

As you will probably be aware, the Northampton area has seen a rising number of confirmed cases of COVID-19 over the past couple of weeks. Unfortunately, a number of our Greencore colleagues have been impacted and our thoughts are with them.

As an employer, we want to continue to keep our people safe, as we have been doing throughout the crisis, and also play our part in helping to reduce the risk of the virus across our local community. To support this, we have arranged to provide testing for all colleagues who are currently working at our site. This will be carried out during working hours and we will aim to get your test results back to you within 48 hours of the test being taken.

The testing will be provided by a private company called Radox and will take place between 6.30am and 4.30pm on Monday 10th, Tuesday 11th and Wednesday 12th August. The testing will also be available for colleagues on nightshift on Monday 10th and Tuesday 11th August. Your manager will inform you where and when you need to go for your test.

All results will be shared back to our HR team. They will work with our Occupational Health team and will ring you to provide you with details of your personal results and the action that you then need to take.

If your test results come back positive, you will have to self-isolate for 10 days and any members of your household, or other colleagues you may car share with etc, will have to self-isolate for 14 days. It is vital that you do not attend site if you are showing symptoms or if you are confirmed as having the virus.

To support us in ensuring we manage the risks associated with COVID-19, we have decided to implement full pay (on medical suspension) for any new instances where colleagues need to go into self-isolation in advance of them getting test results. Medical suspension is defined as the time between day one of absence and the receipt of the test result.

Full pay is dependent upon the colleague having a test immediately and then providing the test result evidence to their manager within 48 hours from day one of absence. Failure to adhere to this will result in only statutory sick pay being paid. This process has been put in place due to the abnormal and precedented circumstances at site and will only be relevant for the next week (until Friday 14th August 2020). There will be no retrospective payment for any colleagues who have previously isolated.

To support the business and our colleagues who may need to remain away from work, we plan to bring back some of our colleagues who are currently on furlough. We are speaking to them separately about this.

We realise that this is a difficult and worrying time and it is important we all continue to work together and support each other. If you have any questions about the test or about the process you should be following, please speak to your manager.

The Northampton Leadership Team