



Coronavirus

Introduction

The UK Government, and the Governments of Scotland, Wales and Northern Ireland have now lifted COVID-19 restrictions. The government's plan for removing the remaining legal restrictions while protecting people most vulnerable to COVID-19 and maintaining resilience. This means that the legal requirement for individuals who have tested positive for COVID-19 and unvaccinated individuals who have been in close contact with an infected person to self-isolate for a set period will end in England on 24 February 2022. You are also no longer required to take daily tests, or to self-isolate, following contact with someone who has tested positive for COVID-19.

As an organisation we have therefore reviewed our policy in line with the restrictions having been lifted.

- All COVID-19 related-illness, absence or issues will now be managed under the usual sickness policy, as per contractual arrangements and our Absence Policy;
- Attendance at the workplace is still required even if you have recently had contact with someone who has tested positive for COVID-19, or if you have household members that are self-isolating;
- Line Managers must ensure that staff attendance at the workplace complies with the updated statutory guidance.

As a consequence, from 24 March 2022, the modifications to the statutory sick pay rules (for example the removal of "waiting days"), that apply where an employee's incapacity for work is due to COVID-19, will also end. Employees with coronavirus may still qualify for statutory sick pay, subject to the usual rules. In effect, for absences related to COVID-19 (as with other sickness absence), the "pre-pandemic SSP rules will apply".

Key Legislation

<https://www.gov.uk/government/publications/covid-19-response-living-with-covid-19>

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