

Covid-19 Isolation, Vaccination & Testing Policy

Statement and Purpose of the Policy

The purpose of this policy is to outline to staff their roles and responsibilities with regards to Covid-19 isolation, testing and vaccination requirements.

Adherence to this policy is essential to the smooth running of our business and the health and welfare of yourselves, your colleagues, clients and their families.

It is derived from current guidelines from HM Govt. and promotes best practice and infection control.

Responsibilities

Each staff member should ensure they have a plentiful supply of LFD test which can be collected from the office.

A lateral flow test should be completed twice weekly and according to instructions by all staff members.

It is expected, that due to the vulnerability of our clients that all staff working for Serenta Homecare will be doubly vaccinated as per current govt Guidance. This is to enable safe delivery of care as far as practicably possible. Staff have a professional responsibility to ensure they are doubly vaccinated, however this a professional responsibility and not mandatory.

Any concerns with this vaccination policy should be highlighted to the Registered Manager.

Asymptomatic Staff Testing- Staff should conduct 2 LFD tests per week, taking them before they begin work, spaced 3 to 4 days apart. If staff only work 2 days per week, they should take LFD tests on these days before beginning work. Staff members who receive a negative result and remain without symptoms can continue working.

Report LFD Test Results- Reporting the result of every LFD test is encouraged, even if it is negative or void. Staff members can register LFD tests individually

Individuals with a Negative COVID-19 Result- A symptomatic individual who tests negative for COVID-19 may have another infectious illness like flu. Staff members who receive a negative result and remain without symptoms can continue working. Staff can return to work if they are no longer unwell, and they do not have a high temperature. Staff who receive a positive LFD test

Symptomatic Staff- Staff who have symptoms will no longer be asked to take PCR tests but will be asked to take two lateral flow tests. They should stay away from work and only come back if both are negative and feel well enough to do so. The first test should not be taken before day five after their initial positive test. These tests need to be 24 hours apart, and providing they are medically fit, they can return to work on the morning of day six providing they tested negative 24 hours earlier.

If staff member is feeling unwell with any symptoms of Covid-19 currently defined as (but not necessarily limited to):

- A high temperature or shivering (chills)- A high temperature means you feel hot to touch on your chest or back
- A new, continuous cough- this means coughing a lot for more than an hour, or 3 or more coughing episodes in 24 hours
- A loss or change to your sense of smell or taste
- Shortness of breath
- Feeling tired or exhausted
- An aching body
- Headache
- Sore Throat
- Blocked or runny nose
- Loss of appetite
- Diarrhoea
- Feeling sick or being sick

The staff member should:

- Inform the office as soon as possible.
- Undertake two consecutive negative LFD tests and should not return to work.
- Any staff member who has a **positive** LFD test **should not** attend work and continue to LFD test. The first test should not be taken before day five after their initial positive test. These tests need to be 24 hours apart, and providing they are medically fit, they can return to work on the morning of day six providing they tested negative 24 hours earlier.

Isolation - If a staff member receives a positive lateral flow test result

To avoid passing on the virus, anyone who receives a positive lateral flow or PCR test result should follow the advice regarding staying at home and avoiding contact with other people from the day they test positive or develop symptoms (day 0). There is no need to take a PCR test after a positive lateral flow test result.

In addition, staff with COVID-19 should not attend work until they have had 2 consecutive negative lateral flow test results (taken at least 24 hours apart), they feel well, and they do not have a high temperature. The first lateral flow test should only be taken from 5 days after day 0 (the day their symptoms started, or the day their test was taken if they did not have symptoms). If both lateral flow tests results are negative, they may return to work immediately after the second negative lateral flow test result on day 6, if their symptoms have resolved, or their only symptoms are cough or anosmia which can last for several weeks.

A positive lateral flow test in the absence of a high temperature after 10 days is unlikely. If the staff member's lateral flow test result remains positive on the 10th day, they should continue to take daily lateral flow tests. They can return to work after a single negative lateral flow test result.

The likelihood of a positive lateral flow test after 14 days is considerably lower. If the staff member's lateral flow test result is still positive on the 14th day, they can stop testing and return to work on day 15. If the staff member works with people who are at higher risk of becoming seriously unwell with COVID-19 (seek clinical advice as necessary), a risk assessment should be undertaken, and consideration given to redeployment.

Document Control

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Author: Jamie Smith