

Working safely to reduce transmission

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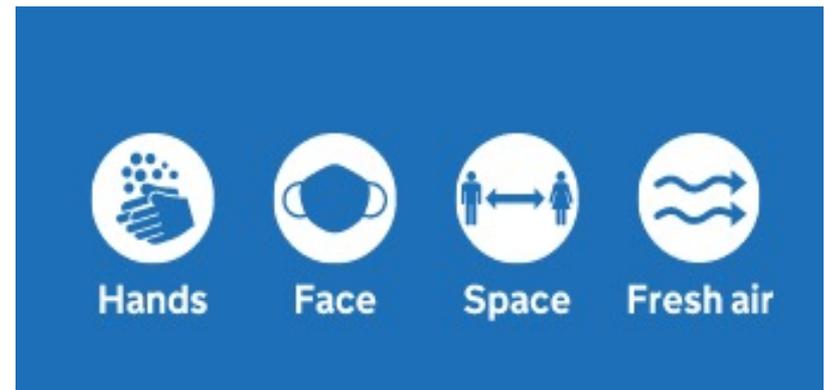
Easing of restrictions – next steps



- Move to Step 4 in England delayed – now expected on 19 July
- NB: Different timetables in Scotland and Wales
- Businesses should continue to follow govt. advice at [Gov.uk](https://www.gov.uk), [Gov.scot](https://www.gov.scot) and [Gov.wales](https://www.gov.wales)
- Be aware of any local restrictions that may be in place, especially re: new variants

Easing of restrictions – next steps

- UK govt. advice from 19th July no longer requires people to work from home if possible
- Requirement for social distancing no longer mandatory (in England)
- The following workplace controls remain unchanged (for now):
 - adequate ventilation
 - frequent cleaning
 - good hand hygiene
- ...But watch this space!



Working safely - guidance

- Workplaces should continue to complete a [COVID risk assessment](#) and keep under review as things change
- Stay up to date with relevant '*Working safely during Coronavirus*' guidance on:
 - [England](#)
 - [Scotland](#)
 - [Wales](#)
- and HSE guidance at: [Coronavirus: latest information and advice](#)



Role of HSE

- GB-wide regulator of workplace health and safety
- Carry out spot checks/inspections to check workplaces are following government advice
- Where issues identified, we can:
 - provide specific advice
 - stop work practices until they are made safe
 - issue enforcement notices
 - Prosecute where a business fails to comply
- Follow up reported concerns and incidents



Areas outside of scope

- Areas that are not enforced by HSE include:
 - vaccinations
 - workplace testing
 - testing, tracking and tracing
 - mass asymptomatic testing in education settings
 - face coverings
- Refer to latest govt. advice on face coverings
- ACAS provide advice on [getting the coronavirus vaccine for work](#) and [testing staff](#)

What the law says

- *HSWA Section 2* – duty to reduce risks to employees ‘so far as is reasonably practicable’ (SFAIRP)
- *HSWA Section 3* – duty to reduce risks to non-workers SFAIRP (e.g. MOPs, visitors etc)
- *Management of H&S at Work Regs 1999* – duty to carry out a risk assessment
- Further Regulations (e.g. Workplace, DSE, PPE, COSHH etc)
- *Health Protection (Coronavirus) Regulations 2020* - duties on employers e.g. business closures/self-isolation/face coverings – but **not HSE-enforced**

Carry out a risk assessment

You must:

- identify what work activity or situations might cause transmission of the virus
- think about who could be at risk (e.g. vulnerable staff)
- decide how likely it is that someone could be exposed
- act to remove the activity or situation, or if not possible, control the risk
- monitor and review – update as required

Further information - [What to include in your COVID-19 risk assessment \(hse.gov.uk\)](https://www.hse.gov.uk/covid-19/risk-assessment)

Social distancing...?



Cleaning, hygiene and handwashing



- Consider workers and customers, visitors, contractors, drivers etc.
- Make sure your handwashing facilities have running water, soap and paper towels or hand dryers
- Provide information on when and how to wash hands properly
- Decide how many washing facilities you need and where washing facilities need to be located
- Provide hand sanitiser where people can't wash their hands (e.g. entry/exit points; drivers)
- Monitoring and supervision



Cleaning

- Specify the frequency and level of cleaning, what needs cleaning, who should do it, and how
- Identify frequently touched surfaces (e.g. door handles, bannisters, buttons/switches etc)
- Frequently clean and disinfect those surfaces/objects
- Keep surfaces clear (e.g. workstations)
- Set clear guidance for the use and cleaning of toilets, showers and changing facilities
- Clean work areas and equipment, and shared tools/vehicles etc between uses

Ventilation and air conditioning

- Legal duty to ensure adequate supply of fresh air in enclosed areas
- Risk is greater in poorly ventilated areas
- You should maximise the fresh air by:
 - natural ventilation (e.g. windows, doors, vents)
 - mechanical ventilation (e.g. air conditioning, fans)
 - combined natural/mechanical ventilation
- Switch heating ventilation and air con. (HVAC) systems to draw in **fresh air**, rather than recirculating
- Maintain HVAC systems in line with manufacturers' recommendations
 - consult engineer if required



Ventilation and air conditioning cont.

As part of your risk assessment:

- Identify poorly ventilated areas
- Consider how large the area is
- What tasks or activities take place in the area?
- Do you use desk or ceiling fans?
- Are there any features in the workplace that affect ventilation? (e.g. large machinery)
- Does your workplace use local exhaust ventilation?
- Is there a complex ventilation system?
- Consider thermal comfort in colder months



Talk to workers and provide information



Consulting workers means you can:

- explain COVID-secure arrangements
- continue to run your business safely

Talking to your workers also means they can:

- tell you if they're worried about any workplace risks
- influence decisions about health and safety

You can consult your workers:

- by talking to them directly
- through a trade union; or another representative

Vulnerable workers

- Consider the risk to workers in higher-risk groups e.g.
 - older males
 - those with a high body mass index (BMI)
 - those with health conditions such as diabetes
 - those from BAME backgrounds
 - pregnant workers
- No specific additional controls expected
- Workplace should be safe for all staff
- Individual risk assessments not required under HSWA
- Discuss control measures with vulnerable workers

Clinically extremely vulnerable workers



- During pandemic CEV workers required to shield and/or work from home
- Currently, CEV workers are encouraged to still work from home where they can (NB: subject to change)
- Introduce measures to facilitate home working
- NB: advice may differ in Scotland and Wales
- Employers should provide reassurance of the control measures in the workplace
- Encourage ongoing discussions with workers, TUs etc
- See HSE website - [Protecting vulnerable workers](#)

Working from home

- Legal duty to ensure a safe workplace whether in the office, a remote location or in the home
- Main risks to workers are from DSE use (e.g. MSDs)
- DSE assessment required for ‘habitual’ users
- Consider online workstation assessment tools
- Other risks: stress, mental health and wellbeing and possibly fatigue from working excessive hours
- Regularly keep in touch to offer support, hold virtual team meetings and manage workloads
- See HSE guidance on [Homeworkers](#) and [Lone working](#)

Relax shoulders

Lower back supported

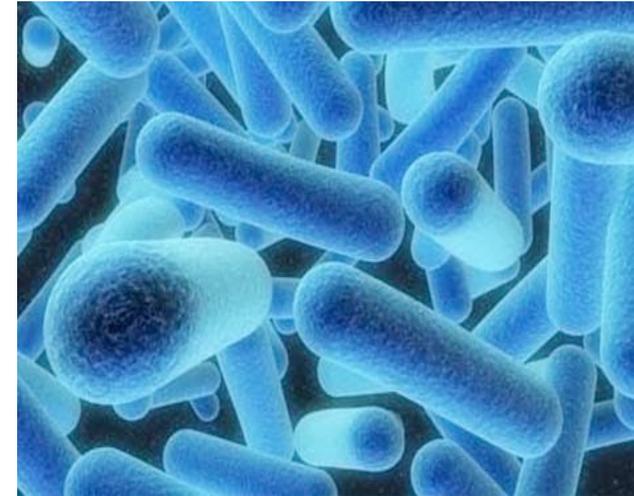


Feet supported



Return to the workplace - Legionella risks

- Water system stagnation can occur where buildings are closed/reduced occupancy
- Review your risk assessment when you:
 - reinstate a water system
 - restart some types of air con units
- Flush infrequently used hot and cold water outlets
- Consider **cooling towers, evaporative condensers, air conditioning units, commercial spa pools, hot tubs**
- Seek advice from a competent person and/or specialist



Further info at [Legionella risks during the coronavirus pandemic](#) (HSE); and [Legionella Control Association](#) guidance

Work-related stress

- Stress is a priority health topic for HSE within its Health and Work Strategy
- 828,000 workers across GB suffered from work-related stress, depression or anxiety in 2019/20
- Cause of 55% of all working days lost to ill health
- COVID risk assessment should consider mental health and wellbeing
- Main areas of work design which can effect stress levels are:
 - Demands, Control, Support, Relationships, Role, Change

Work-related stress tools

- [Talking Toolkit: Preventing work-related stress \(hse.gov.uk\)](https://www.hse.gov.uk)
- HSE recommends the [Stress Management Standards](#) risk assessment approach
- [HSE mobile app](#) - Interactive tool primarily for SMEs -
- Further info at: [Work-related stress and how to tackle it - HSE](#)



Thank you



Any Questions?

