

Ethical framework for asymptomatic COVID-19 testing Staff in workplaces



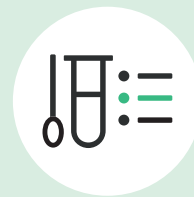
Design and implementation

Assess whether a testing programme is the right choice for your organisation and whether you can deliver all aspects of it. Ensure you can meet public health and legal duties.



Goals of the programme

Identify the programme goals, explain why they were chosen, tell staff about them, and keep them under review.



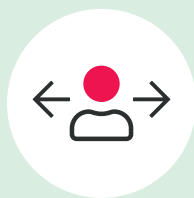
Properties of the test

Assess the available testing options, considering current evidence and guidance. Acknowledge uncertainty, take action to address risks of the chosen approach, and make sure other infection control measures are maintained.



Enabling isolation

Be clear about requirements for isolation. Make sure the right support and communication is in place to support staff and their households to isolate effectively.



Choices regarding participation

Carefully think about how far staff participation in testing should be mandatory or voluntary. Consider ethical issues, relevant laws, and the special nature of the employee/employer relationship.



Benefits, harms, and opportunity costs

Assess possible benefits and risks, harms, costs, and things that you can't do because you are doing this programme. Think about equity and whether some staff groups might bear more burdens than others.



Privacy, confidentiality and data protection

Ensure the programme meets data protection and confidentiality requirements. Be clear who will be informed about test results and why.



Communication

Make clear communication with staff a priority, and put feedback and response mechanisms in place.