

## COVID-19 Testing FAQ England and Wales

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Who is eligible to be tested?	<p>At present, your employees can only be tested if they fall into one of the following categories:</p> <ul style="list-style-type: none"> <li>● All essential workers (including NHS and social care workers) with symptoms;</li> <li>● Anyone over 65 with symptoms;</li> <li>● Anyone with symptoms whose work cannot be done from home (for example, construction workers, shop workers, emergency plumbers, delivery drivers, etc.);</li> <li>● Anyone who has symptoms of COVID-19 and lives with any of those identified above;</li> <li>● Social care workers and residents in care homes (with or without symptoms); and</li> <li>● NHS workers and patients without symptoms, in line with NHS England guidance.</li> </ul>
What are the types of testing?	<p>Regional and home-based tests:</p> <ul style="list-style-type: none"> <li>● Regional is where you would drive to a site or mobile testing station.</li> <li>● Home-based is where you can have a test delivered to the home.</li> </ul>
How are the swabs tested for COVID-19?	<p>There is a network of couriers who collect the completed samples and deliver them safely to the government laboratories. The swab samples are analysed and the result is communicated back to the individual.</p>
When will results arrive?	<p>Tests are expected to arrive within 48 hours of a swab being taken remotely, or within 72 hours for a home test.</p>
Should I update my risk assessments to include testing?	<p>Yes, these will need to be updated. The risk assessment templates available on our Coronavirus Advice Hub have been updated to reflect this and the content can be used from them.</p>

<p>I have employees off self-isolating; can I require them to take a test before they return?</p>	<p>You are unable to force an employee to take the COVID-19 test. However, if they are happy to undertake the test, you can do an employer referral for any eligible employees. Employees working in social care do not need to be symptomatic to be eligible for testing.</p> <p>Referral for employees is made via a portal. Details of how to register for access to the portal can be found on the <a href="https://www.gov.uk">GOV.UK</a> website.</p>
<p>Can I stop my employees returning to work if they have been self-isolating and not been tested?</p>	<p>If the employee is no longer symptomatic and they have isolated for the required time frame, there is no reason to refuse their return to work. If you decide not to allow them to return, then they will likely be entitled to full pay and there is also a risk that such a refusal could undermine the employment relationship, giving the employee reason to resign and claim constructive dismissal.</p>
<p>What happens if my employee (or someone they live with) takes a test and it is positive?</p>	<p>They will need to continue to self-isolate in accordance with NHS guidance before they can return to work. The same applies if someone they live with tests positive.</p>
<p>Do I have to pay an employee's expenses if they have to travel to a test site?</p>	<p>There is no obligation on you to pay any expenses incurred by the employee if they elect to take a test. The tests (if your employee is eligible) are free, and if there is no local regional unit, there is the option to request a home test or use one of the mobile units. You are unable to force an employee to take a test, so it is at the employee's discretion whether to take it or not.</p>