

To receive Covid-19 working practices and consider any actions and associated expenditure

Saltash Town Council current working practices:

Personnel Meeting 10th March 2022

132/21/22 TO REVIEW THE LATEST GOVERNMENT COVID-19 UPDATES AND CONSIDER ANY ACTIONS AND ASSOCIATED EXPENDITURE.

The Acting Town Clerk reported on the latest Covid-19 Government updates and the potential impact to the Town Council services.

It was proposed by Councillor Martin, seconded by Councillor Peggs and **RESOLVED** that:

1. Members of staff are to continue to self-isolate following a positive Covid-19 test for at least five days;
2. Staff are to take a LFT after day five and continue to follow the guidance until they have received two negative test results on consecutive days;
3. Staff who are in contact with people who test positive are to be mindful of others, if they experience symptoms take a LFT and continue to follow the above guidance;
4. Saltash Town Council purchase LFT for all employees from 1st April 2022 allocating the cost to budget code 6654 Staff Welfare.

Personnel Meeting 28th July 2022:

36/22/23 TO RECEIVE AND NOTE A REPORT ON COVID-19 - EMPLOYMENT.

It was proposed by Councillor Martin, seconded by Councillor Foster and **RESOLVED** to:

1. Note the report.
2. Reaffirm minute 132/21/222 of the Extraordinary Personnel Committee meeting held in March 2022.
3. Delegate to the Town Clerk to continue to support staff.

Government Guidance:

The Government will remove remaining domestic restrictions in England:

From 24 February, the Government will:

- Remove the legal requirement to self-isolate following a positive test. Adults and children who test positive will continue to be advised to stay at home and avoid contact with other people. After 5 days, they may choose to take a Lateral Flow Device (LFD) followed by another the next day - if both are negative, and they do not have a temperature, they can safely return to their normal routine. Those who test positive should avoid contact with anyone in an at risk group, including if they live in the same household. There will be specific guidance for staff in particularly vulnerable services, such as adult social care, healthcare, and prisons and places of detention.
- No longer ask fully vaccinated close contacts and those under the age of 18 to test daily for 7 days, and remove the legal requirement for close contacts who are not fully vaccinated to self-isolate. Guidance will set out the precautions that those who live in the same household as someone who has COVID-19, or who have stayed overnight in the same household, are advised to take to reduce risk to other people. Other contacts of people with COVID-19 will be advised to take extra care in following general guidance for the public on safer behaviours.
- End self-isolation support payments and national funding for practical support. The medicine delivery service will no longer be available. People who were instructed to self-isolate before this date will still be able to claim support payments within the next 42 days.
- Revoke The Health Protection (Coronavirus, Restrictions) (England) (No. 3) Regulations. Local authorities will continue to manage local outbreaks of COVID-19 in high risk settings as they do with other infectious diseases.

From 24 March, the COVID-19 provisions within Statutory Sick Pay and Employment and Support Allowance regulations will end. People with COVID-19 may still be eligible, subject to the normal conditions of entitlement.

From 1 April, the Government will update guidance setting out the ongoing steps that people with COVID-19 should take to minimise contact with other people. This will align with the changes to testing set out later in this chapter.

Risk assessment

The requirement for every employer to explicitly consider COVID-19 in their health and safety risk assessment has been removed. Employers may choose to continue to cover COVID-19 in their risk assessments. Employers that specifically work with COVID-19, such as laboratories, must continue to undertake a risk assessment that considers COVID-19.

Employers should continue to comply with the requirements for cleaning, ventilation and welfare facilities in the Workplace (Health, Safety and Welfare) Regulations 1992 or the Construction Design and Management Regulations 2015 to control occupational health and safety risks.

Employers have a duty to consult with their employees, or their representatives, on health and safety matters. The Health and Safety Executive has guidance on how to keep people safe and healthy at work.

What to do if a member of staff has symptoms of a respiratory infection, including COVID-19:

If a member of staff is unwell with symptoms of a respiratory infection, such as COVID-19, they should follow the guidance for people with symptoms of a respiratory infection such as COVID-19.

Employers, in accordance with their legal obligations, may wish to consider how best to support and enable their workforce to follow this guidance as far as possible.

What to do if you have a positive COVID-19 test result:

Try to stay at home and avoid contact with other people.

If you have a positive COVID-19 test result, it is very likely that you have COVID-19 even if you do not have any symptoms. You can pass on the infection to others, even if you have no symptoms.

Many people with COVID-19 will no longer be infectious to others after 5 days. If you have a positive COVID-19 test result, try to stay at home and avoid contact with other people for 5 days after the day you took your test. There is different advice for children and young people aged 18 and under.

During this period there are actions you can take to reduce the risk of passing COVID-19 on to others.

Try to work from home if you can. If you are unable to work from home, talk to your employer about options available to you.

If you have been asked to attend a medical or dental appointment in person, contact your healthcare provider and let them know about your positive test result.

You may wish to ask friends, family or neighbours to get food and other essentials for you.

At the end of this period, if you have a high temperature or feel unwell, try to follow this advice until you feel well enough to resume normal activities and you no longer have a high temperature if you had one.

Although many people will no longer be infectious to others after 5 days, some people may be infectious to other people for up to 10 days from the start of their infection. You should avoid meeting people at higher risk of becoming seriously unwell from COVID-19, especially those whose immune system means that they are at higher risk of serious illness from COVID-19, despite vaccination, for 10 days after the day you took your test.

For Members consideration:

The Coronavirus Act 2020 has expired there is guidance from the Government in terms of 'best practice' (as above), however, we are told to learn to live with Covid as we do any other disease therefore I ask Members to consider how they wish to proceed should a member of staff contract Covid-19?

End of Report
Town Clerk