



REFRESHING LAW

Down to Earth

Long Covid

Anna Denton-Jones

June 8th 2022



Definition

- Symptoms persist beyond 4 weeks
- NHS highlights most people expected to recover in 12 weeks but some don't





Statistics

- ONS estimates 1.8 m or 2.8% population outside care homes
- Fast becoming major cause of absence alongside stress





What is the problem?

- Affecting more women than men
- Some professions (those that caught more Covid pre vaccines) more – education, care, health
- People leaving workforce
- 46% employers are experiencing issues





Common symptoms

- Fatigue 51%
- Breathlessness 33%
- Brain fog and poor concentration 23%
- Short-term memory loss
- Slurred speech
- Chest pain
- Muscle and joint pain
- Headaches
- Sore throat
- Vertigo
- Digestive difficulties
- Autoimmune conditions
- Insomnia
- Heart rate changes
- Blood pressure changes
- Loss of taste
- Loss of smell
- Menstrual changes/early menopause
- Poor skin
- Depression
- Anxiety





Is it a disability?

- 6.7% or 1.2m report that it is adversely affecting their ability to undertake normal day to day activities
- 1.9% or 346,000 say it is “a lot”
- Long-term





Key guardrails

- 1) Absence
- 2) Sick pay
- 3) Preparing for the return to work
- 4) Supporting the employee in the immediate return
- 5) Support longer term





Attitude change

- How can we make this work?
- What can I do as your manager to help?
- Open minded as to how job done
- Employee mindset change too





Reasonable adjustments

- Get medical advice: you aren't expected to be an expert
- Best guide on this will be the employee
- May need to change normal policies to fit





Tools in the kitbag

- Wellness action plans
- CIPD Igloo checklist
- Mapping absence – evidence when it becomes an issue
- Medical advice
- Having a conversation



More resources

- https://www.cipd.co.uk/Images/long-covid-guide-for-line-managers_tcm18-107981.pdf
- <https://www.nhs.uk/conditions/coronavirus-covid-19/long-term-effects-of-coronavirus-long-covid/>
- https://www.som.org.uk/COVID-19_return_to_work_guide_for_recovering_workers.pdf





navigating employment law



REFRESHING LAW

Down to Earth



REFRESHING LAW

Down to Earth

Contact us: adenton@refreshinglawltd.co.uk

Phone 02920 599993 or 07977 545480

www.refreshinglawltd.co.uk