



## **SHG POLICY STATEMENT ON MEDICAL COSTS**

### **Objective:**

This policy aims to clarify how medical criteria are applied at the St Helena border and on the island, ensuring the Island remains a great place to live, learn, work, visit and invest.

### **Scope:**

This policy applies to all persons travelling to and working on St Helena and who are, or intend to be residing on the Island. This policy affects all employees including the public, private and third sectors as well as any immediate family members who are residing with them on St Helena.

### **Policy Statement:**

St Helena Government is committed to ensuring policies and processes are transparent and applied in a fair and consistent manner. With immediate effect:

1. People who are in fulltime permanent employment and who can demonstrate that they are now permanently residing on the Island, are entitled to health care on the same terms and conditions as residents. St Helena has an arrangement with South Africa for medical referrals, this requires individuals to have a valid and acceptable passport or travel document for the intended stay and a valid visa, if required.
2. People on fixed term contracts, and who are not permanently residing on the Island, are entitled to access to health care on Island at local rates. Overseas medical treatment will not be provided unless it is at the cost of the employer or employee. In such cases, individuals will need to have a valid and acceptable passport or travel document for the intended stay and a valid visa, if required for entry into South Africa.

### **Pre / on entry – health checks:**

Anyone arriving on St Helena to work should arrange a GP appointment within 4 weeks of arrival to have an initial health assessment. This will include a CXR for anyone arriving from (or having lived in) a country listed by WHO as a 'high TB burden' country.<sup>1</sup>

### **Roles and Responsibilities:**

All employers have a responsibility to comply with this policy and should ensure their employees meet the pre / on entry health check criteria alongside any other non-health related criteria.

### **Enforcement & Accountability:**

Failure to comply with this policy may result in employees being refused entry to St Helena or having their permission to stay or work permit revoked and subsequently being removed from the Island. Legal action may be taken against any employer found to be in contravention of this policy and any action will be determined based on the severity and frequency of the violation.

**Review and Revision:**

This policy will be reviewed annually or as needed to ensure it remains relevant and effective.

1. *WHO global lists of high burden countries for TB, multidrug/rifampicin-resistant TB (MDR/RR-TB) and TB/HIV, 2021–2025. Geneva: World Health Organization; 2021*