

RISK ASSESSMENT

date: 15-Aug-2020



Location / address:		All sites and office premises of HR				Project title:		COVID 19											
Risk assessment no.:		CVD-1		Review date:		15-Sep-20		Revision number:		2									
Produced by (name):		A. Lubarskis				Employer:		HR											
Persons exposed (mark box blue):		Employees		Public visitors		Young person		Anyone else who physically comes in contact with you in relation to your business		Estimated total number of persons in risk		Indefinite							
		Public		Vulnerable persons		Others													
Likelihood		Severity					Likelihood Rating 1 = Very unlikely Rating 2 = Unlikely Rating 3 = Likely Rating 4 = Very likely Rating 5 = Almost certain		Severity Rating 1 = No injury Rating 2 = Minor injury or illness Rating 3 = 7-day injury or illness Rating 4 = Specified injury or illness Rating 5 = Fatality, disabling injury, and so on										
		Trivial	Minor Injury	Over 3 Day Injury	Major Injury	Incapacity or Death													
Highly Unlikely		1	2	3	4	5													
Unlikely		2	4	6	8	10													
Possible		3	6	9	12	15													
Probable		4	8	12	16	20													
Certain		5	10	15	20	25													
Likelihood Risk = Likelihood x Severity		Acceptable		Further review				Unacceptable											
Hazard		Factors of harm		Risk		Control measures		Factors of harm		Residual Risk		Additional Controls		Implemented by		Acceptable Risk			
		Likelihood	Severity	Likelihood x Severity	Likelihood			Severity	Likelihood x Severity	Yes	No								
Spread of Covid-19 Coronavirus		5	3	15		<ul style="list-style-type: none"> Hand Washing Hand washing facilities with soap and water in place. Stringent hand washing taking place. See hand washing guidance. https://www.nhs.uk/live-well/healthy-body/best-way-to-wash-your-hands/ Drying of hands with disposable paper towels. https://www.nursingtimes.net/news/research-and-innovation/paper-towels-much-more-effective-at-removing-viruses-than-hand-dryers-17-04-2020/ Staff encouraged to protect the skin by applying emollient cream regularly https://www.nhs.uk/conditions/emollients/ Gel sanitisers in any area where washing facilities not readily available 		1	3	3		<p>Employees to be reminded on a regular basis to wash their hands for 20 seconds with water and soap and the importance of proper drying with disposable towels. Also reminded to catch coughs and sneezes in tissues - Follow Catch it, Bin it, Kill it and to avoid touching face, eyes, nose or mouth with unclean hands. Tissues will be made available throughout the workplace.</p> <p>Encourage staff to report any problems and carry out skin checks as part of a skin surveillance programme https://www.hse.gov.uk/skin/professional/health-surveillance.htm</p> <p>To help reduce the spread of coronavirus (COVID-19) reminding everyone of the public health advice - https://www.publichealth.hscni.net/news/covid-19-coronavirusPosters,leafletsandothermaterialsareavailablefordisplay.</p> <p>https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19</p>		Management of HR on all sites and in the office		Employees of HR on all sites and in the office on personal level			



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Spread of Covid-19 Coronavirus			<p>Cleaning Frequently cleaning and disinfecting objects and surfaces that are touched regularly particularly in areas of high use such as door handles, light switches, reception area using appropriate cleaning products and methods.</p>			<p>Rigorous checks will be carried out by line managers to ensure that the necessary procedures are being followed.</p>	<p>Management of HR Employees of HR</p>		
			<p>Social Distancing Social Distancing -Reducing the number of persons in any work area to comply with the 2-metre (6.5 foot) gap recommended by the Public Health Agency https://www.publichealth.hscni.net/news/covid-19-coronavirus https://www.gov.uk/government/publications/covid-19-guidance-on-social-distancing-and-for-vulnerable-people Taking steps to review work schedules including start & finish times/shift patterns, working from home etc. to reduce number of workers on site at any one time. Also relocating workers to other tasks. Redesigning processes to ensure social distancing in place. Conference calls to be used instead of face to face meetings. Ensuring sufficient rest breaks for staff. Social distancing also to be adhered to in canteen area and smoking area.</p>			<p>Staff to be reminded on a daily basis of the importance of social distancing both in the workplace and outside of it. Management checks to ensure this is adhered to.</p>	<p>Management of HR Employees of HR</p>		
			<p>Wearing of Gloves Where Risk Assessment identifies wearing of gloves as a requirement of the job, an adequate supply of these will be provided. Staff will be instructed on how to remove gloves carefully to reduce contamination and how to dispose of them safely.</p>			<p>Staff to be reminded that wearing of gloves is not a substitute for good hand washing.</p>			



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			<p>RPE Public Health guidance on the use of PPE (personal protective equipment) to protect against COVID-19 relates to health care settings. In all other settings individuals are asked to observe social distancing measures and practice good hand hygiene behaviours Where RPE is a requirement for risks associated with the work undertaken the following measures will be followed- Tight-fitting respirators (such as disposable FFP3 masks and reusable half masks) rely on having a good seal with the wearer's face. A face fit test will be carried out to ensure the respiratory protective equipment (RPE) can protect the wearer. Wearers must be clean shaven.</p>			<p>To minimise the risk of transmission of COVID-19 during face-fit testing the following additional measures should be carried out - Both the fit tester and those being fit tested should wash their hands before and after the test. Those being fit tested with non-disposable masks should clean the mask themselves before and immediately after the test using a suitable disinfectant cleaning wipe (check with manufacturer to avoid damaging the mask). Test face pieces that cannot be adequately disinfected (e.g. disposable half masks) should not be used by more than one individual. Fit testers should wear disposable gloves when undertaking cleaning of the tubes, hoods etc. and ensure they remove gloves following the correct procedure (PDF) Reference https://www.hse.gov.uk/news/face-mask-ppe-rpe-coronavirus.htm</p>	<p>Management of HR Employees of HR</p>		
<p>Spread of Covid-19 Coronavirus</p>			<p>Symptoms of Covid-19 If anyone becomes unwell with a new continuous cough or a high temperature in the workplace they will be sent home and advised to follow the stay at home guidance. Line managers will maintain regular contact with staff members during this time. If advised that a member of staff or public has developed Covid 19 and were recently on our premises (including where a member of staff has visited other work place premises such as domestic premises), the management team of the workplace will contact the Public Health Authority to discuss the case, identify people who have been in contact with them and will take advice on any actions or precautions that should be taken. https://www.publichealth.hscni.net/</p>			<p>Internal communication channels and cascading of messages through line managers will be carried out regularly to reassure and support employees in a fast changing situation. Line managers will offer support to staff who are affected by Coronavirus or has a family member affected.</p>	<p>Management of HR Employees of HR</p>		

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				<p>Drivers Procedures in place for Drivers to ensure adequate welfare facilities available during their work - Reference https://www.hse.gov.uk/news/drivers-transport-delivery-coronavirus.htm COVID-19-guidance on freight transport. Persons should not share vehicles or cabs, where suitable distancing cannot be achieved.</p>				<p>Communicate with companies we deliver to/from to ensure welfare facilities will be available to our drivers. Allowing delivery drivers adequate breaks to avail of proper welfare facilities.</p>			
<p>Spread of Covid-19 Coronavirus</p>				<p>Mental Health Management will promote mental health & wellbeing awareness to staff during the Coronavirus outbreak and will offer whatever support they can to help Reference - https://www.mind.org.uk/information-support/coronavirus-and-your-wellbeing/ www.hseni.gov.uk/stress</p>				<p>Regular communication of mental health information and open door policy for those who need additional support.</p>	<p>Management of HR</p>		

