



COVID-19 RISK ASSESSMENT



Department: Frozen packing.

Document Reference 3

What are the hazards?	Who might be harmed?	COVID-19 control measures	Risk rating			Implemented by who and when?
			L	S	RR	
Maintaining social distance whilst working on the jumbo line at ground level	Staff working on the jumbo line at ground level Staff in the near vicinity	Staff working on the jumbo line are working in teams of three. These teams must remain unchanged during the threat of infection from COVID-19, aside from cover due to annual leave or absences. Face coverings and visors are now included as standard mandatory PPE when staff are on the loading bays/ shop floor. Visors are optional for staff who wear glasses and experience them steaming up whilst carrying out their duties	2	2	4	Departmental management Health & Safety (May) Covid-19 team
Maintaining social distance whilst working on the eights line at ground level	Staff working on the eights line Staff in the near vicinity	Staff working on the eights line are working in teams of two, these teams remain unchanged during the threat of infection from COVID-19, aside from cover due to annual leave or absences. Face coverings and visors are now included as standard mandatory PPE when staff are on the loading bays/ shop floor. Visors are optional for staff who wear glasses and experience them steaming up whilst carrying out their duties	2	2	4	Departmental management Health & Safety (May)
Interdepartmental travel	Departmental management	Any necessary interdepartmental travel must be on the basis of work related issues only during the possibility of infection from COVID-19	2	2	4	Departmental management Health & Safety (May)
Maintaining social distance during break times and in changing rooms	All staff using the canteen	Perspex shields have been fitted to the canteen tables to offer extra protection for staff from COVID-19. This measure also increases the safe seating capacity as more members of staff return from furlough. Staggered breaks and shift start/end times have	2	2	4	Health & Safety (May/ June)

Inadequate hygiene practices	All staff	<p>been introduced to reduce traffic and enable social distancing.</p> <p>Hand sanitiser units have been installed at all entrances to the premises.</p> <p>COVID-19 information communicated out to all members of staff using all possible media available i.e. Canteen TV`s, team talks, flyers, posters, including a hand wash video.</p> <p>Hygiene staff use virucidal disinfectant when wiping down work surfaces and door handles</p>	2	2	4	Hygiene team (May)
Management usage of IT equipment in the QC office	Departmental Management	No IT equipment is to be shared unless sanitised prior to any use, at periodic intervals throughout the day (i.e. break times) and at the end of the shift.	2	2	4	Departmental management Hygiene (May)
Furloughed staff returning to work	Frozen packing staff	<p>Furloughed staff returning to work are interviewed by phone conversation with HR.</p> <p>When staff return to work, they must remain in their vehicle or isolate themselves until they have completed the return to work form with a member of management, prior to being allowed access to the building.</p>	2	2	4	Management & Human Resource (May)
People of higher risk groups from Covid-19 returning to work	<p>Staff with underlying health issues</p> <p>All staff</p>	<p>Staff categorised by the NHS as of high or moderate risk from Covid-19 are currently on or have been on furlough.</p> <p>Refer to coronavirus risk groups listed below</p>	2	2	4	Health & Safety Human resource (June)
Employing temporary staff	All staff	Refer to temporary working control measures below	2	2	4	HR/ Executive committee (August)

Risk Assessment Evaluation Matrix 5X5:	Likely hood	Consequence/Risk	Action levels
	1) Very Unlikely	1) Insignificant	1 – 5: Acceptable, No further action
	2) Unlikely	2) Minor	5 – 9: Adequate Look to improve at next review
	3) Fairly Likely	3) Moderate	10 – 16: Tolerable: look to improve in specified time
	4) Likely	4) Major	17 – 25 Unacceptable: take immediate action
	5) Very Likely	5) Death	

Action levels calculator: Multiply the Likely hood, Consequence & risk = Action Level

Assessors comments:

The coronavirus is responsible for many day to day changes in society and our working environments, which will continue for the unforeseeable future, therefore this assessment, will be reviewed on regular intervals or upon any major changes introduced by government/ governing bodies.

Important:

The list below may not include everyone who's at higher risk from coronavirus and may be subject to change as we learn more about the virus.

Coronavirus risk groups:

- High risk (Clinically extremely vulnerable)
- Moderate risk (Clinically vulnerable)

People at high risk from Covid-19 include people who:

Had an organ transplant.

Receiving chemotherapy or antibody treatment for cancer, including immunotherapy.

Are having intense course of radiotherapy (Radical Radiotherapy) for lung cancer.

Are having targeted cancer treatments that can affect the immune system (Such as protein kinas inhibitors or PARP inhibitors)

Have blood or bone marrow cancer (Such as leukaemia, lymphoma or myeloma)

Have had a bone marrow or stem cell transplant in the last 6 months, or are still taking immunosuppressant medicine.

Have been told by a doctor they have a severe lung condition (Such as cystic fibrosis, severe asthma or severe COPD)

Have a condition that means they have a very high risk of getting infections (Such as SCID or sickle cell)

What to do if you're at high risk:

If you're at high risk from Coronavirus, you're advised to take extra steps to protect yourself.

This is called shielding:

See what to do if you're at high risk from coronavirus;

(Link: www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/advice-for-people-at-high-risk/)

People at moderate risk (Clinically vulnerable)

People at moderate risk from Covid-19 include people who:

Are 70 years old or older

Have a lung condition that's not severe (Such as asthma, COPD, emphysema or bronchitis)

Have a heart condition (Such as heart failure)
Have diabetes
Have chronic kidney disease
Have liver disease (Such as hepatitis)
Have a condition affecting the brain or nerves (such as Parkinson`s disease, motor neurone disease, multiple sclerosis or cerebral palsy)
Have a condition that means that they have a high risk of getting infections.
Are taking medicine that can affect the immune system (Such as low doses of steroids)
Are very obese (a BMI of 40 or above)
Are pregnant- further advice on pregnancy and Covid-19 available on the NHS website:
www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/pregnancy-and-coronavirus/)

What to do if you`re at moderate risk:

You can go to work (If you cannot work from home) and for getting things like food or exercising, but you should try to stay at home as much as possible.
General advice on social distancing.
www.nhs.uk/conditions/coronavirus-covid19/social-distancing/what-you-need-to-do/)

Other things that can affect your risk:

Your age – your risk increases as you get older
Being male
Where you live in the country, the risk is higher in poorer areas
Being from a Black, Asian or minority ethnic background
Born outside of the UK or Ireland
Living in a care home
Having certain jobs, such as nursing, taxi driver and security guard.

(It is not clear why these might make you more likely to get seriously ill from coronavirus)

If you have any symptoms of coronavirus use the 111online coronavirus service. (Link: <https://111.nhs.uk/covid-19/>)

Temporary staff:

To ensure the safety of our factory, products and especially our people we have put the following measures in place.

Single Source Agency – So that we are not using staff from several different agencies we are solely using KPI Recruiting for the supply of agency workers. KPI have supplied agency workers to us for several years, they know our factory and our expectations and have an excellent record with regard to standards.

Enhanced Checks – KPI have supplied over 300 temporary workers each day during the pandemic to companies such as ASDA and AO. All agency workers are required to complete a Covid-19 Health Questionnaire when they register and a Covid-19 Screening questionnaire 24 hours before arriving on site. Each Friday a ‘health check’ call is made to agency workers to check on that they are free from Covid-19 symptoms (this call also includes a check on the agency workers family’s health).

Holidays – when an agency worker books a holiday the destination is noted so that any quarantine period can be imposed.

Covid-19 Symptoms – any agency worker reporting symptoms of Covid-19 is immediately sent home and cannot return to work until they have provided a negative test result. To date all KPI's agency workers have tested negative.

Bubble - Many of the agency workers that we have used before were furloughed by KPI and are keen to resume working for us. We will work with KPI to ensure, as far as is practically possible, to use the same agency workers each week in effect creating a 'bubble' of agency workers.

KPI Staff – as we start to use agency workers again a member of the KPI Team will be on site at the start of shifts to check that all measure are being adhered to.

Induction – all agency workers will be required to complete our induction (which includes our new Health and Safety video) prior to attending site.

Covid-19 Marshall – agency workers will be monitored by our Covid -19 Marshall to ensure that they are adhering to our rules particularly those around hand washing and face masks.

Date of Risk Assessment: 27/08/2020

Assessors name and signature: Michael Johnson

A handwritten signature in blue ink, appearing to read 'M Johnson', is written over the printed name 'Michael Johnson'.

Review date: Ongoing

Position: Health & Safety Manager