

**ALL EMPLOYEE COMMUNICATION FROM THE MANAGING DIRECTOR - COVID-19, NO 34,  
16 NOVEMBER 2020**

I hope that this latest briefing finds you and your family well.

I am now in my third week as Managing Director of Tayside Contracts, and have really enjoyed building up my knowledge of our organisation, our people and the valuable services we provide to the communities of Tayside. Everyone I have met has been very welcoming, so thank you for making my introduction to Tayside Contracts so positive.

One thing that has shone through from my first few days is the tremendous commitment and dedication of Tayside Contracts employees in these very challenging times and I am so grateful to you for continuing to provide such vital services that protect the public and support our communities, under such difficult circumstances.

As you will all know by now, the Scottish Government took the decision to move the Perth and Kinross and Angus Council areas into Level 3 of the Protections Level Framework with effect from 13 November 2020, joining Dundee City Council, which was already a designated Level 3 area.

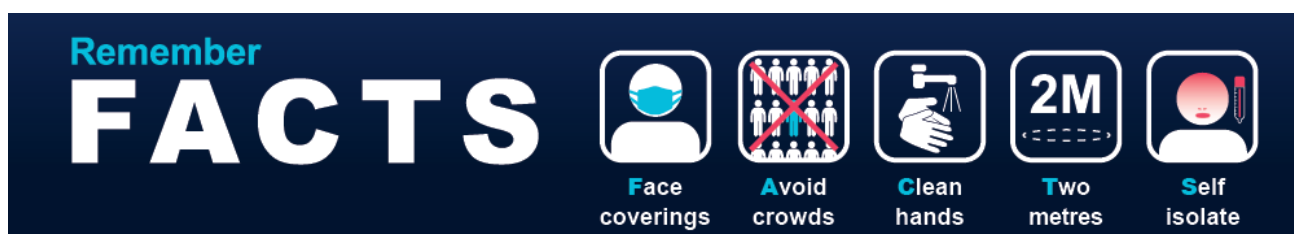


This move was based on, amongst other things, the number of positive COVID-19 cases per 100,000 people over the preceding seven days meaning that the number of cases in the Perth and Kinross and Angus Council areas are on the increase.

This is not news that any of us would have wanted to hear, and it serves as yet another reminder of the need for all of us to keep our guard up and resist the temptation to revert back to our pre-COVID behaviours.

I fully understand how we are all feeling wearied by the various restrictions and rules that we have been living and working under for the past 8 months, but I cannot stress enough the importance of sticking with these, for both your own health and safety and that of others including members of our families, our work teams, vulnerable people, and our communities.

So please remember:



Our main priority is, and has always been, to keep our employees safe and healthy and in order to do this, we need everyone to comply with the above, our Safe Working Arrangements, Risk Assessments and the control measures arising out of these. We also continue to ask our office-based employees who are able to work from home to do so whenever and wherever possible, in line with Scottish Government advice and to support efforts to suppress COVID-19.

All of our COVID-19 Health and Safety information is reviewed and updated as necessary to reflect changes to the Scottish Government and Health Protection Scotland Guidance and is available on our website [here](#). I would encourage every employee to continue to refer to this and follow what it says. If you have any queries or concerns related to health and safety, please discuss these with your line manager or if necessary, you can contact a member of our Safety and Training Team for advice by phoning 01382 834111 or emailing [training@tayside-contracts.co.uk](mailto:training@tayside-contracts.co.uk)

I recognise that in addition to the immediate risk that COVID-19 poses, there are other harms that this pandemic has brought with it and that the past 8 months have been far from easy and that even the more resilient amongst us have probably at some point felt overwhelmed by the situation we all find ourselves in.

Some of us will have experienced and struggled with ill health, financial worries, bereavement and other such challenges brought on by or made worse by the COVID-19 pandemic. On this note, I would like to remind you that support and assistance is available to employees and can be accessed through your line manager, our HR Team or via the wellbeing resources published on our website

[here](#). Alternatively, employees can arrange to speak to an occupational health adviser about their concerns via a dedicated number (07957 666296) which has been made available by our Occupational Health Providers, PAM. I urge you to make use of this support should you feel that you need to - there are individuals that can and want to help.

To conclude, I once again want to express my thanks to you all for keeping our vital services going and keeping yourselves and your workmates safe. I hope that like me, you have been heartened in this last week by the news from the UK Government that an effective vaccine against COVID-19 has been developed and will be ready to distribute in the not too distant future. I welcome this and although there is still a long way to go until we can all return to some semblance of normality, it is certainly a small light at the end of what has been a long tunnel.

Should you have any questions about this briefing or are seeking support please do not hesitate to contact your line manager. Please continue to refer to Tayside Contracts' website [www.tayside-contracts.co.uk](http://www.tayside-contracts.co.uk) on a regular basis to check for further updates.

If you have not already done so and wish to provide your email address to us in order to benefit from electronic access to communications such as these, please forward your email address to [Communications@tayside-contracts.co.uk](mailto:Communications@tayside-contracts.co.uk) We will not forward your email address onto any third parties or use it for any other purpose other than to communicate with you.

**Keith McNamara,  
Managing Director,  
16 November 2020**