

COVID-19 Update for UK Employees | 07/01/2022

Over the past days there have been a number of announcements from the UK Government which have changed existing restrictions and requirements to prevent the spread of Coronavirus. The RRT therefore wanted to take this opportunity to share an update on key developments which will impact business operations.

As case numbers continue to rise across the country it reinforces the importance to us all of ongoing vigilance against the virus. So far we have had 72 positive cases reported in the UK business this week, while one colleague has unfortunately been in hospital since Christmas Eve with Covid symptoms. We wish him a speedy recovery. We have also seen several cases where people have contracted Coronavirus for a second time, demonstrating that reinfection is also a risk.



It is therefore paramount that we look after ourselves, each other and our families by ensuring we follow the CEMEX Behaviours that Save Lives and the Covid Protocols and make full use of lateral flow testing. If you have not already done so, please get fully vaccinated, including the booster jab. Reports state that a high percentage of those who have been hospitalised are unvaccinated which demonstrates that the jab is vital for keeping ourselves safe and supporting the NHS.

Change to guidance around testing

On Wednesday, the Government confirmed changes to the procedure for those who are testing for Coronavirus. From 11 January in England, the testing required will depend on if you have symptoms or not:

- If you are asymptomatic and get a positive result on a lateral flow test, you should self-isolate immediately but will no longer be required to take a confirmatory PCR test.
 - You do however need to report your result to the Government, which you can do [here](#).
- If you have any of the three main Covid symptoms you should stay at home and self-isolate and take a PCR test, as has previously been the case. You must self-isolate if you get a positive test result, even if you have had a recent negative lateral flow test.



As we advised previously, regular lateral flow testing is vital to identify cases, particularly those where people are asymptomatic. For those working at our sites who are struggling to obtain lateral flow tests, Managers can order them from New Leaf Health, using the following contact details:

Andy Lee-O'Neil | Director
E: andy@newleafhealth.co.uk

New Leaf will require a Purchase Order and charge £73.75 + VAT per pack (there will be 25 tests in each pack). All orders received before 3.30pm are despatched for next day Special Delivery. If the order is urgent they can despatch whilst you are waiting for your PO to come through – they will require confirmation of your preferred delivery address for each order.

Employee Assistance Programme

Free, confidential support and counselling available for all employees

If you're worried about a work, family or personal issue then the Employee Assistance Programme can help, 24/7.

Support with everything from consumer rights to bereavement, depression & anxiety to childcare.

Visit www.lifestyle-support.co.uk (username: cemex / password: cemex) or call 0808 1682143

Reduced self-isolation guidance

Shortly before the Christmas break the Government also confirmed a reduction in the timings for self-isolation.

We would like to confirm that we will follow this guidance in our operations, which means:

- Those who test positive for Coronavirus now only need to self-isolate for seven days if they test negative on two lateral flow tests on days 6 and 7, taken 24 hours apart, and do not have a high temperature. This period is extended to the full 10 days if the tests are positive.
- If you are a close contact of someone who has tested positive, you can return to work if you are fully vaccinated and complete a daily lateral flow test for 7 days. You must also take additional precautions to look after those who may be more vulnerable.
 - If you are not fully vaccinated then you still need to isolate for the full 10 day period.

Remember: All COVID-19 Related Absence and Positive Cases Must be Logged

We ask all employees and their managers to remember that all confirmed cases of Coronavirus must be notified to line managers and the Health & Safety team at the earliest opportunity – this includes any that took place over the Christmas period. This procedure also still applies to those who are working remotely, even if they do not need to be absent from work.

All COVID-19 related absences should also be logged via the dedicated online form, accessible [here](#), in addition to the usual HR absence reporting requirements.

We know that the increase in cases across the country is concerning so would like to thank you all for your continued commitment to protecting yourselves and each other by following our Behaviours and completing regular lateral flow tests. This is particularly important when working alongside or visiting those that may be more vulnerable – please remember that formal risk assessments need to be in place for any colleagues who may be more vulnerable, with advice from HR Business Partners and H&S Advisors.

If you have any questions about the above, please do not hesitate to contact the H&S team or a member of the RRT and they would be happy to help.

[Please note that all of the above is subject to any variances between the UK Nations]



Employee Assistance Programme

Free, confidential support and counselling available for all employees

If you're worried about a work, family or personal issue then the Employee Assistance Programme can help, 24/7.

Support with everything from consumer rights to bereavement, depression & anxiety to childcare.

Visit www.lifestyle-support.co.uk (username: cemex / password: cemex) or call 0808 1682143

