ANNEXURE B: LIST OF VULNERABLE EMPLOYEES

Vulnerable employees

Any person with one or more of the following conditions;

- Hypertension
- Diabetes
- Chronic cardiac disease
- Chronic renal disease
- Malignancy
- HIV
- Tuberculosis (current; current and past)

Highly vulnerable employees

Risk Factor	Detail	Definition
Age	People 60 years and older with/without comorbidities[i]	Aged 60 years or older with one or more disorders or conditions.
People of all ages with the following underlying medical conditions, particularly if not well controlled:		
Cardiovascular Disease	Moderate/ Severe Hypertension[i, ii, iii]	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[ii, iv, v, vi]	Confirmed clinical diagnosis of congestive cardiac failure or other serious cardiovascular disease
	Cerebrovascular disease, including stroke and transient ischaemic attack [iv, vi]	Confirmed clinical diagnosis of cerebrovascular disease.
Respiratory Disease [vii]	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[viii, ix]	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)[viii, x]	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[xi, xii]	eGFR < 45
Pregnancy	Third trimester pregnancy [xiii, xiv]	Estimated to be further than week 27 of pregnancy
Immunosuppression	Poorly controlled type II Diabetes Mellitus [xv, xvi, xvii, ii, xviii,xix, xx]	HBA1c ≥7.5% within last 6 months
	Cancer undergoing active treatment	Currently undergoing chemotherapy and/or radiotherapy
	Human Immunodeficiency Virus with advanced immunosuppression [xxi]	HIV positive persons with CD4 count <200 cells/mm^3 who are ART-naïve or who initiated ART within last 3 months
	Chronic immunosuppressant use [xxii, xxiii]	Chronic use of corticosteroids of >20mg prednisone per day or equivalent, methotrexate, biologicals or other immunosuppressants.
	Transplant[xxiv, xxv, xxvi, xxvii,xxviii]	On chronic immunosuppressants
Metabolic syndrome	Severe obesity [xxix]	Body mass index (MBI) of 40 and higher

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