

COVID 19 Q&A - 2021

Q1. What happens if I don't want to take the vaccine?

We strongly encourage our staff to take the vaccine when they're offered it, unless they are advised not to by medical staff; e.g. if they are pregnant. In almost all cases, taking the vaccine is the best thing for you, your loved ones and the people we support. As the world begins to open up again it may also have implications for the level of freedoms you enjoy socially, with ideas such as 'vaccine passports' being widely discussed as potentially mandatory for those who are travelling / attending live music events.

Taking any vaccine remains a choice, and we respect the right of staff to make that choice; we are not taking the 'no jab, no job' approach that has been discussed in the media. However, in order to ensure the safety of the people we support there may be implications for staff who are unwilling to be vaccinated, such as being redeployed from delivering front line care.

Q2. What happens if I don't want to have workplace testing?

The people we support are vulnerable, and we need to ensure we're doing everything in our power to keep them safe. Workplace testing is essential in monitoring and preventing outbreaks within Mungo Foundation services. Lateral Flow Testing is now widespread across the organisation. If you can't take the tests for medical reasons you need to let your Project Manager know, and alternative arrangements may have to be made. We do appreciate that testing might feel like an inconvenience, and another hoop to jump through, but it is the right thing to do to keep our services running. If you have a medical exemption, please let us know, and provide a note from your GP.

Q3. What happens if there's an outbreak in my service?

We classify a single positive test as an outbreak. In the event of an outbreak we will redeploy staff who have underlying medical conditions. Staff who don't have any underlying health conditions will be deployed to the affected service; they will work exclusively in that service until the quarantine period is over, to ensure that the virus is not transmitted to other TMF services. Our H&S Advisor will work closely with your Project Manager, Environmental Health and the Care Inspectorate to investigate the outbreak and ensure that measures are put in place to manage the outbreak and bring it under control. In the event of a severe outbreak we may need to reduce the staffing levels in the affected service.

Q4. What's happening with my annual leave entitlement?

Non frontline staff are encouraged to take their annual leave before March 31st, if possible. Although it is not an ideal time for a holiday, with restrictions still in place, there are multiple mental health benefits to stepping back from your job for a brief period, even if you're unable to travel abroad.

There are some staff who will not be able to take their annual leave entitlement before the cut off date, e.g. due to their service being short staffed. Don't worry; as it did last year, your entitlement will automatically roll over to the following year. This will be uploaded by our HR Team. Please be patient as this may take some time to process.

Q5. What about the Scottish Government's one-off payment for staff?

We have applied for this payment on behalf of eligible staff. Please be aware that this is a pro-rata payment. This means that full time staff will receive the full £500 (minus tax deductions) and part time staff will receive a proportion of the full amount, depending on how many hours they have worked. Once the funds have been released to us we will pass them directly on to the eligible staff, via payroll. For more info on this visit:

<https://www.gov.scot/publications/coronavirus-covid-19-gbp500-payment-for-health-and-social-care-staff---questions-and-answers/>