Dear Human Resource Directors, Chief Executives, Chairs, Employee Directors, Nursing Directors and Medical Directors,

We hope this email finds you well. We would like to provide an update on the individual Covid-19 occupational risk assessment [guidance and tool](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.gov.scot%2Fpublications%2Fcoronavirus-covid-19-guidance-on-individual-risk-assessment-for-the-workplace%2F&data=05%7C01%7CNiall.MacIntosh%40nhs.scot%7C7a98101609d74eb6b98708da5a9d7e32%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C637921929711796403%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=RB5DAe0RYArrzdORjqOhkmlXG17%2B82OEUFbI5Ynmw5E%3D&reserved=0) and UK guidance on pregnant employee’s risk to Covid-19.

As we move through the Transition Plan it is apparent that the individual Covid-19 occupational risk assessment [guidance and tool](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.gov.scot%2Fpublications%2Fcoronavirus-covid-19-guidance-on-individual-risk-assessment-for-the-workplace%2F&data=05%7C01%7CNiall.MacIntosh%40nhs.scot%7C7a98101609d74eb6b98708da5a9d7e32%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C637921929711796403%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=RB5DAe0RYArrzdORjqOhkmlXG17%2B82OEUFbI5Ynmw5E%3D&reserved=0) are not aligned with current Scottish Government advice and guidance. Legal requirements in relation to Covid have been removed and, as of the 31 May, the Highest Risk List will end. Furthermore, the guidance/tool did not account for the impact of vaccines and natural infection on personal risk. As such, we have removed the use of the tool from our SG webpage and instead have retained some useful information on the safer workplaces and public settings [webpage](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.gov.scot%2Fpublications%2Fcoronavirus-covid-19-general-guidance-for-safer-workplaces%2Fpages%2Ffair-work%2F&data=05%7C01%7CNiall.MacIntosh%40nhs.scot%7C7a98101609d74eb6b98708da5a9d7e32%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C637921929711796403%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=50X7VQif2jMe%2B%2Fjx4bNGSsMZ%2Bcqnu5JpRpAa%2F6nq2rM%3D&reserved=0).

In addition, the UK guidance on pregnant staff and their risk to Covid-19 has been withdrawn. This means there is no longer a specific approach to managing a pregnant employee’s risk to Covid-19, however, the non-Covid-19 specific [risk assessment process](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.hse.gov.uk%2Fmothers%2Femployer%2Findex.htm&data=05%7C01%7CNiall.MacIntosh%40nhs.scot%7C7a98101609d74eb6b98708da5a9d7e32%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C637921929711796403%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=ZKj1vQwnF6enb3cogmI7MQ9PhVMQDShtTIHbjnz6x44%3D&reserved=0) for pregnant staff should continue to be followed regardless.

If staff remain concerned about their risk to Covid-19 for any reason, including their underlying health conditions, ethnicity or pregnancy, we will be recommending line managers have sensitive, supportive conversations with staff. If anyone still feels unsafe following this, further information and advice may be available from:

Occupational Health Services (if your employer offers them)

the Health and Safety representative in your workplace

Human Resources (your employer’s Human Resources team, if there is one)

your trade union or professional body

staff with no union representation can seek advice and assistance from the [STUC](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fstuc.org.uk%2F%3Fmsclkid%3D66235976d07611ec935cefd96e2f0d44&data=05%7C01%7CNiall.MacIntosh%40nhs.scot%7C7a98101609d74eb6b98708da5a9d7e32%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C637921929711796403%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=oCQQsyDuZv8619v4b6on0NW7DHHIuOpYpISNBFGzZmw%3D&reserved=0) and [Scottish Hazards](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.scottishhazards.org.uk%2F%3Fmsclkid%3D09139184d07711eca545b6d8de41b5b5&data=05%7C01%7CNiall.MacIntosh%40nhs.scot%7C7a98101609d74eb6b98708da5a9d7e32%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C637921929711796403%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=zLKXVimXdbwhC0j87vKt6LZQsScgzjvvwc2Ob5Gi%2BtU%3D&reserved=0)

the[Citizens Advice website](https://eur01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.cas.org.uk%2F&data=05%7C01%7CNiall.MacIntosh%40nhs.scot%7C7a98101609d74eb6b98708da5a9d7e32%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C637921929711796403%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=wJ%2FztFOQt33NvSIqFIBEttXiITJoQeFqOvisVIsXMTw%3D&reserved=0) or the free Citizens Advice Helpline on 0800 028 1456, (Monday to Friday, office hours)

[the Advisory, Conciliation and Arbitration Service (ACAS)](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.acas.org.uk%2F&data=05%7C01%7CNiall.MacIntosh%40nhs.scot%7C7a98101609d74eb6b98708da5a9d7e32%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C637921929711796403%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=vJN5nJnwTVe3r9M2AedGWMijAOgDtAT5O16I4n8S7HI%3D&reserved=0)

If you have any queries on these changes please contact: HWFExperience@gov.scot.

Kind regards,

**James Vasey [he/him]**

**Policy Officer**

Health Workforce Experience Unit

Health and Social Care Workforce Pay, Practice and Engagement Division

Directorate for Health Workforce

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