

Remuneration Guide COVID19 Updated

04.10.21 (England, Scotland & Wales)

All employees in all homes managed by HCMS and all HCMS employees will be covered by the following arrangements:

Category	Pay
Employees self-isolating for 10 days because they have COVID19 symptoms	<p>Wales - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p>
Employees self-isolating for 10 days because someone in their household is displaying COVID19 symptoms or has a positive COVID test by PCR.	<p>Wales - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p>
Employees self-isolating for 14 days from first positive PCR test result because they have received hospital treatment for COVID.	<p>Wales - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>If staff need to be off longer than 14 days each case will be assessed separately as to whether full pay will continue.</p>

<p>Employees who are off longer than 10 days following isolation for being symptomatic or positive for COVID</p>	<p>Statutory Sick Pay to be paid “Fit note” to be submitted by employee</p>
<p>Employees not at work who are displaying symptoms and awaiting a PCR test result</p>	<p>Wales - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p>
<p>Employees who have received the vaccine and are feeling unwell afterwards</p>	<p>To be paid full pay up to 48 hours This will be paid until funding expires</p>
<p>Employees with a child sent home from school because they are part of a bubble but are not displaying symptoms.</p> <p>The employee cannot attend work because they do not have any child care for their child during the isolation period.</p>	<p>Wales - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>Evidence from the school will need to be provided to be eligible for full pay.</p>
<p>Employees who test positive and have to isolate for 10 days and their child has to self-isolate for 10 days.</p>	<p>Wales - Employees will receive full pay. This will be in place until 22 March 2021 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>Positive test for staff member will be evidence.</p>
<p>Employees who receive a “fit note” from their GP/Consultant</p>	<p>Statutory Sick Pay</p>

<p>Employees who have to self-isolate for 7 or 14 days due to having an operation or has to self-isolate for 7 or 14 days because a family member is having an operation</p>	<p>Wales - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until March 2022 when funding expires.</p> <p>To be eligible, a letter from the hospital confirming the isolation period will need to be shown to the Home Manager</p>
<p>Employees returning from a country which requires them to quarantine must follow the rules for their entry point into the UK.</p>	<p>Anyone who is required to quarantine and test on return to the UK will not be paid. There may be the opportunity to take annual leave that has been accrued but this must be authorised by the Home Manager.</p>
<p>Employees who have a household member returning from a country which requires them to self-isolate for 10 days</p>	<p>Employees will not be paid. There may be the opportunity to take annual leave that has been accrued but this must be authorised by the Home Manager.</p>
<p>Employees who have the COVID vaccination in their own time</p>	<p>1.5 hours will be paid.</p> <p>Normal pay will be paid if the COVID vaccine is done during work time</p>
<p>Employees who choose to self- isolate for any other reason than those listed above will not receive any payment for the duration of their absence.</p>	<p>Unpaid</p>