

## MANAGERS' BRIEF



<b>Category</b>	<b>RED</b>	Please deliver as soon as possible
<b>Title: Covid-19 – Easing of restrictions</b>		REF: NRS/COVID/13.8.21
<b>Date: 21 August 2021</b>		
<b>Approved by: Stevie Scott, Head of Waste Management &amp; Recycling</b>		
<b>Delivery: To be read out to staff by a Grade 6 or above.</b>		
<b>Audience in scope: All frontline colleagues</b>		

**Background**

Further to the First Minister's statement regarding the removal of various restrictions on 9 August it is important that staff within your service area are aware of what this means for them.

The Scottish Government has also indicated that some restrictions will remain in place for the foreseeable future. The easing of restrictions may impact some service areas in different ways, but these shall be in line with Government Guidance, operational and ICT needs.

**Current Government Advice & Support states:**

- Face coverings must be worn in indoor public places and on public transport
- Test & Protect will continue to contact-trace positive cases. Anyone who is required to self-isolate will, if eligible, continue to have access to support
- It will work closely with local incident management teams on appropriate outbreak control measures
- It will continue to use travel restrictions, as and when necessary, to restrict the spread of outbreaks and protect against the risk of importation of new variants
- It we will continue to issue appropriate guidance to assist individuals to reduce the risk of transmission as much as possible, such as rigorous hygiene, including regular hand washing

The lifting of restrictions Nationally has been largely attributable to the successful immunisation programme which has seen less people becoming hospitalised and a reduction in deaths. As of the 2 August 2021 in Scotland, 92% of those over the age of 40 have received two doses of the vaccine which increases daily.

It is important to note that the age profile of NRS frontline staff indicates that 95% are over the age of 40 and therefore it would reasonable to assume that the majority of frontline staff are now fully vaccinated and trust this provides some comfort whilst in the workplace.

In the coming weeks 2m social distancing notices shall be removed throughout our buildings and the use of welfare facilities shall be reinstated to include full use of all hand wash and toileting facilities. Additionally, break time recreational activities are now permitted. Updated corporate signage shall be introduced in due course.

# MANAGERS' BRIEF



## **Key Points**

As a result of these announcements made by the Scottish Government NRS have agreed that by 9 September 2021 the following actions can now be allowed;

- Staff will be able to reoccupy vehicles in line with vehicle capacity numbers
- Canteen and room capacity restrictions to be restored to full occupancy
- Removal of staggered lunch breaks and start and finishing times.

## **Face Coverings**

- All staff are required to wear a face covering whilst traveling in vehicles excluding those staff with medical exemptions.
- Face coverings should be used when moving around the work place but can be removed whilst seated during break times and at other times when not moving around but not whilst playing pool
- Staff may wear their own face covering. However, snoods shall continue to be provided
- Please remember to wear face coverings in accordance with previous guidance issued to you.

## **Hygiene**

- Staff should follow current guidance in relation to hygiene and the use of hand sanitiser and continue to wash your hands regularly
- Drivers should continue to clean vehicle cab touch-points throughout the day
- Recreational equipment should be cleaned after use such as pool cues, darts, bats, balls and gym equipment.

## **Respecting Peoples Personal Space**

- Whilst physical distancing restrictions have been removed staff should where possible keep a distance from each other.

## **Self-isolation**

Changes have been made to self-isolation rules for close contacts of COVID cases.

Under this new process, before a colleague who is a close contact of a positive case can return to work, they must fulfil the following criteria:

- You must be fully vaccinated and 14 days has passed since your second dose of vaccination
- You have taken a negative PCR test since being advised to isolate as a close contact by track and trace.

# MANAGERS' BRIEF



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- You must remain in self-isolation while awaiting the result of the PCR test result. You should contact your Supervisor/Manager who will be able to direct you to your nearest PCR testing location. PCR testing locations can be found by clicking this link:  
[https://www.google.com/search?rlz=1C1GCEB\\_enGB897GB897&tbs=lf:1&tbm=lcl&q=covid+pcr+test+centres+glasgow&rflfq=1&num=10&sa=X&ved=2ahUKEwiv7reli5fyAhWQOsAKHSHsADEQjGp6BAqJECU&biw=1522&bih=730](https://www.google.com/search?rlz=1C1GCEB_enGB897GB897&tbs=lf:1&tbm=lcl&q=covid+pcr+test+centres+glasgow&rflfq=1&num=10&sa=X&ved=2ahUKEwiv7reli5fyAhWQOsAKHSHsADEQjGp6BAqJECU&biw=1522&bih=730)
- If you do not develop COVID-19 symptoms and have a negative PCR test you can return to work
- If COVID-19 symptoms develop at any stage, you must self-isolate immediately and book a PCR test, in line with existing arrangements.
- If you are not fully vaccinated, you must continue to self-isolate for 10 days if identified as a close contact of someone who has tested positive. Receiving a negative PCR test result after identification as a close contact does not permit you to leave self-isolation.
- People who test positive must still self-isolate for 10 days from the onset of symptoms, or from the date of the positive test if displaying no symptoms.

## **Notes**

All Covid Risk Assessments shall be updated to reflect the changes in Government Guidance and shall be made available in the usual manner.

Individual risk assessments shall be carried out for our most vulnerable members of staff.

Individuals with concerns should in the first instance raise this with their line manager.

Meantime, there are no Public Health or legal restrictions to you returning to your regular duties. However, the service has agreed that a gradual but not prolonged approach is most appropriate. For instance, should crew members or colleagues wish to share service vehicles now they may but this must not be insisted upon by supervisors/ managers ahead of 9 September 2021. This is to allow acclimatisation on the recovery to normal working with Covid.

## **Further Information**

**Scottish Government – COVID-19**

<https://www.gov.scot/coronavirus-covid-19/>

If you have any queries relating to this briefing, please contact your line manager in the first instance.

## **Audit Check**

A member of the Communications and Marketing Team will undertake spot checks for compliance. A member of the team may contact you to confirm the date, time and location that this briefing was delivered to your staffing group.