diagnosed cases of TB to the DOLE using an appropriate form such as the Annual Medical Report.</p>
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