

**The Redcar Link CIC**

101 The Greenway, Middlesbrough, TS3 9PA

**Location: 101 The Greenway, Middlesbrough, TS3 9PE**

<b>Title</b> : COVID-19 - Return to Work	<b>Date of Assessment</b> : 15/06/2020	<b>Risk Assessor</b> : Janine Leopard
<b>Risk Assessment Reference</b> : CVD19RTW	<b>People involved in making this assessment</b> : Janine Leopard, Camilla Findley, Rebecca Dawson, Nathan Gibson, Yasmin Gardani, Matthew Morten, Jessica Booth, Amy Fodor, Kirsty Shaw, Sarah Noteyoung, Hayley Hill, Lisa Whiteley, Charlotte Bache, Holly Gibson	
<b>Task/ Process</b> : Returning to Work	<b>People at Risk</b> : Employees	

**Hazard : Employed staff** Staff who are not fully aware and understanding of the procedures and arrangements we have put in place to work within government guidelines on essential working, could compromise our arrangements and jeopardise the health of others.

**Control Measures:**

1. Specific procedures and measures to reduce the risk of spreading Coronavirus have been prepared. These are based on NHS, Public Health and Government guidance and instruction. They are updated daily to reflect any changes in the official advice and guidance.
2. Every member of staff has been fully briefed to ensure that they are aware of the hazards and risks and understand the rules and procedures we have put in place.
3. Communication warning posters displayed throughout all premises.
4. Plans and procedures have been shared and co-ordinated with our landlord on our owned or managed premises.
5. Only a Percentage of staff to return to the offices, allowing for social distancing and reduce risk for contact or spread of virus.
6. Phased return into the office to allow for uninterrupted operations to the business, reduce pressure on office or building services and allow for social distancing.
7. Staggered start and finish work times will be considered or introduced to reduce large gatherings and allow for increased social distancing.
8. Employees can raise a concerns with their line manager

**Hazard : Food & Drink Preparation Areas** Potential risk or transfer of virus through cross contamination

**Control Measures:**

1. Employees instructed to ensure that good hygiene standards must be maintained when food or drinks are being prepared.
2. Ensure that when spills of food or liquids occur they must to ensure that the work surfaces are left in a clean and sanitised condition.
3. Use your own drinking mugs, cups and glasses to prevent cross contamination.
4. Do not to touch food and keep hands out of waste bins or receptacles as they may contain contaminated products, food or tissues.
5. Wash your hands thoroughly for 20 seconds before and after using these facilities.
6. Leave the microwave ovens in a clean condition and wiped out after use.
7. Put uneaten food products in a clean, sanitised, sealed wrapper, bag or container, if they are to be stored in the communal refrigerator.

8. Thoroughly wash crockery and cutlery after each use before putting them away.
9. Kitchen areas will be marked with signage or tape to allow for social distancing.
10. Departments and teams are to implement staggered lunch breaks.
11. Employees to make their own hot or cold drinks during the working day.
12. Employees encouraged to bring in their own prepared food and drink for lunch breaks.

**Hazard : Communal facilities, entrance, toilets, stairs. etc.** Risk of cross contamination from equipment, surfaces etc. that may have been touched or otherwise contaminated by coronavirus and create a risk to health.

**Control Measures:**

1. Employees instructed to ensure that the toilet seat is in the closed position before flushing to prevent aerosols becoming airborne and contaminating the facilities with potential pathogens.
2. Employees made aware that where welfare facilities are used during the working day, they must have an awareness of surfaces (toilets, sinks, door handles, soap, and soap dispensers, etc. and objects which are visibly contaminated with body fluids must not be touched, but reported to a manager.
3. Employees instructed to clean their hands after using the toilet, by washing their hands with soap and water for at least 20 seconds.
4. Supplies of soap and sanitising agents are provided and regularly topped-up at all hand washing stations. NHS, Public Health and hand washing advice posters displayed.

**Hazard : Waste** Ill-health as a result of the transfer of coronavirus and other pathogens through cross contamination after contact with waste (accidental or otherwise).

**Control Measures:**

1. Waste bins are provided at employee desk areas and within kitchen areas.
2. Employees instructed to not put their hands directly into food waste or general waste bins or receptacles as they may contain contaminated products, food or tissues.
3. Employees instructed that disposable tissues should be used when coughing and or sneezing and put directly into a waste bin, preferably bagged, or pocketed and taken home.

**Hazard : Meeting rooms** Potential risk or transfer of virus on account of close contact with other persons.

**Control Measures:**

1. Employees instructed that meetings in enclosed spaces such as conference and meeting rooms should only be undertaken when absolutely essential for business needs and kept as short as possible.
2. Employees using conference and meeting rooms instructed to follow Govt advice and maintain a 2m separation distance.
3. Employees instructed that the same 2m distance rule must be applied to any meetings with clients or visitors or meetings held by video conferencing.
4. Employees told to avoid physical contact with clients and visitors, such as handshakes, hugs, etc; and to give a polite explanation of this policy if required.
5. Meeting room capacity signage will be posted to instruct on maximum capacity for that particular meeting room.
6. Employees to not to touch, use white boards or white board pens in meeting rooms to reduce risk of cross contamination.

7. Hand sanitiser is provided within the meeting for use by employees.

**Hazard : Workstations, IT and telephony equipment** Direct contact with potentially cross contaminated workstations, IT or telephony equipment may cause adverse coronavirus health effects.

**Control Measures:**

1. Employees are advised to ensure that their workstations, IT and telephony equipment, such as keyboards, screens, phones and headsets are cleaned and sanitised on a regular basis throughout the working day. Suitable wipes and cleaners that do not damage equipment.
2. Employees instructed that they should not use each others IT equipment, to prevent accidental cross contamination
3. Employees advised not to share phones, headsets and personal mobile phones with others to prevent accidental cross contamination.
4. Employees are to only sit/work at their allocated workstation and not to hot desk or use other desk locations.

**Hazard : Close contact** Employees working on the premises may be at risk of exposure to other employees or visitors who are carrying coronavirus, knowingly or unknowingly.

**Control Measures:**

1. Contractors to sites will be managed and controlled by building management or office services for only essential maintenance.
2. Employees are required to be environmentally aware and sit out of the immediate air flow from fan heaters, cooling fans and or ventilation systems that could spread the virus. Where possible the use of such systems will be avoided.
3. Physical contact, such as handshakes, hugs, pat on the back, etc. is to be avoided.
4. Employees instructed to avoid close face-to-face contact or touching other employees, visitors, etc. and follow the 2m social distancing rule.
5. Office kitchen areas with only one person at a time using to allow for social distancing. Signage or tape markings will highlight this control.

**Hazard : Vulnerable employees** Vulnerable employees with existing health conditions are at a higher risk of contracting COVID-19, which may have a significant increased adverse affect on their health and wellbeing.

**Control Measures:**

1. In accordance with Govt guidelines employees who are in the vulnerable and high risk categories are where possible to continue to work from home.
2. Employees with family members in high risk categories have been instructed to inform their management team. Decisions on home working in accordance with Govt. guidelines are taken on a case by case basis.
3. Those employees who fall within the extremely vulnerable category (Shielded) in accordance with Govt are to continue to work from home.
4. Employees who are high risk vulnerable (but not extremely clinically vulnerable) that cannot work from home, then management should offer the option of the safest available on-site role, enabling them to stay 2 meters away from others.

**Hazard : Cleaning and hygiene** Inadequate cleaning & hygiene standards pose a risk of spreading infection by way of cross-contamination from surfaces contaminated with the coronavirus.

**Control Measures:**

1. Line management and employees are required to report anything contaminated or spilt that requires cleaning.
2. Sufficient hot water, liquid soap, disposable towels and hand sanitiser dispensers are provided throughout the buildings.

**Hazard : Personal hygiene** Poor personal hygiene standards pose a risk of passing or contracting the infection.

**Control Measures:**

1. The importance of good personal hygiene has been explained to all employees. Particularly the need for regular thorough hand washing and the avoidance of touching eyes, nose or mouth, if their hands are not clean.
2. Alcohol gel hand sanitizer spillages are to be cleaned up immediately with water and area dried off.
3. Employees to avoid inhaling the vapours from the alcohol hand sanitizer as this may cause dizziness or drowsiness.
4. Employees with a diagnosed skin condition are advise not to use the alcohol hand sanitizer as this may exacerbate their condition, but to use soap and water for 20 seconds.
5. If eye irritation persists then employees to seek medical advice or assistance.
6. If alcohol gel comes into contact with eyes then employees are to (remove glasses or contact lenses if worn) and rinse eyes with water for several minutes, then seek first aid assistance.
7. As the alcohol based hand sanitizer falls under a COSHH item. Employees who use this to disinfect their hands are not to touch their face until the sanitizer dries out due to irritation risk if the goes into eyes.
8. Employee instructed that disposable tissues, should be used when coughing and or sneezing. Used tissues to be bagged and put into a bin or pocketed and taken home for safe disposal.
9. Employees instructed to clean their hands frequently, using alcohol-based hand sanitisers or to wash their hands with soap and water for at least 20 seconds. Soap and hand gels are provided.

**Hazard : Cold / Infections** There is a risk that any cold and or infection could be consistent with COVID-19 symptoms and there is a risk that accidental cross infection could be transmitted to other persons.

**Control Measures:**

1. Employees are advised to isolate in accordance with Government guidelines.
2. Employees who are currently self isolating due to having tested positive for COVID 19, experiencing symptoms or have a family member who have tested positive or have symptoms are not to return to work and inform their line manager.
3. Where symptoms of a cold/infection starts at work employees are required to notify their management team immediately. Decisions to refrain from working will be made accordingly where the is a potential risk.

**Hazard : Emergency Evacuations** Inhalation of smoke or exposure to fire leading to injury or fatality

**Control Measures:**

1. All employees are to wash or sanitise their hands at the earliest opportunity.
2. In an emergency, for example, an accident or fire, employees do not have to stay 2m apart as it would be unsafe to do so.

3. Employees are to follow the emergency evacuation procedures for their relevant location.

4. Trained fire wardens are in place.

**Hazard : First Aid Provision** Lack of first aid provision leading to injury, further injury or prolonged pain.

**Control Measures:**

1. Trained emergency first aid at work and first aid at work employees.

**Documents Associated with this Risk Assessment:**

**Review Date :** 15/06/2021

**Reviewer :** Janine Leopard