



British International Doctors' Association Ltd

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To:

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Chief Executives of NHS Trusts (England)
Chief Executives of Health Boards (Wales and Scotland)
Chief Executives of Social Care Trusts (Northern Ireland)

Dear Colleagues

Support for BAME Health Care Workers:

As you would well be aware that people from BAME backgrounds appear to be disproportionately likely to develop severe coronavirus symptoms. This has been highlighted in an analysis recently published by HSJ. This survey revealed although BAME Health Care Workers make up only 16 per cent of the NHS workforce, 63 per cent of total HCWs who died from Covid 19 were of BAME origin

Taking heed for these findings, Somerset NHS Foundation Trust has included all its BAME staff in the vulnerable and at risk group. The trust is supporting its BAME staff members and is asking managers to have conversations with them and discuss their concerns.

British International Doctors Association would like to request you to follow the same path. The steps to support BAME staff could include

- 1) Ensuring all BAME staff are allowed to wear FFP3 mask in every area of the hospital
- 2) Addressing and alleviating the anxieties that they may have following this study. This may involve s reassuring or redeploying them wherever possible.
- 3) Prioritizing testing for them and their families.
- 4) Ensuring any Covid -19 sickness absence does not have any deleterious impact on them financially or on their career progression.



These are only a few amongst many initiatives that we would expect Trusts to take to protect BAME staff in their organization. These steps will only build staff confidence and help productivity

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Cc:

Rt Hon Health Secretary, Mr Matt Hancock

Dr Chand Nagpaul, BMA Chair

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