

## Guidance for Staff and Managers on Coronavirus

Topics	Reference
<p>Staff Self-Isolation Exemptions for Health and Social Care Staff</p>	<p>On the 27/08/2021 updated guidance on self-isolation exemptions were published. In order to be exempt from self-isolation staff must:</p> <ul style="list-style-type: none"> <li>• Be double vaccinated with an approved vaccine at least 14 days prior to exposure (with the day of vaccination counting as 'day 1')</li> <li>• Have had a negative PCR test, where the sample is taken after exposure</li> <li>• Not currently be self-isolating as a case</li> <li>• Not have COVID-19 symptoms (Coronavirus (COVID-19): General advice   NHS inform).</li> </ul> <p>In general, and for the purposes of this initiative, people are exempt from PCR testing if they have tested PCR positive in the previous 90 days. Exemption from self-isolation applies even if there is ongoing exposure to - the index case, e.g. a household member.</p> <p>For the full guidance, including all the mitigations that must be taken when returning to work, please follow this link:  <a href="https://www.scot.nhs.uk/dl/2021/24-update-on-isolation-exemptions-for-health-and-social-care-staff">DL(2021)24 - Update on isolation exemptions for Health and Social Care staff (scot.nhs.uk)</a></p>
<p>COVID-19 Infection Prevention and Control (IPC) Guidance (including PPE)</p>	<p>On the 31/08/2021 an update to the National Infection Prevention and Control Manual COVID-19 addenda on physical distancing in Health and Social Care was published.</p> <p>Staff are being asked to maintain a 2m physical distance in areas where fluid resistant face masks (FRSM type II) are not in use (e.g. canteens, changing rooms). This will reduce the loss of large staff numbers during any potential contact tracing. The updated guidance sets out the minimum level of physical distancing in each particular setting. It is essential that all staff, patients and visitors adhere with other Infection Prevention and Control (IPC) measures which remain in place to mitigate risk, including but not limited to; extended use of facemasks and face coverings, twice weekly LFD testing, continued admission screening for COVID-19 and optimising ventilations across health and social care settings.</p> <p>The full details of this update can be found here:  <a href="https://www.scot.nhs.uk/dl/2021/28-update-to-the-national-infection-prevention-and-control-manual-covid-19-addenda">DL(2021)28 - Update to the National Infection</a></p>

	<p><a href="#">Prevention and Control Manual COVID-19 addenda on physical distancing in Health and Social Care (scot.nhs.uk)</a></p> <p>COVID-19 specific IPC guidance for NHS Scotland can be found here: <a href="#">National Infection Prevention and Control Manual: Scottish COVID-19 Infection Prevention and Control Addendum for Acute Settings</a></p> <p>Care Home Settings: <a href="#">Scottish COVID-19 IPC Addendum for Care Homes</a></p> <p>Community Health and Care Settings: <a href="#">National Infection Prevention and Control Manual: Scottish COVID-19 Community Health and Care Settings Infection Prevention and Control Addendum</a></p>
Testing	<p>Scottish Government has published <a href="#">guidance on coronavirus testing</a>, including who is eligible for a test, how to get tested and different types of test available. NHS staff should follow their own Board's guidance for accessing testing if they or a household member develop symptoms.</p> <p>There is <a href="#">guidance on asymptomatic healthcare worker testing</a> for those staff groups who are required to participate in weekly asymptomatic testing to reduce the potential spread of COVID-19.</p> <p>An overview of testing in hospitals can be found here: <a href="#">National Infection Prevention and Control Manual: COVID-19 Hospital Testing Table (scot.nhs.uk)</a></p>
Vaccinations	<p>Vaccination guidance for health and social care professionals can be found here: <a href="#">Coronavirus (COVID-19): vaccination guidance for health and social care professionals - gov.scot (www.gov.scot)</a></p> <p>The letter from the Chief Medical Officer on the arrangements for the COVID-19 vaccination programme, which includes information on the timing of the second dose, MHRA authorisation, and communication materials for health and social care workers can be found here: <a href="#">Coronavirus (COVID-19) - vaccine: letter from the Chief Medical Officer updating on the vaccination programme - 1 January 2021 - gov.scot (www.gov.scot)</a></p> <p>There is broader information about the vaccine, which can be found here: <a href="#">Coronavirus (COVID-19) vaccine  </a></p>

	<a href="#">NHS inform</a>
Childcare Provisions	<p>All primary and secondary pupils can return to school on a full-time basis. For more information on schools reopening please visit the <a href="#">Parent Club</a>.</p> <p>Staff should try to make alternative arrangements for childcare where possible, through a non-key worker parent or carer, but where this is not possible consideration will be given to health and social care staff to support the COVID-19 response.</p> <p>Alternative childcare arrangements may include informal childcare or accessing a childminding service (which remain open to all children at present). <a href="#">Parent Club</a> has lots of information to support families.</p>
Coronavirus (COVID-19) advice for people at the highest risk (previously the 'shielding list')	<p>In August, the Chief Medical Officer (CMO) wrote to people on the highest risk list. CMO now advises people in this group can go into the workplace along with others if they want to, or if their employer requires this. Employers should not discourage people from returning to the workplace, or from working from home if that is not their choice or in their best interests.</p> <p>For further information on topics, such as, employer responsibilities to make the workplace safe for everyone and using an individual risk assessment to support discussions/decisions about individual circumstances, please visit the following websites:</p> <p><a href="http://www.gov.scot/highest-risk-work-safety">www.gov.scot/highest-risk-work-safety</a></p> <p><a href="https://mygov.scot/covid-support-if-youre-on-the-highest-risk-list">Covid - support if you're on the highest risk list (previously 'the shielding list') - mygov.scot</a></p>
Underlying health conditions	<p>For people with underlying health conditions, that are not in the highest risk group, please access the <a href="#">COVID-19 Occupational Risk Assessment Guidance</a>.</p>
Pregnancy	<p>Pregnant staff should follow the <a href="#">UK wide advice for pregnant employees</a>. It will help you discuss with your line manager and occupational health team how best to ensure health and safety in the workplace. A workplace risk assessments must be conducted for pregnant workers, and there is more information and</p>

	guidance available on the UK website.
Minority Ethnic Staff	There is emerging evidence that people from Black, Asian and Minority Ethnic (BAME) background may be disproportionately affected by COVID-19. The <a href="#">COVID-19 Occupational Risk Assessment Guidance</a> uses multiple personal characteristics including ethnicity to give an overall assessment the vulnerability of a member of staff.
Homeworking	<p>If you can fulfil your role while working from home you should do this. However, if this is not possible your employer should offer other flexible working arrangements that mitigate health risks and ensure a fair balance between work and your health.</p> <p>For more information please see the latest advice from the Scottish Government on Coronavirus: <a href="#">Coronavirus in Scotland - gov.scot (www.gov.scot)</a></p> <p><a href="#">DL(2021)05</a> and <a href="#">DL(2021)07</a> provide further advice around the principles and the terms and conditions of service that should be applied when staff are required to work from home as a result of the COVID-19 pandemic.</p>
Safe Working Practices	<p>The following resources have been created to promote safe working:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safe working Key messages in the workplace - Poster</a> - Version 2</li> <li>• <a href="#">Safe practice in care homes - A4 Poster</a></li> <li>• <a href="#">5 Key messages for the health and social care sector - 3 July 2020</a></li> </ul>
COVID-19: NHS Scotland Laundering and Uniform Policy	For information on laundering and uniform policy please visit the <a href="#">National Uniform, Dress Code and Laundering policy</a> . Section 3.2 is the most pertinent section and still applies to COVID-19.
Terms and Conditions	<p>Changes and addition to term and conditions in light of COVID are all accessible on this page: <a href="#">Coronavirus (COVID-19)   Scottish Terms and Conditions Committee</a> These have been agreed in partnership by the Scottish Terms and Conditions Committee and aim to give the service flexibility and support.</p> <p>This includes general workforce/HR guidance, variations to standard terms and conditions, and Q&amp;As.</p>

