

Wellbeing and Support (Return to Work)

WHAT?

The outbreak of coronavirus has been a worrying time for everyone, and it is important that workers feel supported and listened to. It is crucial that everyone’s wellbeing is being looked after while working.



WHAT THE EMPLOYER CAN DO?

- Talk through specific concerns staff have about returning to work.
- Talk about where safety is a concern and how it can be improved to make staff feel safer.
- Clarify what has occurred at work during their absence and talk about any changes that have been made in work practices and what people can do to protect themselves.
- Ensure online resources are available to support all workers, including ones to look after their mental health.
- All staff should be ensured that they will be listened to and that, if necessary, action will be taken to change plans.
- If people are in the shielded or clinically vulnerable categories, explain what will be done to protect them, e.g. working from home, doing tasks where social distancing can be followed. This also applies for people who are living with someone in the shielded or clinically vulnerable group.

STAFF DOs

- ✓ Only return to work if you, or family members have no symptoms of fever, persistent cough or loss of smell and taste.
- ✓ Ensure that you are re-inducted in the site rules and any changes which have occurred in your absence.
- ✓ Tie in with your managers before work is resumed.
- ✓ Abide by the new way of working to work safely around the coronavirus, see signage onsite.
- ✓ Keep 2m of distance from all other members of staff where possible.
- ✓ All employees should read and sign off on the COVID-19 safe system of work/risk assessment.
- ✓ Make use of additional new hygiene facilities.
- ✓ Follow rules put in place onsite to ensure all employees safety.
- ✓ Keep your distance from externals to the organisation such as customers, contractors etc.

IF YOU DISPLAY SYMPTONS PLEASE:

- Inform your manager/supervisor immediately.
- Return home immediately.
- Avoid touching anything.
- For information on what to do if you have symptoms, visit: nhsinform.scot
- Arrange to get tested via: gov.scot to access the coronavirus testing portal to arrange a test at a local testing site
- You must then follow the guidance on self-isolation and not return to work until your period of self-isolation has been completed.

