

## EMPLOYEE COMMUNICATION FROM THE MANAGING DIRECTOR - COVID-19, NO 56,

**21 DECEMBER 2021**

I hope that this latest briefing finds you and your family well and that you are looking forward to spending time with your family over the holiday period.

Once again, I find myself having to write to you to provide important work-related information as a result of the Government response to the current situation with the COVID-19 pandemic. This briefing outlines important temporary changes to when an employee is required to obtain and submit a Fit Note for Statutory Sick Pay purposes.

### **Temporary changes to when an employee is required to obtain and submit a fit note for statutory sick pay purposes**

On Friday 17 December 2021, the UK Government implemented a temporary change to the requirement for an employee to obtain and submit medical evidence (a Fit Note) to their employer for sickness absence that continues for 8 calendar days or more.

This means, if sickness absence commenced on 10 December 2021 or after, an employee can now **self-certify their sickness absence for up to 28 calendar days** and is not required to provide medical evidence (a Fit Note) until the 29<sup>th</sup> calendar day.

Tayside Contracts' existing Self-Certificate/Return to Work proforma, which can be found on the Intranet can be used, but a Fit Note must be submitted by an employee if their sickness absence continues for 29 calendar days or more.

However, if sickness absence commenced prior to 10 December 2021 and exceeds 7 calendar days, an employee is still required to submit a Fit Note as their absence commenced prior to the change to the regulations.

This is a significant temporary change implemented by the UK Government until 26 January 2022 which is designed to help support the NHS in the delivery of the COVID-19 vaccination booster programme. You will be updated on any further changes in January 2022 as appropriate.

An employee who is absent starting on 26 January 2022 can still self-certify for 28 days. However, for absences starting on or after 27 January 2022, the self-certification period defaults back to the usual 7 days.

It is important to remember that if an employee is concerned about their health and wellbeing, they can still contact their GP surgery for advice. Guidance on improving and maintaining wellbeing, as well as further mental health and wellbeing resources and our Mental Health and Wellbeing Resource Contact list is available [here](#).

If you have any queries regarding the above temporary change, please speak to your line manager in the first instance.

Please continue to refer to Tayside Contracts' website [www.tayside-contracts.co.uk](http://www.tayside-contracts.co.uk) on a regular basis.

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, 21 December 2021**