Reps guide & checklist: 
Extremely vulnerable groups and return to work

Clinically extremely vulnerable were advised to take extra precautions during the peak of the pandemic including shielding.

Shielding will be paused in the UK as follows: 
1 August in England, Scotland, Northern Ireland; 16 August in Wales

Government changes at a glance

• Do not need to follow previous shielding advice
• Go to work as long as the workplace is Covid-secure, but this group should carry on working from home wherever possible.
• Go outside as much as you like but you should still try to keep your overall social interactions low
• Visit businesses, such as supermarkets, pubs and shops, while keeping 2 metres away from others wherever possible or 1 metre, plus other precautions
• No longer receive free food parcels, medicine deliveries and basic care from the National Shielding Service
• Clinically extremely vulnerable children should attend education settings in line with the wider guidance on reopening of schools and guidance for full opening: special schools and other specialist settings

Reps checklist

✓ Are policies being negotiated with unions that deal with this matter including adequate pay that covers all possibilities
✓ Ensure employers are consulting with union reps on all aspects of extremely vulnerable/vulnerable workers and those at extra risk
✓ Has the employer undertaken surveys to establish concerns of the worker(s)
✓ Check if individual health assessments are being undertaken by the employer, that take into account all combined health conditions and additional factors such as BAEM, weight, gender, age and pregnancy
✓ Check if workplace risk assessments are being completed that take into account adaptations needed for extremely vulnerable/vulnerable workers
✓ Is there a policy in place that deals with redeployment? Suggest one is set up that deals with this issue in particular and adequate pay protection
✓ Can the Individual work from home, if not:
  ✓ Is an alternative role available for the individual concerned
  ✓ Are different work patterns possible
✓ Negotiate a position so information on any of the groups in this category is not used in a disciplinary or as part of a redundancy matrix
✓ Is there an adequate mental health support system in place
✓ Check info on specific Local Restrictions
✓ Check Unite Covid-19 web pages for all further Information.