

NHS STAFF COUNCIL

JOINT INTERIM STATEMENT ON ANNUAL LEAVE AND SHIELDING DUE TO COVID-19

The NHS Staff Council Executive is currently working with the Department of Health and Social Care and NHS England and NHS Improvement to respond to queries about take-up of annual leave for staff who are shielding in accordance with current government advice.

Where possible, employers should help their staff who are shielding to work from home, which may include re-allocating work to help facilitate this. Where shielding staff are not able to work from home, managers may wish to have conversations with these staff about their options for using their annual leave after, or even while, shielding. NHS Staff Council guidance, expected to be published shortly, will provide further information on options that may be considered. Employers should seek their own legal advice with regard to working time and equality legislation and where they are considering asking shielding staff to take annual leave while on COVID-19 Special leave, they should discuss this with staff-side representatives.

The NHS Staff Council Executive is also working to develop revised guidance and frequently asked questions on how the wider issues associated with annual leave arising from the ongoing COVID-19 emergency and the re-opening of services can be managed in partnership at a local level.

NHS Staff Council Executive

June 2020