

[UPDATED] VACCINATE OR REGULAR TEST REGIME FOR THE TRAINING PROVIDERS

1. **With effect from 1 October 2021, Training Providers (“Enterprises”) are required to implement the Vaccinate or Regular Test (“VoRT”) regime. Enterprises must comply with the mandatory requirements that are set out in this notice. For avoidance of doubt, the mandatory requirements are specified in the paragraphs below prefaced with the words ‘[Mandatory]’**

Background

2. The purpose of the VoRT regime is to increase the vaccination rate among the selected sectors and to empower Enterprises to detect possible infections among unvaccinated persons, so as to keep their workplaces and community safe.
3. Under the VoRT regime, Enterprises are required to ensure that the following employees¹ and persons who work under their direction or at their premises² (including those in non-public facing roles) (collectively “Workers”), are Fully Vaccinated or undergo regular testing if they are not:
 - (a) All individuals¹ teaching in mask-off settings. Such courses may include, but are not limited to, courses on sports science, culinary arts, and healthcare;
 - (b) All individuals working in a gym and/or fitness studio with individuals who are unmasked;
 - (c) All cleaners hired directly by Enterprises or contract cleaning staff if they clean in a high-risk settings within the premises of the TPs where individuals are unmasked (e.g. canteens, sports facilities);
 - (d) All individuals hired directly by Enterprises that operate on-site F&B (e.g. on campus canteen vendors); and
 - (e) All individuals operating in TPs that are located within retail malls

The VoRT regime will apply concurrently with any existing Polymerase Chain Reaction Rostered Routine Testing (“**PCR RRT**”) or Fast and Easy Testing Rostered Routine Testing (“**FET RRT**”) regime that these persons are currently subject to (see paragraph 7 below for more details).

¹ These include both full and part time employees such as freelance and adjunct (part-time) trainers.

4. The VoRT regime and the mandatory requirements set out in this notice are imposed on Enterprises under the COVID-19 (Temporary Measures) (Control Order) Regulations 2020. Failure to comply with the requirements set out herein may result in prosecution and/or other enforcement action, including suspension/closure of operations. Checks will be conducted by enforcement teams to verify if Enterprises have complied with the mandatory requirements set out in this notice.

VoRT Requirements for Enterprises

5. **[Mandatory]** All Enterprises must ensure that all their employees¹ and persons who work under their direction or at their premises² (collectively, “**Workers**”) are (A) Fully Vaccinated (as defined in paragraph 8 below) **or** (B) undergo a COVID-19 Polymerase Chain Reaction Test (“**PCR**”) or COVID-19 Antigen Rapid Test (“**ART**”) ³ twice a week (“**VoRT Requirement**”) and on separate days within that week. For the avoidance of doubt, if an Enterprise consists of only one self-employed person, he or she has to comply with the VoRT Requirement as well.
6. Enterprises should guide their Workers who are not Fully Vaccinated to maintain a 3 to 4 day interval between their weekly tests (e.g. if a Worker’s first test of the week is carried out on Tuesday, his or her second test of the week should be carried out on Saturday or Sunday).
7. Enterprises whose Workers are subject to existing PCR RRT or FET RRT regimes can recognise any PCR test or ART undergone by those Workers under those regimes during a given week as counting towards the Enterprises’ testing requirement for those Workers (if they are not Fully Vaccinated) under the VoRT Requirement for that same week. For example, if an Enterprise has a Worker who is not Fully Vaccinated that underwent a PCR test as part of the RRT regime once during a week, the Enterprise is allowed to recognise that Worker’s PCR test as satisfying one of the two weekly testing requirements for that Worker under the VoRT Requirement.
8. For the purposes of the VoRT Requirement and this notice, a Worker is considered to be “**Fully Vaccinated**” for the periods set out in the third column of Table 1 below if he or she fulfils the relevant requirements for those periods as set out in the corresponding second columns.

Table 1 Fully Vaccinated

Categor y	Requirement(s)	Period
(1) Vaccinate d with no prior history of	(a) Individual must not have had a history of COVID-19 infection; (b) Individual must have been vaccinated against a COVID-19 infection by the	Starting 14 days after the day the individual was so vaccinated

² This includes contractors, subcontractors, employees of contractors and subcontractors who work at the workplace (e.g. cleaners). This also includes business owners such as sole proprietors and partners.

³ The ART test **must** be carried out (1) by an approved test provider under the Infectious Diseases (Antigen Rapid Test Providers); (2) via ESSS (refer to paragraphs 13 to 19 below); For avoidance of doubt, unsupervised self-swabs by Workers are not recognised.

COVID-19 infection		administration of the appropriate regimen of any approved vaccine ⁴ ; and (c) 14 days or more have elapsed after the day the individual was so vaccinated.	and ending 365 days later.
(2) Recovered from COVID-19 infection without prior vaccination	(a)	Individual must not have been vaccinated against COVID-19 infection; and	Starting the day the individual first tested positive for SARS-CoV-2 via a PCR test and ending 270 days later.
	(b)	Individual must have recovered from COVID-19 infection.	
(3) Recovered from COVID-19 infection and subsequently vaccinated	(a)	Individual must not have been vaccinated against COVID-19 infection; and	Starting the day the individual first tested positive for SARS-CoV-2 upon via a PCR test for the second COVID-19 infection and ending 270 days later.
	(b)	Individual must have recovered from COVID-19 infection; and	
	(c)	Individual had a second COVID-19 infection and recovered from it.	
(3) Recovered from COVID-19 infection and subsequently vaccinated	(a)	Individual must have recovered from COVID-19 infection	Starting 14 days after the day the individual was so vaccinated and ending 365 days later.
	(b)	Individual must have been vaccinated against a COVID-19 infection by the administration of one dose of any approved vaccine ⁵ ; and	
	(c)	14 days or more have elapsed after the day the individual was so vaccinated.	

9. **[Mandatory]** When verifying if a Worker is Fully Vaccinated, Enterprises shall:

(1) only recognise the proofs of vaccination as set out in **Annex A**; and

⁴ These are limited to: (1) Tozinameran (Pfizer-BioNTech COVID-19 vaccine or Comirnaty COVID-19 vaccine); (2) Moderna COVID-19 vaccine; (3) Vaxzevria (AstraZeneca COVID-19 vaccine); (4) Covishield COVID-19 vaccine; (5) Johnson & Johnson's (J&J) Janssen COVID-19 vaccine; (6) Sinopharm COVID-19 vaccine; (7) Sinovac-CoronaVac COVID-19 vaccine; or (8) any other vaccine regimen as approved by the Ministry of Health ("MOH"). Where the individual is vaccinated under (3) to (8), their vaccination records must have been ingested into MOH's national IT systems before they will be recognised. Please refer to the First Schedule of the Infectious Diseases (Mass Gathering Testing for Coronavirus Disease 2019) Regulations 2021 for the most updated information on the vaccination regimen and approved vaccines.

⁵ Please refer to footnote S/N. 4.

- (2) regard Workers who decline or are unable to produce the proofs of vaccination as set out in **Annex A** as being **not** Fully Vaccinated for the purposes of the VoRT Requirement and this notice.
10. **[Mandatory]** If a Worker is not Fully Vaccinated and has undergone PCR/ART as part of the Enterprises' VoRT Requirement, Enterprises shall verify⁶ that Worker's PCR/ART test result.
11. Where the Worker has obtained an "AG+" test result, Enterprises are strongly recommended to guide the Worker to abide by the prevailing management postures for such cases that are set out on MOH's website at <https://www.moh.gov.sg/>.
12. To meet the twice weekly testing requirements for Workers that are not Fully Vaccinated under the VoRT Requirement, Enterprises should conduct **Employer-Supervised Self-Swab** ("**ESSS**") for their Workers. Details on how to conduct ESSS are set out in paragraphs 13 to 19 below.

Requirements for Enterprises that conduct ESSS

13. ESSS involves Workers using an ART kit and performing a swab on themselves under the supervision of a supervisor ("**Supervisor**"). The swabbing and supervision can be done either at the workplace or virtually using digital tools such as video conferencing.
14. **[Mandatory]** To satisfy the VoRT Requirement, Enterprises conducting ESSS for their Workers shall:
 - (1) appoint an adequate number of Supervisors to supervise every Worker whenever they carry out the swabs on themselves;
 - (2) **[Updated as of 8 November 2021]** ensure that the Supervisor properly performs his supervisory role⁷;
 - (3) ensure that Workers comply with the steps set out in paragraph 18 below and properly perform the swabs on themselves;
 - (4) ensure that the test results obtained by Workers from ESSS are uploaded on the Swab Registration System ("**SRS**") in accordance with the requirements set out under paragraph 19 below;
 - (5) ensure that the ART test kits used for ESSS are those that are set out on the Health Sciences Authority's website at https://www.hsa.gov.sg/consumer-safety/articles/covid19_ARTselftests

⁶ Enterprises are required to inspect any physical test result slip, SMS or test kit evidencing the test result of the Worker. It would not be sufficient for Enterprises to rely on oral statements by Workers to fulfill this obligation.

⁷ This includes wearing adequate personal protective equipment and maintaining appropriate infection prevention control procedures while conducting supervision, and being familiar with how ART kits are to be correctly used.

- 14A. Where Workers have obtained 'AG+' test results while conducting ESSS, Enterprises are recommended to strongly encourage them to abide by the prevailing management postures for such cases that are set out on MOH's website at <https://www.moh.gov.sg/>. The follow-up ART under Protocol 2 does not need to be carried out under supervision and the results do not need to be uploaded to SRS. Enterprises are to use self-sourced ART test kits for the follow-up ART test and not those that have been supplied by the Government.

Requirements for Supervisors

15. **[Updated as of 8 November 2021] [Mandatory]** If a Supervisor is above 50 years old, Enterprises must ensure that he or she is Fully Vaccinated against COVID-19⁸ (refer to paragraph 8 for the definition of Fully Vaccinated) before they can perform any supervisory role.
16. **[Updated as of 8 November 2021]** Enterprises that are conducting ESSS are advised to nominate at least two Workers per outlet to perform the role of the Supervisor.
17. **[Updated as of 8 November 2021]** *This paragraph is no longer applicable.*

Conduct of ESSS by Workers

18. **[Mandatory]** Enterprises are required to ensure that their Workers shall:
- (1) be supervised⁹ by a Supervisor whenever they carry out ESSS;
 - (2) use new ART test kits whenever they carry out ESSS; and
 - (3) properly dispose of used ART test kits after they have carried out ESSS¹⁰.
- 18A. Where Workers have obtained an "AG+" test result while conducting ESSS, Enterprises are recommended to strongly encourage them to undertake a follow-up ART test and to abide by the prevailing management postures for such cases that are set out on MOH's website at <https://www.moh.gov.sg/>.

Uploading of Test Results onto the Swab Registration System ("SRS")

19. **[Mandatory]** Enterprises are required to upload the test results obtained by their Workers from ESSS onto SRS in accordance with the following:
- (1) **[Updated as of 1 November 2021]** if the test result is "AG+", Enterprises are to upload the test result of that Worker onto SRS **no later than 12 hours** after the ESSS for that specific Worker is completed;

⁸ Enterprises can consider asking Supervisors to verify their vaccination status via TraceTogether.

⁹ This can be done in person or virtually.

¹⁰ Used test kits should be double-bagged and tied before disposing them in closed bins (e.g. pedal bins).

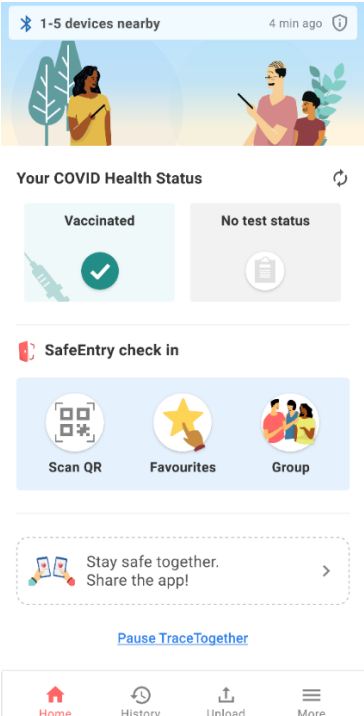
- (2) if the test result is “AG-”, Enterprises are to upload the test result of that Worker **no later than 24 hours** after the ESSS for that specific Worker is completed; and
 - (3) the requirements set out under paragraphs 4 to 6 of **Annex B**.
20. More details on how enterprises can register for an SRS account can be found [SSG CIRCULAR/PPD/2021/Circular No. 14](#).

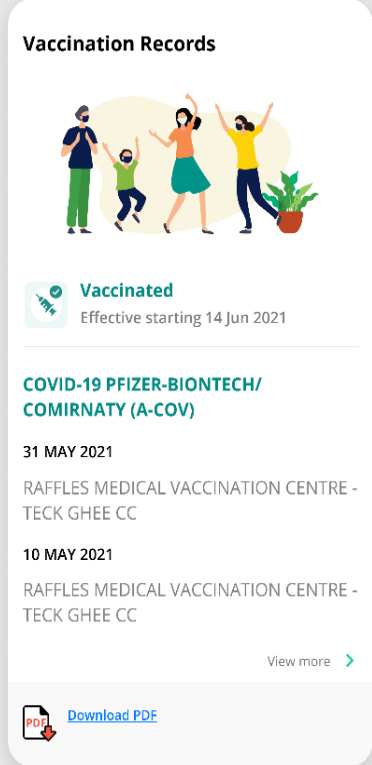

Annex A: Recognised Proofs of Vaccination

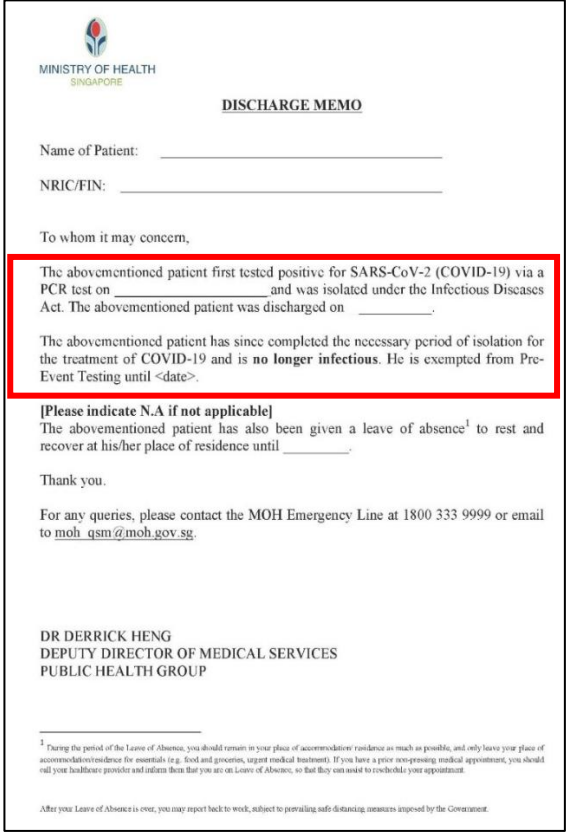
Annex B: ART Test Results and the Management of Workers after ESSS

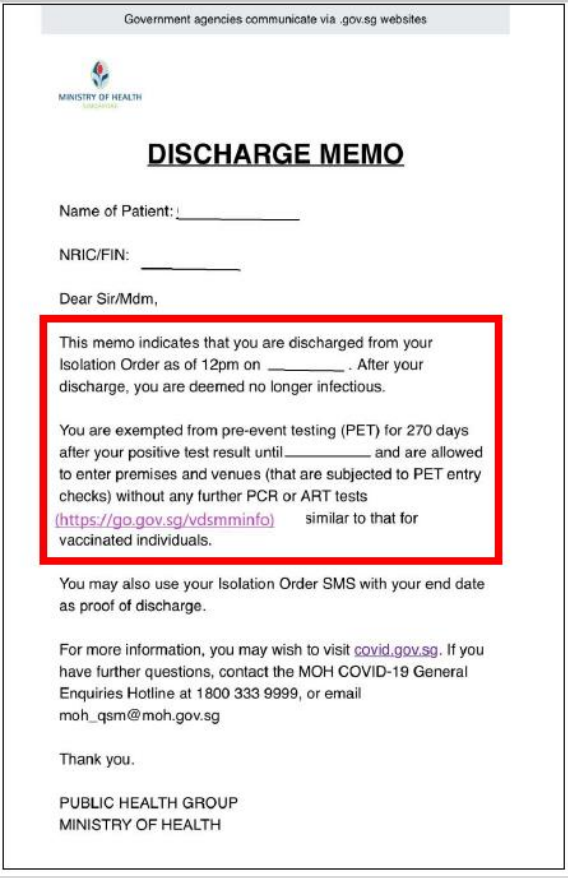
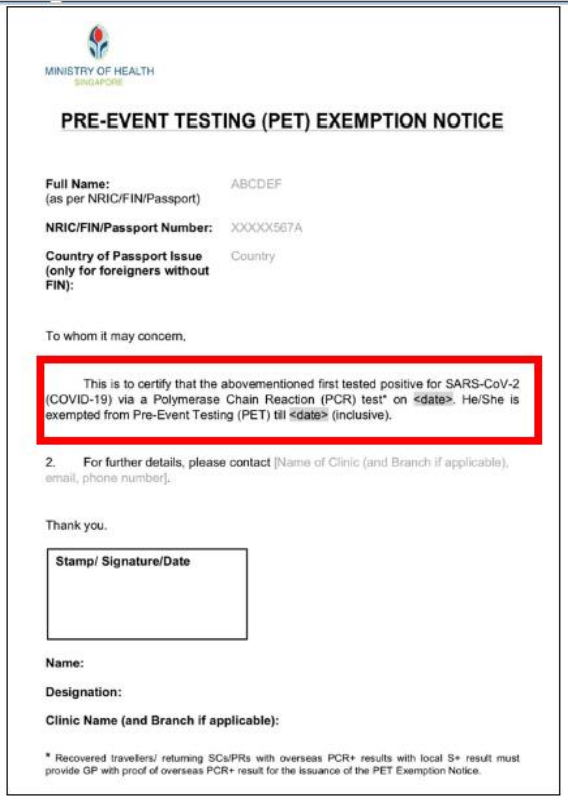
Recognised Proofs of Vaccination

Enterprises can establish how many workers are Fully Vaccinated by checking their vaccination status using the most updated methods as set out on <https://go.gov.sg/acceptabledocs> (refer to the “For fully vaccinated individuals” and “For individuals who have recovered from COVID-19” sections).

Category of Fully Vaccinated (see Paragraph 8)	Description	Reference Image(s)
(1) and (3)	<p><u>Vaccination Status on TraceTogether application</u></p> <p>Enterprises are to ensure that the ‘Vaccinated’ icon appears as shown in the picture on the right.</p> <p>Enterprises are to ensure it is not a screenshot by asking the individual to click on other icons or refresh button within the app.</p>	 <p>The screenshot shows the TraceTogether app interface. At the top, it displays '1-5 devices nearby' and '4 min ago'. Below this is an illustration of people. The main section is titled 'Your COVID Health Status' and features two buttons: 'Vaccinated' (with a green checkmark and a syringe icon) and 'No test status' (with a grey document icon). Below this is a 'SafeEntry check in' section with three icons: 'Scan QR', 'Favourites', and 'Group'. At the bottom, there is a 'Stay safe together. Share the app!' banner and a 'Pause TraceTogether' link. The bottom navigation bar includes 'Home', 'History', 'Upload', and 'More'.</p>

Category of Fully Vaccinated (see Paragraph 8)	Description	Reference Image(s)																								
(1) and (3)	<p><u>Vaccination Status on HealthHub application</u></p> <p>Enterprises are to ensure that the 'Vaccinated' icon as shown in the picture on the right.</p> <p>Enterprises are to ensure it is not a screenshot by asking the individual to click on other icons within the app.</p>																									
(1) and (3)	<p><u>Physical Vaccination Card/Slip</u></p> <p>Enterprises are to only accept the original hardcopy card/slip.</p> <p>Enterprises are to ensure that the card/slip belongs to the individual by checking against the his/her Government-issued photo identification.</p> <p>Enterprises are to ensure that more than 2 weeks have passed since the final dose of the vaccine (e.g. if your final dose was on 1 July 2021 (Day 1), you would</p>	 <p>COVID-19 VACCINATION RECORD</p> <table border="1"> <thead> <tr> <th>Vaccine Dose</th> <th>Date of Vaccination</th> <th>Vaccine Brand</th> <th>Place of Vaccination</th> </tr> </thead> <tbody> <tr> <td><input type="checkbox"/> #1</td> <td></td> <td> <input type="checkbox"/> Pfizer-BioNTech / Comirnaty <input type="checkbox"/> Moderna </td> <td> <input type="checkbox"/> Sinovac <input type="checkbox"/> Other: _____ </td> </tr> <tr> <td><input type="checkbox"/> #2</td> <td></td> <td> <input type="checkbox"/> Pfizer-BioNTech / Comirnaty <input type="checkbox"/> Moderna </td> <td> <input type="checkbox"/> Sinovac <input type="checkbox"/> Other: _____ </td> </tr> </tbody> </table> <p>AFTER VACCINATION ADVICE</p> <table border="1"> <thead> <tr> <th>Possible Side Effects</th> <th>How to Manage</th> </tr> </thead> <tbody> <tr> <td>Pain, redness, swelling at the injection site</td> <td>Those with fever are advised to self-isolate at home until the fever subsides.</td> </tr> <tr> <td>Fever, chills</td> <td>Paracetamol 1 to 2 tablets every 6 hours for adults or dosed according to the child's weight as needed.</td> </tr> <tr> <td>Headache, muscle pain, joint pain</td> <td>Rest</td> </tr> <tr> <td>Tiredness</td> <td>Usually gets better by itself in a week or so</td> </tr> <tr> <td>Lymph node swelling at neck or arms</td> <td></td> </tr> </tbody> </table> <p>See a doctor if: - the side effects persist or get worse; - the fever persists for more than 48 hours</p> <p>You can also report any side effects that you experience to HSA via: go.gov.sg/urf</p> <p>This vaccine may cause a severe allergic reaction in very rare instances. If you experience a severe allergic reaction (difficulty breathing, swelling of your face, throat, eyes or lips, a fast heartbeat, dizziness or weakness, rash all over your body), please seek immediate medical attention by calling 995 or going to the nearest A&E. The doctor will also decide if you should receive the second dose of the vaccine.</p>	Vaccine Dose	Date of Vaccination	Vaccine Brand	Place of Vaccination	<input type="checkbox"/> #1		<input type="checkbox"/> Pfizer-BioNTech / Comirnaty <input type="checkbox"/> Moderna	<input type="checkbox"/> Sinovac <input type="checkbox"/> Other: _____	<input type="checkbox"/> #2		<input type="checkbox"/> Pfizer-BioNTech / Comirnaty <input type="checkbox"/> Moderna	<input type="checkbox"/> Sinovac <input type="checkbox"/> Other: _____	Possible Side Effects	How to Manage	Pain, redness, swelling at the injection site	Those with fever are advised to self-isolate at home until the fever subsides.	Fever, chills	Paracetamol 1 to 2 tablets every 6 hours for adults or dosed according to the child's weight as needed.	Headache, muscle pain, joint pain	Rest	Tiredness	Usually gets better by itself in a week or so	Lymph node swelling at neck or arms	
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Category of Fully Vaccinated (see Paragraph 8)	Description	Reference Image(s)
	<p>be considered to be fully vaccinated from 15 July 2021 (Day 15)).</p> <p><i>Note. Hard-copy and digital overseas vaccination certs are not recognised.</i></p>	
(2)	<p><u>Discharge Memo</u></p> <p>Enterprises are to only accept the original hardcopy memo.</p> <p>Enterprises are to ensure that the memo belongs to the individual by checking against his/her Government-issued photo identification.</p> <p>To ensure that the duration of the activity is within the 270 days exemption period calculated from the date of the 1st PCR test.</p> <p>Older versions of memo that do not indicate the exemption period or the date of the PCR positive test result will not be accepted.</p>	 <p>MINISTRY OF HEALTH SINGAPORE</p> <p>DISCHARGE MEMO</p> <p>Name of Patient: _____</p> <p>NRIC/FIN: _____</p> <p>To whom it may concern,</p> <p>The abovementioned patient first tested positive for SARS-CoV-2 (COVID-19) via a PCR test on _____ and was isolated under the Infectious Diseases Act. The abovementioned patient was discharged on _____.</p> <p>The abovementioned patient has since completed the necessary period of isolation for the treatment of COVID-19 and is no longer infectious. He is exempted from Pre-Event Testing until <date>.</p> <p>[Please indicate N.A if not applicable] The abovementioned patient has also been given a leave of absence¹ to rest and recover at his/her place of residence until _____.</p> <p>Thank you.</p> <p>For any queries, please contact the MOH Emergency Line at 1800 333 9999 or email to moh_qsm@moh.gov.sg.</p> <p>DR DERRICK HENG DEPUTY DIRECTOR OF MEDICAL SERVICES PUBLIC HEALTH GROUP</p> <p><small>¹ During the period of the Leave of Absence, you should remain in your place of accommodation/residence as much as possible, and only leave your place of accommodation/residence for essentials (e.g. food and groceries, urgent medical treatment). If you have a prior non-pressing medical appointment, you should call your healthcare provider and inform them that you are on Leave of Absence, so that they can assist to reschedule your appointment.</small></p> <p><small>After your Leave of Absence is over, you may report back to work, subject to prevailing safe-distancing measures imposed by the Government.</small></p>

Category of Fully Vaccinated (see Paragraph 8)	Description	Reference Image(s)
(2)	<p><u>e-Discharge Memo</u></p> <p>The unique link to the e-Discharge Memo will be sent via SMS.</p> <p>Ensure it is not a screenshot by asking the individual to click on other links within the memo.</p> <p>Enterprises are to ensure that the duration of the activity is within the 270 days exemption period.</p>	
(2)	<p><u>PET Exemption Notice</u></p> <p>Enterprises are to only accept the original hardcopy memo.</p> <p>Enterprises are to ensure that the memo belongs to the individual by checking against his/her Government-issued photo identification.</p>	

ART Test Results and the Management of Workers after ESSS


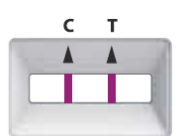

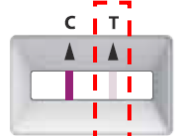

1. ART test kits will return one of three possible test results:
 - (1) negative or “**AG-**”;
 - (2) positive or “**AG+**”; or
 - (3) invalid or “**AG Invalid**”.

2. Workers that obtain an “**AG Invalid**” test result are required to immediately undergo a follow-up ART until they obtain an “**AG+**” or “**AG-**” test result.

3. If a Worker undergoes ART at a QTC, they will receive an SMS stating their test result within 1-2 hours. Alternatively, the test results of these Workers can also be found on their TraceTogether or HealthHub phone applications.

4. If a Worker undergoes ART as part of ESSS, Image 1 below illustrates how the different test results will be shown on the Abbott Panbio and SD Bio Sensor ART test kits (which are the ART test kits that is distributed to Enterprises for MIWs). Please note that the lines on the test kit cassette will appear in 15 – 20 minutes (“**Checking Window**”) after the specimen buffer has been added to the test well. Enterprises shall only upload the test results that are shown on the test kit cassette **during** the Checking Window onto SRS.

Image 1: Test results on the Abbott Panbio and SD Bio Sensor ART test kit

Negative Test Result (‘AG-’)	Positive Test Result (‘AG+’)	Invalid Test Result (‘AG Invalid’)
 <p><u>Bold</u> marking at ‘C’ and <u>No</u> marking at ‘T’</p>	 <p><u>Bold</u> marking at ‘C’ and <u>Bold</u> marking at ‘T’</p>	 <p><u>No</u> marking at ‘C’ and <u>Bold</u> marking at ‘T’</p>
	 <p><u>Bold</u> marking at ‘C’ and <u>Faint</u> marking at ‘T’</p>	 <p><u>No</u> marking at ‘C’ and <u>No</u> marking at ‘T’</p>

5. If a Worker undergoes ART as part of ESSS and uses an ART test kit other than the SD Bio Sensor and Abbott Panbio ART test kit, Enterprises are to refer to the manufacturer’s

instructions on how to interpret the test results obtained by their Workers and only upload the test results that are obtained pursuant to these instructions onto SRS.

6. **[Updated as of 1 November 2021]** If the Enterprise had incorrectly submitted an “AG-/AG+” result for a Worker on SRS, Enterprises are to email to AskSRS@hpb.gov.sg with the information below:
 - a. NRIC
 - b. Name
 - c. Date of VoRT test affected by erroneous result
 - d. Company/ Employer for VoRT
 - e. Company/ Employer’s email address
 - f. Final result to be displayed (AG+ or AG-)

7. Enterprises are strongly recommended to guide Workers that obtain “AG+” test results from ESSS to abide by the prevailing management postures for such cases that are set out on MOH’s website at <https://www.moh.gov.sg/>