

# COVID-19

## ESTABLISHING A RETURN TO WORK PLAN

From 1st of August 2020, the Government guidance has changed and instead of the message 'work from home if you can', employers have more discretion to ask employees to return to the workplace, if it is safe to do so. All employers have an obligation to ensure the health and safety of their employees and to comply with the Government's COVID-19 Secure Guidance applicable to their particular type of workplace. As an employer, you should consider the risk to workers who are particularly vulnerable to COVID-19 and put various measures in place to reduce that risk. It is vital to determine which employees are able to come back into the workplace safely, considering individual specific health conditions, protected characteristics, and level of risk. Employees with pre-existing medical conditions and those who have had confirmed or suspected COVID-19 infection may need additional support as a part of your return to work plan. In order to help your business with the return to work plan, we have introduced an Employee Protection Referral service that aims to guide you on how to best manage the employees' health in the workplace. Our clinical team can conduct telephone and video consultations to explore the details and provide a clear and informative report that will help you to determine how to support your workers and create a safe environment for them. Implementing a carefully considered return to work plan and following the ongoing Government guidance is crucial both to the protection of the workforce and the management of the workplace health and safety.

