

RISK OF CONTRACTING COVID-19 WHILE AT WORK

The Management of Health & Safety at Work Regulations 1999 places a legal duty on employers to carry out risk assessments, and to make a written record if there are more than 5 employees.

COVID-19 adds a set of new hazards and risks to employees and/or workers, especially when at work, and as a result a risk assessment needs to be carried out with the aim of identifying sensible controls to reduce the risk that employees and/or workers are exposed to.

For this assessment, we have adopted the following criteria:

Likelihood: how likely is it that the harm presented by the hazard will actually occur?	Severity: what impact or damage could the harm presented by the hazard have on a person or persons?
High (3): Harm is certain, or near certain, to occur	High (3): Death or major injury
Medium (2): Harm will often occur	Medium (2): 7-day injury or illness
Low (1): Harm will seldom occur	Low (1): All other injuries or illnesses

Risk rating: Once the likelihood and severity have been determined, the risk can be calculated as shown below:			
	Likelihood		
Severity	3	2	1
3	High	High	Medium
2	High	High	Medium
1	Low	Low	Low

Haz No	Significant Hazards Look only for hazards which you could reasonably expect to result in significant harm	People affected	Risk rating L x S = R			Control measures e.g. physical safeguards, training, PPE etc	Residual risk rating L x S = R		
			L	S	R		L	S	R
1	Spread of virus from co-workers.	Employees Clients Visitors Contractors	3	3	H	<ul style="list-style-type: none"> ○ Senior Managers to review working scheduling, working rota options and instruct all staff who can work from home to do so to minimise staff numbers in the offices. ○ Workers who cannot work from home are to maintain social distancing guidelines at all times. Where this is not possible, work to stop and a specific RA to be undertaken to identify relevant control measures. ○ Staff & Visitors instructed to use hand sanitiser or wash hands immediately on entering the building ○ Workers to maintain 2m 'Social Distancing' always in the workplace (offices and sites) ○ Management to monitor and check to ensure the 2m rule is adhered to. ○ Re-design' of internal office logistics: entrance protocols – limit access / exits to front door and rear (stores door), one-way systems, isolation of offices / desks / areas using visual aids (e.g. signs and floor markers) to help support the 2m rule. ○ Staff to be reminded, during all communications, of the importance of social distancing, frequently washing of hands and what to do if they, or a family member they 	1	3	H

					<p>live with contracts COVID-19 (including Governments isolation and testing guidelines).</p> <ul style="list-style-type: none"> ○ Conference calls, Skype, Microsoft Teams MUST be used as an alternative to face-to-face meetings. Where face-to-face discussions are required (e.g. site visits, collecting equipment from stores), Social distancing guidelines MUST be maintained and attempt to minimise contact time to 15 minutes or less. ○ Any employees who are identified as ‘extremely clinically vulnerable’ (those who receive letters from their GP / NHS) will be identified, consulted and appropriate measures taken to ensure they either work from home or not work at all. Employees who are identified as ‘clinically vulnerable people’ (over 70 or have underlying health conditions) will work from home where possible, but where this is not possible, a separate RA will be in place detailing the appropriate support needs and control measures to support the employee. ○ Screens to be fitted, or additional vehicles to be provided where social distancing within vehicles is not possible. ○ Workers must not travel to work on public transport ○ No car-sharing, other than with family members living at the same house. 			
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						<ul style="list-style-type: none"> ○ Workers instructed not to come to work if they feel unwell or show COVID-19 symptoms. ○ Dynamic risk assessments to include a COVID-19 (contamination, contraction & Social distancing) considerations ○ Project Managers to assess any additional PPE requirements and order / issue as required. ○ Soap, disinfection wipes and sanitising gel at all washing stations and locations where goods, equipment or people will pass from one person to another; <ul style="list-style-type: none"> ○ Stores counter (receiving / collection of goods) ○ Equipment swap (stores) ○ Shared keyboards (use should be avoided) ○ Stores area: Specific risk assessment to be carried out to review protocols for; standing / waiting area, process for site teams collecting or dropping off equipment, deliveries, sanitising etc. 			
2	Contracting virus in the workplace e.g. from contact with infected surfaces, infected people.	Employees Clients Visitors Employees' and/or	3	3	H	<ul style="list-style-type: none"> ○ Workers provided with additional relevant PPE – masks / goggles as applicable e.g.2-man manhole lifting, or entering manholes (aerosolisation) ○ Employees informed of the Government guidelines relating to general hygiene practise, including hand washing process (20 second 	1	3	M

		employees' Families				<p>rule), social distancing, what to do in the event of being infected by COVID-19. Maintain regular reminders through communications and audio updates</p> <ul style="list-style-type: none"> ○ Signage to be printed off and laminated and placed in toilet / hand washing areas re: hand washing, good practical tips for hygiene ○ Provide vehicle drivers working remotely away from offices with appropriate hygiene products (e.g. soap, water, anti-bac wipes, tissues, sanitising gel, small bin-bags for disposal) ○ Targeted cleaning and disinfecting of office surfaces that are touched regularly particularly in areas of high use such as door handles, light switches, photocopiers, entrances, stores counter area using appropriate cleaning products and methods. ○ Water dispensers / taps run each week to prevent legionella. ○ Rubbish removed regularly. ○ Limit use of canteen area to making drinks only. Everyone to eat at their own desk or remotely (i.e. walking / in car) to minimise contamination risk. ○ (no food to be eaten in the canteen) – no more than 2 people in the Leeds office canteen at any one time, 			
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						<p>maintaining 2m distancing. Only 1 person in the Sevenoaks canteen at any one time.</p> <ul style="list-style-type: none"> ○ No 'tea-rounds' – everyone to make their own drinks ○ Isolate unused offices and remove seats from desks / canteen areas to prevent use ○ Water and Soap at all wash stations and gel (when available) at meeting room (shared) keyboards (although use of meeting rooms to be minimised by isolation from use. ○ Guidance issued on what staff are to do in the event of finding themselves, a family member or a colleague showing signs of COVID -19 symptoms. ○ All employees are instructed to stay at home for a period of 7 days from the onset of symptoms of new continuous cough or high temperature. ○ All employees are instructed to stay at home for a period of 14 days from the onset of symptoms of new continuous cough or high temperature in a member of their household. ○ All employees instructed to stay at home for a full 7 days in the event that they develop symptoms of a new continuous cough or high temperature, during the 14 day period of staying at 			
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						<p>home due to a member of their household being symptomatic – even if this takes the entire period beyond the initial 14 days.</p> <ul style="list-style-type: none"> Workers who become ill at work instructed to self-isolate immediately and inform Line Manager by phone. Establish Emergency response plan to confirm actions required in the event of a COVID-19 case in the office or on site. Senior Managers to be made aware and share with Operational leads & Project Managers Employees who have family members with underlying health conditions will be identified to discuss their personal support needs. A tracking / recording system to be put in place to monitor suspected cases, confirmed cases, isolation periods and when staff can return in line with the current Government guidelines on symptom-free isolation periods. 			
3	Shortage of PPE due to supply chain problems presents risk of increased likelihood of contracting the virus.	Employees and/or Workers Clients Visitors	3	3	H	<ul style="list-style-type: none"> Approved supplier scheme in place Stock held in stores where possible Employees to follow 'we will work safely or not at all' philosophy and stop work if PPE is not available Director / Heads of Operations will withdraw workers if situation cannot be resolved and therefore to high-risk 	1	3	M

4	Psychological well-being: Employees suffering from stress. Staff concerned about the future.	Employees and/or their family members	2	2	H	<ul style="list-style-type: none"> ○ Line Manager, HR, Senior Managers to maintain regular contact and communications with all workers including those on Furlough. ○ Staff provided with key contacts and escalation process to highlight any concerns at any time ○ Staff made aware of signs of stress to look out for and support mechanisms ○ Staff updated with status reports / weekly audio update from MD / Senior Managers ○ Workloads monitored by line managers to ensure individuals are not overworking or struggling with remote working. 	1	2	M
5	Workers contracting virus during travel to and from work or staying away	Employees and/or Employees' Families	3	3	H	<ul style="list-style-type: none"> ○ Staff instructed not to use public transport to get to work. ○ Install perspex / other screens in multi-occupant vehicles ○ Minimise number of occupants within Vehicles (without screens) or issue teams with an additional vehicle. ○ Where workers are required to stay away from their home, this is to be managed centrally, logging the stay and making sure any overnight accommodation meets social distancing guidelines. 	1	3	L
6	Lone workers at increased risk of stress, and of being without assistance if they fall ill at work.	Employees and/or Workers	3	3	H	<ul style="list-style-type: none"> ○ Lone workers always carry charged mobile phone to maintain contact / call for help if required. ○ Skyguard (or similar) lone worker devices issued to 'regular' lone workers - to be assessed by PM's 	1	3	M



7	Poor communication. Lack of information can lead to raised stress levels, incorrect working practices, feeling of isolation	Employees and/or Workers	3	2	H	<ul style="list-style-type: none">○ HR Manager monitors government website and updates Directors daily○ Communication updates issued to employees as required○ MD to issue weekly audio update○ Morning Operations Meetings to continue at set times to enable interaction and questions from Management team (all SLT to dial in to offer support as required)○ Microsoft Teams and Facebook groups created and in place for workers to exchange information, boost morale	1	1	L
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