**4.1 My employer is asking me to come to work but I’m scared.**

Employers and staff should discuss and agree working arrangements.

Employers should make all efforts to help people to work from home where they can. But where work cannot be done at home, employers should take clear, practical steps to help protect workers and create safe places to work, such as shift working or staggering processes. To identify the precautions needed to manage risk, your employer should discuss the workplace risk assessment with you to identify the practical ways of managing those risks.

If you remain concerned that your employer is not taking all practical steps to promote social distancing then you can report this to your local authority or the Health and Safety Executive who can take a range of action, including where appropriate requiring your employer to take additional steps.

We have published further specific “COVID-19 Secure” [guidelines](https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19) on how to make workplaces safe, which have been developed in consultation with over 200 business leaders and trades union organisations.

**What if they try to fire me because I won’t go to work but cannot work at home?**

We urge employers to take socially responsible decisions and listen to the concerns of their staff. Employers and employees should come to a pragmatic agreement about their working arrangements.