## **POLICY INTERIM ARRANGEMENTS - (COVID-19)**



## Policy amendments agreed in Partnership

During the Covid-19 crisis we have prioritised our work and adapted our approach to enable us to prioritise business critical work and help support our front-line services. Therefore we agree in partnership with our National trade union Lay representatives from Unison, Unite, RCN, GMB & BMA to amend policies as necessary to enable alternative working procedures to help us all during the COVID-19 crisis. The amendments will then be taken down once Business as Usual is able to be resumed. Details are as below:

Policy	Relevant section & amendment agreed	Effective date	Agreement date
Attendance	Management of attendance: On the 7 <sup>th</sup> July 2022 The NHS Staff council announced the start of a phased removal of COVID-19 sick pay and COVID-19 special pay as well as a return to contractual sick pay arrangements for COVID related absence.	7th July 2022	
	For new COVID related absences this came into effect on the 7 <sup>th</sup> July 2022.		
	For COVID related absences that commenced prior to the 7 <sup>th</sup> July 2022 this phased approach will start on the 4 <sup>th</sup> August 2022 and end on the 31 <sup>st</sup> August 2022. As of the 1 <sup>st</sup> September, these absences will fall in line our existing absence policy and contractual sick pay entitlements.		
	<u>Management of COVID related absence</u> :  NHS Employers guidance <a href="https://www.nhsemployers.org/covid-19-nhs-staff-council-joint-guidance">https://www.nhsemployers.org/covid-19-nhs-staff-council-joint-guidance</a>	7th July 2022	
	NHSBT FAQ's around these changes: <a href="https://nhsbloodandtransplant.sharepoint.com/:w:/r/sites/Link/_layouts/15/Doc.aspx?sourc_edoc=%7B83438E19-B438-402D-9F8C-7A2017D08CF1%7D&amp;file=Covid%20Pay%20FAQ%27s%20.doc&amp;action=default&amp;mobiler_edirect=true">https://nhsbloodandtransplant.sharepoint.com/:w:/r/sites/Link/_layouts/15/Doc.aspx?sourc_edoc=%7B83438E19-B438-402D-9F8C-7A2017D08CF1%7D&amp;file=Covid%20Pay%20FAQ%27s%20.doc&amp;action=default&amp;mobiler_edirect=true</a>		08/07/2022

As of the 7th July 2022 all COVID related absences will be treated as follows:

For those that test positive for COVID 19 and are not well enough to work - If you are unwell with COVID 19 then this absence will be recorded as Reason COVID-19, Related Reason – Test and Trace Contact. This absence will be monitored under the attendance policy including the use of contractual sick pay entitlements and the use of our standard absence monitoring and triggers.

For those that test positive for COVID-19 but are asymptomatic – you should advise your manager in the first instance and discuss with them. If you are able to work from home, you should do so for the duration of your isolation period. If you are not able to work from home, you should not come into the work place until you have completed your isolation period. This absence will be recorded as authorised absence – Special Paid – Test and Trace Contact and full pay will be received as if you were at work. This will not count towards absence monitoring or contractual sick pay.

If you have been asked by your doctor to undergo pre op or post op isolation this will be recorded as authorised absence – Special Paid – Test and Trace Contact and full pay will be received as if you were at work. This will not count towards absence monitoring or contractual sick pay.

If you were off unwell with COVID 19 absence prior to the  $7^{th}$  July and remain off unwell, you will enter a transition period to revert you back to the contractual absence provisions detailed above. You will be contacted and made aware of this. This transition period will run from the  $4^{th}-31^{st}$  August 2022 inclusive. You will revert back to contractual absence provisions and monitoring on the  $1^{st}$  September 2022.