



Auxilium Services Ltd,

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Dear Colleague

New Self Isolation Laws

You may have heard on the news that new legal requirements with financial fines have come into force for self-isolation.

To make it easier for everyone to understand and fulfil their responsibilities under the new requirements, we have prepared the following quick summary. Please read the following carefully.

- **The new regulations are known as The Health Protection (Coronavirus, Restrictions) (Self-Isolation) (England) Regulations 2020. The regulations apply in England only and are due to be in force for 12 months initially.**
- **The regulations make self-isolation a legal obligation where you have tested positive under an official test or been in “close contact” with someone who has, in both cases after 28 September 2020.**
- **Note the rules do not seem to apply to being told by the new NHS app you have been in contact with someone who has tested positive.**
- **The regulations render it a criminal offence for anyone testing positive for COVID, or in close contact with someone who has, not to self-isolate for the requisite period.**
- **It will be a criminal offence for an employer, who is aware of the requirement to self-isolate in respect of the worker, to knowingly, allow such a person to come to work or go anywhere else for work (with limited exceptions such as working from home) during the self-isolation period.**
- **This new requirement on employers applies to those now legally required to self-isolate due to a positive test or close contact with a positive test and those self-isolating under the international travel rules when returning to the UK.**
- **The requirements extend to agency workers engaged.**
- **The new rules require the employee/worker to tell the employer if the self-isolation rules apply to them.**
- **The employee/worker must also tell the employer the start and end dates of the applicable isolation period. The obligation to determine the isolation period correctly therefore appears to sit with the employee/worker.**



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- **The employee/worker must provide that notification as soon as reasonably practicable and before the employee/worker is next due to start work within the isolation period.**
- **No specific form for doing this is set out, for example it does not say this has to be in writing.**
- **Agency workers can notify Auxilium as the “principal” or the agency or their employer (if different from the agency). Again no specific form is set out. This must be done as soon as reasonably practicable and before they are next due to start work within the relevant isolation period.**
- **If an agency worker notifies Auxilium as the principal, Auxilium will then notify their employer (if it is not the agency) and the agency itself.**
- **The regulations say Auxilium must give the agency the information we have been given by the employee. This must be done as soon as reasonably practicable.**
- **If the agency worker tells the agency/their employer they have to tell Auxilium as the principal as soon as reasonably practicable where that worker was due to be supplied to Auxilium in the isolation period.**

Please ensure that you follow the above requirements exactly. If you have any questions then please contact us via 0330 133 0067.

Kind Regards

Auxilium Head Office



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