



COVID RISK ASSESSMENT	RA GEN 038
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Site:	All applicable Howard Tenens sites	SSoW Ref – if applicable
		N/A

Release Date:	17 th Nov 2020	Review due:	3mthly or sooner	Version No:	3
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Current Risk Assessment Details			
Updated by:	Chris Coulson – National HSEQ Manager	Date:	9 th November 2020
Reviewed by:	Jamie Hartles – CEO (HTLL) Karl Hodgkinson – Managing Director (HTLL) Dan Morris – Deputy Chairman (HT Property) Olly Smith – Divisional Manager & responsible for BCP/DR Samantha Phillips – Head of Resources	Date:	10 th – 17 th November 2020
Approved by:	Members who attended (or were invited to attend), the National HSE Committee meeting dtd 15 th Oct 2020 via Teams	Date:	10 th – 17 th November 2020

Original Risk Assessment Details			
Created by:	Chris Coulson – National HSEQ Manager	Date:	12 th May 2020
Reviewed by:	Jamie Hartles – CEO (HTLL) Karl Hodgkinson – Managing Director (HTLL) Dan Morris – Deputy Chairman Chris Packer – Divisional Manager & responsible for DR/BC Olly Smith – Divisional Manager & responsible for DR/BC Samantha Phillips – Business Resources Manager	Date:	12 th - 19 th May 2020
Approved by:	Members who attended (or were invited to attend), the National HSE Committee meeting dtd 20 th Feb 2020 at Sharpness	Date:	19 th – 26 th May 2020

Release and Previous Review Dates							
Original Release	27 th May 2020	1st Review	28 th August 2020	2nd Review		3rd Review	

Note – Updates to this Risk Assessment are highlighted in YELLOW for ease of identification

Coronavirus (COVID-19) for Warehouse Environments

COVID-19 is a new infectious disease caused by a newly discovered coronavirus, that can affect the lungs and respiratory system. It has spread to nearly every country in the world since it first emerged in China at the beginning of the year. **Worldwide, more than 55 million people are known to be infected and more than 1.3 million deaths have been recorded - including 52,147 in the UK (as of 17th November 2020)**

Most people infected with the COVID-19 virus will experience different symptoms, this can be mild to moderate respiratory illness and they recover without requiring special treatment. However, some people, and those with underlying medical problems like cardiovascular disease, diabetes, chronic respiratory disease, and cancer are more likely to develop serious or severe illness, and it can even prove fatal

Understanding how COVID-19 is spread and how control measures work is key to preventing infection from occurring. There are two main ways in which coronavirus can be spread:

- From contaminated surfaces, i.e. when an individual touches the surface with their hands and then touches their eyes, nose or mouth
- From contaminated respiratory droplets released by individuals who are currently infectious. This mainly happens when someone coughs, sneezes or blows their nose but can also occur during normal respiration. Respiratory droplets are not airborne for long and is the reason for the government's emphasis on social distancing involving people not coming within 2 metres of each other

Currently, there are no specific vaccines or treatments for COVID-19. However, there are many ongoing clinical trials evaluating potential treatments throughout the world

Common symptoms include fever (high temperature – feeling hot to touch on your chest or back), a new, continuous cough – this means coughing a lot for more than an hour, or 3 or more coughing episodes in 24 hours and loss or change to your sense of smell (Anosmia) or taste (**Ageusia**) – this means you've noticed you cannot smell or taste anything, or things smell or taste different to normal

Other symptoms may include fatigue, muscle pain, diarrhoea, sore throat and abdominal pain. The time from exposure to onset of symptoms is typically around five days but may range from two to fourteen days

By protecting the potential routes of entry into the body by social distancing, good personal hygiene practices and cleaning regimes we can effectively minimise any potential for infection, even when working in close proximity to someone who may be infected

There is growing evidence that wearing a face covering in an enclosed space helps protect individuals and those around them from COVID-19. A face covering can be very simple and may be worn in enclosed spaces where social distancing isn't possible or is hard to achieve. It just needs to cover the mouth and nose. It is not the same as a face mask, such as the surgical masks or respirators used by health and care workers. Similarly, face coverings are not the same as the PPE used to manage risks like dust and spray in an industrial context. Supplies of PPE, including face masks, must continue to be reserved for those who need them to protect against risks in their workplace, such as health and care workers, and those in industrial settings like those exposed to dust hazards. Individuals can choose to wear a face covering however, Howard Tenens will not provide these as new legislation demanding the use of face coverings when using public transport and in the retail sector currently excludes workplace locations such as offices and warehouse facilities

From 5th November 2020, Clinically Extremely Vulnerable individuals should now work from home during the period of national restrictions. If they cannot work from home, they should not attend the workplace during the national restrictions which began on 5th November 2020

This Risk Assessment has been reviewed and updated following the updated Government advice document (Working Safely during COVID-19 in factories, plants and warehouses), **dtd 5th November 2020** and should be used in conjunction with our other two COVID-19 Risk Assessments - RAGEN037 and RAGEN039.

2) Risk Ratings

- **Likelihood of Incidence (A):** To work out the likelihood of the incidence occurring, a numerical value (as below) should be used:

5. **Certainty (likely to occur at any moment).**
4. **Very likely (expect to occur once or twice a month).**
3. **Likely (expect to occur once or twice a year).**
2. **Unlikely to occur (would not normally happen).**
1. **Remote (would not occur).**

This figure will be variable, and the aim is to get it to 1, through existing safety and any additional safety controls.

- **Severity of Incidence (B):** To identify the potential severity involved, a numerical value (as below) should be used:

5. **Fatality.**
4. **RIDDOR Reportable injury (Specified Injury / Disease / Dangerous Occurrence).**
3. **Shielding 12 weeks**
2. **Self-Isolating 7 – 14 days**
1. **No lost time**

The severity of the injury is not likely to change, so to all intent and purposes this will normally be fixed.

- **Calculating the Risk (C).** The Risk Rating is worked out by the Likelihood (A) x Severity (B) = Risk Rating.

Likelihood	Severity				
	1	2	3	4	5
1	1	2	3	4	5
2	2	4	6	8	10
3	3	6	9	12	15
4	4	8	12	16	20
5	5	10	15	20	25

- **Determining Actions.**

Risk Rating	Priority	Controls Required
<=2	V. Low	The overall risk of transmission and further spread of COVID-19 is considered 'Very Low'. Maintain current control measures
3 - 5	Low	The overall risk of transmission and spread of COVID-19 is considered 'Low'. Maintain AND review current control measures
>5 - <=11	Medium	The overall risk of transmission and spread of COVID-19 is considered 'Medium'. Review risk mitigation measures and strengthen where possible
>11 - <20	High	The overall risk of transmission and spread of COVID-19 is considered 'High'. Significant efforts to improve mitigation measures or reduce transmission risk are required
>= 20	V. High	The overall risk of transmission and further spread of COVID-19 is considered Very High. Do not proceed until further control measures have been implemented

3) Identifying the Hazards and Assessment of Risk

- **Hazard Identification** = Something with the **Potential** to cause harm or injury.

In the table below, identify the hazards present for the task / activity / process that is being performed, **before any control measures** have been implemented and assess their individual risk using the matrix above.

Hazard(s) & Risk	Likelihood (A)	Severity (B)	Rating (A x B)
Exposure from others due to: <ul style="list-style-type: none"> • Living with someone with a confirmed case of COVID-19 • Coming into close contact with a confirmed case of COVID-19 • Being advised by the NHS that contact with a diagnosed case has occurred 	5	5	25
Suspected COVID-19 case whilst at work	5	5	25
Higher risk groups (refer to section 4 below)	5	5	25
Ignoring social distancing measures	5	5	25
Access / egress to site	5	5	25
Poor / low levels of personal hygiene	5	5	25
Skin conditions (Dermatitis)	5	4	20
Poor levels of housekeeping / cleaning	5	5	25
Inadequate welfare facilities	5	5	25
Increased Mental Health issues (Anxiety / Stress etc)	5	5	25
First Aid and Emergency Response	5	5	25
Visitors and Contractual work	5	5	25
Lack of communications / poor education of staff	5	5	25
Deliveries by unknown persons / 3 rd parties	5	5	25
Employee error by failure to report incidents, failure to observe social distancing rules, failure to maintain good hand hygiene standards, failure of own duty of care etc. etc.	5	5	25
Wearing PPE incorrectly / not at all or lack of	5	5	25
Poor or inadequate levels of workplace ventilation	5	5	25
Increased noise levels and having to raise voices to be heard	5	5	25
Exposure to workplace hazards because not possible to purchase normal PPE	5	5	25
Conducting Drug and Alcohol testing	5	5	25

4) Who is at Risk? – Identify who is at risk from the hazard.

At Risk?	<ul style="list-style-type: none"> • Howard Tenens Employees • Agency Workers • Visitors • Contractors (including cleaners)
Especially at Risk?	<ul style="list-style-type: none"> • Clinically Vulnerable People (moderate risk) – these are individuals who are: <ul style="list-style-type: none"> • Aged 70 or older (regardless of medical conditions) • Under 70 with an underlying health condition listed below (that is, anyone instructed to get a flu jab as an adult each year on medical grounds): • Chronic (long-term) mild to moderate respiratory diseases, such as asthma, chronic obstructive pulmonary disease (COPD), emphysema or bronchitis

	<ul style="list-style-type: none"> • Chronic heart disease, such as heart failure • Chronic kidney disease • Chronic liver disease, such as hepatitis • Chronic neurological conditions, such as Parkinson’s disease, motor-neurone disease, multiple sclerosis (MS), or cerebral palsy • Diabetes • Weakened immune system as the result of conditions such as HIV and AIDS, or medicines such as steroid tablets • Being seriously overweight (a body mass index (BMI) of 40 or above) • Pregnant women • Clinically Extremely Vulnerable People (high risk) – these are individuals who fall into the following groups and will have already received a letter informing them of this or would have been told by their GP: <ul style="list-style-type: none"> • Solid organ transplant recipients • People with specific cancers: <ul style="list-style-type: none"> – People with cancer who are undergoing active chemotherapy – People with lung cancer who are undergoing radical radiotherapy – People with cancers of the blood or bone marrow such as leukaemia, lymphoma or myeloma who are at any stage of treatment – People having immunotherapy or other continuing antibody treatments for cancer – People having other targeted cancer treatments which can affect the immune system, such as protein kinase inhibitors or PARP inhibitors – People who have had bone marrow or stem cell transplants in the last 6 months, or who are still taking immunosuppression drugs • People with severe respiratory conditions including all cystic fibrosis, severe asthma and severe chronic obstructive pulmonary (COPD) • People with rare diseases that significantly increase the risk of infections (such as SCID, homozygous sickle cell) • People on immunosuppression therapies sufficient to significantly increase risk of infection • Adults with Down’s syndrome • Adults on dialysis or with chronic kidney disease (stage 5) • Pregnant women with significant heart disease, congenital or acquired • Other people who have also been classed as clinically extremely vulnerable, based on clinical judgement and an assessment of their needs. GPs and hospital clinicians have been provided with guidance to support these decisions • Other High-Risk Groups: <ul style="list-style-type: none"> • Over 60 years of age • Individuals from a Black, Asian or Minority Ethnicity (BAME) background • Anyone else who physically comes into contact with someone who is infected with COVID-19 in relation to our business • Anyone who lives with someone who is defined as Clinically Extremely Vulnerable
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5) Control Measures – List existing control measures which are already in place.

Current Controls:	<ul style="list-style-type: none"> • Tenens Health and Safety Policy parts 1, 2 and 3 • Specific First Aid Policy (HTHSP008), includes various sections on Mental Health • First Aid Employee Summary Polices (HTHSP008a – h) • 2 x other risk assessments on COVID-19 for Office environments / admin workers (RAGEN037) and Transport Operations (RAGEN039), include various other current controls and additional controls required and, are to be used in conjunction with this Assessment • Current Government and NHS advice (and regular updates) • Specific Incident Management Plan for Pandemics inc. COVID-19 contains specific guidance • ‘Single Point of Contact’ (SPoC), has been nominated to lead on reporting to Public Health England
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- Where there is more than one confirmed case of COVID-19 associated with our workplace, contact with the local PHE health protection team will be established by the SPoC
- Home Working permitted to those who can work from home
- Various local (HT) COVID-19 signage created, provided to all sites, and displayed, including:
 - Hand Washing Instructions
 - Site information for visitors / contractors
 - General site information for employees
- Various HT communications (via email), released on a regular basis
- Several employees have been furloughed
- Various Toolbox Talks regarding COVID-19 which include symptoms, hygiene advice, social distancing measures etc. created and released to the business
- Additional cleaning materials purchased by local sites and used
- Additional cleaning of hard surfaces, workstations, door handles etc. conducted daily
- Bottles of alcohol-based hand sanitisers purchased and distributed across the business
- Daily COVID-19 site updates on self-isolation cases and returns to work
- Employee Assistance Programme available to all employees and their households and provides confidential counselling if required
- HT are reimbursing employees (upon valid receipt) if they have had a Flu Vaccination in 2020
- Several trained Mental Health First Aiders in the business
- Dedicated email address for individuals to report confidentially any Mental Health concerns they may have at Occ.health@tenens.com
- Various Mental Health information / advice sent to all employees (via email)
- No pedestrian lifts installed HTLL operational warehouse areas (at time of writing)
- No showers installed in HTLL operational warehouse areas (at time of writing)
- Physical searches of employees are not conducted as standard practice (at time of writing)
- Workers who are unwell with symptoms of COVID-19 are instructed to self-isolate in accordance with Government guidance (between 7 (10 days from 30th July 2020) and 14 days)
- It was agreed by Senior Management / Board level, at the on-set of the pandemic, that temperature monitoring of individuals will not form part of our (HT) risk based approach to controlling the virus, due to the potential for inaccurate readings being taken (it is not an exact science)
- Workers in the **Clinically Extremely Vulnerable** group are instructed to 'shield' themselves in accordance with Government guidelines and national restrictions
- Workers who have identified themselves as being in the **Clinically Vulnerable** group who are at higher risk of severe illness e.g. people with some pre-existing conditions, (see definitions in section 4 above), have been asked to take extra care in observing social distancing and where applicable, are working from home, either in their current role or in an alternative role
- Back to back or side by side working instigated for pack bench areas
- SSoWGEN028 (instant 6 in 1 drug testing) and SSoWGEN029 (Breathalyser) updated to include guidance on conducting these during COVID-19
- FFP2 face masks (PPE) provided for First Aider use and casualties only, if treatment is required
- Government advice states, in an emergency, e.g. an accident, fire or break-in, people do not have to social distance if it would be unsafe
- Government guidance (originally dtd 11th May 2020 and subsequently updated), continues to state, "where you are already using PPE in your work activity to protect against **non-COVID-19** risks, you should continue to do so"
- Government guidance (originally dtd 11th May 2020 and subsequently updated), continues to state, "when managing the risk of COVID-19, additional PPE beyond what you usually wear is **not** beneficial. This is because COVID-19 is a different type of risk to the risks you normally face in a workplace, and needs to be managed through social distancing, hygiene and fixed teams or partnering, not through the use of PPE". "Workplaces should not encourage the precautionary use of extra PPE to protect against COVID-19 outside clinical settings or when responding to a suspected or confirmed case of COVID-19". Therefore, the role of face masks (PPE) in providing additional protection is extremely limited and is currently not a requirement within the business at time of writing, this will however, be reviewed if / when Government advice is updated or changes
- Those returning from affected regions or those concerned that they have come into contact with those displaying symptoms should call 111 (NHS England) for further medical advice, which

	<p>may include / result in self-containment for a minimum of 14 days. For individuals displaying symptoms, reduce potential spread by leaving the workplace and return home immediately</p> <ul style="list-style-type: none"> Individuals are constantly reminded not to touch eyes, mouth or nose with unwashed hands, particularly after coughing or sneezing. Hands should be washed with adequate soap and water for 20 seconds (and dried), or use hand sanitiser if soap and water is not readily available
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6) Additional Control Measures / Actions Required

- In addition to maintaining the above existing control measures (section 5), the following is also required to ensure that the risk is controlled as far as is reasonably practicable.
- Place a tick in column 1 when the below additional controls / actions have been completed. If it is not applicable, note 'N/A' accordingly. The priority column (column 3) assesses how quick the actions that are required should be completed to reduce the risk rating to as low as practically possible.

Tick	Additional controls / actions required	Priority
	Identify any warehouse operatives who can work from home, and where this is achievable, it should still be adopted	V. High
	Where warehouse operatives have identified themselves as ' Clinically Vulnerable ' individuals, ensure they are provided with additional information on observing social distancing guidelines and if practicable, are permitted to work from home in an alternative role	V. High
	If Clinically Vulnerable (but not Extremely Clinically Vulnerable) individuals cannot work from home, they are to be offered the option of the safest available on-site role, enabling them to social distance (2m or 1m + away from others with risk mitigation). If this is not achievable, they should carry on working from home, in accordance with Government guidance	V. High
	Ensure Clinically Extremely Vulnerable individuals work from home during the period of national restrictions. If they cannot work from home, they should not attend the workplace during the national restrictions which began on 5th November 2020	V. High
	Plan for the minimum number of people needed on site to operate safely and effectively	V. High
	Develop a process of keeping in touch with off-site workers on their working arrangements including their welfare, mental and physical health and personal security	V. High
	Warehouse Managers to contact their employees (via phone / email etc.), who are self-isolating or have tested positive for COVID-19, on a <u>regular</u> basis during their self-isolation period, to ensure their mental health and wellbeing is not adversely being affected	V. High
	Ensure alcohol-based hand gel sanitisers (min 70% alcohol), are located in areas where hand washing facilities are not readily available	V. High
	Review and reconfigure shift patterns by staggering start and finish times to reduce the number of workers on site at any one time	V. High
	<p>Review and reconfigure pack bench / workstation / activity areas, to maintain social distancing at 2m apart and reduce face to face interactions. Mitigating actions must include:</p> <ul style="list-style-type: none"> Re-locate pack benches / workstations, so they are set at 2m (or greater) apart AND Assign to individuals as much as possible. Where they need to be shared, they should be shared by the smallest number of people AND Increase surface cleaning, as a minimum at the beginning and end of every shift pattern and between users AND Use floor tape or paint to mark areas to help workers comply with social distancing guidelines of 2m Increase the frequency of breaks / rest to allow individuals to wash hands <p>Where social distancing guidelines cannot be followed in full, even though redesigning a particular activity, suitable mitigating actions to reduce the risk of transmission between staff must be undertaken. Mitigating actions must include all the following (as minimum):</p> <ul style="list-style-type: none"> Installing suitable screen dividers / barriers between pack benches / workstations to separate people AND Working side by side or back to back AND 	V. High

	<ul style="list-style-type: none"> • Keep the activity time involved as short as possible AND • Reducing the number of people each person has contact with in the work area, by using 'fixed teams or partnering' (so each person works with only a few others) AND • Using a consistent pairing system if people have to work in close proximity, for example, during two-person working, lifting or maintenance activities that cannot be redesigned AND • Increase surface cleaning, as a minimum at the beginning and end of every shift pattern and between users AND • Increase the frequency of breaks / rest to allow individuals to wash hands • Provide alcohol based sanitising products in the activity area for staff use 	
	<p>Where social distancing guidelines cannot be followed (2m, or 1m with risk mitigation where 2m is not viable), even though redesigning a particular activity, OR if people must work face-to-face for a sustained period with more than a small group of fixed cohorts, then you will need to assess whether the activity can safely continue. DM's must consider on whether a certain activity needs to continue for the site (and business) to operate, and if so, take all the mitigating actions possible to reduce the risk of transmission between our staff. DM's are to put in writing what mitigating actions they intend to introduce and email this confirmation to HTLL Managing Director and the National HSEQ Manager for approval prior to the activity beginning / continuing. Mitigating actions are also to be annotated in the box below.</p> <p>If the box below remains empty, this means that social distancing can be followed for all activities conducted and face to face working has been mitigated on site</p>	V. High
	Stagger break times to reduce congestion and personal contact in canteen / welfare areas	V. High
	Increase break regularity to allow individuals to wash their hands more frequently	V. High
	<p>Ensure an adequate supply of 'in house' cleaning products are available (and used), in particular (as a minimum) the following:</p> <ul style="list-style-type: none"> • Surface / disinfectant wipes • Disposable cloths • Sanitising spray (in accordance with our COSHH policy) 	V. High
	<p>Enhance local 'in-house' cleaning regimes (minimum twice daily), paying attention to:</p> <ul style="list-style-type: none"> • Warehouse – work desks, pack benches, computer keyboards / mouse, printers, handheld scanners, handles of hand pallet trucks, machinery controls (stop / start buttons) etc. • MHE – steering wheel, lever controls, seat belts, charges and charging points • All other hard surfaces which are common touch points throughout warehouses 	V. High
	<p>Disable the use of any keypad entry code systems (eliminating the need for touch), and replace with a swipe card entry if, security is still a requirement. Alternatively, where this is not possible, additional hand sanitiser must be provided in the immediate vicinity and the keypad system cleaned on a frequent basis throughout the day</p>	V. High
	<p>Ensure all external (non-HT) visitors are kept to an absolute minimum and wherever possible encourage any visits by using remote connection technology such as MS Team or Zoom</p>	V. High
	<p>Where non-HT business critical visitors and contractors intend to visit site, ensure the COVID-19 Screening Questionnaire (HTHSF184) has been completed, PRIOR to their visit AND findings acted upon</p>	V. High
	<p>Determine if schedules for essential services and contractor visits can be revised to reduce interaction and overlap between people e.g. carrying out services at night / out of hours</p>	V. High
	<p>Ensure RAGEN037 & RAGEN039 have been actioned in full, signed off by all applicable persons and communicated to all applicable employees</p>	High
	<p>Ensure any Home Worker(s), thoroughly complete HTHSF180 – Home Working Self-Assessment paperwork</p>	High

	Ensure any Home Worker(s), have completed the e-learning style PowerPoint training package and answered all questions on HTHSTRG035, within the last 2 weeks	High
	Ensure all departments keep temporary records of all their staff shift patterns for a minimum of 21 days, this will assist NHS Test and Trace with requests for that data if needed	High
	Ensure all previously trained persons on SSoWGEN028 are re-trained using version 2 of the same	High
	Ensure all previously trained persons on SSoWGEN029 are re-trained using version 2 of the same	High
	<p>Increase ventilation in warehouse areas by adopting the following:</p> <ul style="list-style-type: none"> • Opening ground level warehouse shutter doors (where security is not an issue) AND • Purchase (and use) portable fans, at higher speeds where air-con units are not installed inside warehouse office areas AND • Wedge open, any internal non-fire doors, (this also eliminates the use of common touch points) AND • Operate ventilation systems whenever people are in a building 	High
	In common areas (toilets, canteens, locker rooms and other areas where queues typically form) ensure social distancing markings are clearly displayed. This could be using suitable floor tape, painting lines on the floor or simply displaying adequate signage and conducting regular briefings and physical checks	High
	Procure additional non-recycling waste disposal receptacles solely for the use of contaminated waste following additional cleaning regimes introduced on all common touch areas etc. Black refuse bags are to be secured daily and disposed of in the normal way, THIS IS NOT RECYCLING WASTE	High
	Review all warehouse areas, and wherever practicable, adopt a one-way system to control pedestrian traffic movement and reduce congestion, if there are 2 or more separate entrance / exits into the area. If this is not practicable, state the reason(s) why in the box below. <u>If the box below remains empty, this means you have incorporated one-way system(s)</u>	High
	Ensure staff shift patterns (including their names), are kept for a minimum of 21 days to assist NHS Track and Trace	High
	Work collaboratively with other tenants in multi-tenant warehouses to ensure consistency across common / shared areas, e.g. smoking areas / welfare areas / staircases etc.	High
	Appoint 2 or more 'COVID Marshalls' (depending on the number of persons on site and shift patterns), who will actively monitor compliance with this Risk Assessment	High
	Ensure all appointed 'COVID Marshalls' are provided with a copy of HTHSF198 (COVID Marshall Responsibilities Sign Off), print their name, sign and date it	High
	Ensure all HT warehouse operatives have been given information on our 'Employee Assistance Programme' and how to access it	Med
	Ensure Toolbox Talks (TBT050, 051, 054, 055 & 056) have been delivered to all warehouse operatives, including agency staff were applicable, within the last 2 months	Med
	Reduce the number of persons attending site inductions / training to a maximum of 6 (depending on social distancing rules), and consider holding outdoors, if safe and practical to do so	Med
	Reduce frequency of deliveries by ordering larger quantities less often	Med
	Review and reconfigure site delivery and collection drop-off points, considering social distancing requirements i.e. additional signage and floor markings	Med

	Ensure any 3 rd party driver(s) have access to welfare facilities when required, consistent with other guidance	Med
	Encourage visiting 3 rd party drivers to stay within the confines of their vehicles during (un)loading, where this does not compromise safety or contradicts our own Safe Systems of Work	Med
	Ensure the current 'Staying COVID-19 Secure in 2020' poster, has been printed off (in colour), countersigned by the site Senior Manager (DM or equivalent), AND displayed on your H&S Noticeboard AND in other conspicuous locations around the warehouse	Med
	Upon receipt of 'COVID Marshall' high visibility vests (Yellow / Light Blue), ensure your appointed COVID Marshall(s) are provided with them	Med
	Ensure all HT warehouse operatives have been briefed on Flu Vaccinations and claiming the cost back (upon proof of receipt), in accordance with the email dtd 12 th October 2020 @ 1731hrs	Med
	Where there is a customer specific requirement for the wearing of PPE when handling their stock, refer to the National HSEQ Manager for advice and guidance	Med
	Ensure any new Toolbox Talks on COVID-19 which are released following this RA, are communicated to all employees accordingly	Low
	Ensure your training matrix is updated accordingly on a frequent basis	Low
Tick	Behavioural / Management Checks	Priority
	Ensure all warehouse operative personal details and emergency contact numbers are up to date	V. High
	Ensure any warehouse operative (HT or agency), who returns off holiday, from a country on the UK Government quarantine list, does not return to the workplace for a period of 14 days, from date of entry into the UK port (or as advised by the latest Government guidance)	V. High
	Ensure all warehouse employees, read through this COVID Risk Assessment, and sign off (section 12), to prove they have done so and their understanding of the subject	V. High
	Ensure any new warehouse employees, read through this COVID Risk Assessment, and sign off (section 12), to prove they have done so and their understanding of the subject	V. High
	Ensure any worker who has symptoms of COVID-19 (a high temperature, new and persistent cough or anosmia) however mild, self-isolate for at least 10 days from when the symptoms started. Workers who have tested positive for COVID-19 should self-isolate for at least 10 days starting from the day the test was taken. Where a worker has tested positive whilst not experiencing symptoms but develop symptoms during the isolation period, they should restart the 10-day isolation period from the day the symptoms developed. This only applies to those who begin their isolation on or after 30 July	V. High
	Remind employees daily (pre shift talks), of the importance of social distancing both in the workplace and outside	V. High
	Where local 'face to face' meetings cannot be avoided and are absolutely necessary, ensure those physically attend meetings maintain social distancing guidelines (2m, or 1m with risk mitigation where 2m is not viable, is acceptable). All the following must be adopted: <ul style="list-style-type: none"> • Avoiding transmission during meetings, for example, avoiding sharing pens, documents and other objects AND • Providing hand sanitiser in meeting rooms AND • Holding meetings outdoors or in well-ventilated rooms whenever possible AND • For areas where regular meetings take place (e.g. daily shift briefings), using floor signage to help people maintain social distancing 	V. High
	Monitor smoking areas to ensure a maximum of 2 persons only use at any one time	V. High
	Where practicable, consider split shifts / rotating working days or weeks in warehouses to reduce congestion on site	V. High

Ensure, as far as practicable, where staff are split into teams, that these are fixed (cohorting), so that where contact is unavoidable, this happens between the same individuals	V. High
Ensure computer workstations are assigned to one individual and not shared. Where sharing occurs, keep this to the smallest number of persons possible and label the names of who is permitted to use it	V. High
Ensure anyone returning to the workplace after a period of absence due to COVID-19 (shielding, self-isolation etc.), are provided with HTHSF188 – returning to work Q&A	V. High
Ensure anyone returning back to the workplace after a period of absence due to COVID-19, sign HTHSF189 – returning to work confirmation document	V. High
Ensure a phased return to work is adopted (and recorded), for anyone returning to work, after a period of absence of 1 month or longer	V. High
Ensure background noise levels are kept to a minimum to avoid the requirement to raise voices / shout, which makes normal conversation difficult i.e. if you must raise your voice to be heard, background noise is far too loud	V. High
Ensure handheld scanners, phones, 2-way radios, electronic devices etc. which are shared, that a suitable cleaning regime is adopted between users	V. High
Monitor the well-being of people who are working from home and helping them stay connected to the rest of the workforce, especially if the majority of their colleagues are on-site	High
Request staff bring pre-prepared meals and re-fillable drinking vessels from their homes	High
Request staff to stay on site during break times and not use local shops	High
Review (and where required increase), current personal storage lockers for workers clothes and bags	High
Encourage workers to use storage lockers for personal items and bags	High
Whilst there is currently very little evidence that vaping increases the risk of catching COVID-19, vaping (like smoking), does involve repetitive hand-to-face movements, which provide greater risk of a route of entry into the body for viruses. To reduce the risk of contact with COVID-19, inform smokers and vapors to: <ul style="list-style-type: none"> Wash their hands more frequently than usual, for 20 seconds, with soap and water (or use hand sanitiser if soap is not available) Clean their e-cigarette regularly 	High
Ensure Toolbox Talks (TBT032 – Stress Awareness, TBT039 – Personal Hygiene & TBT042 – Mental Health), have been attended by all employees within the last 12 months	Med
Where Risk Assessment identifies the wearing of protective gloves, as a task requirement, ensure an adequate supply of these are provided	Med
Review any existing New and Expectant Mother Risk Assessments	Med
Support any employee if they choose to wear a face covering. This means telling workers: <ul style="list-style-type: none"> Wash their hands thoroughly with soap and water for 20 seconds or use hand sanitiser before putting a face covering on, and before and after removing it When wearing a face covering, to avoid touching their face or face covering, as they could contaminate them with germs from their hands Changing their face covering if it becomes damp or if they have touched it Continue to wash their hands regularly Change and wash their face covering daily If the material is washable, wash in line with manufacturer's instructions. If it's not washable, dispose of it carefully in their usual waste at their own premises Practise social distancing wherever possible 	Med
Encourage employees to walk or cycle to work (if feasible)	Med

Remind staff that the wearing of gloves is not a substitute for a good hand washing regime (pre-shift talks and signage)	Low
Reinforcement of disciplinary procedures for failure to adhere to social distancing measures	Low
Ensure all completed HTHSF184 forms are stored in accordance with current GDPR rules	Low

7) Revised Risk Assessment Rating – Copy the hazard list from section 3 above into the table below.

- Revise the risk rating for each hazard once the above additional controls / actions have been implemented.

Hazard(s) & Risk	Likelihood (A)	Severity (B)	Rating (A x B)
Exposure from others due to: <ul style="list-style-type: none"> • Living with someone with a confirmed case of COVID-19 • Coming into close contact with a confirmed case of COVID-19 • Being advised by the NHS that contact with a diagnosed case has occurred 	2	5	10
Suspected COVID-19 case whilst at work	2	5	10
Higher risk groups (refer to section 4 above)	2	5	10
Ignoring social distancing measures	1	5	5
Access / egress to site	1	5	5
Poor / low levels of personal hygiene	2	5	10
Skin conditions (Dermatitis)	2	4	8
Poor levels of housekeeping / cleaning	1	5	5
Inadequate welfare facilities	1	5	5
Increased Mental Health issues (Anxiety / Stress etc)	2	5	10
First Aid and Emergency Response	1	5	5
Visitors and Contractual work	1	5	5
Lack of communications / poor education of staff	1	5	5
Deliveries by unknown persons / 3 rd parties	2	5	10
Employee error by failure to report incidents, failure to observe social distancing rules, failure to maintain good hand hygiene standards, failure of own duty of care etc, etc.	2	5	10
Wearing PPE incorrectly / not at all or lack of	2	5	10
Poor or inadequate levels of workplace ventilation	1	5	5
Increased noise levels and having to raise voices to be heard	2	5	10
Exposure to workplace hazards because not possible to purchase normal PPE	1	5	5
Conducting Drug and Alcohol testing	1	5	5



8) Site Management Review

"I confirm that I have reviewed this updated risk assessment, made it site specific (where necessary) and fully implemented the additional control measures as detailed in section 6 above"

Name	insert name	Name	insert name
Appointment	insert appointment	Appointment	insert appointment
Date	insert date	Date	insert date
Signature	insert signature	Signature	insert signature
Name	insert name	Name	insert name
Appointment	insert appointment	Appointment	insert appointment
Date	insert date	Date	insert date
Signature	insert signature	Signature	insert signature

- Comments may be entered in the box below

insert any comments

9) Confirmation and Review by Divisional Manager

"I confirm that the above updated additional controls have been actioned and that existing controls will be monitored to ensure they remain current and effective"

Signature	insert signature	Name	insert name	Date	insert date
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- Comments may be entered in the box below

insert any comments

10) Review by Representative of Employee Safety (RoES)

"I confirm that the above additional controls have been actioned and have discussed the findings of this updated Risk Assessment with my site Management team"

Signature	insert signature	Name	insert name	Date	insert date
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- Comments may be entered in the box below

insert any comments

11) Summary and Definitions

Summary	
<p>National and local Health & Safety committees continue to keep under review the measures for Health and Safety at Work and it is considered that these forums work well Specific Risk Assessments are conducted where required per site</p> <p style="background-color: yellow;">This Risk Assessment has been updated following updates to Government guidance dtd 5th November 2020</p>	
Definitions	
Hazard	Something with the potential to cause harm
Risk	Likelihood that harm may occur from the hazard
Hazard Assessment	This is the risk to persons, property, equipment etc. of hazards that have been identified before any existing controls and additional control measures have been implemented
Existing Control Measures	Existing controls in place to protect against the hazard(s). It is noted that some control measures may apply to several hazards hence control measures are all listed together collectively i.e. information, instruction and training may apply to numerous hazards
Additional Controls / Actions	Column 1 to be ticked by the Departmental / Operations / Warehouse (etc.) Manager once the additional controls / actions required / behavioural checks etc. have been implemented (review of risk assessment may be required)
Revised Risk Rating	Revised risk once additional controls / actions required / behavioural checks have been actioned and implemented. This should be lower than the original risk rating in section 3
Site Management Review	Name, Appointment, Date, and Signature of Manager(s) who has been allocated responsibility by the Divisional Manager to ensure additional controls have been actioned and existing controls are maintained, along with any applicable comments
Divisional Manager Responsible	Name, Signature, Date, and authority of the Divisional Manager responsible for the site, along with and applicable comments
RoES Review	RoES Review Name, Signature and Date of the Representative of Employee Safety for the depot, along with and applicable comments



12) Sign Off and Acknowledgement – All Warehouse-Based Operatives

I confirm that I have read and understood the contents in this Risk Assessment (items highlighted in YELLOW), and all previous COVID-19 Risk Assessments. I also confirm that if I fall into any of the ‘Especially at Risk’ categories highlighted above in section 4, that it has been brought to the attention of my line management team

NOTE - Social distancing, washing your hands regularly for a minimum of 20 seconds, good respiratory hygiene (using and disposing of tissues), cleaning surfaces and **keeping indoor spaces well ventilated**, are the most important ways to reduce the spread of COVID-19

Anything I did not understand in this Risk Assessment, has been explained to my satisfaction

I agree to follow this Risk Assessment and understand that any control procedures are provided for my safety and the safety of others to prevent the spread of COVID-19 throughout our workplace

Name (Print)	Signature	Date	Name (Print)	Signature	Date



Name (Print)	Signature	Date	Name (Print)	Signature	Date