



18 December 2020

To: adult social care providers

For action – COVID-19: Self-isolation pay for care workforce

It is vital over the winter months that care workers continue to receive their normal wages when self-isolating. This protects care users by ensuring workers are incentivised to stay at home when necessary, and means no care worker is financially penalised for doing the right thing by adhering to Government guidelines.

At the time of writing, the Capacity Tracker (which we appreciate does not cover the whole sector) indicates that 83% of providers are paying normal wages to staff who need to self-isolate.

This is a considerable achievement, given this is a completely new infection prevention measure. Thank you to all providers contributing to this success.

We would like to see this number increase further – any instance of providers not paying normal wages sends the wrong message to workers, and risks the safety of care users. We have also written to your local authority to ask that the next tranche of Infection Control funding is made available as quickly as possible.

We are grateful to all providers for taking the following action:



Pay staff their normal wages in all instances where they are self-isolating

The reason a member of staff is self-isolating should not influence whether they are paid normal wages, and they may not necessarily be ill themselves, e.g. a member of their household could have symptoms.



Speak to your local authority if you have concerns about funding

It is up to your LA to ensure the Infection Control Fund is allocated in a timely way.



If you submit Capacity Tracker data, ensure this is up to date and reflects the most recent instances of staff needing to self-isolate.

We are regularly reviewing the information provided on this measure in the Capacity Tracker, and we are using this to build an LA-level picture. In two thirds of LA areas, 83% or more of providers were paying normal wages. We are concerned that in some areas the number of providers paying normal wages is significantly below the average. We will be especially focused on working with LAs where it appears fewer providers are paying normal wages for staff who are self-isolating in line with Government guidance.

If you have questions about this infection control measure, please contact your local authority in the first instance. Additional guidance on the Infection Control Fund can also be found [here](#), and the Government's Social Care Winter Plan can be found [here](#).

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Stuart Miller', written in a cursive style.

Stuart Miller

Director, Adult Social Care Delivery