

# Covid-19 Update – H&S; quarantine guidelines; S.S.P. and supporting employees self-isolating



Information correct as at 2pm on 25.09.2020

- Employees travelling from and through the following countries and territories still need to self-isolate for 14 days after their return. Updated information [here](#).
- Employers should support workers who are told to self-isolate and must not ask them to attend work
- Employers must review risk assessments as government advice changes and where COVID-19 is a risk in the workplace, it must form part of the risk assessment.

## Support for people who are self-isolating (guidance for employers) and work place risk management:

Keeping workers and visitors safe by following the 5 steps for working safely, along with sector-specific guidance. It is vital that employers play their part by:

- making their workplaces as safe as possible
- requesting that workers self-isolate if they have been asked to do so
- supporting their workers when in isolation

Employers must review risk assessments as government advice changes, consulting HSE guidance on risk assessments referring to [updates here](#). Employers have a duty to consult and share risk assessments with their workers:

- If a worker develops symptoms, they should order a test as soon as their symptoms start
- Once they have ordered the test, they will be asked by the NHS Test and Trace service to provide details of anyone who they have been in close recent contact with
- A close 'contact' is a person who has been close to someone who has tested positive for COVID-19 anytime from 2 days before the person was symptomatic up to 7 days from onset of symptoms (this is when they are infectious to others).

## Quarantine and supporting workers self-isolating:

Employees may not need to self-isolate if they are travelling from one of the countries, territories or regions within the Government guidance: [gov.uk website](#). For email updates and changes sign up [here](#). Employees will need to self-isolate if they visited or made a transit stop in a country or region **not** on the list.

You should also help your employees self-isolate if they:

- have coronavirus symptoms and are waiting for a test result or have tested positive for coronavirus or are a member of the same household as someone who has symptoms or has tested positive for coronavirus
- have been in close recent contact with someone who has tested positive and received a notification to self-isolate from NHS Test and Trace

## Eligibility for Statutory Sick Pay (SSP):

Your employees qualify for SSP in relation to Covid-19 if any of the following apply:

- were self-isolating on or after 13 March 2020 because they or someone they live with had symptoms of coronavirus or they have been shielding since 16 April 2020
- started self-isolating on or after 28 May 2020 because they were notified by the NHS or public health authorities that they have come into contact with someone who has coronavirus

- were self-isolating on or after 6 July 2020 because someone in their support bubble (or extended household in Scotland or Wales) but not their own household had symptoms or tested positive for coronavirus
- have tested positive for coronavirus since 5 August 2020
- were self-isolating on or after 26 August because they had been advised to do so by a doctor or healthcare professional before going into hospital for surgery

Employees will not qualify for SSP if they are self-isolating after entering or returning to the UK, and do not need to self-isolate for any other reason, or if they have been put 'on furlough' as part of the Coronavirus Job Retention Scheme or if they have received the maximum amount of SSP (28 weeks). Other exceptions are detailed [here](#).

### **Statutory Sick Pay (SSP) for employees self-isolating:**

Workers in self-isolation are entitled to SSP from day one and those with a positive test, as of 30 July, are advised to self-isolate for ten days and provided they can meet the SSP eligibility criteria can claim SSP for the ten days.

Details for claiming back Statutory Sick Pay for your employees due to coronavirus can be found [here](#).

You can claim back Statutory Sick Pay (SSP) paid to current and former employees during Coronavirus for up to two weeks if:

- you have already paid your employee's sick pay; you can use the SSP calculator to work out how much to pay on the [gov.uk website](#).
- you are claiming for an employee who is eligible for sick pay due to coronavirus
- you have a PAYE payroll scheme that was created and started on or before 28 February 2020
- you had fewer than 250 employees on 28 February 2020 across all your PAYE payroll schemes

The scheme covers all types of employment contracts, including fulltime and part time employees; agency staff; employees on flexible (zero-hours) or fixed term contracts.

### **To qualify for SSP employees must:**

- have an employment contract and have done some work under their contract
- earn an average of at least £120 per week
- have been ill, self-isolating or 'shielding' for at least 4 days in a row (including non-working days)

Employees who have been paid less than 8 weeks of earnings still qualify for SSP. Use the sick pay calculator link above to work out how much to pay them. An employee's period of incapacity for work is not interrupted if they take annual leave during that time.

Employees can qualify for sick pay from more than one job, and they could also qualify in one job but be fit for work in another, for example if one job is physical work that they cannot do while ill but the other is office-based.

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For further discussion or to help with any questions that you may have, please contact Consultant Support on [consultantsupport@kiteconsulting.com](mailto:consultantsupport@kiteconsulting.com) or 01902 851007 / 07542 403225