



COVID-19: What should employers keep in mind?

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Employers may use various employment options during the state of emergency (SE), including:

1. remote work;
2. part time;
3. remote work & part time;
4. paid annual leave;
5. remaining idle;
6. sick leave

Details:

Remote work due to epidemic or pandemic is not specifically regulated by the labour code so general rules apply. Remote work could be introduced based on Addendum to the employment agreement indicating change of labour conditions, compensation etc. Employer should notify an employee about change of labour conditions and employee has 5 working days to consider. An employer must provide employees with the means of communication and technology necessary for the job.

Employers could consider adopting a remote working policy.

Part time regime is considered as a change of employment conditions

requiring notification and an addendum to an employment contract.

Introducing part-time work usually leads to changes in monthly salary.

Annual leave. As per President's decree, one of the parents is eligible for a paid leave in case of school break during the SE. SE shall not affect the employee's annual leave procedures and regulations.

Remaining idle. Should an idle issue arise that is beyond the employer and employee's control, then such events shall be regulated by collective agreements whereby the minimum monthly wage (42 500 KZT) shall be paid to the employee. It is illegal to grant an unpaid leave without the employee's consent. Only the employee is eligible to choose such conditions.

If you are interested in additional information, please contact us.



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Temporary unemployment (Sick leave) is granted if:

- self- isolation at home
- contracted a COVID-19 carriers
- Looking after children under 7
- COVID-19 test positive

The period in hospital or under home quarantine is deemed a temporary disability. Sick leave is paid in accordance with the terms and conditions of a employment agreement or internal policy.

If you are interested in receiving more information, please contact your PwC specialists.