



Dear member

The way E.ON manage Covid-19 related absence is changing from Today, 1st October 2021

Throughout the pandemic, any Covid-19 related absence has been treated outside of the attendance management process. However, the company has now decided to treat Covid-19 related absence in the same way as any other absence.

Tens of thousands of people are testing positive each day, and daily deaths and hospital admissions are still in the hundreds. Unison has been loud and clear on this issue when speaking with the company, and we do not believe 'normalising' Covid-19 related absence is the right thing to do at this time. Any employee could be affected by this change, no matter what area of the business they work, but those who are unable to work from home and who have to isolate are at more of a disadvantage.

We are concerned this change could drive the wrong behaviours, such as employees attending work when they should be isolating, for fear of entering into a formal process or seeing their pay reduced. However, the company have assured us compassion and consideration will be exercised, and hitting a review prompt will not automatically lead to formal action when reviewing Covid-19 related cases.

