

ALL EMPLOYEE COMMUNICATION FROM THE MANAGING DIRECTOR - COVID-19, NO 35, 25 NOVEMBER 2020

I hope that this latest briefing finds you and your family well. The purpose of this briefing is to provide additional information in relation to the current protection levels and travel rules and restrictions put in place by the Scottish Government.

Protection Levels

The First Minister announced yesterday that the three local authority areas that we operate in remain in level 3 of the Protections Level Framework. This is positive news in that it means that none of the three areas have met the criteria to be moved up a level and is an indicator that the position in terms of the overall prevalence of the virus in the Tayside area is, at the least, generally stable. The Perth and Kinross area is however being monitored particularly carefully due to a recent increase in cases.

Should you wish to access more detailed information in relation to the latest available figures on COVID-19 cases in your local authority or neighbourhood area you can find it on the Public Health Scotland dashboard [here](#).

The above decision coupled with more news this week of another effective vaccine provides a more positive picture and gives us further hope that we are making good progress as a nation in our battle against COVID-19. Of course, however, this does not yet mean that we can drop our guard against the virus and we must continue to take all the measures that we have all become so familiar with around face coverings, hand hygiene and physical distancing. I know that you are all working hard to keep yourself and your colleagues safe by following all the rules and I am grateful to each of you for this.

Further to the Protections Level Framework and in order to suppress the spread of COVID-19, the Scottish Government introduced legislation on Friday 20 November 2020 to put into law, travel restrictions. These restrictions are considered necessary by the Scottish Government to ensure transmission between areas with higher prevalence and other local authority areas is limited as much as possible so the virus can be effectively contained. More detail is provided below.

Travel Around Scotland

It is now law that if you live in a level 3 or 4 local authority area, you are required to stay in that area unless you have a 'reasonable excuse' to travel such as work, education or welfare reasons. The regulations list a range of different things for which travel is permitted and this list can be found on the gov.scot website [here](#).

Travel for work is permitted but only where that work cannot be done from your home which is the case for most of our employees. You do not need to obtain, or carry with you, written proof of your entitlement to travel for work.

If you are an office-based employee, you should continue to work from home whenever and wherever possible and only where that work cannot be done from home should you go to your work location.

Travel between Scotland and the rest of the UK

Under current Scottish regulations, given the state of the epidemic in these countries, unless you have a 'reasonable excuse' you must not travel between Scotland and:

- England
- Northern Ireland
- Republic of Ireland
- Wales

This applies to people who live in Scotland and to people who live in any of these countries who are thinking of coming to Scotland. The Scottish Government is keeping these rules under review and they may change in the future.

International Travel

Going on holiday, including abroad, is not considered a 'reasonable excuse' to leave a level 3 or 4 area by the Scottish Government.

More generally, given the state of the pandemic, people who live in Scotland are strongly advised by the Scottish Government against any non-essential overseas travel.

Travellers arriving in Scotland from certain countries and regions overseas may be required, by law, to quarantine by self-isolation for 14 days after arrival. See [the list of countries to which this applies](#). The list is reviewed frequently by the Scottish Government against the evidence available and employees should be aware that it changes often at short notice meaning you may be required to self-isolate when you return even if your destination is currently exempt from the requirement to self-isolate.

If you travel back from a country, to which the quarantine rule applies, to another part of the UK, but your final destination is Scotland, you must follow the rules that are in place in Scotland.

It is vital that before travelling overseas you check the rules in place in that country and you are advised to check that your insurance policy provides cover for cancellations. It is also vital that you discuss and agree with your line manager prior to any travel how any period of quarantine will be dealt with.

Conclusion

I hope that this briefing has provided clarity around the current protection levels and travel but 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 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 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, 25 November 2020