

## Reps guide & checklist:

### Extremely vulnerable groups and return to work

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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

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- 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

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- ✓ 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.