

Staff Shielding
Questions and Answers Following the Publication of DL(2020)24

Directors letter [DL\(2020\)24 – Occupational Risk Assessment Guidance](#) announced a change to the previous shielding arrangements from 31 July, and the introduction of a new risk assessment tool which allows for a more sophisticated assessment of the risk posed by COVID-19. This is based on evidence gathered about the effects of the virus over the first half of 2020, which should allow many people currently shielding to return to work safely. The following Q&A addresses the terms and conditions questions that staff and managers may have in relation to this change.

Q1. I have been shielding. What do I do now that the shielding arrangements have been revised by the Scottish Government?

A1. You should not return to work until you and your employer have refreshed your risk assessment. Your employer will be in contact with you about this.

Q2. I have been shielding but I have been working from home. What do I do now that the shielding arrangements have been revised by the Scottish Government?

A2. You should not return to work until your employer has been in contact with you and undertaken an individual risk assessment, with input from Occupational Health if appropriate, and any necessary measures to make your workplace safe for your return have been put in place. As there are a number of staff in this category, this may take some time.

Q3. What terms and conditions arrangements apply until I have undergone my new risk assessment?

A3. You will continue on the same arrangements you were on before 31 July.

Q4. What terms and conditions arrangements will apply if, after risk assessment, I continue to require to shield?

A4. If after completing the risk assessment you still need to shield, the present arrangements will continue to apply.

Q5. My previous work location is not yet open again. How can I return to work?

A5. In that situation, you will either work from home or report to alternative accommodation as agreed through local management arrangements.