

NJC UPDATE FOR SCHOOLS WORKERS

An updated Local Government and Schools NJC circular on COVID-19: working arrangements from 19 July has been issued. The main points within the circular are

1. For members **who have worked from home** employers should discuss the timing and phasing of a return with their employees and trade union representatives.
2. Before any changes to COVID-19 control measures are implemented, **risk assessments which are associated with the hazard of COVID-19 transmission should be reviewed**. This needs to be undertaken in **consultation with union representatives**, especially where the change to the Government's guidelines and legislation removes or modifies COVID-19 controls.
3. **Clinically Extremely Vulnerable (CEV)** employees should be offered individual risk assessments and their requests to continue working from home should be properly considered and granted unless there are compelling reasons not to do so.
4. **Clinically Vulnerable (CV)**- Employers should update risk assessments and should ensure all measures are taken to minimise the risk of transmission.
5. **Self-Isolation** - If members are instructed to self-isolate this should be on normal pay and absence should not be recorded as sickness absence.
6. **Vaccinations** - Employers are asked to ensure that every possible effort is made in providing employees with reasonable time off for members to receive their jab.
7. **Face Coverings** - Following risk assessments, employers should consider mandating the wearing of face coverings in workplaces, particularly those which are public spaces and / or could become crowded, along with other mitigation measures such as barriers / screens, effective ventilation, and changes to the layout of workplace.

