



**14 August 2020**

**Dear Staff and Students**

**RE: STAGE 3-STATE OF EMERGENCY COVID-19 REGULATIONS**

On 12<sup>th</sup> August 2020, Namibia reverted to stage three (3) level of restrictions, as previously announced on 1 June 2020, with additional amendments as approved by cabinet under the COVID-19 State of Emergency that shall apply, for a period of sixteen (16) days.

You are requested to familiarise yourselves with these restrictions. This announcement also came with other stringent regulations, applicable to the whole country, and specifically targeted at Local Authority areas of Walvis Bay, Swakopmund and Arandis as well as the City of Windhoek Local Authority Area, including Okahandja and Rehoboth Local Authority Areas.

The NUST safety protocols and requirements as provided for stage 3 and stage 4 of the lockdown will remain the same, except for the decreased number of staff and students allowed at gatherings and meetings to a maximum of 10 persons. Movement of persons in the restricted areas are also now restricted between 20H00 and 05H00 daily.

Students residing in hostels are requested to remain in the hostels to limit exposure. The University is to revert to online teaching and learning. Face-to-face classes for those students who did not have access to connectivity and those who are doing practical's in labs will continue. The number is not limited to 10 students per class or lab, but all safety measures should be adhered to. This is done after consultations with the Ministry of Health and Social Services and the Ministry of Higher Education, Technology and Innovation.

Faculty and staff who can work remotely are encouraged to do so. Reference is specifically made to administrative staff that fall in one of the categories below.

**1. Vulnerable staff**

Elderly staff or those with pre-existing medical conditions (such as heart disease, high blood pressure, respiratory problems, obesity, diabetes, expectant mothers, tuberculosis and immune-compromised) in which case a medical certificate of condition will be required.

**2. Home-schooling**

Staff who need to assist children with home-schooling and shared day-care duties due to the closure of schools in which case the names and ages of children and name of school will be required.

**3. Family members with high risk of COVID-19**

Staff with close family members at high risk of COVID-19 infections (such as emergency personnel, healthcare providers, etc.) in which case a medical certificate of condition or proof of type of work performed by the close family member, whichever applicable, is required.

With reference to administrative staff, the Line Manager will be responsible to:

1. Inform the HR Department of staff who are permitted to work from home;

2. Agree with the staff members on the tasks and timelines to be performed, and
3. Manage and review the performance output of the staff member as agreed above.

Staff members working from home must remain in Windhoek (with exception of those who commute from Rehoboth and Okahandja) and must be reachable during business hours.

Take due note that wearing a mask is compulsory in the workplace (i.e. on campus), especially when attending meetings and gatherings. A see-through face shield is also permitted provided that a mask is worn together with the face shield.

The following are guidelines to be used in case a person becomes a suspect of a confirmed case of COVID-19 at the University;

1. Such a person should be isolated immediately in a separate room and the COVID-19 surveillance Team of the Ministry of Health and Social Services informed immediately.
2. The concerned area shall be closed off and vacated immediately for 24 hours. Entry to such a place/area shall be restricted.
3. Disinfection shall only take place after a further 24 hours (48 hours after an area is isolated). All persons who have been in close contact with the confirmed COVID-19 case should seek medical advice as soon as possible and go into a mandatory self-isolation on quarantine for a period of 7 days.
4. It is not necessary to restrict access to an area if the suspected or confirmed case has not accessed the premises during the previous 48 hours.

If anybody experiences typical symptoms of COVID-19, it is important to self-isolate if on campus and inform the NUST clinic on 061 2072115, campus control on 2072112 if on-campus and/or contact a medical practitioner or the COVID-19 emergency number, 0800 100 100. And if at home, to remain at home and follow the standard operating procedures provided by the Ministry of Health and Social Services Covid-19 Team.

We would like to thank you for your cooperation in curbing the spread of COVID-19 Pandemic during the past months. Be assured that your health and safety remain our priority.

Sincerely yours,



Dr Andrew Niikondo  
Acting Vice-Chancellor

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