

Mr M. Cortes
General Secretary
TSSA

Sent by Email

14th December 2021

Dear Manuel,

Changes to Government Guidance on Covid-19

I refer to our discussion on the last RICF call on 1st December 2021 concerning the Omicron variant and your request for further clarification over the payment of sick pay and the application of MFA in light of the latest Government guidance.

In line with the latest Government guidance an employee who is fully vaccinated who has had contact with someone with Covid-19 should take daily rapid flow tests every day for 7 days. If the employee tests positive or develops symptoms, the employee must then self-isolate and take a PCR test. If the result of the PCR test is positive, then the 10-day self-isolation period includes the day the employee's symptoms started or the date of a positive PCR test whichever is earlier.

I can confirm that if an employee advises they need to self-isolate in line with the latest Government guidance, then the payment of Company Sick Pay (CSP) will be based on the specific personal circumstances of the individual case and will not be unreasonably withheld.

I can also confirm that if an employee develops Covid-19 symptoms, regardless of vaccine status, they must self-isolate and take a PCR test until the result is known in line with current Government guidance. In the event, that the employee tests positive then Company Sick Pay would be payable.

In respect of the above Covid-19 related absences, any reference to MFA would be solely for the management of that absence and the wellbeing of the employee allowing any important health and related attendance conversations to take place. As such these absences should be excluded from being recorded within any MFA monitoring process.

Your sincerely

A handwritten signature in blue ink, appearing to read 'Andy Meadows', with a stylized flourish at the end.

Andy Meadows
Rail Industry Coronavirus Forum (RICF) Chairman

