RCN Scotland briefing ʹ Scottish Government Debate on the Covid Strategic Framework
Update
The Scottish government’s Covid Strategic Framework Update

x Working with some of the most vulnerable people, health and social care staff must
continue to have access to free LFD testing and supported to self-isolate when
positive to keep their patients and colleagues safe. It would also be
counterproductive to pass the buck to nursing staff and employers to decide
whether to go to work with Covid. With staffing levels so challenging, employees will
inevitably feel obliged or pressurised to come to work in the absence of clear rules
saying they should stay at home.
Support for staff off work with Covid. x NHS Scotland require to ensure that there is adequate ongoing support for staff with
long covid, this includes enhanced Occupational health provision going forward. x NHS staff absent from work with long Covid are currently receiving full pay and
allowances. RCN Scotland believes that these arrangements should remain in place
for as long as possible on the basis that many of these staff are likely to have
developed covid at work. x If normal sickness absence processes were to be phased in, staff should have access
to the NHS injury benefit scheme, which is a non-liability scheme and as such should
be accepted by employers.
Care homes x Care homes were at the centre of this pandemic and a clear recovery strategy is
needed to protect residents and staff. The role of the registered nurse staff in
Scotland’s care homes is critical in responding to increasing clinical complexities of
residents. x As testing is extended, care home staff who are required to self-isolate or shield
should be paid as if at work in the same way that NHS staff are. There remains
inconsistency in the sector around terms and conditions.
Further information
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