What are the criteria for staff returning to campus?

Effective from 10 May 2021

In order to determine which staff should return to campus, staff will need to either be an Essential Worker (as per the Government’s definition for staff critical to the delivery of their COVID-19 policy for education and universities) or fall into the criteria as set out in point 2 below.

Criteria for returning staff:

1. Essential staff are those who MUST be on campus as they are critical to the delivery of the government’s COVID-19 policy for education within universities. This includes:
   - Those needed to provide support and services to students where this work can only practically be performed on campus (e.g., specific staff from Estates and Commercial Services, the Library, Student Support, Reception areas etc.)
   - Those required to deliver face-to-face teaching
   - Staff working in labs on COVID-related work

2. Those who cannot work from home for various reasons, and whose continued contribution is critical to our organisational activities and effective functioning. Such as:
   - Lab staff working on non-COVID related research who need access to lab equipment
   - Where staff undertake business critical activities that it is impossible to perform remotely
   - Where the role is business critical and requires specialist facilities or equipment, including software or physical files, that are only available on campus
   - Where staff would benefit from working back on campus due to either mental health or physical health issues, and they could potentially be vulnerable/or at risk of harm if they have to continue working from home.
   - Where the personal circumstances of staff are such that they are unable to work effectively from home, for example, due to a lack of space, lack of ability to concentrate at home and feel that working on campus again would benefit their ability to perform their role effectively. There may be issues around Wi-Fi access, or practically being able to drop children off at nursery schools/schools close to campus.