

COVID GUIDANCE

Please refer to the latest guidance in dealing with symptomatic or positively diagnosed case of Covid-19 Coronavirus (COVID-19): guidance and support - GOV.UK ([gov.uk](https://www.gov.uk))

Current Government guidance is designed to treat Coronavirus infection in a similar manner to other common respiratory diseases such as the common cold or influenza (flu). Most people (excluding front line social care roles who are eligible for free tests) are no longer advised to take a Covid test should they feel unwell. In circumstances where a Coronavirus test has been conducted and does return a positive result the individual is advised to try and stay away from others for 5 days, (3 days for a child).

In common with any respiratory infection any individual with symptoms should try to minimise the risk to other people by taking the following steps:

- avoid contact with anyone you know who is at higher risk of becoming severely unwell if they are infected with COVID-19, especially those whose immune system means they are at higher risk of serious illness from COVID-19
- limit close contact with other people outside your household, especially in crowded, enclosed or poorly ventilated spaces
- wear a well-fitting face covering made with multiple layers or a surgical face mask if you do need to have close contact with other people, or you are in a crowded place
- wash your hands frequently with soap and water or use hand sanitiser

Covid Sickness Absence

In line with the current government guidance, we will be treating Covid related absences in a similar manner to any other respiratory disease, and therefore staff will no longer be required to self isolate and no longer receive 10 days grace for covid related absences.

With effect from 5th December 2022, if you are absent from work due to Covid, it will be managed and recorded as sickness absence in line with Council's Sickness Absence Policy.

Where possible if a member of staff contracts covid, or any other respiratory disease and are able to work, please make arrangements for them to work from home. However, if not possible for the staff member to work from home, the

manager would be required to carry out a risk assessment to ensure the appropriate arrangements are put in place such as PPE.

In circumstances where the staff member is unable to work, the manager can use their discretion to grant up to 5 days grace in line with Council Sickness Absence Policy.

Long Covid/Post Covid Syndrome

This is classed as ongoing symptomatic Covid, most people with Covid feel better within a few days or weeks of their first symptoms and make a full recovery within 12 weeks. In cases where symptoms last long than 12 weeks, it is classed as long covid/post covid syndrome.

Long Covid will be managed and recorded in line with the Council Sickness Absence Policy.

Disability

Those with a disability or covid has led to a disability will be managed under the Council Sickness Absence Policy.

Pay

Covid related absences will be recorded the as sickness absence and will be paid in accordance with T&C and in line with Council Sickness Absence Policy.

Covid Safety Advice

- Getting your vaccination.
- Wearing face covering in indoor public places and on public transport.
- Washing your hands and cleaning surfaces regularly
- Following the latest guidance if feeling unwell.

Associated Policies

[Sickness Absence Procedure.pdf](#)