

# Workplace Testing

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GIG  
CYMRU  
NHS  
WALES

Profi  
Olrhain  
Diogelu

Test  
Trace  
Protect



DIOGELU CYMRU  
KEEP WALES SAFE



## Context – Testing Strategy Refresh

- Previous strategy published in July 2020 when we were leaving lockdown and in low prevalence.
- New technologies provide opportunities alongside our existing testing infrastructure to support our priorities.
- Testing aims to minimise or alleviate the **4 harms of Covid** wherever possible
  - *Direct harm caused to those who become infected*
  - *Harm when the NHS and social care systems are overwhelmed*
  - *Harm when other non-Covid related activities are reduced*
  - *Harm as a result of wider societal actions / lockdown.*
- Our understanding of COVID-19 is improving all the time helping us know how to interpret results and determine when testing can be of most benefit.

# Testing Priorities

- Test to diagnose
  - To support NHS clinical care
- Test to safeguard
  - To protect our NHS, social care services and individuals who are our most vulnerable
- Test to find
  - To target outbreaks and enhance community surveillance
- Test to maintain
  - To support the education system
  - To find cases and identify contacts of positive cases in workplaces
- Test to enable
  - To promote economic, social, cultural and environmental wellbeing and recovery

# Workplace Testing Framework for Wales

Support for regular asymptomatic testing in private and public sector workplaces in Wales:

- with higher exposure to risk;
- involving close proximity to others;
- important to maintaining key services to the public; and
- of strategic importance to the Welsh economy.

## Workplace testing - benefits

- Supports 'Test to Maintain' approach set out in our revised testing strategy
- Provides a workplace led public health risk based approach using workforce intelligence to reduce the spread of the virus.
- Introduces regular asymptomatic testing capacity within the workplace
- Identifies cases from individuals showing no symptoms and removes them from the workplace and prevent further transmission.
- Provides additional reassurances to the workforce unable to work from home

# Workplace Testing Framework for Wales - Principles

- Employers need to be clear on rationale for the testing including who the testing will cover, purpose of the testing, testing process and facilities..
- Testing is an additional measure and does not replace the need for on-going measures to support Covid -safe environments in the workplace and critical measures that enable staff to safely attend the workplace. This includes good social distancing and hygiene measures in the workplace and any other measures agreed with Public Health Wales (PHW).
- The workforce and trade unions actively engaged in the development of the schemes and consulted on the approach outlined in the operating procedures and guidance.
- Before deciding to test staff, it is essential employers and workers understand test reliability and limitations, what a test result actually means and protocols are clearly set out and communicated with the workforce including identification of a positive case and the legal requirement to self-isolate for 10 days.
- Workplace testing needs to be voluntary. Staff are able to exercise personal choice and decline a test and should not be penalised by their employer for doing so.

# Workplace Testing Framework for Wales - Support

- On-going guidance and support from officials from initial design phase to delivery;
- Provision of Lateral Flow Devices (LFDs) that have been developed in accordance with scientific validation of lateral flow devices for a time-limited period (initially up to 31 March) to enable workplace testing;
- A clinical standard operating procedure (SOP) and guidebook
- The digital support for the testing process. The online testing portal provides digital solutions covering user registration, results capture and delivery guidance where an employer covers multiple sites.
- Training – online training covering all aspects of the skills and knowledge required to deliver lateral flow testing.
- Confirmatory PCR testing will be made available for all positive cases from our testing infrastructure via RTS/LTS/Home channels.
- The employer/workplace will be required to resource and fund the testing facilities at sites including PPE, waste management, administration and supervision of the tests.

# Lateral Flow Antigen tests

The LFD brand currently available in this scheme is:  
 Innova's SARS-CoV-2 Antigen Rapid Qualitative Test

Lateral Flow Antigen testing involves the processing of **nasal and throat samples** with a Lateral Flow device, **highlighting a coloured strip** on the device to show a **positive** result



- ✓ Fast result (20-30 minutes)
- ✓ Outside of a formal laboratory setting
- ✓ Well-suited for frequent testing of large numbers of asymptomatic people



Innova has an overall sensitivity of 76.8% for all PCR-positive individuals but detects over 95% of individuals with high viral loads, and minimal difference between the ability of the test to pick up viral antigens in symptomatic and asymptomatic individuals

Test kit composition



- 1 Swab
- 2 Extraction vial
- 3 Extraction solution
- 4 Lateral flow device

Key Facts

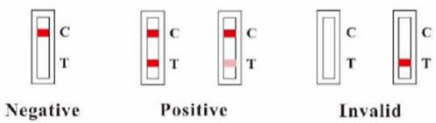
Manufacturer	Product Name	Test Type	Sensitivity est.	Specificity est.	Sample-to-analysis est.
Innova Tried & Tested	Innova SARS-Cov-2 Antigen test	Swab	76.8%	99.68%	20 – 30 mins



Complete a self-administered **throat & nasal swab** test



**Prepare and load** ('dropping') the sample onto the cartridge, conduct proper **extraction** and **wait** 20-30 minutes



**Analyse result** against manufacturer IFU and interpret result as Negative, Positive or Invalid

**Negative result:** Log result against test ID by scanning the barcode (individual does not have to self isolate)

**Positive result:** self-isolate according to national guidelines if positive

**Invalid result:** retest

# DHSC's Terms and Conditions which are underpinned by the following core assumptions

## Policy

1. Testing will not remove requirements to follow all national government guidance on COVID-safe workplaces, such as **social distancing**
2. Those who test positive, and their close contacts, will need to **self isolate** as per government guidelines

## Operations

3. Tests must be **supervised by employer staff** who will be given suitable training via an online platform
4. Employees will be tested under a schedule to be defined by the employer. Testing will **not be compulsory**
5. Sample materials need to be treated as **healthcare waste**. Disposal will take place at the place of test, per SOP & Guidebook requirements

## Commercial & Legal

6. The organisation will **construct and set up testing environments** in accordance with SOP guidelines (including storage areas for tests) for sample collection, analysis, disposal and reporting
7. Test, Trace and Protect will **fund and supply the tests**, subject to contractual agreement, for a limited period

## Outcomes

8. Test results will be shared with NPEX (National Pathology Exchange) prior to anonymised onward distribution to **Public Health Wales and CRM**
9. Under current legislation, **employers do not receive results directly**



# Workplace Testing Framework for Wales – Steps for Employers

- Information and expression of interest  
[Covid19.WorkplaceTesting@gov.wales](mailto:Covid19.WorkplaceTesting@gov.wales)
- Criteria checks
- Agreement with public health officials
- Invitation to Egress platform and receive latest documents and guidebooks
- Attend webinars.
- Decide high level scope the organisation, including which locations, populations to test, frequency, and roll-out testing.

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