



Absence, Pay and Staffing Guidance Relating to Coronavirus (COVID-19)



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Absence, Pay and Staffing Guidance Relating to Coronavirus (COVID-19):

Advice for Principals, Managers and Staff (Updated August 2022)

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ABSENCE, PAY AND STAFFING GUIDANCE RELATING TO CORONAVIRUS (COVID-19)

Advice for Principals, Managers and Staff

(Updated August 2022)

1.0 Introduction

This guidance provides the latest advice on absence, pay arrangements and staffing matters linked to COVID-19. The health, safety and wellbeing of pupils and staff is of paramount importance to all education employers in the sector. The following guidance has been produced to ensure employers and employees are aware of arrangements regarding absences in relation to COVID-19.

This guidance should be read alongside the latest Public Health Agency (PHA)/Government guidance, to support Principals/Line Managers and staff during the COVID-19 pandemic. In particular, we draw your attention to the Department of Education's (DE) [Guidance for Schools and Educational Settings](#)

The following information and guidance applies to employees subject to NJC/JNC and TNC terms and conditions including substitute/ supply teachers and non-teaching staff providing emergency cover for the period of time they have been engaged to work.

This guidance includes current advice from the PHA which is subject to change. In the event of new information or guidance a further update will be issued. Please also refer to wider COVID-19 related guidance issued by the Public Health Agency (PHA) [PHA Guidance](#).

1.1 Summary Of Key Changes/Ongoing Issues

Key Changes to Previous Guidance

Section 4 – Scenario 2 - Temporary Provision of Normal Pay

COVID-19 10 days temporary provision of normal pay will be reduced to 5 days, from 1 September 2022 the temporary provision of normal pay for up to 10 days for those who had tested positive for COVID-19 will be reduced to a maximum of 5 days. This reflects the 5 calendar days of COVID-19 isolation as per [NIDirect Guidance](#). If the period of sickness absence extends beyond 5 days, normal sickness absence procedure will commence from day 6 onward.

Section 4 – Scenario 3 – Staff Testing Positive

Change of advice for individuals testing positive as per [NIDirect Guidance](#).

Adults with a positive test result will be advised to stay at home and avoid contact with other people for 5 days after the day of the test, or from the day symptoms started.

For children (under 18 years of age) this period is reduced to 3 days.

As a precautionary measure those who test positive should avoid contact with individuals who are at 'higher risk' from COVID-19 for 10 days. This includes

- Those individuals with a weakened immune system.
- Those in care homes, hospitals and other health and social care settings.

They should also continue to take precautions such as wearing a face mask, particularly in crowded indoor places, practice good respiratory hygiene and regularly wash their hands.

Testing to end isolation is no longer advised. Full details on the updated isolation advice is outlined on [NIDirect Guidance](#).

Section 4 - Scenario 4 - Changes to Close Contact Arrangements

The actions for those identified as close contacts no longer distinguishes between the vaccinated and the unvaccinated. For the latest advice on staff who are a close contact of someone who has tested positive for COVID-19 [NIDirect Guidance](#).

The latest Health advice states “If you know that you have been in close contact with someone who has tested positive during the infectious period, you should avoid contact with people you know to be at higher risk of severe disease should they contract COVID-19 despite vaccination.”

Routine population contact tracing was phased out at the end of June 2022

Section 4 - Scenario 4 and 6 – Exceptional Dependents Leave

From 1 September 2022 the temporary provision of normal pay for up to 10 days exceptional dependants leave will be removed. This reflects the 3 calendar days of COVID-19 isolation advised by the Public Health Agency and reflected in the [NIDirect Guidance](#) for children and young people.

This change in effect means reverting back to the provisions contained within the relevant exceptional leave provision. It is accepted that if the dependant is unable to attend school due to COVID-19 that the exceptional leave provision may apply.

Section 5.2 – Work from Home

The guidance encouraging staff to work from home to reduce the spread of COVID-19 has been removed [NIDirect Guidance](#). As with the removal of other measures, this does not mean that there is no risk from COVID-19.

Section 5.3 and Scenario 5 - COVID-19 Risk Assessment

HSCNI has confirmed there is no longer a requirement for COVID-19 specific risk assessments for staff at higher risk of various health issues, previously defined as falling into the following categories –

- Clinically Vulnerable
- Clinically Extremely Vulnerable
- Pregnant members of staff
- BAME

HSCNI Supplementary Note

An overall general employers' risk assessment for staff at risk of various health issues will suffice for vulnerable staff. A general pregnancy assessment may include COVID-19 risks but there is no requirement for an additional COVID-19 specific assessment for this group. People with a higher risk due to existing medical conditions, pregnant women, carers, the elderly etc are all eligible for an autumn booster vaccination and this is the primary intervention in preventing the worst harms of COVID-19 present. Other public health messages around hygiene and ventilation still stand.

Section 9 - Social Distancing reduced restrictions in the work place

The Executive's requirement for offices and working rooms to take reasonable measures for 2m social distancing has now been removed. School/work places should consider how they could encourage staff, pupils and visitors to keep their distance from each other wherever physical capacity and curriculum delivery permit.

However, staff should endeavour to "keep a safe distance between you and anyone outside of your household and keep indoor spaces well ventilated" [NIIDirect Guidance](#).

Section 11 - Testing

PCR or LFD testing is no longer recommended or available for most people with symptoms. It will still be available to support the small group for whom it is recommended for clinical reasons.

The PCR and LFD home ordering service will remain available for the general public to support those for whom PCR is recommended. Specific groups who develop symptoms will be advised to use lateral flow devices (LFDs) to test instead of booking a PCR. This will be kept under review depending on disease trajectory.

Routine asymptomatic testing in all educational settings (including mainstream schools, special schools, early learning and childcare, universities and further education colleges) has ceased.

ONGOING ISSUES

Face coverings

Whilst wearing a face covering is not a legal requirement, it is still recommended in health and social care settings, on dedicated school/public transport and in enclosed shared spaces, where you come into contact with people you do not usually meet.

DE Guidance states that both inside and outside classroom settings, staff and pupils are able to wear a face covering at any time should they wish to. In staff communal areas there should also be other appropriate mitigations such as ensuring the room is appropriately ventilated.

Post-primary students are no longer recommended to wear face coverings on school premises.

Other extant advice

A person who develops symptoms (as defined in section 3) of COVID-19, whether vaccinated or not, must immediately isolate in line with the latest [NIDirect Guidance](#).

The latest requirements and advice for those using dedicated school/public transport is available at [NIDirect Guidance](#).

This change in advice will be subject to ongoing review of the status of the virus in Northern Ireland.

2.0 Underpinning Principles

Guidance will adhere to all government advice and updates will continue to be shared with staff through email, FAQs, website and social media platforms as appropriate.

3.0 Definition of COVID-19 Symptoms

The main symptoms of COVID-19 can be found here at [NIDirect Guidance](#).

4.0 Pay and Absence Scenarios

The following applies to all staff. This includes both substitute/supply teachers and non-teaching staff providing emergency cover for the period of time they have been engaged to work.

Schools should promote adherence to the guidance on staying safe as available on [NIDirect Guidance](#) and the Department's latest COVID-19 guidance available at [Department of Education Guidance](#).

Scenario 1: No COVID-19 Symptoms and no contact with a positive case

If an employee has no symptoms of COVID-19 as described above, the current NI Direct advice is that staff can attend their work place in line with Government advice.

Other arrangements, for example, working from home will require planning and regular contact with the Principal/Line Manager.

Scenario 2: Employee displays symptoms of COVID-19

Staff who are displaying symptoms have a duty of care to themselves and others so therefore must self-isolate immediately and follow the latest advice on [NIDirect Guidance](#).

Employees in the above scenario must refrain from attending the work place, and follow medical advice (available via NI Direct and/or GP).

Normal pay¹ and no impact on absence trigger points or contractual sick pay will apply, if required, for a maximum of 5 calendar days² from the first day of absence. Any subsequent absence will transfer to contractual sick pay in line with the relevant absence management procedures from day 6. The employee must keep their Principal/Line Manager informed throughout this period.

Scenario 3: Employee Tests Positive for COVID-19

If an employee tests positive for COVID-19 they must self-isolate immediately and follow the latest rules and advice around self-isolation periods [NIDirect Guidance](#).

Normal pay¹ and no impact on absence trigger points or contractual sick pay will apply, if required, for a maximum of 5 calendar days² from the point of confirmed positive diagnosis.

Any subsequent absence will transfer to contractual sick pay in line with the relevant absence management procedures from day 6.

The employee must keep their Principal/Line Manager informed throughout this period.

Scenario 4: A member of staff's household/close contact tests positive for COVID-19

Household close contacts are not advised to self-isolate unless they are symptomatic

While the routine identification and notification of close contacts in the community outside the household setting has ceased, if staff are aware that they have been in contact with someone who has tested positive or develops symptoms, they should be alert for symptoms and follow the general [NIDirect Guidance](#) if they develop symptoms of COVID-19.

¹ This should include continued payment of normal/ regular overtime

² A staff member with a period of imposed self-isolation will continue to receive normal pay prior to a positive diagnosis

¹ This should include continued payment of normal/ regular overtime

² A staff member with a period of imposed self-isolation will continue to receive normal pay prior to a positive diagnosis

If you know that you have been in close contact with someone who is positive during the infectious period, you should avoid contact with people you know to be at higher risk of severe disease should they contract COVID-19 despite vaccination.

Vaccination status

If you are identified as a household close contact, the advice to you will be the same whether you are vaccinated or unvaccinated.

You should not visit others in a hospital, care home or other health and care setting. You should pay close attention to the general advice to reduce transmission of respiratory viruses [NIDirect Guidance](#).

Other considerations

Staff who test positive will avail of pay arrangements as laid out in scenario 3. The employee must keep their Principals/Line Managers throughout this period so they are fully aware of staff within their school/service who are self-isolating at any time.

Scenario 5: People with a Higher Risk - formerly defined as Clinically Extremely Vulnerable (CEV)

This can include those with an existing medical condition, pregnant women, carers, the elderly etc. These groups are all eligible for an autumn booster vaccination and this is the primary intervention in preventing the worst harms of COVID. Other public health messages around hygiene and ventilation still stand.

The general respiratory virus risk assessment for staff with a higher risk should now be in place in all settings and replaces the previous COVID-19 specific risk assessments. However, if additional written, up to date, relevant medical evidence/advice is presented by staff with a higher risk linked to this area of risk, this general risk assessment should be tailored to the individual to reflect the medical advice presented. Mitigations remain subject to what is reasonably practicable.

Exceptional Directives and Evidence

In exceptional circumstances an individual may be directed by their GP or other medical specialist to continue to self-isolate. In this exceptional case the individual would continue to receive normal pay and there would be no impact on absence triggers or contractual sick pay.

The Principal/Line Manager and Employing Authority may request evidence that a staff member has been advised to shield or self-isolate.

The Government is regularly monitoring its position on individuals thought to be at a higher risk. [NIDirect Guidance](#) and further information on those considered at higher risk from COVID-19.

For advice on and further information on other vulnerable Groups, including advice on pregnant staff see **Section 5**.

Scenario 6: Staff who have a dependent who is required to self-isolate as a result of COVID-19

The exceptional circumstances presented by the COVID-19 pandemic have particularly impacted on staff with dependents. It is recognised that in an emergency situation a member of staff may be unable to attend school/work place in their usual capacity at very short notice due to their child being required to self-isolate for a period of time due to COVID-19 and there being no one else available to care for their young child.

In these specific circumstances, the member of staff may be facilitated to work from home. If the nature of the individual's job prevents this the member of staff, in these circumstances, may request provisions contained within the relevant exceptional leave provision subject to Principals/Line Manager's approval.

Scenario 4 outlines that it is possible in many situations for a parent/carer to attend work when a member of the household has tested positive.

In all other circumstances staff with dependents should continue to investigate and source all care options available to them in order that they can attend the school/work place.

Scenario 7: Employee is directed by their Principal/Line Manager not to attend their place of work due to a temporary closure relating to COVID-19

If an employee is directed by their Principal/Line Manager not to attend their place of work due to a temporary closure e.g. a school (or a particular year group/department) on a short-term basis due to a COVID-19 outbreak, following agreement from the employing authority/DE, they shall receive their normal pay.

Where possible these employees should work from home or other agreed work place and return to work when directed to do so.

Scenario 8: Requirement to quarantine due to travel outside of the UK and Ireland

Foreign and Commonwealth Office (FCO) Advice

It is appreciated that the situation concerning travelling outside the Common Travel Area is uncertain at this time and official advice may change. Staff must ensure they follow [FCO Advice](#) regarding foreign travel.

[NIDirect Guidance](#) also continues to provide the latest advice for those considering international travel. This includes advice on the country you plan travelling to and the requirements for your return.

Quarantine arrangements are a legal requirement and staff cannot attend the work place during an imposed quarantine period. Any staff likely to be affected by quarantine arrangements as detailed below should ensure that they notify their Principal/Line Manager at the earliest opportunity so they can assess if working from home is feasible and be fully informed on pay implications. For ease of reference two scenarios have been identified linked to staff travel related quarantine implications:

- A. Staff who are subject to new quarantine rules while abroad (unforeseen). Staff who have travelled to a country which is added to the UK quarantine list during their stay will be required to quarantine upon their return. As this is unforeseen staff will continue to receive normal pay and will be required to work from home, where feasible, during any imposed quarantine period.

Where an employee cannot do their normal work at home during the quarantine period, the Principal/Line Manager should consider whether it would be reasonable to redeploy them to alternative duties that they could carry out at home.

- B. An employee who travels abroad in full knowledge of the requirement to self-isolate on their return will be required to bring this to their Principal/Line Manager's attention, prior to departure, to facilitate an open conversation about the potential impact of this including discussing the feasibility of working from home during the quarantine period.

Where working from home is not feasible, the following options (or combination of options) should be considered as appropriate:

- take additional paid annual leave (where the contract of employment allows)
- take paid special leave¹
- make up the days over a period of time (where the contract allows for this to prevent a loss of pay)
- take unpaid special leave
- take unpaid leave
- redeployment to alternative duties that they could carry out at home
- It must be emphasised that there is no automatic entitlement in this category to normal pay for this period of quarantine upon their return to Northern Ireland.

Consideration will be given to granting paid special leave on an exceptional basis if travel is for compassionate reasons.

¹ For more information for teaching staff [click here](#) and [here](#) respectively
For non-teaching information [click here](#)

Examples of reasons for considering a compassionate approach might include:

- attending a close family funeral
- receiving urgent and serious medical attention
- accompanying a family member requiring urgent and serious medical attention
- complying with urgent legal responsibilities overseas
- supporting a relative overseas who needs urgent and immediate help

5.0 Other Important Information

5.1 Concerns about remaining or returning to the work place

If an employee has any concerns regarding their attendance at work they should discuss this with their Principal/Line Manager in the first instance who will contact the Employing Authority if necessary.

5.2 Working From Home

The guidance encouraging staff to work from home to reduce the spread of COVID-19 has been removed [NIDirect Guidance](#). As with the removal of other measures, this does not mean that there is no risk from COVID-19 and staff should remain vigilant.

5.3 Staff at higher risk from COVID-19 (including pregnancy)

[NIDirect Guidance](#) advises staff at higher risk from COVID-19, or previously identified as 'clinically extremely vulnerable (CEV)' or 'vulnerable', that the single most effective measure they can take to protect themselves is to get vaccinated, as well as getting any booster vaccination doses they are offered.

Pregnancy and Risk

Once notified in writing of pregnancy Principals/Line Managers should carry out a standard Maternity Risk Assessment to comply with the Management of Health and Safety at Work Regulations.

The Royal College of Obstetricians & Gynaecologists (RCOG) [RCOG/RCM Guidance](#) contains guidance on coronavirus (COVID-19) in pregnancy and should be considered as part of this Maternity Risk Assessment. A separate COVID-19 specific risk assessment is no longer required.

Extra consideration is required for pregnant staff when they

- have underlying health conditions that place them at a greater risk of severe illness from COVID-19
- are 28 weeks or more pregnant

Under 28 weeks with no underlying health conditions

There is no evidence that pregnant staff at 28 weeks or less are more likely to get seriously ill from COVID-19 but pregnant staff have been included in the list of people

at moderate risk as a precaution. This is because pregnant individuals can sometimes be more at risk from viruses like flu.

Pregnant staff in all trimesters should have their Maternity Risk Assessment reviewed with their Principal/Line Manager to assess and control measures to reduce risk in addition to any existing risk assessments. Pregnant staff should only continue within the work place if the risk assessment advises that it is safe to do so.

If the risks cannot be mitigated, pregnant staff should be offered suitable alternative work or working arrangements (including working from home) or as a last resort be asked to remain out of the work place on normal pay.

See [Maternity Risk Assessment template](#).

28 weeks or more or with defined underlying health conditions

Pregnant staff who are 28 weeks pregnant and beyond, or if they are pregnant and have an underlying health condition that puts them at a greater risk of severe illness from COVID-19, should take a more precautionary approach.

This is because although they are at no more risk of contracting the virus than any other non-pregnant person who is in similar health, they have an increased risk of becoming severely ill and of pre-term birth if they contract COVID-19.

The Principal/Line Manager should review the Maternity Risk Assessment again at this point and seek to implement recommendations to mitigate risk for pregnant staff in work as per [NIDirect Guidance](#).

Pregnant staff of any gestation should not be required to attend the work place if this is not supported by the risk assessment.

Pregnancy in public higher risk roles/circumstances

If unavoidable risks remain, alternative work should be offered at the safest available onsite location (where working from home is not possible). Where alternative work is not available the employee should be asked to remain at home on normal pay. For more information see [RCOG/RCM guidance](#).

[Education Authority FAQs](#) on supporting pregnant staff in the work place.

5.4 Employees with Disabilities

The Disability Discrimination Act (DDA), covers a very wide range of people and is not confined to those who come within the Government's COVID-19 list of higher risk vulnerable people. The reasonable adjustment duty applies to all employees or job seekers who are disabled, regardless of whether they are on the Government's list or not.

Managers should make reasonable adjustments, as they are obliged to do, in addition to what they will have done to protect the health and safety of all of their employees. If a disabled employee previously had tailored adjustments at work, these might still adequately meet their particular needs.

5.5 Providing Evidence in relation to COVID-19

Staff may be required to provide evidence, including medical evidence where appropriate, confirming the necessity for them or their dependents to self-isolate. Staff will be afforded a reasonable period of time to provide evidence post recovery or requirement for self-isolation, in relation to any of the scenarios above (e.g. medical correspondence). If diagnosed with an illness unrelated to COVID-19 then the absence will revert to normal sickness scheme procedures.

If applicable, staff can obtain a self-isolation notice via the following [NHS Website](#).

Vaccination/test result evidence: Principals/Line Managers do not require proof of vaccination or test results and should accept a verbal confirmation.

5.6 Staff in None Of The Above Categories, Who May Refuse to Return to the Work Place Despite Being Able to do so (without medical grounds).

There may be staff who are not defined as vulnerable, nor have caring responsibilities within their household, but feel they cannot return to work in any capacity at present despite the aforementioned measures, assurances and safety arrangements being implemented. In this situation, the staff member and Principal/Line Manager should consider options. These may include;

- flexible working (if possible)
- reduced hours/days
- annual leave (if the contract of employment allows for this) or
- unpaid leave as appropriate

See section 12 or the [Responsive Working Toolkit](#) for more information on flexible working policies and schemes.

If everything has reasonably been done to address an employee's concerns, and action taken accordingly, but they still refuse to attend work, this may constitute unauthorised absence or partial performance (i.e. where they are only prepared to carry out certain tasks rather than their full range of duties).

The Principal/Line Manager should explain the individual's contractual obligations and the potential consequences of refusing to work, including, in extremis, the risk of withdrawal of pay.

If there is still no change in the individual's position, the manager should seek immediate advice from HR/the Employing Authority who should ensure an appropriate and consistent approach is taken across the organisation. The employee should also be reminded of their right to seek advice from their trade union representative.

6.0 Guidance for Principals/Line Managers on supporting carers to return or remain in the work place

Staff should seek to investigate and source all childcare options available to them in order that they can attend their school/work place. In an emergency situation staff can apply for emergency dependants leave should childcare arrangements breakdown as a result of COVID-19. In such circumstances they are expected to communicate effectively and regularly with their Principal/Line Manager about any concerns. If a member of staff is wishing to consider flexible working and/or a corresponding reduction in hours staff should make a formal request in accordance with the relevant policy (see Section 12).

7.0 Staff/Children Experiencing Symptoms In School

For the latest protocol please refer to the Department's Coronavirus (COVID-19): [Guidance for Schools and Educational Settings in Northern Ireland](#).

8.0 Return To Work Support Meetings

A re-orientation or re-induction for staff is crucial to ensure all understand what is required in relation to the school/ work place following a period of absence, whether linked to ill health, self isolation (and not working from home) or enforced absence due to COVID risk within their work place. Every Principal/Line Manager should have a return meeting or conversation with staff prior to their return to work. The key focus should be on health, safety and wellbeing.

Where possible the Principal/Line Manager may wish to provide generic information on important changes within the school/ work place to groups of staff and where necessary have a one to one sensitive and open discussion with individuals to discuss any adjustments and/or ongoing support they may need to facilitate an effective return to the work place. This should cover any changes to their work duties or tasks where it can be accommodated. It could be that some staff want to discuss a new working arrangement, especially if their domestic situation has changed because of the pandemic.

9.0 Keep Your Distance Responsibilities

Principals/Line Managers should consider the best ways to ensure key work progresses whilst adhering to the PHA and [Guidance for Schools and Educational Settings in Northern Ireland](#) on social distancing at work.

Principals/Line Managers should remain abreast of the latest NI Direct advice on “keeping your distance”

Note: the latest position on social distancing is that “Staff should continue to maintain as much social distancing as is possible”.

All of the key protection and hygiene measures will continue to apply to minimise the

spread of infection, such as reminding staff about regular and effective handwashing. Depending on the working environment, it may be necessary to consider providing PPE, including gloves, masks or anti-viral hand gel (this is in exceptional circumstances). For many settings guidance has already been developed and should be followed.

[NIDirect Guidance](#) contains the latest updates and information.

10.0 Supporting “Healthy Minds” At Work

It must be recognised that the risks to people’s health from this pandemic are psychological as well as physical.

These include:

- Anxiety about the on-going health crisis and fear of infection, as well as social isolation due to the lockdown. Many will have experienced challenging domestic situations, such as juggling childcare or caring for a vulnerable relative, as well as financial worries if a partner has lost their income.
- Some staff will have experienced illness, or bereavement.
- Some may take more time than others to reacclimatise and it is likely that most people will need a period of readjustment. Even if staff have carried on working and participating in video meetings, etc, they will still need to adjust to working in a shared environment with colleagues again.
- Some members of staff may have concerns about travelling to work on public transport. Although wearing a face covering is not a legal requirement, it is still recommended in health and social care settings, on public transport and in enclosed indoor settings, where you come into contact with people you do not usually meet.
- Many may find that they are still coming to terms with the significant change which society has seen, and the familiar work place routines could feel very different.
- Staff should be reminded about Employee Assistance Programme (Inspire Wellbeing), our independent Occupational Health Service and Health and Wellbeing Team.
- Every Principal/Line Manager should endeavour to ensure that the school/ work place remains inclusive, and that every employee feels they are returning to or remaining in a supportive and caring environment.
- The pandemic has had an unequal impact across the workforce in many ways, as different groups of employees, and individuals, will have been affected in diverse ways according to their job role and individual circumstances. The uneven nature of people’s work and personal experiences and the challenging nature of the lockdown and on-going situation, means there could be potential for some negative feelings creeping into the employment relations climate.

Therefore, it is important that Principals/Line Managers are sensitive to any underlying tensions and proactive about nipping potential conflict in the bud.

11.0 Staff Responsibilities

Staff are expected to communicate effectively with their Principal/Line Manager regularly. Staff should make their Principal/Line Manager aware of any work restrictions or concerns they have during this time.

Staff are expected to make themselves available for work and if they cannot they must clearly explain their situation and agree options with their Principal/Line Manager.

Staff directed to self-isolate should ensure they follow the NIDirect advice and also inform their Principal/Line Manager.

The Principal/Line Manager and Employing Authority are entitled to request and be provided with evidence to confirm medical conditions and inform, where necessary, risk assessments.

12.0 Flexible Working Policies And Procedures

The following Flexible Working Policies and Procedures are available for staff if they wish to consider flexible working.

12.1 Teaching

[Flexible Working Scheme \(Teaching\)](#)

[Job Share Scheme \(Teaching\)](#)

[Temporary Variation of Contract \(Teaching\)](#)

[Career Break Scheme \(Teaching\)](#)

12.2 Non-Teaching

[Flexible Working Scheme – \(school based Non Teaching\)](#)

[Job Share Scheme \(Non Teaching\)](#)

[Career Break Scheme \(Non Teaching\)](#)

13.0 Further Concerns Or Guidance

Employing Authorities will continue to follow PHA and N.I. Executive guidance and medical advice at all times. This guidance will be kept under review and will be updated as necessary.

If an employee has any concerns regarding their attendance at work they should always discuss this with their Principal/line manager in the first instance.

14.0 Useful Contacts And Links

[Latest NI Direct advice on self-isolating and close contacts](#)

[Department of Education Restart Webpage](#)

[Guidance for Schools and Educational Settings in Northern Ireland](#)

[HSCNI COVID-19 advice \(coronavirus\)](#)

[COVID-19 Working Through This Together](#)

[Supporting EA Staff](#)

[COVID-19 HR FAQs](#)

[Inspire](#) - Contact Inspire counselling (free / confidential 24/7) – Tel: 0808 800 0002

[EA HealthWell](#) (24/7) – Tel: 0808 800 0002

[Royal College of Obstetricians and Gynaecologists latest guidance](#)