

Date: 09/04/2021

HCMS Covid 19 Remuneration Guide (Larchwood Care)

The employer has released it's remuneration guide for permitted and paid absence including furlough, sickness, and self-isolation after testing.

[Read in full here](#)

Date: 09/02/2021

HCMS Covid 19 Staff Policy

If you have an industrial issue to take up in a Larchwood Care Home, the employer HCMS has a covid policy.

[Read in full here](#)

Previous Bulletins

Date: 11/01/2021

HCMS Covid 19 Remuneration Guide (Larchwood Care)

The employer has released it's remuneration guide for permitted and paid absence including furlough, sickness, and self-isolation after testing.

[Read the full guide here](#)

Date: 12/06/2020

HCMS FURLOUGH ARRANGEMENTS

(Larchwood Care) England, Wales, & Scotland

Remuneration Guide COVID19 from **13.06.2020** All employees in all homes managed by HCMS and all HCMS employees will be covered by the following arrangements:

Employees self-isolating for 7 days because they have COVID19 symptoms or Employees self-isolating for 14 days because someone in their household is displaying COVID19 symptoms

From 13th May 2020. Employees will receive full pay. (This is will be until government funding is no longer available)

Employees who are in extremely high-risk group, Instructed to self-isolate for 12 weeks). With Letter or text from the NHS

Employees will receive full pay. Employees will be entered onto the Furlough system and top up to full pay (pro rata)

Employees who have health problems and have been advised to self-isolate for 12 weeks With Letter from GP or Consultant

Employees will be entered onto the Furlough system and will receive 80% (up to £2,500 per month)

Employees who have no childcare arrangements in place and school or nursery places are not available.

Employees will be entered onto the Furlough system and will receive 80% (up to £2,500 per month)

Employees who have a family member who has been advised to self-isolate for 12 weeks and their family member has a Letter from NHS/ GP/Consultant and the employee is wholly or substantially responsible for the delivery of their care needs.

Employees will be entered onto the Furlough system and will receive 80% (up to £2,500 per month)

Employees who are pregnant. A full risk assessment will be conducted for all pregnant employees and we will make reasonable adjustments wherever possible to allow them to remain in the workplace. Where this is not possible, and the employee has reason to believe that they and their unborn child are at risk

Employees will be entered onto the Furlough system and will receive 80% of their salary (up to £2,500 per month)

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. However, if the employee returns to work at the end of the current crisis continuation of their employment will not be directly affected by this absence and they can, if desired, take paid annual leave during this time. ***Unpaid***

<https://www.gmb.org.uk/coronavirus>

Not a GMB Member? Join today at www.gmb.org.uk/join

