

**From 16 August 2021, the following summary applies to anyone who has been pinged or contact traced as having come into contact with someone who has tested positive for Covid-19:**

- If you develop symptoms, you must self-isolate and take a PCR test
- If you are contact traced and not fully vaccinated, you must legally self-isolate
- If you are instructed to self-isolate, you must inform your employer
- If you are double vaccinated, none of the above apply but you should continue to take caution, social distance, use of facemasks and follow government guidelines

## **Business Q&A**

### **Q: Can my employer require proof of my vaccination status?**

A: COVID status is special category data, as it is your private health information. Your employer's reason for checking or recording your COVID status must be clear, necessary and transparent. If they cannot specify a use for this information and are recording it on a 'just in case' basis, or if they can achieve their goal without collecting this data, they are unlikely to be able to justify asking for it.

### **Q: As an employer, do I have to check my workers' vaccination status?**

A: No, they must let you know if they are legally required to self-isolate. They can be fined if they fail to do this. If they are exempt from self-isolation as a contact because they are fully vaccinated, then no action is needed. Employers are not expected to check their workers' vaccination status. However, if a worker informs you that they are under a legal duty to self-isolate, then you must not ask them to come into work.

### **Q: How do I know if someone I employ is exempt from self-isolation if I can't check their vaccination status?**

A: It is up to workers to inform their employers if they are under a legal duty to self-isolate. If they fail to do so – including falsely claiming they are not required to self-isolate – then they can be fined. They may also be subject to your usual disciplinary processes.

### **Q: If I am exempt from self-isolation, can I still choose to do so?**

A: Individuals who are fully vaccinated can still choose to self-isolate if they have close contact with a positive case. However, you will not necessarily be eligible for financial (such as statutory sick pay) or practical support while self-isolating. If you are employed, then depending on the specific circumstances, your employer may require you to continue to come into work if you are exempt from self-isolation.

### **Q: Can my employer force me to come into work if I am exempt from self-isolation?**

A: If you are not legally required to self-isolate, then your employer may require you to continue to come into work, depending on specific circumstances.

### **Q: If someone has been vaccinated and receives a notification from the Test and Trace app to self-isolate, what should they do?**

A: From 16th August those who are fully vaccinated or under 18 years of age and identified as a contact will not need to self-isolate; including if they have received a notification from the app. Instead, they will be advised to get tested. The app is being updated to reflect this and signpost people to testing. For users who have not been fully vaccinated yet, DHSC recommend they continue to follow the app's advice to self-isolate, as they are at risk of having and spreading the virus.