

Return to work after self-isolation with COVID-19 symptoms or positive testing (with No Hospital Admission) manager check list

Anyone who has been admitted to hospital for COVID-19 must be referred to Occupational Health for a fitness to work assessment prior to any agreement to return to work

An employee who has self-isolated at home with COVID-19 symptoms or has had a positive test for COVID-19 can return to work on the 10th day after their symptoms have commenced, (or from the date of a positive test if asymptomatic) under the following conditions which the manager can check with the employee prior to their return.

Please note an employee may have a cough for several weeks after the symptoms commenced this is not a barrier to their return to work if the following criteria can be met.

Criteria	Yes	No
Employee has had no fever/temperature for the past 48 hours (that is 2 full days) and has not used medication (i.e. paracetamol) to reduce for the fever for that period		
AND		
Other symptoms have improved (e.g. shortness of breath, chest pain, headaches, loss of sense of taste/smell)		
AND		
At least 10 days have passed since your symptoms first appeared (as per the chart overleaf)		

If an employee has been self-isolating at home because a member of their household has had symptoms and / or has tested positive for COVID-19 then they must follow the chart overleaf for guidance on returning to work – the employee could place themselves in any one of the scenarios

“When an employee returns to work from a Covid related absence it may create some anxiety for them and the wider team. Where necessary, you should be prepared to discuss and reassure the measures in place to reinforce social distancing and our safe working practices, as well as highlighting the EAP scheme. You should not discuss the individual employee’s health situation with others ”

EMPLOYEE NAME: _____

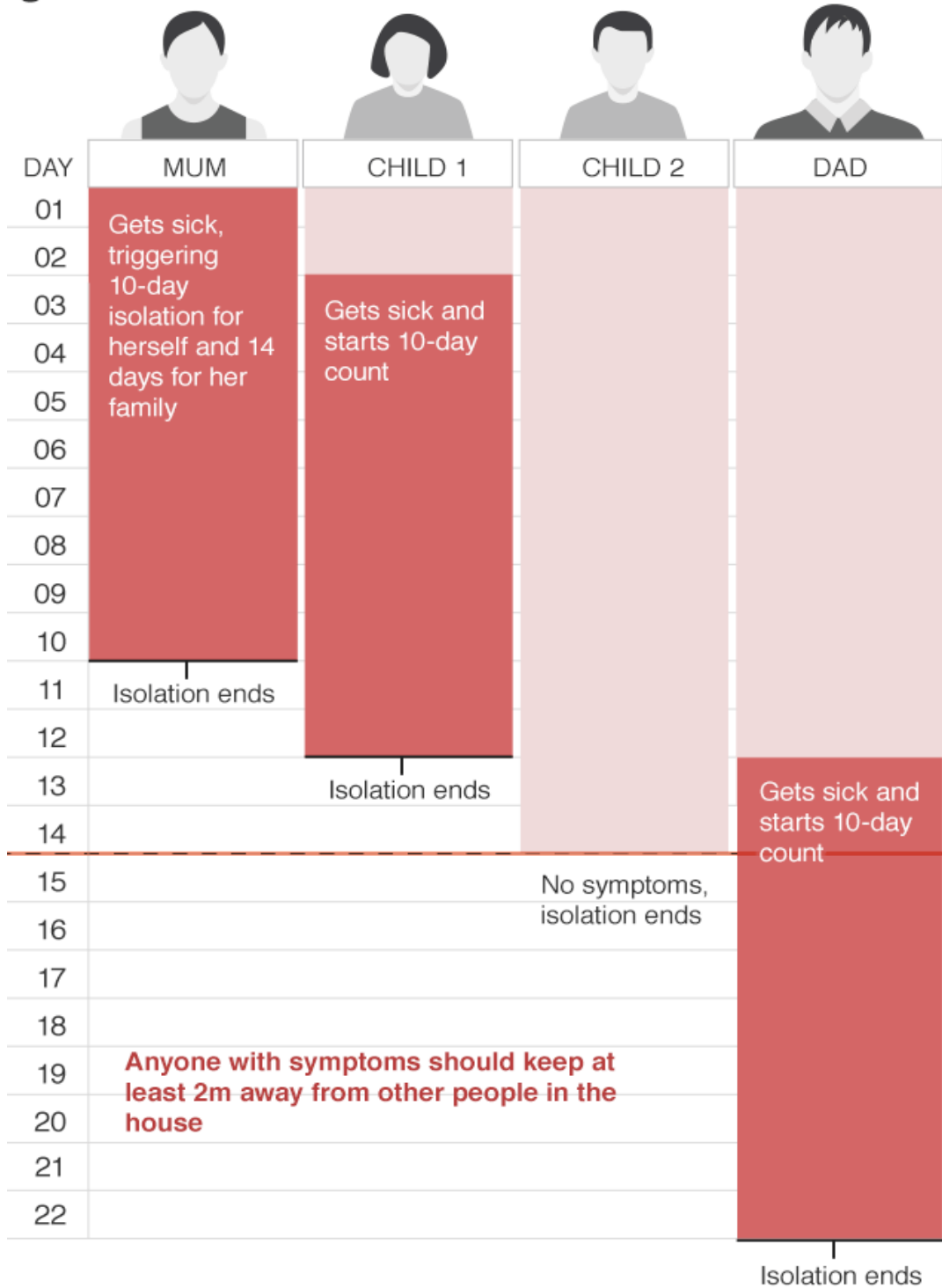
MANAGER NAME: _____

DATE: _____

SITE/BASE: _____

Please email form to COVID19@pennon-group.co.uk:

What happens if someone in your family gets sick?



People may be able to pass on coronavirus without showing any symptoms

Source: Public Health England advice

