

Last updated: 22 June 2021

Arrangements for staff that have to Quarantine/Self Isolate following Travel to a Country on the Red, Amber or Green List

Background

1. With effect from 17 May 2021 the rules individuals must follow to enter England will vary depending on whether the country being travelled from is on the red, amber or green list. Countries and territories can be moved between lists if conditions change.

Red List - Individuals should not travel to red list countries or territories for leisure purposes but can travel for a small number of legally permissible reasons. On return to England individuals are required to quarantine in a government-provided hotel.

Amber List – Individuals can travel to countries or territories for leisure purposes but on arrival back in England must:

- quarantine at home or in the place you are staying for 10 days
- take a COVID-19 test on or before day 2 and on or after day 8
- It may be possible to end quarantine early by paying for a private COVID-19 test through the 'Test to Release' scheme.

Green List – Individuals can travel to countries or territories for leisure purposes but on arrival back in England must take a COVID-19 test on or before day 2 after you arrive. Individuals do not need to quarantine unless the test result is positive but you must self-isolate if NHS Test & Trace informs you that you travelled to England with someone who has tested positive for COVID-19.

Options for Staff who have to Quarantine/Self Isolate as a result of Travelling Abroad

2. When an employee submits a request for leave that involves travelling abroad, they are reminded of the government's advice and the possible requirement to quarantine/self-isolate on their return, depending on location.
3. Accordingly, overseas travel should not be booked before a staff member has agreed the duration of the leave required with their line manager to ensure that they can comply with the quarantine measures on their return to the UK and in the event these requirements change e.g. an amber list country moves to the red list.
4. When considering options for the possible quarantine period the following should be considered:

- The use of appropriate paid or unpaid leave to cover the quarantine period e.g.
 - Take additional paid annual leave (from their usual leave allowance)
 - Take unpaid special leave
 - Take special leave (paid / unpaid)
 - Assess whether the employee is able to work from home in isolation
 - Making up some or all of the 10 days' leave over a period of time through working additional hours / shifts over their normal contracted hours.
 - Where unable to work from home whether temporary assignment of appropriate work would be possible so that they could work from home.

- 5. There is no one-size-fits-all answer to this issue so for those employees who cannot work from home during quarantine, line managers should consider using a combination of some or all of the different types of leave options detailed above and give sympathetic consideration to certain circumstances, particularly a staff member who has extenuating circumstances such as a funeral abroad.

- 6. If you have any questions about the above arrangements please contact the HR Advice Line on 0113 85 59900 (select option 5) or email HRAdvice.lypft@nhs.net