

Risk assessment COVID-19– Trigg House & Peterborough Offices

The company has 70 staff. The offices contain a kitchen where staff can make drinks and heat food – there are toilet and washing facilities on each floor. The offices are cleaned 5 times a week every evening by contractors, who store the cleaning chemicals in a locked cupboard. The office block is locked from 6pm to 7am Monday to Friday and at the weekends. The building also has 24 hour/7 days a week security cover

How was the risk assessment done?

The manager followed the advice at www.hse.gov.uk/simple-health-safety/risk/. To identify the hazards, they:

- virtual walk around the office, noting things that might pose a risk;
- talked to the office cleaning contractors, to make sure the cleaning activities did not pose a risk to office staff.

They noted what was already being done to control the risks and recorded any further actions required. Prior to the office opening they will pin a copy of the findings on a noticeboard around the office and in the tearoom to encourage staff to help put the actions into practice.

The manager will review the risk assessment whenever there are any significant changes such as new work equipment, work activities or workers, government recommendations.

Company name: Sovereign Risk Management Assessment carried out by: Michelle Swann-Cashmore & Daren Fowler

Date of next review: 08/01/2021

Date assessment was carried out: 12/11/2021

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
Stress	All staff could be affected by factors such as lack of job control, lack of up to date knowledge on COVID-19 staff may be feeling anxious about coming to work and also about impacts on livelihood.	<ul style="list-style-type: none"> • Staff can talk to their manager or HR • Staff understand what their duties & responsibilities are • Staff can access counselling services & online mindfulness apps • Signpost to the appropriate support. 	Remind staff they can speak to their manager if they are feeling unwell or ill at ease because of work.	Line manager	Ongoing	Yes

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
Clinically extremely vulnerable individuals	A percentage of employees who are classified as CEV or they live with somebody who is in this category.	Adjustments to site including layouts/facilities and availability of space made on a permanent basis.	<ul style="list-style-type: none"> • Unless the government guidance changes, these individuals will continue to work in the office. • Regular review of government guidance. • Self-declaration to declare Covid-19 symptoms and returning to the office on own accord. Including specific requirements associated to covid symptoms 	HR	From the 1 st August government guidelines advise that people are no longer required to shield.	Yes
Clinically vulnerable	A higher percentage of staff with underlying health conditions.	Adjustments to site including layouts/facilities and availability of space made on a permanent basis.	<ul style="list-style-type: none"> • Unless the government guidance changes, these individuals will continue to work from home. • Regular review of government guidance. 	HR	From 4 th July government guidelines advise that this category must now follow social distancing measures.	Yes

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
			<ul style="list-style-type: none"> Self-declaration to declare Covid-19 symptoms and returning to the office on own accord. Including specific requirements associated to covid symptoms. 			
<p>Employees who have Covid-19 symptoms</p>	<p>Any member of staff working from the office.</p>	<p>Staff are working from home/or signed off sick.</p>	<p>Any staff with Covid 19 symptoms will work from home until evidence of a negative covid test is provided or government isolation period is</p> <ul style="list-style-type: none"> It is not necessary to close the office. Additional cleaning for areas of concern will be implemented. Monitor the governments response page to keep abreast of the latest updates. 	<p>Line Managers and all staff members working on site</p>	<p>Ongoing</p>	<p>Yes</p>

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
<p>Multiple outbreaks of employees who have Covid-19 symptoms</p>	<p>Any member of staff working from the office.</p>	<p>Staff are working from home.</p>	<p>Any staff that are allowed to work from the office, we will implement the following procedures:</p> <ul style="list-style-type: none"> • Employees will be sent home for 10 days from the onset of symptoms and follow the stay at home guidance. • The employee must arrange to have a Covid-19 test. • Close the site. • Contact the local health protection team: East Midlands 0344 2254 524 (option 1) – East of England 0300 303 8537. 	<p>Estate Manager/HR</p>	<p>Ongoing</p>	

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
<p>An individual lives in a household with a member who is unwell with Covid-19 symptoms</p>	<p>Any member of staff working from the office.</p>	<p>Staff are working from home.</p>	<ul style="list-style-type: none"> • The employee must stay at home and self-isolate for 14 days as per government guidance. • Follow NHS Track and Trace guidelines. • Monitor the government's response page to keep abreast of the latest updates. • The employee must arrange to have a Covid-19 test. 	<p>Employee</p>	<p>Ongoing</p>	
<p>Arrival/departure from work</p>	<p>Any member of staff working from the office.</p>	<p>Staff are working from home.</p>	<ul style="list-style-type: none"> • Staggered entry and departure. • Temperature check on arrival before entering the office area • Sanitise hands on entry. • One-way system. 	<p>HR</p>	<p>Prior to the site opening. To be reviewed every 2 weeks in line with government guidelines.</p>	

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
			<ul style="list-style-type: none"> • 2m marking on the floor. 			
Social distancing	Any member of staff working from the office.	Staff are working from home.	<ul style="list-style-type: none"> • Update company policies and procedures to include Covid-19. • One-way system. • Employees sat 2 metre apart (side by side or facing away from each other). • Limited small teams. • No hot desking. • Increased ventilation (opening windows). • Training and awareness/ regular announcements. • Posters to remind staff. • No face to face meetings or gatherings around workstations. • Limit access to the printer. 	HR	Prior to the site opening. To be reviewed every 2 weeks in line with government guidelines.	

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
<p>Toilet use and rest area</p>	<p>Any member of staff working from the office.</p>	<p>Staff are working from home.</p>	<ul style="list-style-type: none"> • 2m boundary for all toilets when staff are waiting to use it. • Procedure for sanitising hands prior to toilet use. • Procedure for washing hands in line with government guidance once the toilet has been used. • Posters for washing hands displayed. • One-way system with hand sanitiser station which must be used upon entering the office and before sitting at a workstation. • Employees to take breaks outside of the building wherever possible, or in the case 	<p>HR</p>	<p>Prior to the site opening. To be reviewed every 2 weeks in line with government guidelines.</p>	

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
			of designated area, a rota system will be implemented along with additional cleaning procedures.			
Food and drink preparation area	Any member of staff working from the office.	Staff are working from home.	<ul style="list-style-type: none"> • One member of staff in the kitchen at one time. • Employees are instructed to maintain good hygiene standards when food or drinks are being prepared. • Ensure when any spills of food or liquid occur, that the work surfaces are left in a clean, sanitised condition. • Use your own drinking cups, mugs and glasses to prevent cross infection. 	All employees	Ongoing	

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
			<ul style="list-style-type: none"> • Use foot pedal bins only to prevent cross infection. • Wash your hands thoroughly for 20 seconds before and after using these facilities. • Leave the microwave ovens as it should be left in clean condition and wiped out after use. • Uneaten food products must be stored in the fridge in a sealed container. • Ensure all crockery and cutlery is placed in the dishwasher after use. • Cleaning products must be provided in the kitchen area for single use and must be 			

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
			<p>disposed of in the bin provided.</p> <ul style="list-style-type: none"> • Employees must make their own hot or cold drinks throughout the working day. • Employees encouraged to bring their own prepared food and drink for lunch break. 			
Cross infection	Any member of staff working from the office.	Staff are working from home.	<ul style="list-style-type: none"> • Stock of cleaning products. • Procedure and training for use of products. • COSHH data sheet for bleach-based products. • Implement rota for cleaning frequently touched areas. • Procedure for cleaning individual workstations. 	HR	Prior to the site opening. To be reviewed every 2 weeks in line with government guidelines.	

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
			<ul style="list-style-type: none"> • Designated host to clean communal areas. • Organise for the office to be deep cleaned using fogging decontamination prior to opening the site and weekly thereafter. • Run water supply to prevent contamination of Legionella disease for at least 2 minutes. • Air conditioning/heating system must undergo checks prior to the site opening to prevent contamination of Legionella disease. • Limited items on workstations. • Checklist to demonstrate compliance. 			

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
			<ul style="list-style-type: none"> • Posters displayed at each sanitisation point including workstations. • New stationary issued. • Remove shared tools and equipment. • Removal of unnecessary objects/items. 			
An accident or incident occurs	Any member of staff working from the office.	Staff are working from home.	<ul style="list-style-type: none"> • Ensure fire drill procedures incorporates 2m distancing when meeting at the muster point. • Ensure there is a first aider on site. • Appropriate PPE for first response. 	Fire Marshall and the First Aider	Prior to the site opening. To be reviewed every 2 weeks in line with government guidelines.	
Visitors onsite	Any individual onsite.	The site is closed.	<ul style="list-style-type: none"> • Update the Visitor Policy. 	Estate Manager	Prior to the site opening. To be reviewed every 2	

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
			<ul style="list-style-type: none"> No visitors onsite. Only office supplies allowed for delivery and post. Online meetings with stakeholders. New procedure implemented for necessary site visits. Self-declaration Covid-19 questionnaire for all onsite visitors. 		weeks in line with government guidelines.	
Travelling for work purposes	Any member of staff working from the office.	Staff are working from home.	<ul style="list-style-type: none"> List of staff who use public transport and car share required. Offer taxi if possible No use of company pool cars. Cleaning procedure between use of cars. Personal company cars must not be used by other staff members until further notice. 	HR	Prior to the site opening. To be reviewed every 2 weeks in line with government guidelines.	

