



## **Long Covid – How Heriot-Watt University supports our staff**

Heriot-Watt University believes that our employees' well-being is essential to effective work performance and the provision of a high quality service. It is therefore important that we manage and support employees to be the best they can be at work, including offering support and guidance when they suffer ill-health, whether short or long term, physical or mental. This includes taking positive steps to provide an environment to allow employees with long term conditions or disabilities to maximise their potential and maintain their contribution to the University.

The University recognises a wider societal increase in longer-term post-Covid symptoms. It is important to support our colleagues experiencing any short or long term conditions including Long Covid, and we do this by making sure all our policies reflect support for colleagues experiencing any ill-health, regardless of duration or symptoms

There are a number of policies and procedures which provide advice, guidance and support for staff with health problems, short or long-term. These can be found on our [HR Policy Web Page](#) under Occupational Health and Welfare, including policies and procedures [Sickness Absence](#) and [Stress and Mental Health](#)

There is extensive advice and guidance for a range of general wellbeing support on the [Wellbeing Page](#) of the internal [HR SharePoint page](#) including [Covid-related Guidance](#).

This includes access to the external 24/7 [Employee Counselling Service](#) which is completely confidential and free to use.

The University's approach to [Connected Hybrid Working](#) also supports those staff whose roles are suitable to enable them to work in a hybrid manner as part of a reasonable adjustment in cases of Long Covid.

There are also a range of policies and procedures to support families on the [HR Policy Web Page](#) under the Family Friendly Section, including procedures on [Carers' Leave](#) which provides support for those who meet the NHS definition and have applied to join the University's Carers' Register.

A similar approach is taken towards students who may be experiencing Long Covid symptoms; advice and support is available for them [here](#).