
Ref: ORMC 004/22

CIRCULAR 4

15 March 2022

NUS Staff and Students

COVID-19: STREAMLINING OF SAFE MANAGEMENT MEASURES

1. On 11 March 2022, the Ministry of Health announced that our existing healthcare protocols, workplace testing requirements, and SMMs will be streamlined as we transit to a COVID-19 resilient nation and resume more activities safely. This circular sets out the new SMMs, effective from 15 March 2022, unless otherwise stated. New updates and changes are highlighted in **yellow** for ease of reference.

A. Workforce Vaccination Measures (WVM) for staff

2. All staff are required to adhere to [MOM's WVM](#). Only the following can return to the workplace:
 - a. Staff who are fully vaccinated
 - b. Staff who have recovered from COVID-19 within 180 days
 - c. Staff who are medically ineligible for vaccination
3. With WVM in place, up to 50% of staff who can work from home are allowed to return to the workplace. HODs may adopt split team arrangements.
4. Non-NUS employees who work on campus (e.g. independent contractors and vendors), and visitors to the campus for work-related events (e.g. meetings) will be subjected to the same VDS applicable to NUS staff.
5. **One-metre safe distancing will no longer be required in mask-on settings** (e.g. meeting rooms, workstations). In mask-off settings (e.g. staff canteens, pantries), there must still be one-metre safe distancing between groups of up to 5 persons. Social gatherings will be permitted at the workplace, in a group of up to 5 persons.
6. With immediate effect, **Rostered Routine Testing (RRT) is no longer required for staff working in mask-off settings** (e.g. cleaners, F&B workers, staff working at sports facilities). These staff, however, should continue to adhere to the existing NUS FET testing protocol (see Para 11 below).
7. For staff under Healthcare Protocol 2 (well or condition assessed to be mild by the doctor), and where working from home is possible, there is no need to apply for sick leave. However, if you are unable to work from home, please update your absence as sick leave (outpatient medical leave / hospitalisation leave) in [CHRS](#). No medical certificate (MC) is required; simply upload a photo showing your Antigen Rapid Test (ART) positive result with your name and test date indicated on the ART kit. **More details can be found in Annex A.**

B. Vaccination-Differentiated Safe Management Measures (VDS) on Campus

8. VDS is required as an entry requirement to campus. All individuals (including visitors) entering NUS campuses will need to be vaccinated, medically ineligible for vaccination,

or have recovered from COVID-19 in the last 180 days. It is the responsibility of the NUS host to ensure their visitors comply with VDS requirements. Individuals who are not in the above-mentioned three categories may be turned away.

9. All enrolled students, i.e. Pre-Employment Training (PET) and Continuing Education and Training (CET) students¹, will be exempted from the VDS requirement to enter campus for now, until further notice. A summary of the entry requirements for different groups of individuals can be found in Table 1 below.

Table 1 – Summary of Entry Requirements for Different Groups into NUS

Group	PET students	CET students	Staff	Visitors
Fully vaccinated or recovered from COVID-19 in the last 180 days	✓	✓	✓	✓
Unvaccinated or partially vaccinated	✓	✓	×	×
Medically ineligible	✓	✓	✓	✓

✓ - allowed on campus

× - not allowed on campus

10. **Junior College students and other students from Ministry of Education (MOE) schools participating in NUS-organised structured programmes** [e.g. H3 programmes, Advanced Elective Modules (AEM), Applied Learning Modules (ApLM), Elective Modules (EM)] will be regarded as enrolled students and are thus exempted from the VDS requirement to enter campus. However, students who need to enter NUS campuses for one-off or ad-hoc activities (e.g. learning journey, competitions) will be considered as visitors and subjected to VDS requirement to enter campus.
11. **FET requirements for all staff and students** - All staff and students are required to have a valid FET result before they are allowed on campus (see [Circular 34/2021](#)). The need for regular FET will be reviewed.
 - a. In addition to the existing restrictions for non-compliance (see [Circular 36/2021](#)), disciplinary action will be taken against individuals who fraudulently submit non-valid FET results in uNivUS (e.g. reusing an old FET test cartridge, or someone else's FET test cartridge).

C. Teaching and Learning

12. **Mask-on classes, lectures, exams** - All mask-on classes, lectures, exams and non-SSG-funded CET programmes can be conducted without any zoning or VDS requirements. Safe distancing is encouraged but not required between individuals or groups. Classes may have up to 1,000 participants (inclusive of instructors and other staff on-site).
13. **SSG-funded CET programmes** - SSG's prevailing guideline for a maximum class size of 40 persons – excluding the trainer(s) – will continue to apply for course quality reasons.

¹ PET students refer to all students pursuing full-time undergraduate degree qualifications. CET students refer to all other students including (i) part-time students pursuing undergraduate degree qualifications, and (ii) full-time and part-time students taking modular courses, short courses, post-graduate by coursework and research, post-diploma, or work-study qualifications.

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14. Mask-off classes - Mask-off classes will continue to be capped at no more than 30 persons, including the trainer(s), with VDS. Classes involving mask-off activities are to be conducted in groups of no more than 5 persons, with strict one-metre safe distancing between groups.
 15. Students on internship - Students on internships and trainees on work-study programmes are required to adhere to MOM's WVM which are applicable to their respective host company. Students on internships and work-study trainees who are unvaccinated are encouraged to work remotely to fulfil their programme requirements if they are able to do so. Alternatively, NUS departments can consider arranging for unvaccinated PET students to complete alternative assessments/projects on-campus instead. This potential on-campus arrangement does not apply to CET trainees on work-study programmes.

D. Campus Dining

16. Canteens (excluding UTown's Flavours and Fine Food) - Up to 2 diners per table for fully vaccinated individuals (who are not subjected to MOH's Protocols 1, 2 or 3) are allowed, with seating to be one-metre apart between groups of 2 diners. Only takeaway option is available for unvaccinated individuals.
17. Other F&B outlets - Up to 5 diners per table for fully vaccinated individuals (who are not subjected to MOH's Protocols 1, 2 or 3) are allowed. Only takeaway option is available for unvaccinated individuals.
18. Masks must be worn at all times, except when eating or drinking, and socialising is not permitted. Safe Distancing Ambassadors will be deployed during lunch time to ensure adherence to SMMs.
19. Unvaccinated individuals should consume their food only at outdoor areas around campus or in the staff's individual room. They are to dine alone – preferably one person per table or at least 2 metres away from the next person, and should not be talking when unmasked.

E. Other facilities

20. Gyms and other sports facilities - All sports facilities in IHLs should adhere to [SportSG's prevailing guidelines](#) for sports facilities, including capacity limits, SMMs and VDS requirements.
21. Libraries - 50% capacity limit has been removed and VDS is no longer required for NUS libraries. However, GreenPass is required for admission into NUS Libraries.

F. Student Activities

22. Mask-on activities - All indoor and outdoor mask-on activities, including large-scale student events, may resume without any zoning requirements. Mask-on activities/events may have up to 1,000 participants (inclusive of event organisers and other staff on-site), subjected to the maximum occupancy load of the venue and the following conditions:
 - a. VDS will apply for activities/events involving external attendees (e.g. parents for commencements, company representatives for career fairs, non-enrolled students from other institutions or prospective students for open houses).

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- b. VDS will not apply for activities/events involving only attendees from within NUS (i.e. staff and enrolled students).

Updated SMMs for large-scale student events² can be found in Annex B.

23. Mask-off activities – Mask-off activities during teaching, learning and CCA may continue (see [Circular 37/2021](#)) but subjected to the following guidelines:

- a. Indoor mask-off activities – With VDS, no more than 30 participants are allowed for indoor mask-off activities. There should be at least one metre distance between individuals, or if this is not possible, at least one metre distancing between **groups of no more than 5 persons.**
- b. Outdoor mask-off activities – Regardless of vaccination status, no more than 50 participants are allowed for outdoor mask-off activities. There should be at least one metre distance between individuals, or if this is not possible, at least one-metre distancing between **groups of no more than 5 persons.**

See Para 25 for sports activities.

24. Student activities held in external venues should adhere to SMMs for those external venues.

25. Sports activities should continue to adhere to [SportSG's prevailing guidelines](#).

- a. **All sports activities will continue to be capped at 50 persons (for mask-on sports activities), and 30 persons (for mask-off sports activities). All indoor sports activities will be subjected to VDS, while outdoor sports activities can be conducted regardless of vaccination status.**
- b. **Team sports activities can resume with up to 30 fully vaccinated persons at designated sports facilities on campus.** These activities must be conducted with strict SMMs, including ensuring participants remain masked before the activity, and no intermingling between groups before or after the game.
- c. **Unsupervised team sports (i.e. self-organised at other locations on campus) will need to adhere to the prevailing group size of no more than 5 persons.**

26. Voice training, speech and drama, singing and playing of wind and brass instruments - In addition to the above guidelines on group sizes and participant limits, these activities should continue to adhere to [NAC's prevailing advisory](#).

27. **Live performances in NUS may resume in adherence to [NAC's prevailing guidelines](#), which include the following:**

- a. Performances can be open to ticketed members of public.
- b. VDS is required for all performances, regardless of the audience size.

² Events with more than 200 participants.

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- c. Live performances with masked audiences may have up to 1,000 audience members. Masked audience members should maintain at least one-metre safe distancing from performers.
 - d. A maximum of 50 performers and crew are allowed on stage and backstage, with no more than 20 performers unmasked at any one point in time.
 - i. VDS will apply for all performers and crew if the performance entails singing or playing of instruments involving intentional expulsion of air.
 - ii. Performers who are singing or playing instruments involving intentional expulsion of air will need a valid FET test result.

G. Hostels

- 28. Hostel residents can interact with up to 5 residents in a group. They are strongly encouraged to interact with the same group of up to 5 residents and avoid mingling with other groups where possible. Masks must be worn throughout the interactions.
- 29. Each hostel resident can host up to 5 visitors (including individuals from outside the NUS community) in the common areas outside the apartment suites and student rooms of the hostel. Residents and their visitors must be masked throughout the interactions.

H. Additional FET ART Test Kit Vending Machines on Campus

- 30. An **additional 11 ART test kit vending machines** were deployed on 28 February 2022. There are 24 vending machines presently serving the NUS community across [different locations on campus](#).
- 31. MOE has developed the above SMMs for Institutes of Higher Education which are consistent with the recommendations by the COVID-19 Multi-Ministry Taskforce, and taking into consideration the high vaccination rate of the Singapore community.

If you have further questions, please check with the management office of your faculty, school or department, or email COVID-19@nus.edu.sg.

Dr Peck Thian Guan
Senior Director
Office of Risk Management and Compliance

Stay updated:

- NUS circulars, FAQs, emergency contact numbers, as well as useful links on the COVID-19 situation are available at emergency.nus.edu.sg.
- The latest NUS-related news, research and commentaries on COVID-19 are available [here](#).
- Please refer to the [Ministry of Health](#) for the latest information on the COVID-19 situation in Singapore.

Medical Leave / Hospitalisation Leave in CHRS

For NUS staff, besides declaring your status through the Health Declaration System on uNivUS when you have a positive ART test result or have been issued a Health Risk Notice (HRN), please also apply for your medical leave / hospitalisation leave in [CHRS](#) as outlined below.

Details are also available in [Leave FAQs](#) and [CHRS Quick Reference Guide](#).

Protocol 1 (unwell and tested ART positive)

- i. Apply for medical leave in [CHRS](#) with an uploaded copy of your medical certificate (MC).
- ii. If you are subsequently issued an Isolation Order (IO) by the Singapore Government, apply for hospitalisation leave in [CHRS](#) with an uploaded copy of your IO. According to the Singapore Employment Act, staff who are issued an IO will have to be placed on hospitalisation leave.

Protocol 2 (well / with mild symptoms but tested ART positive)

- i. Work from home where possible; no updates in CHRS are necessary.
- ii. If you are unable to work from home, update your absence as sick leave (outpatient medical leave / hospitalisation leave) in [CHRS](#). No MC is required; simply upload a photo showing your ART positive result with your name and test date indicated on the ART kit in CHRS.

Protocol 3 (issued a Health Risk Notice by the Singapore Government)

- i. If you are well and test negative on ART, no updates in CHRS are necessary.
- ii. If you are unwell and test positive on ART, update [CHRS](#), similar to the above outlined in Protocol 1.
- iii. If you are well or have mild symptoms but test positive on ART, update [CHRS](#) (where applicable), similar to above outlined in Protocol 2.

Annex B
SMMs for Large-scale Student Events

	Description
Participants	If all participants are from the institution (i.e. staff and/or enrolled students only), the event can proceed without VDS. However, if the event involves external participants (e.g. parents), the event is subjected to VDS.
Event size	Event sizes are based on the capacity of the venue. Events can take place with up to 1,000 persons or 50% of the capacity of the venue, whichever is higher.
TraceTogether-only SafeEntry (TTSE)	All participants must check in to the event venue via TTSE.
Registration of participants	All students, staff and guests attending these events must be registered beforehand. No walk-ins are allowed.
Mask-off	All participants are not allowed to mask-off during the event. Speakers can remove their mask when delivering their speech, but should remain at least 2 metres away from participants when delivering their speech.
Singing	No singing is allowed at these events. Music (e.g. National Anthem) can only be played in the background.
Photo taking	<p>For official photos (e.g. group photo of award winners taken by official photographers), there should be no more than 20 persons in the photo. Persons in the photo should be positioned at least one-metre apart. They may only unmask during photo taking, and must promptly put their mask on in between and after the photo taking.</p> <p>Participants are allowed to take personal photographs. During these photographs, individuals should remain masked throughout. Institutions should put in place crowd management processes to prevent crowding and unnecessary intermingling due to photo taking.</p>
F&B	Food and beverages should not be provided as far as possible. If food and beverages are provided for consumption during the event, it should be capped at no more than 50 individuals. Food should be served in individual portions, with participants seated at least one-metre apart while eating. No music, videos, speeches or any form of media content should be played or delivered while the food is being consumed. Participants should be asked to minimise the time they are unmasked when eating.