

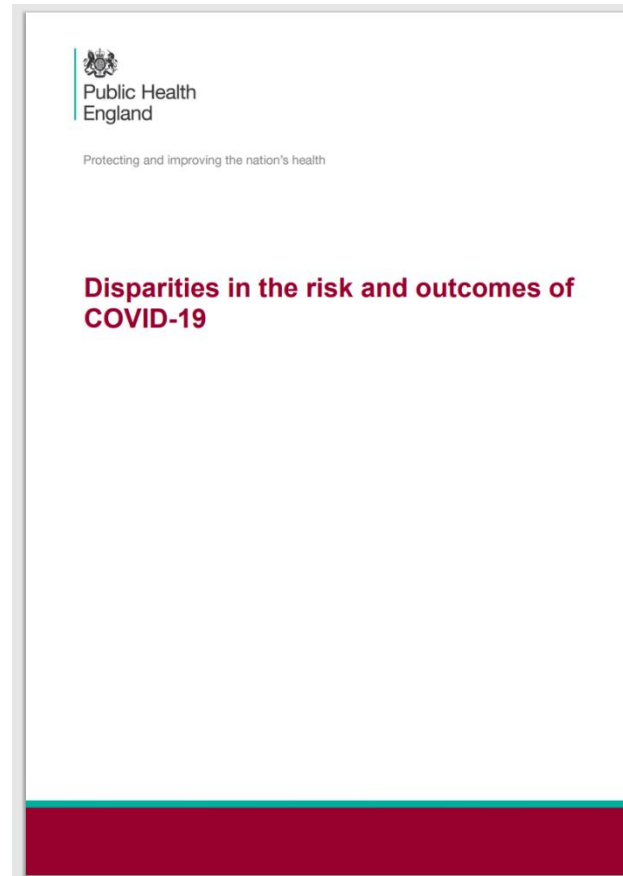
Key issues to consider for Covid-19 risk management for vulnerable workers

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Considering vulnerable groups



HSE Guidance

- Modified HSE guidance in light of the PHE report
- <https://www.hse.gov.uk/coronavirus/working-safely/protect-people.htm>
- SAGE working group looking at the PHE report – yet to report
- Expectations:
 - individual risk assessment or specific group assessments not required
 - no expectation of additional controls for higher risk groups
 - apply existing controls stringently
 - risk management – not just risk assessment
 - support for higher risk groups

Employer duties

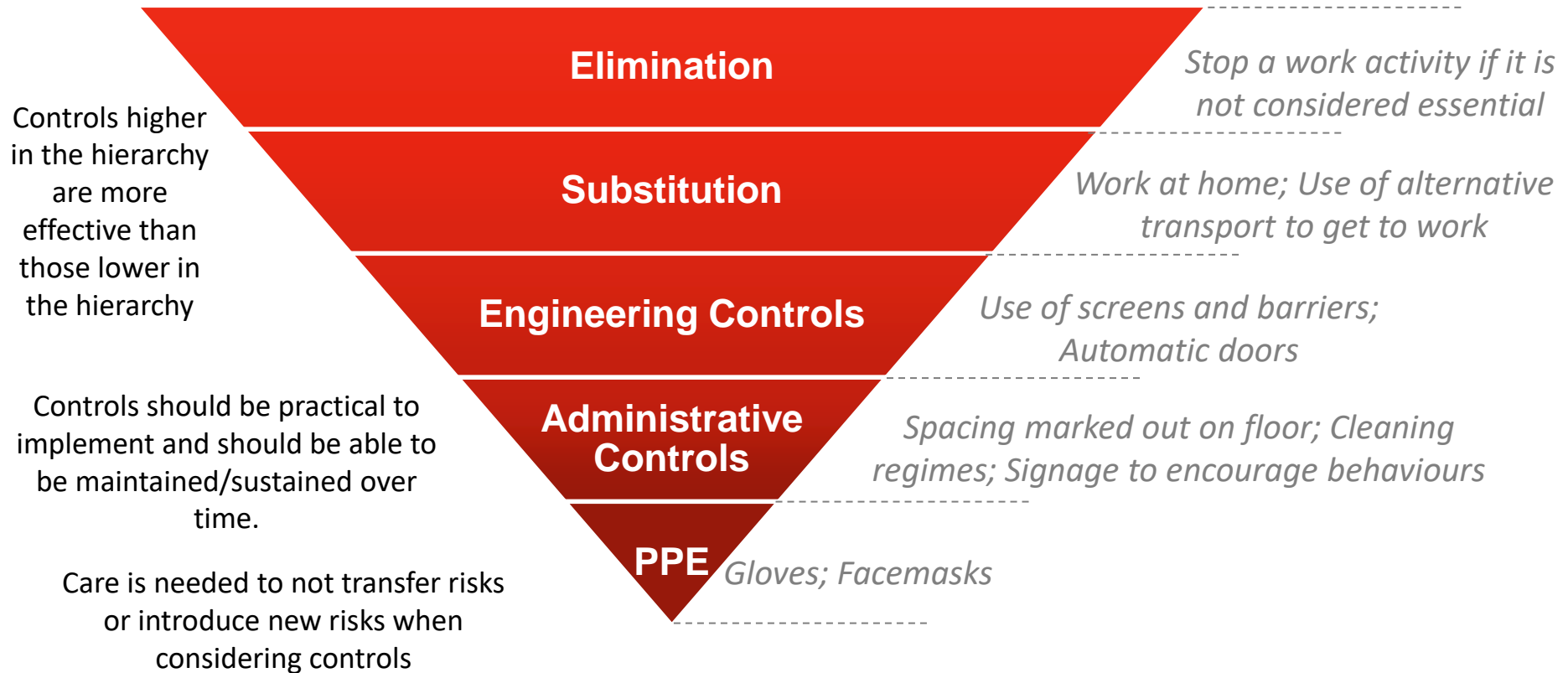
We are clear that employers have a duty to protect all workers from harm.

<https://www.hse.gov.uk/coronavirus/working-safely/risk-assessment.htm>

Employers are required to conduct a COVID-19 risk assessment which asks employers to:

- identify what work activity or situations might cause transmission of the virus
 - **Person-to-Person:** Risk increases with shorter distance, increases face-to-face
 - **Air:** Risk increases with poor ventilation, reduces outdoors
 - **Surface:** Risk increases with shorter distance, increases with poor cleaning and hand hygiene
 - think about who could be at risk
 - decide how likely it is that someone could be exposed
 - act to remove the activity or situation, or if this isn't possible, control the risk
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- **Co-design and co-participation with workers / representatives remains key – design your COVID secure environment together**

Hierarchy of controls



The use of multiple different independent controls can give defence in depth through different layers of protection