

Remuneration Guide COVID19 Updated

08.04.21 (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 30th September 2021 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until 30th June 2021 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until 30th June 2021 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 30th September 2021 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until 30th June 2021 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until 30th June 2021 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 30th September 2021 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until 30th June 2021 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until 30th June 2021 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>
Employees who are off longer than 10 days following isolation for being symptomatic or positive for COVID	Statutory Sick Pay to be paid "Fit note" to be submitted by employee
Employees not at work who are displaying symptoms and awaiting a test	Wales - Employees will receive full pay. This will be in place until 30 th September 2021 when funding expires.

	<p>England - Employees will receive full pay. This will be in place until 30th June 2021 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until 30th June 2021 when funding expires.</p>
Employees who have received the vaccine and are feeling unwell afterwards	To be paid full pay up to 48 hours This will be paid until funding expires
<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 30th September 2021 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until 30th June 2021 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until 30th June 2021 when funding expires.</p> <p>Evidence from the school will need to be provided to be eligible for full pay.</p>
Employees who test positive and have to isolate for 10 days and their child has to self-isolate for 10 days.	<p>Wales - Employees will receive full pay. This will be in place until 30th September 2021 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until 30th June 2021 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until 30th June 2021 when funding expires.</p> <p>Positive test for staff member will be evidence.</p>
<p>Employees who are extremely clinically vulnerable and have been advised not to attend work for a period of time because of local tier/level system restrictions/national lockdown.</p> <p>Formal notification will be required to be provided from NHS or GP/Consultant</p>	<p>Employees will be entered onto the Furlough system and will receive 80% (up to £2,500 per month).</p> <p>Wales – Up to 31st March 2021 England – Up to 31st March 2021 Scotland – Up to 25th April 2021</p>
<p>Employees who have an extremely clinically vulnerable child and have been advised not to attend school for the period of time because of local restrictions/national lockdown and are unable to work due to looking after the child.</p> <p>Formal notification will be required to be provided from NHS or GP/Consultant</p>	<p>Employees will be entered onto the Furlough system and will receive 80% (up to £2,500 per month).</p> <p>Wales – Up to 31st March 2021 England – Up to 31st March 2021 Scotland – Up to 25th April 2021</p>

<p>Employees who have an extremely clinically vulnerable family member living in the same household</p>	<p>Employees may be entered onto the Furlough system and will receive 80% (up to £2,500 per month).</p> <p>Wales – Up to 31st March 2021 England – Up to 31st March 2021 Scotland – Up to 25th April 2021 Please note payments after 6th April 2021 will not include the minimum wage increase. This will be applied once employees return to work.</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 30th September 2021 when funding expires.</p> <p>England - Employees will receive full pay. This will be in place until 30th June 2021 when funding expires.</p> <p>Scotland - Employees will receive full pay. This will be in place until 30th June 2021 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 less than 28 weeks pregnant</p> <p>A full risk assessment will be conducted to establish if reasonable adjustments are possible to allow them to remain in the workplace.</p> <p>Where this is not possible or the employee or their midwife/consultant has reason to believe that they and their unborn child are at risk</p> <p>Employees more than 28 weeks pregnant are at a higher risk of becoming seriously ill if they contract Covid-19</p> <p>A full risk assessment will be conducted. To establish if reasonable adjustments are possible to allow them to remain in the work place.</p> <p>Where this is not possible or the employee or their midwife/consultant has reason to believe that they and their unborn child are at risk</p>	<p>Employees will be entered onto the Furlough system and will receive 80% (up to £2,500 per month). The remaining 20% will be paid by the employer as a top up MATB1 form or letter from GP/Consultant would be used as evidence of pregnancy</p> <p>Employees will be entered onto the Furlough system and will receive 80% (up to £2,500 per month). The remaining 20% will be paid by the employer as a top up MATB1 form or letter from GP/Consultant would be used as evidence of pregnancy</p> <p>This provision will be until maternity leave commences at 36 weeks or before</p>

<p>Employees returning from a country which requires them to self-isolate for 10 days and provide proof of a negative test.</p>	<p>All employees are encouraged not to travel during the national lockdown restrictions. If employees do have to travel, they are encouraged to inform their managers if they travelling abroad and where they are travelling to.</p> <p>Anyone who is required to self-isolate and provide a negative 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>