Your name

Your address

Managers Name

Business Name

Business Address

Date

Dear (Managers name),

You have recently told me that I am now required to consent to weekly PCR testing at work, to determine my SARS-CoV-2 status.

This letter is to inform you that I decline consent to the same for ethical and other reasons which I set out below.

1 Physical and mental Health concerns.

It is now an established fact that the PCR testing swabs are sterilised in Ethylene Oxide[[1]](#footnote-1) [1]. This is a Group 1 Carcinogen, which means it is a potent cancer causing chemical[[2]](#footnote-2). Short term exposure to ethylene oxide can also cause eye and upper respiratory tract irritation, nausea, vomiting, diarrhoea, headache, dizziness, malaise, fatigue, muscle weakness, and signs and symptoms of peripheral neuropathy[[3]](#footnote-3). I am unwilling to subject myself to such health hazards and neither should I have to.

If I test positive, this is likely to be a false positive as the PCR test is highly inaccurate[[4]](#footnote-4) [4]. However, a positive result would mean that I and my entire family would have to self-isolate for 10 days. This would adversely affect the mental health of myself and my family, which has already been compromised during the last year. I regret that neither myself nor my family would be able to mentally cope with what could potentially be reoccurring isolations due to ongoing testing.

2 Contractual concerns

My contract of employment with you does not state that I must be tested weekly for any illness whatsoever. You cannot change my contract of employment without my agreement and if you seek to do so, I may have rights under constructive or unfair dismissal law.

3 Your obligations as an employer

As I am sure you are aware, you have duties and obligations to all your employees under Health and Safety at Work legislation. Whilst you may feel testing staff falls within this remit, given the health issues connected to the ethylene oxide on the PCR swabs, I believe you may in fact be breaching your obligations to your employees by requiring them to take a test given the adverse health impacts that can arise from ethylene oxide.

I would like to reach a satisfactory conclusion between us about this issue, and I feel sure we can do so, given I have now set out my reasons for declining weekly testing. However, if we are unable to reach a satisfactory conclusion, I regret to inform you that I will have no choice but to raise this matter as an official grievance and take legal action as may be necessary.

In ending I should make clear that I am of course happy to self-isolate if I feel unwell and would naturally inform you of the same.

Yours sincerely,

1. <https://cdn.website-editor.net/6f54caea7c6f4adfba8399428f3c0b0c/files/uploaded/Innova-SARS-Cov-2-Antigen-test-IFU.pdf> [↑](#footnote-ref-1)
2. <https://www.epa.gov/sites/production/files/2016-09/documents/ethylene-oxide.pdf> [↑](#footnote-ref-2)
3. <https://www.ncbi.nlm.nih.gov/books/NBK208167/> [↑](#footnote-ref-3)
4. <https://www.nejm.org/doi/full/10.1056/NEJMp2015897> [↑](#footnote-ref-4)