



RISK ASSESSMENT AND SAFE SYSTEM OF WORK

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| AREA BEING ASSESSED | Ardgowan Hospice and ACCESS at Ardgowan | |
| Risk Assessed | Coronavirus (Covid-19) and Safe Systems at Work | |
| COMPANY | Ardgowan Hospice | |
| ASSESSOR(s) | Head of Corporate Development and Director of Care | |
| DATE | 9 August 2021 | Version No 26 |
| REVIEW DATE | 23 August 2021 | |
| APPLICABLE LEGISLATION and/or GUIDANCE | Health and Safety at Work etc. Act 1974, Personal Protective Equipment at Work Regulations 1992, Management of Health and Safety at Work Regulations 1999 Relevant government Corona Virus Guidance [https://www.hps.scot.nhs.uk/a-to-z-of-topics/covid-19/ ; https://www.gov.scot/coronavirus-covid-19/] | |
| PEOPLE AFFECTED | <input checked="" type="checkbox"/> MEMBERS OF THE PUBLIC <input checked="" type="checkbox"/> ADJACENT WORKERS <input checked="" type="checkbox"/> CHILDREN/YOUNG PEOPLE <input checked="" type="checkbox"/> CONTRACTORS <input type="checkbox"/> VISITORS <input type="checkbox"/> NEW/EXPECTANT MOTHERS <input checked="" type="checkbox"/> SHIELDED PERSONS | |

| Revision History: | | | | |
|-------------------|----------------|---|----------------|---------------------|
| Version No | Effective Date | Manager confirmation above safe systems of work/controls in place or required actions and timescale to complete | Manager's Name | Previous Version No |
| 26 | 09/08/21 | No change. | Frances Downer | 25 |
| 25 | 23/07/21 | No change. | Frances Downer | 24 |
| 24 | 09/07/21 | Page 13 - "PPE and Face Coverings" – from 9 July 2021 [page 13] <ul style="list-style-type: none"> In response to Government guidance, Crosscare COVID window being amended to include evidence regarding discussions about patients wearing face masks. | Frances Downer | 23 |

See Risk Matrix page 28 for key

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| 23 | 25/06/21 | No change. | Frances Downer | 22 |
| 22 | 11/06/21 | No change. | Linda McEnhill | 21 |
| 21 | 28/05/21 | No change. | Frances Downer | 20 |
| 20 | 17/05/21 | Page 9 - Recognising the symptoms of Corona Virus and keeping Service Users and Visitors safe <ul style="list-style-type: none"> From Monday 17 May – patient visiting guidance update on website | Frances Downer | 19 |
| 19 | 07/05/21 | Page 4 – “Home Life” - From Tuesday 4 May - HR will complete individual COVID Risk Assessments for new starts post interview stage. Staff COVID Risk Assessments will be reviewed 6 monthly. | Frances Downer | 18 |
| 18 | 23/04/21 | Page 5 - “Home Life” <ul style="list-style-type: none"> From Monday 26 April – Adults on the Shielding list can return to the workplace, if they cannot work from home. Non-essential informal childcare will resume Page 9 - Recognising the symptoms of Corona Virus and keeping Service Users and Visitors safe <ul style="list-style-type: none"> From Thursday 22 April – COVID 19 Triage questions updated for Visitors & Contractors to IPU and Visiting patients at home. From week beginning Monday 26 April – Pre Admission Risk Assessment questions will be incorporated into Crosscare COVID window | Frances Downer | 17 |
| 17 | 09/04/21 | Page 12 – “PPE and Face Coverings” <ul style="list-style-type: none"> From 9 April 2021 Reception staff to wear fluid resistant surgical masks rather than face coverings, like IPU staff. | Frances Downer | 16 |
| 16 | 19/03/21 | Page 4 – “Home Life” <ul style="list-style-type: none"> From Friday 12 March – <ul style="list-style-type: none"> up to 4 adults from 2 households can meet locally outdoors. Remaining primary school pupils and senior secondary pupils return part-time Staff have started to receive appointments for 2nd vaccines Page 9 - “Recognising the symptoms of Corona Virus and keeping Service Users and Visitors safe” <ul style="list-style-type: none"> From Monday 29 March – commencement of twice weekly routine Inpatient COVID testing | Frances Downer | 15 |
| 15 | 05/03/21 | Page 11 - “Providing and explaining available COVID 19 guidance” <ul style="list-style-type: none"> COVID 19 Outbreak Action plan has been compiled to streamline the process for dealing with future outbreaks. Inverclyde HSCP and Ardgowan Hospice have weekly Local Resilience Management team meetings to review COVID related issues across the local area, participation in these discussions has been long standing continues. | Frances Downer | 14 |
| 14 | 19/02/21 | Page 9 – “Recognising the symptoms of Corona virus and keeping Service Users and Visitors safe” <ul style="list-style-type: none"> From 17 February 2021 training is underway for Lateral Flow Testing for patient facing staff. From 1 March 2021 testing will commence on a twice weekly basis. | Frances Downer | 13 |
| 13 | 05/02/21 | No change. | Frances Downer | 12 |
| 12 | 25/01/21 | Page 4 – “Home Life” -From Tuesday 5 January 2021: <ul style="list-style-type: none"> A legally enforceable stay at home order (see link), similar to March 2020 lockdown will apply Leaving home: Can only leave home for essential purposes (caring, shopping, outdoor exercise, extended household) Work: If job can be done at home, then this is required Schools: All schools closed (exception of vulnerable children and children of key workers) and move to online learning | Frances Downer | 11 |

See Risk Matrix page 28 for key

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| | | <ul style="list-style-type: none"> Meeting others: Can only now meet with 1 other person, outdoors only. Shielding: Must now return to shielding. Risk Assessments will be undertaken when required. Travel: only for essential purposes, stay local. No non-essential travel in or out of Scotland. Businesses: most businesses will now close. Grants: New business grants will be put in place in addition to furlough. <p>From Thursday 31 December 2020 – Vaccine - online booking of vaccine was offered to staff From Friday 8 January 2021 until further notice, Churches will move back to online services (except Wedding with up to 5 people in attendance, funerals up to 20 people in attendance). From Saturday 26 December 2020 until further notice Inverclyde Council area moves from Tier 2 to Tier 4 restrictions. From Friday 10 December 2020 until further notice Inverclyde Council moves from Tier 3 to Tier 2 restrictions.</p> <p>Page 8 – “Recognising the symptoms of Corona virus and keeping Service Users and Visitors safe” –</p> <ul style="list-style-type: none"> From 17 January 2021 all non-clinical staff will work from home or Access building. Nelson Street Reception will close with notice for deliveries to go to Access Reception. From 14 January 2021 patient visiting guidance update on website From Saturday 26 December 2020 patient visiting is now 2 nominated visitors from 1 household. <p>Page 11 – “PPE and Face Coverings” – From Tuesday 20 October 2020 face coverings to be worn by all staff when walking in areas outwith their staff station or office.</p> <p>Page 13 – “Employee attendance at work” – From Tuesday 5 January 2021 until further notice– if job can be done from home then this should be adopted.</p> <ul style="list-style-type: none"> Hospice Shops closed from 26 December 2020. <p>Page 15 – “Staff movement around the premises” – From Tuesday 5 January 2021, teams will work in “bubbles”, minimising being in other staff areas and discouraging crossover of staff traffic between buildings, particularly reducing footfall in the IPU as much as possible.</p> <p>Page 21 - Previously social distancing had been relaxed, however these have been further restricted since 26 December 2020.</p> <p>Page 23 – “Staff room/Kitchen” – From Friday 8 January 2021 staff advised that 2 meter physical distancing when eating lunch, etc</p> | | |
| 11 | 04/12/20 | Page 3 – “Home Life” – From 20 November 2020 (reviewed weekly) Inverclyde Council remains in Tier 3 category | Ian Marshall | 10 |
| 10 | 30/10/20 | <p>Page 3 - “Home Life” – From 2 November 2020 until further notice Inverclyde Council has been placed in Tier 3 category.</p> <ul style="list-style-type: none"> Cafes, pubs and restaurants allowed to open until 18:00 to serve food and non-alcoholic drinks Alcohol sales are not permitted indoors or outdoors All leisure and entertainment venues are closed, including cinemas No non-essential travel is allowed out of a Level 3 area Indoor exercise, which includes gyms, will be restricted to individual and not group exercise <p>Page 3 - “Home Life” – From 26 October to 2 November GGC restrictions were continued.</p> | Ian Marshall | 9 |
| 9 | 16/10/20 | <p>Page 3 - “Home Life” – From Friday 9 October 2020 for 16 days</p> <ul style="list-style-type: none"> Licensed premises to close, Unlicensed premises can operate 6 am to 6 pm Meeting friends at maximum of 6, from 2 households Travel restrictions for holidays in October, unless already booked and encouraging not to travel outside local health board area Continue to work from home Public transport should be minimised No contact sports, indoor or outdoor except professionals and u18s No outdoor live events Face coverings to be used in all indoor communal areas Retail 2 m distancing to be adhered to | Ian Marshall | 8 |

See Risk Matrix page 28 for key

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| | | Page 13 – “Staff movement around the premises” – Shops - From Friday 9 October, for 16 days 2m distancing to be maintained. | | |
| 8 | 02/10/20 | Page 3 – “Home Life” – From Thursday 24 September 2020 until further notice, <ul style="list-style-type: none"> not permitted to meet people from any other household in your own home or another person’s home socially, unless they are in your extended household. A maximum of 6 people, from 2 households can meet in public indoor spaces such as cafes, pubs and restaurants. You can meet people outside in your garden or public outdoor space, in groups of 6 people from no more than 2 households. Only car share with members of your own, or extended household. Wearing of masks whilst moving around in public indoor spaces is mandatory until you take your seat. Page 9 – “Employee attendance at Work” - On Thursday 24 September 2020 it was emphasised that home working should continue for those who can do so. | Ian Marshall | 7 |
| 7 | 18/09/20 | No change | Ian Marshall | 6 |
| 6 | 15/09/20 | Page 3 – “Home Life” – From Monday 14 September until further notice, no more than 6 people from a maximum of 2 households can meet indoors or outdoors. Page 5 “Recognising the symptoms of Corona Virus and keeping Service Users and Visitors safe” – restrictions to visiting and staff to avoid, when possible, seeing patients during visiting and meal times. Page 11 – “Staff Movement around the premises” – From Monday 14 September until further notice, no external physical meetings to be held in Access, all to be conducted by virtual means. | Ian Marshall | 5 |
| 5 | 04/09/20 | No change | Ian Marshall | 4 |
| 4 | 28/08/20 | Page 7 – “Providing and explaining available COVID19 guidance” – wear face covering – additional information – new weblink Page 7 – “PPE and Face Coverings” – “All staff...” additional information – new weblink Page 11 – “Contractors visiting the workplace” – “face coverings will be required” additional information – new weblink Page 17 & 18 – “Maintaining social distancing and contracting or spreading the virus by not social distancing” – Use of face covering when less than 2 metre social distancing additional information – new weblink | Ian Marshall | 3 |
| 3 | 21/08/20 | Page 2 - “Ensuring Covid Specific Legislation in place” – additional information – two new weblinks Page 6 - “Providing and explaining available COVID 19 guidance” – additional information – new weblink Page 7 - “PPE and Face Coverings” – additional information – new weblink Pages 6 & 10 - “Recognising the symptoms of Corona Virus and keeping Service Users and Visitors safe” & “Contractors visiting the workplace” - Introduced Test & Protect contact tracing system for every visitor and business contractor. Information retained for 21 days then destroyed. Read by sheet removed. | Ian Marshall | 2 |
| 2 | 14/08/20 | Page 10 - “Contractors visiting the workplace” - Contractors to complete screening questions 24 hours in advance of visiting Hospice | Ian Marshall | 1 |

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
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| Ensuring Covid Specific Legislation in place | Risk of Fines and/or Prosecution | 5 | 5 | 25 | Aware of updates as per Government guidance regarding Lockdown Release and Business Return to Work | 2 | 5 | 10 | YES Applicable Legislation and Guidance followed as above |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
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| | | L | S | R | | L | S | R | |
| | | | | 15 | Awareness and implementation of expected protection to visitors, volunteers and members within the premises and related offerings as per Government guidance | | | 15 | https://hpspubsrepo.blob.core.windows.net/hps-website/nss/2999/documents/1_covid-19-compendium.pdf https://hpspubsrepo.blob.core.windows.net/hps-website/nss/3048/documents/1_covid-19-ipc-guidance-comparison-for-ppe.pdf |
| Home Life | Risk of cross infection | 3 | 5 | 15 | <p>Notification to Employees Family members must recognise the increased risk due to staff now back at work and practice:</p> <ul style="list-style-type: none"> regular hand washing sanitising all home hand contact surfaces, bathrooms, and food preparation surfaces coughing and sneezing protection actions home isolation where practicable recognise Covid19 symptoms (high temperature, a new, continuous cough and/or loss or change to your sense of smell or taste) Where appropriate, employees will be permitted to work from home when required to self-isolate From Tuesday 4 May – <ul style="list-style-type: none"> HR will complete individual COVID Risk Assessments for new starts post interview stage. Staff COVID Risk Assessments will be reviewed 6 monthly. From Monday 26 April – <ul style="list-style-type: none"> Adults on the Shielding list can return to the workplace, if they cannot work from home. Non-essential informal childcare will resume From Friday 12 March <ul style="list-style-type: none"> Up to 4 adults from 2 households can meet locally outdoors. | 5 | | 15 | <p>YES</p> <p>https://www.hps.scot.nhs.uk/a-to-z-of-topics/covid-19/workforce-educational-resources/#workforce</p> <p>https://www.gov.scot/publications/coronavirus-covid-19-stay-at-home-guidance/</p> |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
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| | | L | S | R | | L | S | R | |
| | | | | | <ul style="list-style-type: none"> Remaining primary school pupils and senior secondary pupils return part-time. Staff have started to receive appointments for 2nd vaccines From Tuesday 5 January 2021: <ul style="list-style-type: none"> A legally enforceable stay at home order (see link), similar to March 2020 lockdown will apply Leaving home: Can only leave home for essential purposes (caring, shopping, outdoor exercise, extended household) Work: If job can be done at home, then this is required Schools: All schools closed (exception of vulnerable children and children of key workers) and move to online learning Meeting others: Can only now meet with 1 other person, outdoors only. Shielding: Must now return to shielding. Risk Assessments will be undertaken when required. Travel: only for essential purposes, stay local. No non-essential travel in or out of Scotland. Businesses: most businesses will now close. Grants: New business grants will be put in place in addition to furlough. From Thursday 31 December 2020 – online booking of vaccine was offered to staff From Friday 8 January 2021 until further notice, Churches will move back to online services (except Wedding with up to 5 people in attendance, funerals up to 20 people in attendance). From Saturday 26 December 2020 until further notice Inverclyde Council area moves from Tier 2 to Tier 4 restrictions. From Friday 10 December 2020 until further notice Inverclyde Council moves from Tier 3 to Tier 2 restrictions. From 2 November 2020 until further notice Inverclyde Council has been placed in Tier 3 category. | | | | |

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| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
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| | | L | S | R | | L | S | R | |
| | | | | | <ul style="list-style-type: none"> Cafes, pubs and restaurants allowed to open until 18:00 to serve food and non-alcoholic drinks Alcohol sales are not permitted indoors or outdoors All leisure and entertainment venues are closed, including cinemas No non-essential travel is allowed out of a Level 3 area Indoor exercise, which includes gyms, will be restricted to individual and not group exercise From 26 October to 2 November GGC restrictions were continued. From Friday 9 October for 16 days (as central belt of Scotland: <ul style="list-style-type: none"> Licensed premises to close, Unlicensed premises can operate 6 am to 6 pm Meeting friends at maximum of 6, from 2 households Travel restrictions for holidays in October, unless already booked and encouraging not to travel outside local health board area Continue to work from home Public transport should be minimised No contact sports, indoor or outdoor except professionals and u18s No outdoor live events Face coverings to be used in all indoor communal areas Retail 2 m distancing to be adhered to From Monday 14 September until further notice, no more than 6 people from a maximum of 2 households can meet indoors or outdoors. From Thursday 24 September 2020 until further notice, <ul style="list-style-type: none"> Not permitted to meet people from any other household in your own home or another person's home socially, unless they are in your extended household. A maximum of 6 people, from 2 households can meet in public indoor spaces such as cafes, pubs and restaurants. | | | | |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|----------|---------------------------------|-------------------------------------|---|---|--|------------------------------------|---|---|--------------------------------------|
| | | L | S | R | | L | S | R | |
| | | | | | <ul style="list-style-type: none"> You can meet people outside in your garden or public outdoor space, in groups of 6 people from no more than 2 households. Only car share with members of your own, or extended household. Wearing of masks whilst moving around in public indoor spaces is mandatory until you take your seat. <p>Avoid contact with high risk vulnerable people:</p> <ul style="list-style-type: none"> have had organ transplant having chemotherapy or antibody treatment or immunotherapy for cancer having an intense course of radiotherapy for lung cancer having targeted cancer treatments that can affect the immune system have blood or bone marrow cancer (such as leukaemia, lymphoma, or myeloma) have had a bone marrow or stem cell transplant in the past 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) are taking medicine that makes them much more likely to get infections (such as high doses of steroids or immunosuppressant medicine) have a serious heart condition and are pregnant <p>Practice/awareness of “Shielding Controls” for high risk vulnerable people</p> <ul style="list-style-type: none"> only leaving home to spend time outdoors, for example to go for a walk stay at least 2 metres (3 steps) away from other people in their home as much as possible get food and medicine delivered and left outside their door – ask friends and family to help or register to get coronavirus support on GOV.UK if needed | | | | |

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| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
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| | | L | S | R | | L | S | R | |
| | | | | | <ul style="list-style-type: none"> • prepare a hospital bag, including a list of the medicines being taking, in case they need to go into hospital • wash hands regularly with soap and water often – do this for at least 20 seconds • make sure anyone who comes into their home washes their hands with soap and water for 20 seconds • use hand sanitiser gel if soap and water are not available • clean objects and surfaces touched often (such as door handles, kettles, and phones) using regular home sanitiser cleaning products • clean a shared bathroom each time it is used, for example by wiping the surfaces touched <p>Avoid contact moderate risk people:</p> <ul style="list-style-type: none"> • are 70 or older • have a lung condition that is not severe (such as asthma, COPD, emphysema, or bronchitis) • have heart disease (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 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 <p>Practice/Controls for moderate risk persons</p> <ul style="list-style-type: none"> • can go out to work (if they cannot work from home) and for getting food or exercising but should try to stay at home as much as possible. • maintain social distancing, including staying at least 2 metres (3 steps) away from anyone they do not live with. | | | | |

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| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|---|--|-------------------------------------|---|----|---|------------------------------------|---|----|---|
| | | L | S | R | | L | S | R | |
| | | | | 25 | <ul style="list-style-type: none"> wash hands regularly with soap and water often – do this for at least 20 seconds make sure anyone who comes into their home washes their hands with soap and water for 20 seconds use hand sanitiser gel if soap and water are not available clean objects and surfaces touched often (such as door handles, kettles, and phones) using regular home sanitiser cleaning products clean a shared bathroom each time it is used, for example by wiping the surfaces touched | | | 15 | |
| Recognising the symptoms of Corona Virus and keeping Service Users and Visitors safe | Risk of cross infection and contracting COVID-19 | 5 | 5 | 25 | <ul style="list-style-type: none"> Employees/Volunteers who feel unwell should stay at home and not attend the premises. From 17 May – patient visiting guidance update on website From Thursday 22 April – COVID 19 Triage questions updated for Visitors & Contractors to IPU and Visiting patients at home. From week beginning Monday 26 April – Pre Admission Risk Assessment questions will be incorporated into Crosscare COVID window From Monday 29 March – commencement of routine twice weekly Inpatient COVID testing From 17 February 2021 staff training is underway for Lateral Flow Testing for patient facing staff. From 1 March 2021 staff testing will commence on a twice weekly basis. From 17 January 2021 all non-clinical staff will work from home or Access building. Nelson Street Reception will close with notice for deliveries to go to Access Reception. From 14 January 2021 patient visiting guidance update on website From Saturday 26 December 2020 patient visiting is now 2 nominated visitors from 1 household. From Monday 14 September until further notice visiting for all patients is a maximum of 2 people from a maximum of 2 households at any one time. It will always be desired to have 2 visitors only but recognise this is not always to the best interests of the patient and/or family. As we are confident our IPC controls are well managed we can consider, on a case by case basis allowing more than 2 visitors (up to a maximum of 4) for end of | 3 | 5 | 15 | Yes COVID-19: Safe Practice in Acute Healthcare Settings https://www.hps.scot.nhs.uk/web-resources-container/covid-19-safe-practice-in-acute-healthcare-settings/ Key messages https://www.hps.scot.nhs.uk/web-resources-container/key-messages-in-the-workplace/ |

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| | | L | S | R | | L | S | R | |
| | | | | | <p>life patients but only from the same 2 households. Children 12 years and under will be exempt from this; however there is separate guidance in the Safe Working document for children.</p> <ul style="list-style-type: none"> • Unless there has been an agreement to meet with a patient with their family we will avoid, wherever possible, seeing patients during visiting time to allow their loved ones maximum time spent with them. This also applies during protected meal times unless pre-agreed with staff/patient. • The frequency of handwashing or sanitising will be increased. • The maximum number of people that can reasonably follow physical distancing guidelines (two metres, or one metre with risk mitigation where two metres is not viable) has been calculated for the hospice, taking into account total floor space as well as likely pinch points and busy areas. • Close contact services will clearly mean that the physical distancing measures cannot be maintained and, as such, PPE is required to be worn by staff. Further information is within the PPE section of this assessment. <p>Further measures include:</p> <ul style="list-style-type: none"> • Keeping the activity time involved as short as possible. • Using screens or barriers to separate staff from visitors when entering the reception area from one another. • Using back-to-back or side-to-side working (rather than face-to-face) whenever possible. • Using a consistent pairing system, defined as fixing which workers work together if workers have to be in close proximity (defined as being within arm's length of someone else for a sustained period of time). • Queuing systems have been reviewed for the premises in order to maintain two-metre physical distancing (or one metre + where this is not possible). Outside spaces will be used where possible and markings will be laid. • Clear guidance on physical distancing and hygiene will be made available to people on arrival (e.g. signage, visual aids, etc.) and before arrival, such as by phone, on our website or by email. | | | | |

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| | | L | S | R | | L | S | R | |
| | | | | 25 | <ul style="list-style-type: none"> Physical distancing will be maintained in waiting areas when visitors wait to be taken into the hospice buildings. When waiting areas can no longer maintain physical distancing, consider moving to a 'one in, one out' policy. Queues will be managed in such a way as to ensure they do not cause a risk to individuals. Sanitising facilities will be provided at the entrances to the building and visitors will be asked to use the sanitiser or to wash their hands and use PPE as appropriate. Changes made to entrances, exits and queue management will take into account reasonable adjustments for those who need them, including disabled visitors. Visitors who are accompanied by children will be reminded that they are responsible for supervising them at all times and should follow physical distancing guidelines. Plans have been put in place for maintaining physical distancing guidelines (two metres, or one metre with risk mitigation where two metres is not viable) in the event of adverse weather conditions, being clear that visitors cannot seek shelter indoors unless physical distancing can be maintained. Contractor visits have been revised to reduce interaction and overlap between people, wherever possible. All control measures identified will be equally expected of all persons without discrimination. We will assist the Scottish Government Test and Protect service by keeping a temporary record of our staff shift patterns for 21 days and assisting with requests for that data if needed. This could help contain clusters or outbreaks. Working practices may be reviewed to minimise the duration of contact with the patient and/or visitor. Introduced Test & Protect contract tracing system for every visitor and business contractor. Information retained for 21 days then destroyed. | | | 10 | |
| Providing and explaining available COVID 19 guidance | Risk of Cross Infection | 5 | 5 | 25 | <ul style="list-style-type: none"> COVID 19 Outbreak Action plan has been compiled to streamline the process for dealing with future outbreaks. | 2 | 5 | 10 | COVID-19: Safe Practice in Acute Healthcare Settings https://www.hps.scot.nhs.uk/web- |

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
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| | | L | S | R | | L | S | R | |
| | | | | 20 | <ul style="list-style-type: none"> Inverclyde HSCP and Ardgowan Hospice have weekly Local Resilience Management team meetings to review COVID related issues across the local area, participation in these discussions has been long standing continues. Clear guidance on expected behaviours, physical distancing and hygiene will be provided to people on or before arrival, for example on-site signage and visual aids. Written or spoken communication regarding the latest guidelines will be available to staff, volunteers, patients, visitors and contractors. Posters or information setting out how individuals should behave in the hospice to keep everyone safe will be provided. We will also consider the particular needs of those with protected characteristics, such as those who are hearing or visually impaired. Where necessary, we will inform service users that police and the local authorities have the powers to enforce requirements in relation to physical distancing and may instruct service users to disperse or leave an area, issue a fixed penalty notice or take further enforcement action. Staff will be encouraged to remind service users to follow physical distancing advice and clean their hands regularly and wear face covering. Where visits to hospice/shops are required by inbound supplier deliveries or safety-critical visitors, we will provide site guidance on physical distancing and hygiene on or before arrival. We shall ensure that information passed to visitors does not compromise their safety. | | | 10 | resources-container/covid-19-safe-practice-in-acute-healthcare-settings/ Key messages https://www.hps.scot.nhs.uk/web-resources-container/key-messages-in-the-workplace/ https://hpspubsrepo.blob.core.windows.net/hps-website/nss/3045/documents/1_covid-19-guidance-social-community-residential-care.pdf https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/910885/COVID-19_Infection_prevention_and_control_guidance_FINAL_PDF_20082020.pdf?fbclid=IwAR3QQ8bR6cdHsw9XTeKMRbt7tBxgiBqq_2UbY48VokrsHbK1IH1remBdSXE#:~:text=The%20use%20of%20face%20masks%20to%20staff%29%20or,areas%20to%20further%20reduce%20the%20risk%20of%20transmission |
| PPE and Face Coverings | Risk of Cross Infection | 4 | 5 | 20 | <ul style="list-style-type: none"> From 9 July 2021 - In response to Government guidance, Crosscare COVID window being amended to include evidence regarding discussions about patients wearing face masks. From 9 April 2021 Reception staff to wear fluid resistant surgical masks rather than face coverings, like IPU staff. From Tuesday 20 October 2020 face coverings to be worn by all staff when walking in areas outwith their staff station or office. All Staff working or visiting the Inpatient Unit building (Nelson St) should wear a face covering whenever moving around the building, in | 2 | 5 | 10 | <p>Guidance and recommended risk control measures will be sourced directly from the UK Government guidance.</p> <p>Advice on face coverings can be sought from referring to Scottish Government guidance.</p> |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|---|---------------------------------|-------------------------------------|---|----|--|------------------------------------|---|----|---|
| | | L | S | R | | L | S | R | |
| | | | | 20 | <p>communal areas such as staff rooms or corridors. Staff in Access (Ardgowan St) as non-clinical setting, are not required to wear a face covering however re strongly advised to follow the same practice. The wearing of a face covering will not be required while you are sitting at your desk as social distancing should be the standard practice.</p> <ul style="list-style-type: none"> • PPE identified to control risks other than COVID-19 will continue to be worn. • PPE for COVID 19 use, suspected or not will be adopted as per guidelines. • To wear PPE safely Staff should follow the donning and doffing procedure as per Scottish Government Guidance. Individuals who are contacted by the Test and Protect system should still self-isolate as the visor will offer greater protection but does not rule out transmission | | | | <p>https://www.hps.scot.nhs.uk/a-to-z-of-topics/covid-19/guidance-for-use-in-healthcare-settings/#title-container</p> <p>https://www.hps.scot.nhs.uk/web-resources-container/covid-19-wearing-a-face-mask-staff/</p> <p>https://hpspubsrepo.blob.core.windows.net/hps-website/nss/3012/documents/1_covid-19-step-down-guidance.pdf</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/910885/COVID-19_Infection_prevention_and_control_guidance_FINAL_PDF_20082020.pdf?fbclid=IwAR3QQ8bR6cdHsw9XTeKMRbt7tBxgiBqq_2UbY48VokrsHbK1IH1remBdSXE#:~:text=The%20use%20of%20face%20masks%20%28for%20staff%29%20or,areas%20to%20further%20redcue%20the%20risk%20of%20transmission</p> |
| People with potential Corona Virus infection | Risk of cross Infection | 4 | 5 | 20 | <p>Notification Awareness for all Employees/Volunteers/Service Users</p> <p>If experiencing symptoms at work/ during stay (refer to screening questions):</p> <ul style="list-style-type: none"> • consult NHS 111 • expect potential test and protect, isolate, support strategy if infection confirmed <p>If you have symptoms of coronavirus (COVID-19) or live with someone who does. This is called self-isolation. If you are self-isolating, you must:</p> <ul style="list-style-type: none"> • not leave your home for any reason • not go out to buy food or collect medicine – order them by phone or online, or ask someone else to drop them off at your home | 4 | 5 | 20 | <p>YES</p> <p>https://www.gov.scot/coronavirus-covid-19/</p> |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|---|---------------------------------------|-------------------------------------|---|-----------|--|------------------------------------|---|-----------|--|
| | | L | S | R | | L | S | R | |
| | | | | | <ul style="list-style-type: none"> protect others, do not go to places like a GP surgery, pharmacy, or hospital. Stay at home not have visitors, such as friends and family, in your home you can use your garden, if you have one, to get some fresh air and exercise | | | | |
| Communication and Training | Risk of Cross Infection | 4 | 5 | 20 | <ul style="list-style-type: none"> Regular and clear communication with staff will be delivered to ensure knowledge and comprehension of the risks and controls Training will be delivered to staff where and when required as per guidelines. This will include arriving at and leaving work We will ensure staff know how and when to use PPE | 2 | 5 | 10 | YES Staff Newsletters/Emails Managers Communication Meeting Ardgowan Hospice Safe Working Practice During COVID 19 Document |
| Employee attendance at Work | Risk of Cross Infection | 3 | 5 | 15 | <ul style="list-style-type: none"> From Tuesday 5 January 2021 until further notice– if job can be done from home then this should be adopted. Hospice Shops closed from 26 December 2020. On Thursday 24 September 2020 it was emphasised that home working should continue for those who can do so. Employees that can work from home, including those not in patient-facing roles such as administrative staff, will do so if at all possible. The minimum number of people required for safe operation of the hospice/shops will be on site at any one time. Employees encouraged to access mental health and wellbeing support either through employer and/or from NHS Inform, Breathing Space, the Scottish Association for Mental Health and Samaritans Scotland and the recent communication from HR. Employees encouraged to travel to work through other methods away from public transport (where possible), e.g. cycling, using their own car, family member drop-off, etc. | 2 | 5 | 10 | YES HR support |
| Travelling to and entering and leaving the workplace | Risk in cross infection during travel | 4 | 5 | 20 | <p>Employees using their own vehicles encouraged to follow the follow essential protection procedures:</p> <ul style="list-style-type: none"> clean your hands frequently each day by washing with soap and water for a minimum of 20 seconds avoid touching face maintain social distance from other people to a normal distance of 2 metres | 3 | 5 | 15 | YES https://www.transport.gov.scot/corona-virus-covid-19/transport-transition-plan/advice-on-how-to-travel-safely/ |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|----------|--|---|---|---|---|--|---|---|---|
| | | L | S | R | | L | S | R | |
| | | | | | <ul style="list-style-type: none"> • avoid open coughing and sneezing. Cover your mouth and nose with disposable tissues or sneeze into the crook of your elbow • drivers should travel alone. Where this is not practicable the following steps must be applied: <ul style="list-style-type: none"> - journeys should be with the same individuals and limited in the number of people travelling per vehicle - vehicles regularly cleaned using household sanitiser cleaning products, with emphasis on handles and surfaces that passengers may have touched • cloth type face masks must be worn by driver and passengers to reduce viral transmission risk • cloth face masks should be either disposed of before entering site (waste bag provided) or seal in a clear plastic bag for later use/washing. <p>Employees should avoid using public transport, and aim to walk, cycle, or drive instead. If using public transport is necessary, wearing a face covering is mandatory and in addition should:</p> <ul style="list-style-type: none"> • clean your hands frequently each day by washing with soap and water for a minimum of 20 seconds • avoid touching face • Maintain social distance from other people to a normal distance of 2 metres, where possible • avoid open coughing and sneezing. Cover your mouth and nose with disposable tissues or sneeze into the crook of your elbow • a minimum of a cloth type face masks must be worn while travelling on all forms of public transport • cloth face masks should be either disposed of before entering site (waste bag provided) or seal in a clear plastic bag for later use/washing <p>Entry to the workplace</p> <ul style="list-style-type: none"> • stagger arrival and departure times to reduce possible crowding arrival situations • clearly indicate the main front door “entrance” and “exit” routes | | | | <p>https://www.gov.scot/publications/coronavirus-covid-19-phase-3-staying-safe-and-protecting-others/</p> <p>Ardgowan Hospice Safe Working Practice During COVID 19 Document</p> |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|---|---------------------------------|-------------------------------------|---|----|---|------------------------------------|---|----|--|
| | | L | S | R | | L | S | R | |
| | | | | 15 | <ul style="list-style-type: none"> provide floor markings and one-way flows at entry and exit points provide handwashing facilities, or hand sanitisers at entry and exit points suitable signage is visible to remind all of new essential safety rules Storage will be provided for staff belongings and clothing Staff will be requested to change into work uniforms on site using appropriate facilities / changing areas, where physical distancing and hygiene guidelines can be met Uniforms will be washed on site or staff will be requested to wash uniforms regularly at home | | | 10 | |
| Staff movement around the premises | Risk of cross infection | 3 | 5 | 15 | <ul style="list-style-type: none"> From Tuesday 5 January 2021, teams will work in “bubbles”, minimising being in other staff areas and discouraging crossover of staff traffic between buildings, particularly reducing footfall in the IPU as much as possible. Shops - From Friday 9 October, for 16 days 2m distancing to be maintained. From Monday 14 September until further notice, no external physical meetings shall be held in Access building, these shall be conducted by virtual means. Movement around the hospice should be limited by discouraging non-essential trips within the building, for example restricting access to some areas, encouraging the use of telephones or other electronic devices when sending messages from service areas to kitchens, where permitted, and cleaning them between use Physical changes like barriers or screens between, behind or in front of workstations (where possible); between employees and in reception areas will be implemented where necessary One-way systems will, where possible, be implemented and marked through the hospice Maximum occupancy for lifts will be reduced, hand sanitiser will be provided for the operation of lifts, and the use of stairs will be encouraged wherever possible We will ensure that disabled access to the lift is maintained Physical distancing measures will also be implemented in high-traffic areas such as corridors, staircases and lifts | 2 | 5 | 10 | <p>YES</p> <p>Ardgowan Hospice Safe Working Practice During COVID 19 Document</p> <p>Guidance posters and information provided</p> |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|---|---|-------------------------------------|---|-----------|---|------------------------------------|---|-----------|---|
| | | L | S | R | | L | S | R | |
| | | | | | <ul style="list-style-type: none"> Ahead of visits to other people's homes, we will contact the service user to ask that physical distancing guidelines (two metres or one metre with risk mitigation where two metres is not viable) are maintained from other people in the household Only the service user, where possible should be present in the same room for visits in the home | | | | |
| Contractors visiting the workplace | Risk of cross infection | 3 | 5 | 15 | <ul style="list-style-type: none"> Limit the number of contractors visiting at any one time Determine if schedules for essential services and contractor visits can be revised to reduce interaction and overlap between people, for example, carrying out services at night? Provide clear guidance on social-distancing and hygiene to contractors prior to arrival, face coverings will be required Review entry and exit routes for visitors and contractors to minimise contact with other people Person who has arranged for contractor to attend, must contact contractor 24 hours in advance and ask screening questions. Introduced Test & Protect contract tracing system for every visitor and business contractor. Information retained for 21 days then destroyed. | 2 | 5 | 10 | YES Guidance posters and information provided https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/910885/COVID-19_infection_prevention_and_control_guidance_FINAL_PDF_20082020.pdf?fbclid=IwAR3QQ8bR6cdHsw9XTeKMRbt7tBxgiBqg_2Uby48VokrsHbK1IH1remBdSXE#:~:text=The%20use%20of%20face%20masks%20%28for%20staff%29%20or,areas%20to%20further%20reduce%20the%20risk%20of%20transmission |
| Safety checklist of the building | Risk of cross infection from Covid-19, Legionella etc. Risk of injury from dangerous equipment | 3 | 5 | 15 | <ul style="list-style-type: none"> Separate risk assessment to be completed where appropriate All preventative planned maintenance (PPM) visits to be checked to ensure all are up to date (workplace safety and fire prevention) Request visits for outstanding contractor PPM visits Ensure all statutory inspections are up to date (workplace safety and fire prevention) Request visits for outstanding statutory inspections from support contractor Request water hygiene service inspection to undertake flushing, temperature checking and visual inspections of all water systems, updating water hygiene control file | 2 | 5 | 10 | YES Estates Meetings Health and Safety Meetings |
| Cleaning the premises: | Risk of cross infection | 3 | 5 | 15 | <ul style="list-style-type: none"> Daily cleaning schedules of each site will be maintained and kept onsite | 2 | 5 | 10 | YES |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|--|--|---|---|---|--|--|---|---|---|
| | | L | S | R | | L | S | R | |
| Keeping the environment clean; Sanitisers and cleaning procedures | | | | | <ul style="list-style-type: none"> Complete a deep clean of areas when and where appropriate before use Extra bins and waste collection will be provided Reduced usage and occupancy of offices and work areas will be spaced to allow for frequent cleaning of work areas and equipment between uses, using the usual cleaning products Workspaces will be cleared frequently, including removing waste and belongings from the work area at the end of a shift and not providing reading materials such as magazines in patient/visitor waiting areas Doors will be wedged open, where appropriate, to increase ventilation. This does not apply to fire doors Frequent cleaning will be completed of objects and surfaces that are touched regularly, including door handles and handheld devices, and we will make sure that there are adequate disposal arrangements for cleaning products Once symptomatic, all surfaces that the person has come into contact with must be cleaned, including: <ul style="list-style-type: none"> All surfaces and objects which are visibly contaminated with body fluids; and All potentially contaminated high-contact areas such as toilets, door handles, telephones, etc. Public areas where a symptomatic individual has passed through and spent minimal time in (such as corridors) but which are not visibly contaminated with bodily fluids do not need to be specially cleaned and disinfected If a person becomes ill and/or is suspected as having COVID 19 in a shared space, these should be cleaned using disposable cloths and detergents, according to current recommended workplace legislation and practice General cleaning will be increased to cover all occupied areas Windows and doors will be kept open as much as possible to increase ventilation Provide sufficient dilute sanitiser spray/pump bottles and various locations | | | | https://www.hps.scot.nhs.uk/web-resources-container/covid-19-guidance-for-non-healthcare-settings/ https://www.hps.scot.nhs.uk/web-resources-container/covid-19-information-and-guidance-for-social-community-and-residential-care-settings/ https://www.hps.scot.nhs.uk/web-resources-container/covid-19-information-and-guidance-for-care-home-settings/ |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|---|---------------------------------|-------------------------------------|---|----|---|------------------------------------|---|----|--|
| | | L | S | R | | L | S | R | |
| | | | | 15 | <ul style="list-style-type: none"> Consider appointing responsible person(s) to regularly clean all contact surfaces such as desktops, computer equipment, door handles, all toilet surfaces, handrails etc Provide sanitisation stations at entry and exit points and in common areas through the building, e.g. dining room Enhance the cleaning regimes for toilet facilities, particularly door handles, locks, and the toilet flush handles Increase cleaning time for rooms to allow proper sanitisation, i.e. application of product contact times, additional surfaces, etc. Provide additional staff training in new cleaning practices Monitor enhanced cleaning, e.g. supervisor checks, schedule checklist/ sign-off Ensure sanitisers used have quick “kill time” and proven to be effective on covid virus, complying with BS EN 14476 and BS EN 14476 | | | 10 | |
| Workstations | Risk of Cross Infection | 3 | 5 | 15 | <ul style="list-style-type: none"> Layouts and processes will be reviewed to maintain physical distancing (two metres, or one metre with risk mitigation where two metres is not viable) between service users being served simultaneously, ensuring there is sufficient spacing between service users Where possible and practical, screens will be erected to create a physical barrier between workstations. Paint or tape will be used to demarcate physical distancing Equipment should not be frequently shared between staff. Instead, there should be frequent cleaning between use and equipment should be assigned to an individual where possible Disposable items will be used where possible. Non-disposable items will be cleaned between each use Role/task rotation will be avoided, including remaining at a consistent workstation where possible | 2 | 5 | 10 | YES Clear Desk Signs Signage and Posters https://www.hse.gov.uk/coronavirus/cleaning/index.htm |
| Conducting and Participating in Meetings | Risk of Cross Infection | 3 | 5 | 15 | <ul style="list-style-type: none"> Remote meeting tools should be used where possible to avoid face-to-face contact e.g. ZOOM. Microsoft Teams etc. Only absolutely necessary participants will physically attend meetings and will maintain physical distancing guidelines Participants will avoid sharing pens, documents or other items during a meeting to reduce transmission | 2 | 5 | 10 | YES https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/offices-and-contact-centres |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|--|---------------------------------|-------------------------------------|---|-----------|--|------------------------------------|---|-----------|---|
| | | L | S | R | | L | S | R | |
| | | | | | <ul style="list-style-type: none"> Hand sanitiser and face coverings will be provided in the meeting rooms Wherever possible, meetings will be conducted in well-ventilated areas. Floor signage will be implemented to encourage physical distancing | | | | |
| Deliveries, Handling goods, merchandise and other materials onsite vehicles | Risk of cross infection | 3 | 5 | 15 | <ul style="list-style-type: none"> Deliveries should be pre-arranged where possible with approximate arrival time provided, e.g. notification by phone/email/text message Delivery drivers to ring the bell and leave deliveries in a designated place for collection by staff or deliver items to designated area Goods and merchandise entering site should be isolated for 48hrs before use. If this is not possible they will be cleaned and sanitised Maintain social distance from delivery persons to a normal distance of 2 metres Employees to wash hands before and after handling the delivery by washing with soap and water for a minimum of 20 seconds. If unable to clean hands by washing with soap and water, then the provision of single use disposable non latex gloves will be made, supplemented with a suitably located hand sanitiser gel once gloves removed Suitable waste bags (or lidded bins) to be available for disposal of gloves and paper towel waste Equipment that employees may bring from or take home will be regularly cleaned. Cleaning should also take place before and following service user use We will ensure that equipment entering a person's home is thoroughly cleaned before use and between patients, with usual cleaning products Handling procedures for laundry will be reviewed to ensure that dust is not raised and to prevent spread of the virus | 2 | 5 | 10 | YES https://www.hse.gov.uk/coronavirus/drivers-transport-delivery.htm |
| Handling equipment, surfaces, materials and waste | Risk of cross infection | 3 | 5 | 15 | <ul style="list-style-type: none"> Frequent sanitisation of objects and surfaces that are touched regularly, such as door handles, handrails on staircases and corridors and printers and making sure there are adequate disposal arrangements Consider the creation of hygiene team cleaning persons to show clear visibility of regular sanitisation of contact surfaces Clear workspaces and removing waste and belongings from the work area at the end of each attendance period | 2 | 5 | 10 | YES https://www.hse.gov.uk/coronavirus/cleaning/index.htm https://www.hps.scot.nhs.uk/web-resources-container/covid-19-guidance-for-non-healthcare-settings/ |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|-----------|---------------------------------|-------------------------------------|---|----|--|------------------------------------|---|----|--|
| | | L | S | R | | L | S | R | |
| | | | | | <ul style="list-style-type: none"> All areas used for eating must be thoroughly sanitised at the end of each shift, including chairs, door handles etc. Encourage increased handwashing and introducing more handwashing facilities for employees, handling goods and merchandise or providing hand sanitiser where this is not practical | | | | |
| Reception | Risk of cross infection | 3 | 5 | 15 | <ul style="list-style-type: none"> Reception desk screen in place Reception desk staff to sign in and out all staff, visitors, contractors etc Should items for collection be left on the counter regular sanitisation will have to be undertaken All non-essential leaflets and paper material to be removed from public areas Social distancing signage will be put in place | 2 | 5 | 10 | YES https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/offices-and-contact-centres |
| WC's | Risk of cross infection | 3 | 5 | 15 | <ul style="list-style-type: none"> Signs and posters will be used to build awareness of good handwashing technique, the need to increase handwashing frequency and to avoid touching your face, and to cough or sneeze into a tissue which is binned safely, or into your arm if a tissue is not available Physical distancing markings will be installed in areas where queues are likely to form, and we will adopt a limited entry approach, with one in, one out where possible and where this does not increase risk by creating a bottleneck To enable good hand hygiene, hand sanitiser will be available on entry to toilets where safe and practical, and suitable handwashing facilities, including running water and liquid soap and suitable options for drying (either paper towels or hand dryers), will be available There will be clear use and cleaning guidance for toilets, with increased frequency of cleaning in line with usage. Normal cleaning products will be used, paying attention to frequently hand-touched surfaces, and disposable cloths or paper roll will be used to clean all hard surfaces Ventilation will be increased where necessary by opening windows and, where appropriate, doors Special care will be given to cleaning of portable toilets and large toilet blocks A cleaning schedule will be kept up to date and clearly visible Further waste facilities will be provided and emptied regularly | 2 | 5 | 10 | YES https://www.gov.scot/publications/coronavirus-covid-19-public-and-customer-toilets-guidance/ |

See Risk Matrix page 28 for key

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|--|---------------------------------|-------------------------------------|---|----|--|------------------------------------|---|----|--|
| | | L | S | R | | L | S | R | |
| | | | | 15 | <ul style="list-style-type: none"> • Good handwashing technique will be employed, and we will increase handwashing in between appointments. In the absence of handwashing facilities, mobile operators must use hand sanitiser • Patients will be given access to tissues and informed that if they do need to sneeze or cough, they should do so into the tissue, which should then be discarded appropriately. They should then wash their hands thoroughly or use hand sanitiser after using a tissue • Regular reminders will be provided, and signage erected to maintain hygiene standards • Hand sanitiser will be provided at regular intervals throughout the premises | | | 10 | |
| Maintaining social distancing and contracting or spreading the virus by not social distancing | Risk of cross infection | 3 | 5 | 15 | <p>Previously social distancing had been relaxed, however these have been further restricted since 26 December 2020.</p> <p>Social distancing requirements have been relaxed to a degree across the UK with England and Wales adopting a 1 metre plus approach with suitable mitigations and Scotland allowing reduction of distance to 1 metre for exempted sectors only, again with suitable mitigations.</p> <p>In Scotland the exempted sectors for 2 metres distancing are retail, indoor and outdoor hospitality and public transport. Refer to sector specific risk assessment for further information.</p> <p>Controls should include the following considerations:</p> <ul style="list-style-type: none"> • Manage outside queues to ensure they cause no risk to visitors/service users or other businesses, e.g. using barriers, staff directing members of the public • Use of additional signage to ask visitors/service users not to enter the premises if they have symptoms • Identify any places where, under normal circumstances, staff would not be able to maintain social distancing • Regulate entry so that common areas do not become overcrowded • Decide how many visitors/customers can reasonably maintain the appropriate social distance, given the size and use of the premises • Clear signage indicating when people are moving into a less than 2 metre social distanced area • Use of face covering when less than 2 metre social distancing | 2 | 5 | 10 | <p>YES</p> <p>Use empty spaces in the building for additional rest break areas where safe to do so. Put in place arrangements to monitor and supervise to make sure social distancing rules are followed</p> <p>https://www.nhs.uk/conditions/coronavirus-covid-19/social-distancing/what-you-need-to-do/</p> <p>https://www.gov.uk/government/publications/staying-alert-and-safe-social-distancing</p> <p>https://www.nhsinform.scot/illnesses-and-conditions/infections-and-poisoning/coronavirus-covid-19/coronavirus-covid-19-physical-distancing</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/910885/COVID-</p> |

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|----------|---------------------------------|-------------------------------------|---|---|--|------------------------------------|---|---|--|
| | | L | S | R | | L | S | R | |
| | | | | | <ul style="list-style-type: none"> • If feasible consider one-way pedestrian routes and the use of separate entrances and exits with adequate directional floor markings, including lift and stairs. • Any adjustments must consider the needs of disabled visitors/service users and other who may require assistance • Remove unnecessary furniture or general seating areas • Use floor markings to facilitate compliance with the appropriate social distance for the premises/area, particularly in the most crowded areas, such as reception areas, serving counters and tills • Use floor markings in other communal areas, such as toilets, entrance halls, reception areas • Remind visitors/service users accompanied by children that they are responsible for their supervision and following social distancing guidelines • Use signage to request that visitors/service users do not move furniture • Increase cleaning schedule, which will include chairs, stools, tables, etc • Suitable signage is recommended to remind employees of need to wear PPE and general advice to visitors/service users etc. • Display suitable information of hygiene procedures, Covid symptoms and procedure for persons displaying symptoms, e.g. posters/ notices <p>Identify where it isn't possible to meet social distancing rules and identify other physical measures to separate people. This can include:</p> <ul style="list-style-type: none"> • physical screens and splash barriers – if they are used in vehicles they must be safe, not impair visibility and will probably need approval from the vehicle manufacturer to ensure they don't compromise safety • place markers on the floor (eg in lifts) to indicate where people should stand and the direction they should face • reducing the numbers of people using lifts <p>If it isn't possible to meet social distancing rules and physical measures can't be used then put in place other measures to protect people. This can include:</p> <ul style="list-style-type: none"> • enhanced cleaning regimes • increase in hand washing • face covering to be worn | | | | 19 Infection prevention and control guidance FINAL PDF 20082020.pdf?fbclid=IwAR3QQ8bR6cdHsw9XTeKMRbt7tBxgiBgg_2UbY48V0krsHbK1IH1remBdSXE#:~:text=The%20use%20of%20face%20masks%20%28for%20staff%29%20or,areas%20to%20further%20reduce%20the%20risk%20of%20transmission |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|--------------------|---------------------------------|-------------------------------------|---|----|--|------------------------------------|---|----|---|
| | | L | S | R | | L | S | R | |
| | | | | 15 | <ul style="list-style-type: none"> limiting the amount of time people spend on the task placing workers back-to-back or side-by side rather than face-to-face when working 'cohorting' work teams so they consistently work together improving ventilation <p>Display signs to remind people to socially distance (Please note – personal protective equipment is needed in a limited number of workplaces to protect from the risk of coronavirus)</p> | | | 10 | |
| Staff room/Kitchen | Risk of cross infection | 3 | 5 | 15 | <ul style="list-style-type: none"> From Friday 8 January 2021 staff advised that 2 meter physical distancing when eating lunch, etc Employees are encouraged to bring their own food and drinks Use menu boards, disposable menus, condiment sachets brought with food, etc. to minimise contact point cleaning Minimise handling of glasses, cups, e.g. pour and serve drinks from the base of the glass and carry on trays Use sealed bottled drinks Plates should be carried on trays rather than handled individually Cutlery will be wrapped in a napkin and placed on the patient's tray with food, do not have cutlery on tables Where staff handle items used by patients, they must wash their hands before moving on to another task Crockery, cutlery & glasses to be washed in double sink method using approved bactericidal detergent in the wash water Break times should be staggered where possible to maintain physical distancing within break/staff rooms The use of outside areas for breaks will be encouraged Areas freed up by remote working can be used for breaks Screens may be required in common areas Seating and tables will be reconfigured, such as in waiting areas, to optimise spacing and reduce face-to-face interactions Staff will be encouraged to stay on site for the whole of their shift Physical distancing markings for other common areas, such as toilets, showers, lockers and changing rooms and in any other areas where queues typically form, will be maintained | 2 | 5 | 10 | <p>YES</p> <p>https://www.nhsinform.scot/illnesses-and-conditions/infections-and-poisoning/coronavirus-covid-19/coronavirus-covid-19-physical-distancing</p> <p>https://www.hps.scot.nhs.uk/web-resources-container/covid-19-guidance-for-non-healthcare-settings/</p> <p>Posters and Signage</p> |



See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|---|---------------------------------|-------------------------------------|---|----|--|------------------------------------|---|----|---|
| | | L | S | R | | L | S | R | |
| Laundry | Risk of cross infection | 3 | 5 | 15 | <ul style="list-style-type: none"> Uniforms should be washed at temperatures above 60°C or a laundry sanitising agent used if the fabrics require a low temperature If a high temperature is not possible, and you have sufficient uniforms, leave the laundry in a bag in a safe place for 48 hours and then wash as normal Uniform must not be worn on the way to work as it could become contaminated | 2 | 5 | 10 | YES https://www.hps.scot.nhs.uk/web-resources-container/covid-19-infection-prevention-and-control-measures/ |
| Changing Rooms and Showers | Risk of cross infection | 3 | 5 | 15 | <ul style="list-style-type: none"> Shower cubicles should be closed off if not in use Where shower and changing facilities are required, there will be clear use and cleaning guidance for showers, lockers and changing rooms to ensure they are kept clean and clear of personal items and that physical distancing is achieved as much as possible Enhanced cleaning will be implemented during the day and at the end of the day Showers should be run weekly as per current in-house procedures to ensure excellent water hygiene management controls | 2 | 5 | 10 | YES https://www.hps.scot.nhs.uk/web-resources-container/covid-19-infection-prevention-and-control-measures/ https://www.hps.scot.nhs.uk/web-resources-container/covid-19-infection-prevention-and-control-in-health-and-social-care-settings-an-overview/ |
| Accident, Security and other Incidents | Risk of cross infection | 3 | 5 | 15 | <ul style="list-style-type: none"> Incident and emergency procedures will be reviewed to ensure they reflect the physical distancing principles as far as possible. Consideration will be given to ensure enough persons with safety designated tasks are on site at all times to ensure the safety of staff and service users. We will continue to follow government advice on managing security risks | 2 | 5 | 10 | YES Guidance and recommended risk control measures will be sourced directly from the UK Government guidance |
| Mental health and wellbeing affected through isolation or anxiety about coronavirus | All staff and volunteers | 3 | 3 | 9 | Follow hospice guidance on stress and mental health <ul style="list-style-type: none"> Have regular keep in touch meetings/calls with people working at home to talk about any work issues Talk openly with staff about the possibility that they may be affected and tell them what to do to raise concerns or who to go to so they can talk things through Involve staff in completing risk assessments so they can help identify potential problems and identify solutions | 3 | 3 | 9 | YES https://www.nhsinform.scot/illnesses-and-conditions/infections-and-poisoning/coronavirus-covid-19/your-mental-wellbeing/coronavirus-covid-19-your-mental-wellbeing |

See Risk Matrix page 28 for key

| ACTIVITY | HAZARD(S) and/or those AFFECTED | RISK RATING before control measures | | | SAFE SYSTEM OF WORK/CONTROLS | RISK RATING after control measures | | | Additional Control Measures in Place |
|----------|--|-------------------------------------|---|---|---|------------------------------------|---|---|---|
| | | L | S | R | | L | S | R | |
| | | | | | <ul style="list-style-type: none"> Keep staff updated on what is happening so they feel involved and reassured Discuss the issue of fatigue with employees and make sure they take regular breaks, are encouraged to take leave, set working hours to ensure they aren't working long hours | | | | https://www.gov.scot/policies/mental-health/latest/ |

| DOES THE WORKPLACE HAVE ANY ADDITIONAL CONTROLS NOT MENTIONED ABOVE? IF YES, PLEASE LIST BELOW |
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| RISK MATRIX | | | | | | |
|--|---|---|---|--|---|---|
| Impact on the safety of patients, staff, volunteers or public (physical/psychological harm) | | Minimal injury requiring no/minimal intervention or treatment | Minor Injury or illness requiring minor intervention | Moderate injury requiring professional intervention HIS/RIDDOR reportable event An event which impacts on a small number of patients | Major injury leading to long-term incapacity/disability Mismanagement of patient care with long term effects | Incident leading to Death Multiple permanent injuries or irreversible health effects An event which impacts on a large number of patients |
| Impact on Service/Finances | | No service disruption Minimal financial impact | Minimal or no disruption to service delivery Low financial loss/cost | Capacity to deliver service(s) affected Moderate financial loss/cost | Interruption to service delivery Substantial financial loss/cost | Substantial disruption of service Major financial impact Loss of confidence in the organisation |
| Severity  | | 1 Very Low | 2 Low | 3 Moderate | 4 High | 5 Very High |
|  Likelihood | | | | | | |
| Almost certain to happen | 5 | LOW RISK | MODERATE RISK | HIGH RISK | VERY HIGH RISK | VERY HIGH RISK |
| Likely to happen at some time | 4 | LOW RISK | MODERATE RISK | MEDIUM RISK | HIGH RISK | VERY HIGH RISK |
| Conceivable | 3 | VERY LOW RISK | LOW RISK | MODERATE RISK | MEDIUM RISK | HIGH RISK |
| Possible but unlikely | 2 | VERY LOW RISK | LOW RISK | LOW RISK | MEDIUM RISK | MEDIUM RISK |
| Extremely unlikely | 1 | VERY LOW RISK | VERY LOW RISK | VERY LOW RISK | LOW RISK | LOW RISK |