



## QUARANTINE (SELF-ISOLATION) FOR NHS SCOTLAND STAFF RETURNING TO THE UK

1. Further to the guidance that was issued as [DL\(2020\)20](#), and in accordance with paragraph 18 of that circular, we now require to update the guidance on quarantine/self-isolation. It is now a common occurrence and staff can no longer book foreign travel in good faith on the assumption that a quarantine/self-isolation period will not be required.

2. Accordingly, NHS Scotland employees need to ensure they take account of both the Foreign and Commonwealth Office and Scottish Government advice in regard to essential international travel. It is vital that every effort is made to prevent new COVID variants from entering the UK. NHS Scotland staff are **therefore advised not to travel to an amber or a red list country.**

3. Staff who do not adhere to this guidance will not be entitled to paid leave if they are required to quarantine or self-isolate. The only exception to this will be when a member of staff has to travel abroad for essential reasons e.g. as a consequence of a family illness or bereavement. In these circumstances, special leave or homeworking (if appropriate) will be granted, as appropriate, during quarantine/self-isolation arrangements.

4. If staff travel to a country where no quarantine restrictions apply at the time of travel, and the advice changes whilst they are in that country meaning the employee is then required to quarantine on return, the employee should work from home if possible. If this is not possible, this time should be taken as Special Leave.

### Action

5. NHS Boards and Special Health Boards should ensure that this policy is widely publicised to staff and managers.

Yours sincerely

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DL (2021) 13

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### Addresses

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