

## CORONAVIRUS STAFF AT RISK — RISK ASSESSMENT

As part of exercising their duty of care to their staff, employers can use this form to identify those who might be more at risk from infection during the COVID-19 pandemic. The form can be used to help assess any significant risks from co-morbidities and underlying medical conditions, etc. It can be completed as a self-assessment or joint assessment with the individual concerned. It should supplement the contingency measures in place in the event of any staff member with or without pre-existing conditions showing symptoms or having been in contact with people who have tested positive from the virus or been ill with it.

**Note:** A person's health information is subject to data protection as sensitive personal information and information for this purpose will require the consent and co-operation of the person concerned.

Name and details of staff member

### Stage 1. Assessment of Risk Factors

Risk factors	Yes	No	Links to coronavirus
<b>Risk factors for infection and infection transmission</b>			
1. Person has the symptoms for COVID-19, eg new persistent cough, fever/high temperature, breathing difficulties, related tiredness, muscle and joint pain	<input type="checkbox"/>	<input type="checkbox"/>	Most people with COVID-19 infection experience a mild illness; however, some are at risk of serious illness All infected individuals may pass the virus on to others Yes to 1 should be followed by self-isolation for 7 days Yes to 2, the whole household will need to self-isolate; see Government guidance Yes to 3, refer to latest Government restrictions at <a href="http://www.gov.uk/guidance/travel-advice-novel-coronavirus">www.gov.uk/guidance/travel-advice-novel-coronavirus</a>
2. Person lives with someone who has symptoms or who has tested positive for the virus	<input type="checkbox"/>	<input type="checkbox"/>	
3. Person has returned from abroad	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Risk factors related to underlying conditions/age, etc</b>			
4. Person is classified by Public Health England as being vulnerable (moderate risk); this includes those who: <ul style="list-style-type: none"> <li>• are 70 or older</li> <li>• are pregnant</li> <li>• have a lung condition such as asthma, COPD, emphysema or bronchitis (not severe)</li> <li>• have heart disease, diabetes, chronic kidney disease or liver disease (such as hepatitis)</li> <li>• are taking medicine that can affect the immune system (such as low doses of steroids)</li> <li>• are very obese</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	People in the vulnerable “moderate risk” category include those with underlying medical conditions that mean they are more at risk of serious illness and death from COVID-19 infection Risk should be considered on a case by case basis; wherever possible they should be supported to work from home A full list of people considered vulnerable (at moderate risk) can be found at <a href="http://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/whos-at-higher-risk-from-coronavirus/">www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/whos-at-higher-risk-from-coronavirus/</a>
5. Person is classified by Public Health England as being extremely vulnerable (high risk); this includes those who: <ul style="list-style-type: none"> <li>• have had an organ transplant</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	

<ul style="list-style-type: none"> <li>• are having chemotherapy for cancer, including immunotherapy</li> <li>• are having an intense course of radiotherapy for lung cancer</li> <li>• have a severe lung condition (such as severe asthma or severe COPD)</li> <li>• are taking medicine that makes them much more likely to get infections (such as high doses of steroids)</li> <li>• have a serious heart condition and are pregnant</li> </ul>		<p>come to work although they may work from home if safe and appropriate to do so</p> <p>Those who cannot work from home and wish to return to work should be offered additional protection so that they can achieve effective social distancing, etc</p> <p>A full list of people considered extremely vulnerable (at high risk) can be found at <a href="http://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/whos-at-higher-risk-from-coronavirus/">www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/whos-at-higher-risk-from-coronavirus/</a></p>
<b>Other risk factors</b>		<b>Reduced resistance to the virus can come from a number of factors</b>
6. Person has or has had a recent infectious illness in the last 1–3 months (eg flu, shingles, measles, etc) from which they might not be fully recovered	<input type="checkbox"/>	<input type="checkbox"/> Virus may co-exist with other infections, reducing resistance, complicating treatment and affecting recovery; refer to GP if a concern
7. Person has other non-infectious health conditions not listed in the moderate or high-risk categories or mentioned above	<input type="checkbox"/>	<input type="checkbox"/> Case by case assessment Guidance and advice about various health conditions and interactions with coronavirus can be found on the NHS website at <a href="http://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/advice-about-your-condition-and-coronavirus/">www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/advice-about-your-condition-and-coronavirus/</a>
8. Pregnant women and new/nursing mothers [adding to other risks associated with pregnancy, which are also subject to risk assessment]	<input type="checkbox"/>	<input type="checkbox"/> There is no evidence that pregnant women are more likely to become seriously ill with COVID-19 than others; however, Public Health England have included pregnant women in the list of people at moderate risk (vulnerable) as a precaution  This is because pregnancy can reduce immunity to infections adding to other risks in pregnancy from work-related activity
9. Smokers	<input type="checkbox"/>	<input type="checkbox"/> The World Health Organization states that smokers are likely to be more vulnerable to COVID-19 as the act of smoking means that fingers (and possibly contaminated cigarettes) are in contact with lips which increases the possibility of transmission of virus from hand to mouth  Smokers may also already have lung disease or reduced lung capacity which would greatly increase the risk of serious illness
10. Higher age group (60+)	<input type="checkbox"/>	<input type="checkbox"/> Older people seem to be more adversely affected by COVID-19, particularly if other factors are present. UK guidance encourages the over-70s to take particular care to observe social distancing and avoid contact with people outside the home  However, some evidence suggests that those in their 60s may also be at increased risk, especially those with underlying health conditions such as diabetes or obesity

11. Staff with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<p>Not all disabled people will fall into the “vulnerable” category</p> <p>Disabled staff, as defined under the Equality Act 2010, may need reasonable adaptations made</p> <p>This includes adaptations to enable safe working from home</p> <p>All measures must avoid discrimination.</p>
12. Ethnic minorities	<input type="checkbox"/>	<input type="checkbox"/>	<p>There is some evidence that people from ethnic minority groups may suffer disproportionate illness as a result of COVID-19 infection and may have a greater risk of serious complications and death</p>

**Stage 2. The Risk Assessment**

Taking into account the presence of the risks/hazards described above, assess the overall severity of the risk to the person of suffering more adversely if they contract the illness in the course of their work (and the reasons/evidence for the assessment).

What is the overall assessment of the described / identified risks?	Low/Minimal/None, ie unlikely to be a significant issue relative to others in the same position	Medium (and might need risk alerts or degrees of risk control)	High (and will need risk control measures applicable)	Summary of the evidence for the risk level(s) identified
Mark on scale 1–10	[ _____ ]			
	1		10	

**Stage 3. Personalised Risk Control/Management Measures to be Taken**

Describe plan in terms of, for example:

- restrictions or alterations to work role, procedures and tasks
- physical protection and workplace adaptations (eg barriers)
- enhanced social distancing arrangements
- additional infection control measures (eg augmenting current hand and respiratory hygiene arrangements)
- use of personal protective equipment (PPE) where appropriate
- prompt reporting of personal concerns and contingency plans in case of enforced withdrawal from work situation
- health surveillance
- self-isolation with return to work only when free from risk
- recommendation to seek medical help.

**Signature and dates**

Signature of staff member

Signature of manager

Date



	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	