

RISK ASSESSMENT Assessment No. HSRA 168 v3



DEPT/AREA	Whole UK Facility	ASSESSMENT TITLE	COVID-19	DATE OF ASSESSMENT	25-Jun-20	REVIEW DATE	TBC
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LIKELIHOOD (L)		SEVERITY (S)		OCCURANCE (O)	
5	Almost Inevitable	100	Potential Death	10	Potential to happen once or more per day
4	Highly Likely	40	Serious Injury, Disability	8	Potential to happen once per week
3	Possible	21	RIDDOR Reportable Injury/Disease	6	Potential to happen once per month
2	Unlikely	8	Up to 7 Day Injury/Health effect	4	Potential to happen once in 6 months
1	Remotely Possible	1	Slight Injury / Health effect (First Aid)	2	Potential to happen once per year

PERSONS AT RISK							
Employees	X	Clients	X	Contractors	X	Members of the Public	X
						Others	X

BRIEF DESCRIPTION OF PROCESS:

This risk assessment covers the known risks associated with the COVID-19 Coronavirus, and the control measures that have been implemented to reduce the risk as far as is reasonably practicable at our UK facility. Due to the nature of COVID-19 as well as employees, clients, contractors, members of the public and others could also be put at risk if control measures are not followed. This risk assessment will be regularly reviewed inline with any change of advice from Public Health England (PHE) with regards COVID-19

It is important to understand the following guidelines, as they help form this Risk Assessment.	
Staying Alert and safe (Social Distancing)	The most important thing we can all do in fighting coronavirus is to stay alert, we must control the spread of the virus, in order to protect the NHS and save lives
Staying Safe Outside your Home	It is our responsibility to adopt these principles where possible. The Government is also using these principles as the basis of discussions with businesses and may other stakeholders, to agree how the principles should apply in different settings to make them safer.
Self Isolation	Anyone who either has a high temperature of a new persistent cough or is within 14 days of the day when the first member of their household showed symptoms of COVID-19 they should not come to site, but must follow the guidelines on self-isolation
Shielding and protecting people who are clinically extremely vulnerable from COVID-19	Anyone living with a person who is at increased risk of severe illness, or an extremely vulnerable person who is shielding from COVID-19, should stringently follow the guidance on Social Distancing and minimise contact outside the home
COVID-19 guidance for first responders (including first aiders)	This guidance is for first responders as defined by the Civil Contingencies Act (2004), and others who may have close contact with individuals with potential coronavirus infection (COVID-19). This includes professionals and members of voluntary organisations who, as part of their normal roles, provide immediate assistance requiring close contact until further medical assistance arrives
COVID-19 getting tested	Guidance on coronavirus testing, including who is eligible for a test and how to get tested

- If an employee develops a high temperature or a persistent cough or a loss of taste or smell while at work, they should:
1. Ensure their manager or supervisor is informed immediately
 2. Avoid touching anything
 3. Cough or sneeze into a tissue and put it in a bin, or if they do not have tissues, cough and sneeze into the crook of their elbow
 4. Return home immediately
 5. Arrange to be tested for COVID-19
 6. They must follow the guidance on self-isolation and not return to work until their period of self-isolation has been completed, or they receive a negative test result back for COVID-19
 7. All staff returning to work after any illness or any absence from work of more than 7 days, will have to complete a Return to Work Questionnaire with specific emphasis on COVID-19

This risk assessment was reviewed on 25th June 2020 taking into account the current Government Alert Levels (CAL) detailed below and expected number of staff returning to work on site over a phased period of time, the Risk Assessment will be reviewed when the CAL reduces to 2 or if the CAL were to increase to 4 or 5. Reference to Romania site has now been removed due to increasingly different guidelines/laws to the UK, as such there is now a COVID-19 Risk Assessment specific to Romania. Consideration to emergency response was added, and addition of loss of taste or smell as a potential symptom

COVID Alert Levels

Level	Description
5	As level 4 and there is a material risk of healthcare services being overwhelmed
4	A COVID-19 epidemic is in general circulation; transmission is high or rising exponentially
3	A COVID-19 epidemic is in general circulation
2	COVID-19 is present in the UK, but the number of cases and transmission is low
1	COVID-19 is not known to be present in the UK



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ITEM REF:	HAZARD AND RELATED ACTIVITIES e.g. trip, falling objects, fire, noise, explosion, dust, etc.	RISK IDENTIFIED Possible outcome and risk e.g. Guards, Authorized Users, Competent Persons, Safe Systems of Work, Training, Personal Protective Equipment (PPE)	CONTROLS IN PLACE e.g. Guards, Authorized Users, Competent Persons, Safe Systems of Work, Training, Personal Protective Equipment (PPE)	LIKELIHOOD (L)	SEVERITY (S)	OCCURRENCE (O)	SCORE (RHSF)	ADEQUATE CONTROL? (Y/N/ND)	ACTIONS TO REDUCE RISK	RECALCULATION AFTER RISK REDUCTION ACTIONS TAKEN PLACE				
										LEVEL HOOB (L)	LEVEL (S)	OCCURRENCE (O)	SCORE (RHSF)	ADEQUATE CONTROL? (Y/N/ND)
168/01	Contracting COVID-19	Airborne or contact exposure by/from contractors or visitors to site	Site locked down and only business essential visitors or contractors allowed to attend site, before doing so they will have to confirm that they are free from COVID-19 symptoms in line with the guidance from Public Health England	2	100	8	1600	No	All contractors and visitors must confirm as part of the sign in process that they and members of their household are free from COVID-19 symptoms as per the self-isolation guidelines. An instruction will be given for sign in touch-screen device (SD) to be wiped down with sanitiser wipes before and after each use, a poster will be put up above the SD giving instruction for the actions above to be completed and hosts will be responsible for ensuring their visitor has adhered to the instruction All contractors and visitors who will be moving around the site and not staying in one fixed location will be issued with a Safe Distancing Assistant (SDA) by their host, to help ensure they maintain 2 metres physical distancing Safe System of Work to be defined and followed for the safe delivery and distribution of goods via couriers	1	100	8	800	Yes
168/02	Contracting COVID-19	Airborne or contact exposure to employees and others due to travelling between sites, to suppliers or customers for meetings or work	All business travel has now been suspended, employees must use web based conferencing tools to host/take part in meetings with suppliers or customers	2	100	6	1200	No	Once Government guidelines permit local, national and international work travel, all travel requirements will be risk assessed on an individual basis, and should still only be undertaken if web based meetings are not considered to be an effective alternative. Process introduced for safe use of company pool cars, including limiting to only one occupant at a time and cleaning down of contact surfaces with sterile wipes before and after use.	1	100	6	600	Yes
168/03	Contracting COVID-19	Airborne exposure to employees due to interacting with each other while at UK facility	All staff who are able to work from home are working from home Where possible shifts have been altered to reduce the number of employees on site at any one time All work stations set out so that there is a minimum of 2 metres between each one All employees advised that they must stay a minimum of 2 metres apart whilst walking around the site and during break times, carmen set out to ensure users can maintain 2 metres distancing. Group meetings kept to what's essential to run the business, and while in meeting rooms all employees must stay 2 metres apart, if this is not possible multiple meeting rooms should be used, along with Teams web conferencing tool Public Health England Guidance with regards self-isolating has been communicated to all staff and these are being followed to minimise the likelihood of employees exposing each other on site Public Health England Guidance being followed with regards employees in the "vulnerable category", all employees in this category will work from home, or be furloughed for 12 weeks to reduce the potential severity of any exposure.	3	100	10	3000	No	Carteans to be set out so that only 6 people can sit down for their breakfasts at anyone time. Use of pool table to be prohibited during this time	2	100	10	2000	Yes
168/04	Contracting COVID-19	Airborne exposure to employees and others from employees working from home	It has been clearly communicated that all employees who are working from home, must work from the location that they defined as part of their home working self assessment. While working from home it is advised that wherever reasonably practicable that employees keep a distance of 2 metres from other members of the household All employees who are working from home have read and signed the Home Working Policy	1	100	10	1000	Yes					0	
168/05	Contracting COVID-19	Exposure from contact surfaces for employees working in UK facility	Sanitiser gel has been issued in key areas across the site, for use in areas where hand washing is not practical. Increased sanitising of communal hard contact areas such as door handles, hand rails, light switches is taking place Whenever possible employees should only use their own individual hand tools, keyboards etc, where this is not possible hand tools, keyboards etc must be sanitised after each use, or if this is not possible all employees are requested to either wash their hands or use sanitiser hand gel immediately after using both keyboards etc. Whenever reasonably practicable to do so production staff must use single use nitrile gloves for all tasks where they are making contact with tools and equipment that other employees may also come in contact with. Single use nitrile gloves must be immediately changed if the employee sneezes, coughs or makes hand contact with their face or head. Public Health England Guidance with regards self-isolating has been communicated to all staff and these are being followed to minimise the likelihood of employees exposing each other on site Public Health England Guidance being followed with regards employees in the "vulnerable category", all employees in this category will work from home, or be furloughed for 12 weeks to reduce the potential severity of any exposure.	2	100	10	2000	No	Packs of sanitiser wipes to be located at every workstation/desk to allow employees to effectively clean their work areas at beginning and end of shift Packs of sanitiser wipes placed by communal equipment such as printers, scanning machines, microwaves etc to ensure they can be cleaned down before and after use Use of pool table to be prohibited during this time Touch free hand sanitising dispensers positioned at the entrance to all buildings in Disis, staff and visitors instructed to sanitise their hands before entering any building.	1	100	10	1000	Yes
168/06	Contracting COVID-19	Exposure from contact surfaces for employees working from home	Clear guidance issued from World Health Organisation (WHO) with regards effective hand washing WHO hand washing guidance added to the 8F1 Home Workers Teams portal All home working employees advised to routinely sanitise all hard surface areas around their work station, and ensure any equipment provided by b1systems is only used by employees.	1	100	10	1000	Yes					0	
168/07	First Aid Incident	Injured person and first aider potentially at increased risk of spreading/contracting COVID-19, due to potential close proximity of one another.	First Aiders all trained to assess potential hazards before treating injured persons, all first aiders are issued with protective gloves as part of first aid kit.	3	100	6	1800	No	First aiders to be instructed to try and maintain safe distancing while ascertaining any potential injuries, only where absolutely necessary should they move within 2 metres of injured person. All first aiders will be issued with an FFP3 (or equivalent) rated face mask, and they must wear these if they have to move to within 2 metres of injured person.	1	100	6	600	Yes
168/08	Emergency Evacuation	Larger amounts of people exiting buildings at the same time and gathering in closer proximity at muster points, thereby increasing potential of spreading/contracting COVID-19	Employees to try and maintain a 2 metre safe distance when ever reasonably practicable, however the emergency evacuation takes precedence as such if there is an increased risk to life 2 metre safe distancing can be temporarily ignored	3	100	4	1200	Yes					0	

COMPLETED BY - Paul Dance ACKNOWLEDGED BY - Paul Dance DATE - 25th June 2020

