

Shepherds Spring Medical Centre

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Dear Employer

An employer's letter has been requested regarding working following the COVID lockdown. There is understandable anxiety about how to do this as safely as possible.

The government advises anyone who is at high risk of getting a severe illness if they catch coronavirus (COVID-19) to take particularly strict social distancing measures. These people have been referred to as "extremely vulnerable/shielding" and "moderately vulnerable" due to their health conditions or medication which puts them at additional risk. Although everyone is advised to practise social distancing it is particularly important for those in a vulnerable group.

Employers must be especially careful and take extra steps for anyone in their workforce who is in a vulnerable group.

"Extremely vulnerable" or "shielding group"

On 30th October 2020 the Government announced that those who are at the highest risk should work from home when possible. It is expected that more detailed guidance for employers will emerge over the next few weeks and the websites below are regularly updated to inform employers of what steps they need to take.

The advice covers

- creating a COVID secure workplace:
- completing a risk assessment
- and taking reasonable steps to prevent harm in the workplace.

[GOV.UK/guidance/working-safely-during-coronavirus-covid-19](https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19)

[HSE.gov.uk/coronavirus](https://www.hse.gov.uk/coronavirus)

[ACAS.org.uk/working-safely-coronavirus](https://www.acas.org.uk/working-safely-coronavirus)

Achieving a safe workplace is the responsibility of the employer.

We are unable to comment on individual cases or types of work environment, as this is an Occupational Health or Human Resources (HR) role which we are not able to undertake.

Yours sincerely

Dr A Pawley
Senior Partner