

## **COVID -19 - additional HR guidance 2**

1. If a practice has staff who are in the defined vulnerable group, but continue to work, can the practice draw up its own document for the staff member to sign as indemnity to mitigate risk to the employer?
  - A risk assessment is essential as the employer is responsible for the health, safety and welfare of all staff so that, if an employee in a vulnerable category is allowed to work without a robust risk assessment , they may put themselves at greater risk of infection , and colleagues at risk of cross infection.
  - A serious underlying health condition may be indicative of a long-standing disability, and in such circumstances there is likely to be a responsibility on the employer to reassess the need for adaptations in the workplace, given present circumstances, to protect health and safety.
  - Employees have a responsibility to maintain their own health and safety at work, and that of colleagues, so that, if they fail to follow reasonable instructions to respect health and safety there may be a need to invoke other formal procedures.
2. [Updated guidance on COVID-19 isolation note](#)
3. [Legal guidance with F&Qs on furlough leave \(general\)](#)
4. Later guidance on potential limitations on General Practice regarding Furlough Leave

### **Public sector organisations**

The government expects that the scheme will not be used by many public sector organisations, as the majority of public sector employees are continuing to provide essential public services or contribute to the response to the coronavirus outbreak.

Where employers receive public funding for staff costs, and that funding is continuing, we expect employers to use that money to continue to pay staff in the usual fashion – and correspondingly not furlough them. This also applies to non-public sector employers who receive public funding for staff costs.

Organisations who are receiving public funding specifically to provide services necessary to respond to COVID-19 are not expected to furlough staff.

In a small number of cases, for example where organisations are not primarily funded by the government and whose staff cannot be redeployed to assist with the coronavirus response, the scheme may be appropriate for some staff.

<https://www.gov.uk/guidance/claim-for-wage-costs-through-the-coronavirus-job-retention-scheme>

5. [Updated advice for employers on coronavirus](#)