

Test and Trace over the Christmas Break

The NASUWT is becoming aware that some employers are stating that headteachers and possibly other leadership team members will be required to 'support' the Test and Trace system over the Christmas break. This appears to entail daily checking of emails etc. and undertaking Test and Trace-based activities should positive cases arise that are linked to their school.

The NASUWT already has significant concerns about the level of workload that members are already dealing with during the Autumn term, and about the Test and Trace system. The Union has raised its concerns with both the Department for Education (DfE) and the Independent Scientific Advisory Group for Emergencies (SAGE).

Employers have a statutory responsibility in terms of duty of care for all employees, including the workload and working time of headteachers, which must continue to be regarded as an important consideration.

If schools are to be asked to undertake this role in order to support the Test and Trace system, then:

- a. there is no need for headteachers to discharge this function (which, in any event, is a routine administrative and clerical task and therefore prohibited under School Teachers' Pay and Conditions Document (STPCD) contracts); and
- b. any member of staff undertaking this responsibility should do so on the basis that they are willing to do so, and that they would be remunerated additionally for every day that they are required to be on standby.

The NASUWT will object vigorously where any employer seeks to unilaterally vary the contracts of employment or working-time arrangements of headteachers or other leadership members by imposing changes to their working time.

Where leadership group members have concerns about local arrangements for supporting the Test and Trace system during the school-closure period, they should immediately object to this and contact the NASUWT for further advice.



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