

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY R.J. WARD OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 8th SEPTEMBER 2020**

Question

In view of the Covid-19 pandemic and the resultant need for workers in the public sector to take extra care in relation to any illness from which they may suffer, and the extra absence from work that may arise, how will attendance policies be applied to address these circumstances and what changes, if any, will be made to those policies?

Answer

No changes have been made to the managing attendance policy as a result of Covid-19.

During the different stages of the Government's response, and in line with guidance from the Deputy Medical Officer for Health, the Government issued additional guidance on how to support employees absent as a result of Covid-19 requirements. This included absences related to individuals shielding or with caring responsibilities who were unable to work from home, those who are required to isolate as a result of contact with Covid-19 cases, those with symptoms, those with childcare responsibilities etc. Such leave was recorded as special leave and not under the managing attendance policy.

The guidance (see link below) was updated regularly, including when clarifications were sought by managers, employees or trade unions or when public health advice was updated.

<https://www.gov.je/working/workingforthestates/coronavirusemployees/pages/frequentlyaskedquestionsforgovernmentemployees.aspx>