

15<sup>th</sup> May 2023

## Updated Coronavirus Policy

### Living with COVID-19:

Whilst there is no longer a requirement for all employers to explicitly consider COVID-19 in their statutory health and safety risk assessments, it is important that as an employer we continue to comply with our legal obligations relating to health and safety, employment, and equality duties.

With immediate effect, we have, as a business, decided to remove all previously introduced measures, such as, twice weekly testing and temperature checks on arrival.

In addition to removing these measures, we will also remove the following additional measures we had in place.

- Self-isolate for 5 days and then return to normal duties on day six (even if you are still testing positive).

### Your safety remains our priority.

We continue to have a legal duty to keep our staff safe at work. Whilst we are choosing to remove the measures previously put in place, we will continue to have a Risk Assessment associated with respiratory illnesses.

As we learn to live safely with coronavirus (COVID-19), there are actions we can all take to help reduce the risk of catching COVID-19 and passing it on to others. The risk assessment will highlight these actions which will also help to reduce the spread of other respiratory infection, such as flu, which can spread easily and may cause serious illness in some people.

### Testing Positive

if you do test positive for Covid-19 you should:

- If you are unwell, you should treat this like any other sickness absence. In line with our sickness absence reporting procedure, you should notify your line manager by telephone before you are due to start work, or as soon as possible if that is not practical.
- continue to notify and keep in touch with your line manager throughout your period of absence.

### Sick pay

We would like to remind you that our organisation operates a contractual sick pay scheme that is more generous than statutory sick pay (SSP). During sickness absence employees will, in any 12-month period (except while on their probationary period) receive sick pay in line with our current absence policy.

See our absence management procedure for more information on your sick pay entitlement.

### Queries or concerns

If you do have any concerns, please raise this with your Line Manager or the HR department in the first instance.