

National Joint Council for local government services

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**To: Chief Executives in England (additional copy for HR Director)
Chief Executives in Wales and N Ireland (for information)
Members of the National Joint Council**

12 November 2020

Dear Chief Executive,

COVID-19: new national restrictions (England)

Please continue to visit the LGA's [Coronavirus: information for councils](#) webpage for all up to date advice.

All information contained in this circular is correct at time of publication but all links to external websites should be checked regularly as official advice is likely to be updated as the situation continues to develop.

All previous NJC circulars providing advice and guidance relating to the pandemic are [online](#).

[New national restrictions](#) came into force in England on Thursday 5 November and are due to remain in place until Wednesday 2 December.

Everyone who can work from home must do so. Where people cannot do so, they should discuss this with their line manager in the first instance, with the view of agreeing arrangements for them to attend their workplace as long as it is COVID-Secure. Public sector employees working in essential services, including childcare or education, should continue to go into work.

However, extra consideration should be given to those people at [higher risk](#):

Clinically Extremely Vulnerable

Those who are classed as [clinically extremely vulnerable](#) must work from home. If their current role cannot be carried out at home, potential redeployment opportunities could be considered but only for roles that can be carried out from home. If the employee cannot work

from home then, as previously advised, employers will have no option other than to accept that some employees will be staying at home on normal full pay for the duration of these restrictions.

Clinically Vulnerable

Those who are classed as [clinically vulnerable](#), including women who are pregnant, should be especially careful to follow the rules and minimise their contacts with others. This should prioritise working at home if they are able to do so. Employees who cannot work at home should only attend the workplace if it is [COVID-secure](#). Potential redeployment opportunities could be considered but, again, only to a workplace that is COVID-secure.

If an employee expresses concerns about returning to the workplace it is important that their manager and / or HR ascertains and seeks to address the reason for the concerns and carries out an individual risk assessment. Please refer to [NJC circular dated 12 June](#) for further guidance. If the COVID secure requirements are not met, the employee should not return to work until the appropriate measures are in place and in the meantime should continue to remain at home on normal full pay.

Yours sincerely,

*Naomi
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