

COVID-19 Risk Assessment – At Risk Workers

This Risk assessment is to consider the increased risk to “At Risk” staff and how to mitigate the risk as much as possible. All controls below are to be in addition to those on the standard COVID-19 Risk Assessment and both documents should be read together.

Risk Factor	Applicable to 1 or more members of Staff?
Older Males (40+)	Yes
High BMI	-
Ethnicity – BAME	Yes
Existing health condition – Extremely clinically vulnerable	-
Existing health condition – Clinically vulnerable	Yes

Note: “Staff” refers to any employees or sub-contractor working for us or under our supervision.

#	What are the hazards?	Controls	What further action do you need to consider to control the risks?	Who needs to carry out the action?	When is the action needed by?
1	Getting or spreading coronavirus by not washing hands or not washing them adequately	<ul style="list-style-type: none"> Increased frequency of hand washing, especially when sharing equipment and workspaces. Allocate equipment, vehicle, workspace to specific user where possible. If not possible, encourage hand sanitization before and after use. 	<ul style="list-style-type: none"> Conduct toolbox talks at the start of each project or change of staff to communicate the need for staff to work to increased controls. 	<ul style="list-style-type: none"> Installation Manager 	Immediate and ongoing
2	Getting or spreading coronavirus in common use high traffic areas such as	<ul style="list-style-type: none"> Minimise time At Risk staff spend in high traffic 	<ul style="list-style-type: none"> Plan tasks to keep At Risk staff away from high risk areas where possible and 	<ul style="list-style-type: none"> Installation Manager Project Manager 	Immediate and ongoing

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	canteens, corridors, rest rooms, toilet facilities, entry/exit points to facilities, lifts, changing rooms and other communal areas	area. Utilise other staff where possible. <ul style="list-style-type: none"> Take breaks outside and socially distanced from others rather than use canteen. 	communicate plan to staff in advance & upon arrival to site.		
3	Getting or spreading coronavirus through workers travelling to sites together	<ul style="list-style-type: none"> Encourage At Risk staff to travel by themselves where possible, or minimise the number of people in a shared vehicle to the absolute essential number only. Increase frequency of cleaning to interior surfaces and handles of vehicle before and after each use. 	<ul style="list-style-type: none"> Plan tasks in advance, prioritising lone working tasks to those most At Risk. Remind all staff of importance of ventilation and max. possible social distancing while travelling in shared vehicles. 	<ul style="list-style-type: none"> Installation Manager Project Manager Staff 	Immediate and ongoing
4	Getting or spreading coronavirus by not cleaning surfaces, equipment and workstations	<ul style="list-style-type: none"> Increased frequency of hand washing, especially when sharing equipment and workspaces. Allocate equipment, vehicles, workspaces to specific user where possible. If not possible, encourage sanitization of hands and equipment / surfaces before and after each use. 	<ul style="list-style-type: none"> Conduct toolbox talks at the start of each project or change of staff to communicate the need for staff to work to increased controls. 	<ul style="list-style-type: none"> Installation Manager 	Immediate and ongoing

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5	Mental health and wellbeing affected through isolation or anxiety about coronavirus	<ul style="list-style-type: none"> Regularly ensure employees feel safe to work on site and if removed from site, ensure regular communication about ongoing situation. 	<ul style="list-style-type: none"> As standard RA 	<ul style="list-style-type: none"> Installation Manager Director 	Immediate and Ongoing
6	Contracting or spreading the virus by not social distancing	<ul style="list-style-type: none"> Where possible, plan jobs so that those At Risk work alone, or on projects where they can remain socially distanced from Others. Where staff cannot maintain a social distance of 2m, in any environment, face coverings should be worn. When working indoors, face coverings should be worn at all times. 	<ul style="list-style-type: none"> As Standard RA 	<ul style="list-style-type: none"> Installation Manager Senior Staff Project Manager 	Immediate and Ongoing
7	Poor workplace ventilation leading to risks of coronavirus spreading	<ul style="list-style-type: none"> Plan jobs to minimise the use of At Risk staff in areas with poor ventilation. 	<ul style="list-style-type: none"> Consider upcoming work and plan schedules to best utilise those At Risk to low risk environments. 	<ul style="list-style-type: none"> Installations Manager Project Manager 	Immediate and Ongoing
8	High levels or rapid rise in infection per population	<ul style="list-style-type: none"> Prevent those At Risk from working in mixed teams or where they are likely to mix with others. Reallocate At Risk staff to lone working task, or 	<ul style="list-style-type: none"> Regularly monitor the infection rate throughout the country with specific attention paid to where staff live and where projects are located. 	<ul style="list-style-type: none"> Director Installation Manager Project Manager 	Immediate and Ongoing

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		temporary Furlough until cases within population improve.	Regularly consider whether all other mitigating risks have been taken and discuss with staff if they are happy to work. If the risk is too high, discuss with staff Furlough or alternative working arrangements.		
9	Hospitals at Capacity or Incident Level -Poor access to general emergency healthcare due to slips, trips, fall and other incidents. -Poor access to life saving care for those At Risk should they become infected.	<ul style="list-style-type: none"> As #8 above 	<ul style="list-style-type: none"> Monitor status of hospitals and consider if it is safe for At Risk staff to continue to work. 	<ul style="list-style-type: none"> Director Installations Manager Project Manager 	Immediate and Ongoing