

Covid-19

----- Guidance for practices



Dear Employer,

Request for medical certification from absence of work related to the Covid-19 pandemic for patients at increased medical risk

Re

Your employee has been following current Government and/or Public Health advice related to the Covid-19 pandemic because they have a condition that places them at increased risk of complications if they contract coronavirus. Specifically, this is because:

- They are following government advice for **stringent social distancing** as they have a qualifying condition as defined here: <https://www.gov.uk/government/publications/covid-19-guidance-on-social-distancing-and-for-vulnerable-people/guidance-on-social-distancing-for-everyone-in-the-uk-and-protecting-older-people-and-vulnerable-adults>

This means they should not leave the house unless for essential needs.

- They have received a letter from the government advising them they need to practice **shielding** as they have a qualifying condition making them extremely medically vulnerable, as defined here: <https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19>

This means they should not leave the house.

Please note the patient has not been clinically assessed but has self-identified as falling into one of the above groups and has printed this template letter from our practice website. Due to the current pandemic and pressure on general practice, we are prioritising the urgent medical needs of our patients and will not be providing a medical certificate for the required period of absence.

Further information for employers is available on the government website <https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/guidance-for-employers-and-businesses-on-coronavirus-covid-19> There is also useful information on how to support employees on the ACAS website here: <https://www.acas.org.uk/coronavirus>. If further medical assessment is required to assess ability to work during this time this needs to be arranged through an occupational health organisation.

By law employers may use their discretion around the need for medical evidence if an employee is absent from work due to a medical reason. We would ask you to apply this discretion to help support NHS general practice provide care for our population rather than being asked to fulfil unnecessary administrative tasks.

Many thanks for your assistance during this challenging time

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