

Dear MSF International Staff,

You have been offered a position in the Uzbekistan Mission with MSF-OCA.

In Uzbekistan any International Staff staying longer than 3 months must apply for a working permit. Among other documents a recent (< 6 weeks) *negative* HIV test document is required.

MSF-OCA opposes using HIV tests as part of the recruitment or matching procedure. Some times for health risk related reasons we exclude people with certain medical complaints to work in specific medical projects. For instance, some chronic conditions are incompatible with working in Ebola projects.

However, there is a need for pragmatics on this on organisational level. When MSF-OCA refuses the HIV test as part of obtaining a local working visa/permit it implies we cannot work in Uzbekistan. Hence, MSF-OCA agrees to collaborate in this procedure. You, on individual level have the full right to refuse to partake in this procedure. MSF-OCA respects this and your decision has no consequences for other placements in MSF. You can inform your career manager of your decision.

All staff leaving for a mission in Uzbekistan are obliged to undergo the HIV test at home before the start of their mission through their General Practitioner or Health Care Provider. For more information or clarification you can contact the MSF OCA Staff Health Unit (SHU) at [staffhealthunit.physical@amsterdam.msf.org](mailto:staffhealthunit.physical@amsterdam.msf.org). Only, the SHU Medical Doctor manages this email-address. All the communication is absolutely confidential and we have a psychosocial component for pre and post-test counselling available.

When you have the test, two outcomes are possible:

The HIV test is negative (no HIV detected in your blood)

- Make sure you have the written statement of the (negative) test result in English on paper. Important: the health professional/ organisation that performed the test must sign/ stamp this document.
- Email the document with negative result to the OCA SHU MD. The OCA SHU MD will send the document to the Uzbekistan mission (HR Coordinator) in order to apply for your Uzbekistan work permit. Note: for this application the test result needs to be less than 6 weeks old.

The HIV test is positive (HIV detected in your blood)

- A positive HIV status unfortunately means that you will not be able to get an Uzbekistan working permit. It *does not* stop you from working in MSF. The SHU MD is available to answer questions you may have about working with MSF and being HIV positive.
- If you decide that the Uzbekistan mission is not the right match for you at this time, please inform your Career Manager as early as possible; they do not need to know your HIV status.

Important to know International staff on contract less than three months do not need to take a HIV test before going on mission. BUT when they choose to extend their mission in Uzbekistan the HIV test to obtain the Work Permit is done in Uzbekistan!

The Medical Coordinator will give you information in the mission and provide you with contact details of the test facility. For privacy reasons, you need to make the appointment yourself.

Any questions at all,

Please do not hesitate to call or email.

Best Regards,

Karen Roodnat and Lenka Castricum

MSF-OCA Staff Health Unit Medical Doctors

CONTACT DETAILS: [Staffhealthunit.physical@amsterdam.msf.org](mailto:Staffhealthunit.physical@amsterdam.msf.org)

ALL OUR SERVICES ARE CONFIDENTIAL

Annex for HR to use