



COVID-19 Guidance: Positive COVID-19 cases

February 2022

Guidance for staff regarding Positive Covid-19 Cases

Following the Government's publication of the [Living with Covid-19 Plan](#) Workforce Guidance has been amended to reflect the approach for managing positive cases and any close contacts of Covid-19.

In terms of isolation and contact tracing, as of 24th February 2022 the Government has:

- Removed the legal requirement to self-isolate following a positive test. Adults and children who test positive will continue to be advised to stay at home and avoid contact with other people for at least 5 full days and then continue to follow the guidance until they have received 2 negative test results on consecutive days.
- No longer asks fully vaccinated close contacts and those aged under 18 to test daily for 7 days, and remove the legal requirement for close contacts who are not fully vaccinated to self-isolate.
- Ended routine contact tracing. Contacts will no longer be required to self-isolate or advised to take daily tests.
- Ended the legal obligation for individuals to tell their employers when they are required to self-isolate.

The Government's revised 'Guidance for People with COVID and their contacts' is now available [here](#). This replaces the previous 'Stay at Home Guidance'.

In terms of application the following will be followed as of 24th February 2022.

For those who have Covid-19 symptoms or test positive via lateral flow test (LFT):

Anyone with symptoms as described in Government guidance (a high temperature, a new continuous cough, or a loss of/change in your normal sense of taste or smell) should continue to follow existing service procedures and book sick and arrange to take a Covid-19 test, whilst tests remain available.

Negative staff are able to return to work if they feel well enough. In such instances absence periods whilst symptomatic for Covid-19 until the date of receipt of a test result will not count towards absence monitoring procedures.

If negative, but not well enough to return, normal sickness arrangements will apply.

If symptomatic and testing positive (or following an asymptomatic positive LFT) staff should – in line with government guidance - isolate for at least 5 full days (date of onset symptoms or date of test is day 0).

Positive staff can return to the workplace only following 2 negative LFT tests, 24 hours apart. If LFT results continue to be positive after day 5, isolation can end on Day 11.

Absence monitoring periods whilst positive for Covid-19 will not apply for the 10-day period from date of test/onset of symptoms.

For those who live with someone who is positive:

There is no longer any requirement for close contacts of a positive case to isolate. This applies regardless of vaccination status. If you live with someone or have stayed overnight in a household with a positive case you should review relevant published [government guidance](#).

For those who may come into close contact with someone who is positive:

There is no longer any requirement for close contacts of a positive case to isolate. This applies regardless of vaccination status. If you feel you may be a contact of a positive case you should review relevant published [government guidance](#).

Sickness

Sickness will be recorded in the normal way, specific to your service.

Working from home

Positive staff with mild symptoms - who in line with Service and Government guidance are not able to attend work for a minimum 5 day period - may wish, providing their role is suitable, to request that their line manager approves them working from home in place of Covid sickness.

Recording of Absence

In line with NJC guidance, once an individual is confirmed as positive for Covid-19 they are recorded as sick and all the normal arrangements outlined in the relevant terms and conditions of service relating to sickness absence (including sick pay entitlement) will apply.

In terms of absence monitoring, the first 10 days of any Covid-19 absence (when supported by a confirmed positive test result) will not be recorded for absence monitoring purposes. Day 0 of this 10-day period commences on the day of test (if asymptomatic) or the onset of symptoms.