## Coronavirus (COVID -19) Guidance for Employers

## May 2021 Edition

Since the COVID-19 pandemic begun, the LMC HR team have provided advice and guidance for various queries on the topic of COVID and the various issues it has brought up.

In providing advice on these matters the HR team are relying significantly on the following sources of guidance which are now attached for the benefit of Practices:

* Guidance provided via the [ACAS website](https://www.acas.org.uk/coronavirus)
* Freeths Solicitors [Coronavirus: FAQs for Employers | Freeths](https://www.freeths.co.uk/2020/03/16/coronavirus-qa-for-employers/)
* Government Guidance on the GOV website

All the above reflect the base line legal position and continuing updated guidance and clarification.

**Self-isolation Guidance**

Employees must self- isolate if:

* Have COVID -19 symptoms
* Test positive for COVID-19
* Live in the same household as someone who has COVID-19 symptoms or has tested positive for COVID; or
* Are notified by the NHS or health authority to self-isolate.

If experiencing COVID- 19 symptoms, employees should make arrangements to have a polymerase chain reaction (PCR) test.

It a legal duty to self-isolate and stay at home if an employee experiences any of the above.

If it is practical to do so, you may, as an employer want to consider allowing the employee to work from home during the period of isolation.

During the self-isolation period, an employee is entitled to SSP or whatever sick pay entitlement is written into their contract of employment.

The guidance applies to all staff under a contract of service including salaried GPs, although actual salaried GP entitlement may be different in line with the provisions of the Model BMA Handbook. For Locum GP staff, where they are self-employed, entitlements will be defined in their individual contracts for services, although in most cases there may not be any entitlement contractually to sick pay if the doctor falls ill, has unfulfilled sessions, or takes leave. Where Locums are accessed via agencies, the contract with the agency will normally define Practice obligations in terms of payment, if any, where locum doctors are unable to fulfil commitments.

Given the changing and developing circumstances in the present situation that we are facing, it is highly likely there will be need for judgements to be made on a case by case basis, and the HR team are available to provide advice and support in determining individual responses consistent with the available guidance on a case by case basis.

Further information can be found via the following links:

[Coronavirus: FAQs for Employers | Freeths](https://www.freeths.co.uk/2020/03/16/coronavirus-qa-for-employers/)

[Gov.uk - Get a free PCR test to check if you have coronavirus (COVID-19)](https://www.gov.uk/get-coronavirus-test?priority-taxon=774cee22-d896-44c1-a611-e3109cce8eae)