

19th July 2021

ENGLAND ONLY

FAO: GMB LOCAL GOVT, SCHOOLS AND PUBLIC SERVICES National Committees, PSSO’s and PS Team.

Dear Colleagues

Please see latest agreed Local Government NJC circular which has been issued to employers this morning. Please note we have focused on the need for all risk assessments to be updated as restrictions are lifted in England today. (Separate advice is in place for **Wales** and **Northern Ireland**).

Please note the following and the need for employers to work with union reps locally:

1. For members **who have worked from home** employers should discuss the timing and phasing of a return with their employees and trade union representatives.
2. Before any changes to COVID-19 control measures are implemented, **risk assessments which are associated with the hazard of COVID-19 transmission should be reviewed.** This needs to be undertaken in **consultation with union representatives**, especially where the change to the Government’s guidelines and legislation removes or modifies COVID-19 controls.
3. **For Clinically Extremely Vulnerable (CEV)** please note CEV employees should be offered individual risk assessments and their requests to continue working from home should be properly considered and granted unless there are compelling reasons not to do so. Consideration should be given to requests from employees to be based at a site other than their usual workplace.
4. **For other vulnerable groups** please note - Employers should update risk assessments and should ensure all measures are taken to minimise the risk of transmission.
5. **On Self-Isolation** If members are instructed to self-isolate we expect this on normal pay and absence should not be recorded as sickness absence.
6. **Vaccinations ­**- Employers are asked to ensure that every possible effort is made in providing employees with reasonable time off for members to receive their jab.
7. **Face Coverings** - Following risk assessments, employers should give consideration to mandating the wearing of face coverings in workplaces, particularly those which are public spaces and / or could become crowded, along with other mitigation measures such as barriers / screens, effective ventilation, and changes to the layout of workplace.

On Schools, Avril will issue the specifics if not already done so. Hope the above is helpful. There is a need to go back to basics on risk assessments all the resources prepared during the covid lockdowns are on the GMB website covid hub.

Do let me know if you need any further guidance.

Yours Sincerely



REHANA AZAM – GMB NATIONAL SECRETARY