

Risk Assessment for Returning to Work during the Covid-19 Lockdown Easing Period

Department/ Group/Team	MICROSCOPY RTP	Date of assessment	MAY 2020
Building	MASB	Reduced Occupancy Level (Maximum)	2-3 Managers should consult their Estates Building Manager regarding 'reduced' occupancy figures (where applicable) in order to determine how many people can safely use each space. This should be used as an initial guide alongside knowledge of the space itself. Consultation may also be required with other managers who share the space or with Health and Safety Services.
Space(s) in use	GROUND FLOOR 1.06 AND 1.14-1.24	Number of People	4 Insert the number of people to be involved in the 'Critical Activity'
'Critical Activities' to be carried out	<p>Critical Activity - Any activity which has critical business consequences for the University if were to be delayed any further after Government 'lockdown' rules start to be relaxed. In terms of Research departments that would include:</p> <ol style="list-style-type: none"> 1. Externally funded laboratory research activity (and the lab support services it relies on), including UKRI or similarly funded work, RTP activities, or work funded by industrial partners or similar sponsors. 2. Research required to prepare for (or bid for) future externally funded laboratory research activity (and the lab support services it relies on). 3. Laboratory based PHD student projects. <p>Anything other than work falling into the categories above, and which is therefore not a critical activity, will be expected to take place remotely or continue to be paused (e.g. all data analysis and other desk based carried out by work by researchers to be undertaken remotely).</p>		



Line Manager carrying out the assessment

Steve York and Richard Beanland

Further information on Risk Assessment, Covid 19 and general health and safety are available at:
<https://warwick.ac.uk/services/healthsafetywellbeing/managingrisks/>
<https://warwick.ac.uk/services/healthsafetywellbeing/a-z/healthandsafetyguidanceoncovid19>

There is also a Risk Assessment Moodle training module available via Warwick's MyMoodle.

If you require support or advice on completing this form please contact your Health and Safety Officer or Health and Safety Adviser:

<https://warwick.ac.uk/services/healthsafetywellbeing/contacts/>

Staff supporting assessment process

Steve Hindmarsh and Yisong Han

You must consult with your staff in carrying out this Risk Assessment, and must seek support from any recognised Trades' Union Safety Representatives in particular. Carry out a MS Teams (or similar on-line) meeting with your team before starting this assessment and ask for their input and support. Encourage collaboration and cooperation and seek to provide re-assurance that control measures agreed with the team will be implemented and maintained. You will also need their help to ensure that they support each other in maintaining the agreed control measures.

Re-assure staff that in preparing this template the H&S Services Team have taken Government and TUC guidance into account. Particular assurance might be required for those or are vulnerable, living with vulnerable people, pregnant, in the BAME community, are disabled or who might have child care (or other care provision) challenges at this point in time.

Additional Information

Staff should not be coming into work unless the work is deemed a 'critical activity' by the University.

For 'critical activities', managers need to examine the spaces that they require people to work in and determine how they can manage the risks associated with Covid-19 in that space and connected with the work involved. Not all tasks need to be completed on campus and staff must only come to campus if they cannot do the work from home, and only then to complete the essential tasks before going home to continue working from there for the rest of the day/week. Managers should be minimising the amount of time they or their staff need to be on campus.

Limiting Durations of Work

Time spent with others, as well as distancing, is an important control measure. People might only need to come to campus to complete their 'critical activity' tasks and then could go home to continue working from there for the rest of the day/week. Wherever possible managers/supervisors should be minimising the amount of time they or their staff need to be on site.

Meetings

Meetings should only be held if absolutely necessary, and should be held as on-line meetings, even if some or all of the participants are on campus. Where this is not possible meetings must be held where 2 metre distancing can be maintained and preferably in a well ventilated space or outdoors.

Other Risk Assessments

Risk assessments already in place (for work activities, chemicals, biological agents, work equipment, etc.) are still applicable and must complement the risks and risk control measures covered in this specific risk assessments. These risks need to be assessed jointly and a holistic approach to ensuring the health and safety of individuals adopted.

Further information

Refer also to the Standard Operating Procedure for staff returning to work to carry out 'Critical Activities' during Covid-19 lockdown easing period, which is included at the end of this assessment.

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)		Control Measure (Please answer the questions in this column)
Eliminate	<p>Any staff reporting that they are unwell with symptoms of Coronavirus (Covid-19) must be told not travel to or attend the University. Their sickness absence should be recorded within the University HR System SuccessFactors. Testing is available for any members of staff deemed to be required to come to work by the University for 'critical activities'.</p> <p>Staff with symptoms must be told to self-isolate, as should staff with members of their household who are showing symptoms, until testing confirms that it is not Covid-19 (see University Covid-19 testing guidance) or the relevant time period has elapsed.</p> <p>If a member of staff does fall ill, then the space in which they were working should be left empty and well ventilated for at least 72 hours and extra cleaning be arranged with Cleaning Services by the manager.</p> <p>Staff who are in the 'extremely vulnerable' group (have received a specific letter from the NHS) are shielded and must not come to work. Staff in the 'vulnerable' group need to follow the strictest levels of '2 metre distancing', and they should continue working from home or to stay at home until further notice.</p> <p>Meetings on campus</p> <p>Meetings should continue to be held as on-line meetings, even if some or all of the participants are on campus. Where this is not possible meetings must be held where 2 metre distancing can be maintained and preferably in a well ventilated space or outdoors. DO NOT invite visitors to come to campus, other than contractors who need to attend to equipment or systems required for a critical activity.</p>	<p>Does your workforce need to come onto campus to carry out this critical work or can they continue to work from home? YES FOR MICROSCOPY WORK, ALL DATA ANALYSIS OF RESULTS FROM HOME</p> <p>Have staff been fully informed of the needs for self-isolation should they have any symptoms whatsoever? YES</p> <p>Have staff who are 'extremely vulnerable' or 'vulnerable', or live with such people been fully considered? YES</p> <p>Can meetings be held online, eliminating the need for people to be on campus or for them to congregate? YES- MEETINGS CAN BE HELD WHILST HOMEWORKING VIA MS TEAMS</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)		Control Measure (Please answer the questions in this column)
Reduce	<p>Where 'elimination' cannot be applied consider whether you can 'reduce' the likelihood of persons coming into contact with one another:</p> <p>Consideration should be given to rotas or shifts in order to keep the number on campus at any one time to a minimum. Night shifts should be avoided, but early and late shifts, or weekend working might be appropriate.</p> <p>Booking systems for deliveries or collections, and systems for the use of receptions, should be set up in such a way as to minimise person-to-person contact.</p> <p>People must be encouraged to leave the University as soon as they have finished the activity which cannot be conducted from home.</p> <p>Wherever possible, all data should be uploaded to a shared drive or system which allows the analysis or work to be undertaken at home.</p> <p>Writing-up of experiments, results and reports must be conducted at home.</p>	<p>How can you reduce the number of people required on campus, whether to carry out tasks or to attend meetings? , IN THE FIRST INSTANCE IT WILL ONLY BE RTP STAFF, THEN AFTER PHASE 1 THE ONLY PEOPLE IN THE FACILITY WILL BE THOSE WITH A MICROSCOPE BOOKING</p> <p>How will you stagger working times, so that people do not need to be in the same space at the same time? STAGGERED START AND FINISH TIMES AND SHIFT ROTAS- The lone working policy at the link here will be followed: https://warwick.ac.uk/services/healthsafetywellbeing/az/healthandsafetyguidanceoncovid19/loneworking</p> <p>How will you reduce the hours that people need to be on site? MICROSCOPY WORK (MAX 3 HOUR sessions) ONSITE, DATA ANALYSIS OFFSITE</p> <p>How does your booking process control the number of people in your facility/space? WE CAN LIMIT THE TIMES BOOKED AND THE NUMBER OF BOOKINGS EACH PERSON IS ALLOWED</p> <p>If the spaces you manage are big enough, can you minimise the frequency and time that people could potentially come into contact with each other? YES- STAGGERED MICROSCOPE BOOKINGS, 2 PEOPLE MAX AT ANYTIME IN CORRIDOR</p> <p>What floor markings can be provided to ensure that people maintain 2m distancing? Contact Estates via the Helpdesk if you wish to mark the floor in your area. FLOOR MARKINGS IN MAIN LAB IN CORRIDOR AND OFFICE 1.06</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)	Control Measure (Please answer the questions in this column)
<p>Isolate</p>	<p>Where work activities have to be carried out with others, and persons have to work within relative close proximity to one another for intermittent work activities:</p> <p>Screens (such as Perspex screens) and barriers (to keep people back from reception desks for example) must be deployed where there is regular contact with people which cannot be eliminated.</p> <p>Try to keep staff groups small and consistent as far as possible, forming fixed teams and partnering arrangements for people whilst at work. The number of different contacts people have with others at work should be kept as low as is possible.</p> <p>Consider access for cleaners, IT staff, Estates staff, etc. and how such activities can be carried out safely.</p> <p>Ventilation and fresh air is important – desk top humidifiers must not be used in the workplace.</p> <p>Justify why you cannot conduct a meeting online, AND is there a space where you can meet with a small number of staff that is in the open or where there is good ventilation, and where 2 metres distancing can take place? Use Teams/Zoom/Skype, etc. for meetings.</p>



Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)		Control Measure (Please answer the questions in this column)
Control	<p>Where 'critical activity' work within 2 metres just cannot be avoided:</p> <ul style="list-style-type: none"> • Introduce a local system where you will know who is on site and what work they are doing and increase the level of supervision to monitor and manage compliance with the working arrangements. • People should work from a desk or work station assigned for their exclusive use, and avoid desk sharing or hot-desking as far as possible: where desks, workstations or equipment have to be shared, these should be cleaned after each use. • Workers should conduct their activities by working side by side, or facing away from each other, rather than face to face wherever possible • Ensure that there is a means to regularly clean common touchpoints, doors, buttons, handles, tools, equipment etc. in spaces where you do not have routine cleaning by Estates Cleaning staff. • Ensure that there is hand washing facilities in the spaces (with soap and water) to permit people to wash their hands before and after using any equipment? • Introduce hand sanitiser (e.g. where limited access to soap and water) • Keep work to short durations e.g. less than 15 minutes. • Reduce the frequency that the lifts are used to reduce congestion and contact at all times including where the lifts are used for the movement of goods from one floor to another. 	<p>Identify any essential tasks that will require people to potentially work within 2 metres of each other.</p> <p>POSSIBLY WHEN A USER HAS A PROBLEM WITH THE MICROSCOPE – REMOTE HELP WILL BE USED, IF THIS IS NOT POSSIBLE THE USER WOULD HAVE TO LEAVE THE MICROSCOPE ROOM TO ALLOW THE RTP STAFF TO ENTER AND FIX ANY PROBLEM.</p> <p>Can the workplace be rearranged to allow people to work side-by-side or back-to-back, rather than facing each other? How can you rearrange tasks to enable them to be carried out by one person, or by maintaining the 2 metres distancing?</p> <p>ONLY APPLICABLE TO THE RTP OFFICE STAFF BASE WHERE 3 STAFF SIT SIDE BY SIDE. THIS WILL BE MANAGED BY USING DIFFERENT SHIFT PATTERNS.</p> <p>How will you ensure the areas are being cleaned regularly and at the end of the day/shift?</p> <p>MICROSCOPES WILL BE CLEANED DOWN BY THE USER BEFORE AND AFTER A BOOKING AND BY RTP STAFF AT THE END OF THE DAY</p> <p>Are there enough hand washing facilities for those involved in the 'critical activities'?</p> <p>YES IN TOILETS AND IN LAB 1.14</p> <p>Do you need to introduce hand sanitiser?</p> <p>YES AT THE MICROSCOPY LAB ENTRANCE</p> <p>Will you need to use the lift for any activities?NO</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)	Control Measure (Please answer the questions in this column)
<ul style="list-style-type: none"> • Cleaning equipment/supplies for IT equipment (including photo-copiers, etc.) might be required, and/or added to the cleaning regime for the area. • Consider access for cleaners, IT staff, Estates staff, etc. and how such activities can be carried out safely. 	Will cleaners, IT Staff or Estates need to access your area whilst your staff are working? NO
<p>First Aid and Fire Safety</p> <p>Have you considered any high risk activities which need particular First Aid or Fire Safety arrangements. If you are concerned about first aid cover or fire safety contact Health and the Safety Helpdesk.</p> <p>Security will be able to provide emergency First Aid support during this period, but managers should endeavour to provide first aiders as far as is possible at present.</p> <p>Encourage all members of staff to act as temporary Fire Wardens during this period. They can complete the Fire Warden training module available on Moodle. They need to know how to flag any concerns relating to fire safety to the Health and Safety Helpdesk. Normal fire escape routes take precedence over one way routes in an emergency situation.</p>	<p>Are there any high risk activities which need particular First Aid or Fire Safety arrangements.</p> <p>ONLY HIGH RISK ACTIVITY IS THE USE OF LIQUID NITROGEN, ANY SPILLAGE ON PERSON MAY NEED FIRST AID</p> <p>Do staff know how to access first aid kits or how to contact Security for emergency first aid.</p> <p>YES - call relevant first aid contacts published in building or gatehouse if liquid nitrogen is spilt</p> <p>Do staff know how to access other risk assessments relevant to their area or activity</p> <p>YES REFER TO MICROSCOPY RTP WEBSITE H AND S PAGES AND THEIR RESEARCH GROUP PAGES</p>
<p>Behaviours</p> <p>The measures necessary to minimise the risk of spread of infection rely on everyone taking responsibility for their own actions and behaviours. As a manager you will need to encourage an open and collaborative approach, where any issues can be openly discussed and addressed.</p> <p>Line managers must hold a 'returning to work briefing' with any staff returning to campus at the earliest opportunity, sharing this completed document with them in writing and allowing any questions.</p>	<p>How will you monitor compliance with the control measures set out in this risk assessment?</p> <p>Staff meetings and check sheets for instrument cleaning</p> <p>How often will you brief and update your team on any changes to this risk assessment or associated control measures?</p> <p>WEEKLY TEAM MEETING OR MORE FREQUENTLY IF REQUIRED</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)		Control Measure (Please answer the questions in this column)
	Line managers must carry out regular team meetings to review this risk assessment and arrangements with staff. Line Managers should also refer to and follow any relevant HR or OD guidance.	How will you encourage staff to flag any concerns they might have, problems or deviations from the arrangements? BRIEF RTP STAFF MEETING AT START OF DAY IF THERE ARE ANY CONCERNS.
One way Routes and Passing Places	Line Managers must find out any local temporary instructions on any access/egress arrangements, one way routes and passing places. These must be shared with your staff. Normal fire escape routes take precedence over one way routes in an emergency situation.	Are you aware of all of the local temporary instructions on any access/egress arrangements, one way routes and passing places. And can you easily relay these to your staff? NO FOR ESTATES BUILDING MANAGER TO CONFIRM
Communal areas	<p>It is important that people continue to take breaks from their work activity. Communal areas which are used for breaks and meals must be arranged to ensure that people maintain 2 metre separation at all times.</p> <p>If people need to remain on campus, they should be encouraged to take their breaks outside in the fresh air, while maintaining 2 metre separation.</p> <p>People should bring their own food, which ideally does not require the use of a microwave, as there will potentially be limited access to kitchen or catering facilities.</p> <p>Kitchenettes, etc. must have floor markings to ensure that they do not become overcrowded and allow queuing, back-to-back working and one-way systems.</p> <p>Toilets, changing rooms, showers, etc. must be managed to ensure that they do not become crowded. ALL personal items MUST be removed</p>	<p>What arrangements have been made to allow safe breaks? Normal morning and afternoon breaks and there will be no use of microscopes during the lunch period. There is a shared kitchen if that is not available there is space on floor 2, there is also an outdoor seating area.</p> <p>Social distancing will be maintained in the shared kitchen and hands washed before and after use</p>

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	from showers and changing rooms unless they are placed in a plastic bag in a locker.	
Personal Protective Equipment (PPE)	<p>Workplaces should NOT encourage the precautionary use of extra PPE to protect against Covid-19 (except when responding to suspected or identified cases of Covid-19).</p> <p>Where PPE is deemed necessary as a control measure to ensure the safety of the individual for the work activity that they are undertaking, e.g. work involving hazardous substances, it must continue to be worn.</p> <p>Workers MAY choose to use a home-made face covering in the workplace, but this should NOT be a substitute for 2 metre distancing and more effective hygiene measures (regular handwashing, use of sanitisers, and catching coughs and sneezes in a tissue).</p> <p>Workers who choose to use a face covering should be supported in its effective use.</p>	<p>Refer to your activity-based risk assessment for any PPE requirements.</p> <p>REFER TO RISK ASSESSMENTS ON MICROSCOPY RTP WEBSITE. warwick.ac.uk/fac/sci/physics/research/condensedmatt/microscopy/em-rtp/healthandsafety</p> <p>If any of your team choose to use a face covering, what instruction will you provide to enable them to use it to best effect?</p> <p>REFER THEM TO UNIVERSITY H and S WEBSITE Guidance on the use of face coverings: - https://warwick.ac.uk/services/healthsafetywellbeing/a-z/healthandsafetyguidanceoncovid19/facemasks</p>
Guidance to staff	<p>Have you issued the Covid-19 guidance to all of those that are returning to work to carry out 'critical activities' (see appendix A)?</p> <p>Have you arranged briefing sessions on the risk assessment and SOP with staff?</p> <p>Have you arranged 121 meetings with staff who are vulnerable, living with vulnerable people, pregnant, in the BAME community, are disabled or who might have child care (or other care provision) challenges at this point in time?</p>	<p>Yes / No</p> <p>Yes / No</p> <p>Yes / No</p>



Tick here if the level of risk is acceptable to permit the work activity to take place (once you have put the control measures above in place)	✓	Line Manager Signature	<i>S. York</i>
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List of people that this assessment has been shared with:

Review date: this assessment needs to be reviewed and updated should anything change, should people raise any concerns, or at least once every week

Approved By (HOD or Director)	Richard Beanland
Date	25 May 2020
Review Date	

Signature	<i>R. Beanland</i>
Position	Director, EM-RTP

Approved By (HOD or Director)	David Leadley
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Signature	<i>David Leadley</i>
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Date	26/05/2020
Review Date	

Position	DPVC for Research (infrastructure & Ethics)
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Print and sign a copy, and share electronically with those involved in the ‘critical activity’ which is requiring them to come into the University to work.

Send an electronic copy to your Health and Safety Officer or Health and Safety Adviser.

Complete and position the [Covid 19 Secure Poster](#) in your respective workspace(s).

Standard Operating Procedure for returning to work to carry out ‘Critical Activities’ during Covid-19 lockdown easing period

This guidance sets out the general principles on things to consider before permitting people to return to work to carry out ‘critical activities’ post easing of the lockdown measures. These guidelines have been drafted to mitigate the potential resurgence of Covid-19 in the workplace after re-opening. In essence the general principles will require the University to continue to apply the Public Health England (PHE) guidelines which are:

Social distancing	Workers must follow the guidance on staying at home and away from others (social distancing) . Where they cannot work from home, they must follow the same principles of social distancing while travelling to and from work and while at work. This will require some thought about how the 2m distancing measures can be applied at work. Managers/Supervisors will carry out an assessment of this.
Self-isolation	Anyone who either has a high temperature or a new persistent cough or is within 14 days of the day when the first member of their household showed symptoms of Coronavirus (Covid-19) must not come in to work, but must follow the guidance on self-isolation .
Person at increased risk	Anyone who is at increased risk of severe illness from Covid-19 (‘Clinically Vulnerable’) should continue to follow the ‘strict social distancing’ rules as recommended by the Government and as per the instructions in any advice that they have received from the NHS or their GP during this crisis.
Persons defined on medical grounds as extremely vulnerable	Anyone identified as ‘Clinically Extremely Vulnerable’ will have been advised in a letter from the NHS or from their GP/health authority and must follow the guidance on shielding and protecting extremely vulnerable people .
Living with a person in one of the above groups	Anyone living with a person who is at increased risk of severe illness (‘Clinically Vulnerable’), or an ‘Clinically Extremely Vulnerable’ person who is shielding from Coronavirus (Covid-19), should stringently follow the guidance on social distancing and minimise contact outside the home.
If someone falls ill	<p>If someone develops a high temperature or a persistent cough while at work, they should:</p> <ul style="list-style-type: none"> • Ensure their manager or supervisor is informed (via telephone preferably) • Return home immediately • Avoid touching anything • Cough or sneeze into a tissue and put it in a bin, or if they do not have tissues, cough and sneeze into the crook of their elbow. • Arrange a Covid-19 test as per the Covid-19 testing guidance. <p>They must then follow the guidance on self-isolation and not return on to site until their period of self-isolation has been completed or test has been proven negative.</p>

The University will:

Share all Risk Assessments and SOPs with staff and encourage staff to comment on and influence the content of the assessments and the associated control measures.

Continue to have an operational emergency team in place comprising of essential staff to respond to any emergency.

Establish procedures for alert and outbreak verification to receive early warnings should the virus appear on campus.

Utilise existing communication channels for the drafting of situation reports, briefings, back-up of information, etc. for internal and external stakeholders.

Follow its existing contingency plans which address the impact of potential resurgence of disease in the workplace after re-opening including a mechanism for identifying triggers that could change the current approach being adopted.

Carry out building assessments to consider safety arrangements (2 metre distancing, hand washing, sanitiser, barriers, screens, access controls, etc.) in communal and shared spaces, including entrances, exits, stair wells, lifts, corridors, toilets, showers, locker rooms, kitchens and rest areas.

Managers / Supervisor Responsibility

The first principle will be to decide whether work activities are 'critical' and should recommence or whether there are other ways of completing that work, e.g. continued working from home.

Managers otherwise will need to complete the above risk assessment of the Covid-19 hazard which will consider the spaces that they have people working in and determine whether they can maintain 2 meter distancing in that space whilst carrying out the required work activities.

Where people are continuing to work from home, whether using a desktop PC, laptop or with paper-based activities, then the work is generally 'low-risk' and they should continue to use the guidance available for [Working from Home](#).

For work activities that can only be conducted by coming in to work and deemed 'critical', then the risk control measured and general principles within this document need to be applied by everyone.

Sharing Information with Staff

Line Managers will complete the above risk assessment and a completed copy of the risk assessment outlining the control measures that need to be put into place to permit 'critical activities' to be carried out on campus will be provided to all those involved in the 'critical activities'.

The following guidelines need to be followed by every person coming on to campus in order to try to prevent a resurgence / spread of the Covid-19 infection. A copy of these guidelines will also be shared with staff.

If Staff have Concerns

If staff are unsure or feel that the control measures are not adequate, or are not working, they should discuss with their manager or supervisor in the first instance. If necessary they can escalate concerns to their Health and Safety Representative and/or their Health and Safety Office/Adviser or the H&S Helpdesk. If necessary they can stop work: **there is nothing so important that it cannot be done safely!**

General principles to be applied for those coming in to work to carry out ‘critical activities’

1. Travel to Work

Wherever possible people should travel to campus alone or with those that they live with using their own transport, or by walking or cycling.

Those that drive to work must:

- Wherever possible park their vehicle in a space away from other vehicles, or park so that cars are not positioned driver door to driver door.
- Consider staggering their arrival and departure times in order to avoid congestion (times will need agreement with a line manager / supervisor).

2. Driving at Work

For those that need to travel whilst at work (i.e. around campus, between campuses or other locations). Wherever possible members of staff should travel alone. If staff have no option but to share a vehicle, then they should:

- Share with the same individuals and with the minimum number of people at any one time
- Wherever possible maintain a distance of two metres and avoid touching their faces
- Maintain good ventilation (i.e. keeping the windows open) and face away from each other during the journey
- Wash their hands for 20 seconds using soap and water or hand sanitiser if soap and water are not available before entering and after getting out of the vehicle
- Regularly clean the vehicle using gloves and standard cleaning products, with particular emphasis on handles and other surfaces which may be touched during the journey.

3. Access to/Egress from Buildings

- Non-essential visitors should not be invited on to campus.
- There will be a reduced building occupancy during this period for each building. Managers will be required to liaise with Estates to determine the occupancy numbers for each space.
- Start and finish times should be staggered to reduce congestion and contact in agreement with your line manager.
- Two meter distancing will need to be maintained on entry and exit from buildings. Follow any signage in place as there could be a change made to the number of access points into the buildings or a one-way system introduced in order to reduce congestion on circulation routes.
- There will be no planned fire emergency evacuations during the lockdown easing period, so if the fire alarm sounds, people will be encouraged to leave the building as normal, using all available exits, rather than congregating on normal staircases. Any one-way system introduced can be ignored at this time.
- Allow plenty of space between people waiting to enter / leave each building.
- Signage may be in place in certain locations:
 - Floor markings may be put down to ensure 2 metre distance is maintained between people when queuing
 - Reminding workers not to attend if they have symptoms of Coronavirus (Covid-19) and to follow PHE guidelines
- Entry systems will continue to be in operation as these do not require persons to make personal contact with them.

- People will be encouraged to wash their hands for 20 seconds using soap and water or to use sanitiser when entering and leaving buildings.
- Common contact surfaces in receptions, offices, circulation spaces and door furniture will continue to be cleaned, particularly during peak flow times.
- Persons needing to meet one another will be encouraged to hold gatherings online, or if this is not possible then meetings should be outdoors or in well ventilated spaces where good distancing can also be maintained.
- Where deliveries need to be made, drivers and staff members should wash or sanitise their hands before and after handling.

4. Use of Circulation Spaces and Lifts

- One-way systems may be put into place to avoid congestion and crossing people’s paths within a 2m distance. Everyone must follow these (where they are in place) and wherever possible maintain a 2m distance from others.
- Stairs should be used in preference to lifts (with the exception of goods lifts) and, as they are small confined areas, lifts should only be used by one person at a time and only by those staff or students who are unable to safely use the stairs during this period.

5. Personal Hygiene

- Staff should not come in to work if showing symptoms of Covid-19 and should self-isolate for 14 days if other members of their household have symptoms until a test has determined that it is not Covid-19. (See University Covid-19 testing guidance).
- Avoid skin to skin and face to face contact.
- Staff must follow the hand washing guidelines and regularly wash hands with soap and water.
- Those that are required to wear protective gloves for their work to ensure they are removed so to avoid cross-contamination.
- Tissues and other waste to be disposed of in local waste bins regularly.
- Staff to follow the Government’s advice: Catch it, Bin it, Kill it



6. Hand Washing

- The University will ensure that there is an adequate supply of soap and fresh water to wash hands regularly. Staff to wash their hands with soap and warm water for at least 20 seconds each time.
- The University will provide hand sanitiser (minimum 60% alcohol based) where hand washing facilities are unavailable.

7. Toilet Facilities

- In most locations around campus it will be impossible to restrict the number of people using toilet facilities at any given time. That said, if required to queue, anyone queuing should ensure 2 metre distancing is maintained and as much space is permitted to circulate otherwise within the toilet facilities themselves.
- Everyone must wash their hands following the Hand Washing guidance after using the toilet facilities and should dry their hands properly.

- Cleaning regimes for toilet facilities, particularly door handles, locks and the toilet flushes will be maintained.
- Cleaning staff will empty toilet facility waste receptacles regularly.

8. Cafes and Rest Areas

Cafes on campus will be offering a reduced service during the lockdown easing period, possibly just a take away option at times, and some will remain closed. Where possible staff should bring their own food to work and return to their work locations (where safe to do so to consume food) and eat there, or at some other external space away from others.

- Staff will observe 2 metre distancing measures whilst queuing.
- People should stagger break times to reduce congestion.
- Drinking water will remain provided with enhanced cleaning measures of the tap mechanism.
- Those using shared kitchens should frequently clean surfaces that are touched regularly, using standard cleaning products e.g. kettles, refrigerators, microwaves.
- Hand cleaning facilities or hand sanitiser should be available at the entrance to any room where people eat and should be used by workers when entering and leaving the area.
- All rubbish should be put straight in the bin and not left for someone else to clear up.
- Crockery, eating utensils, cups etc. should be washed and dried between uses.
- Payments should be taken by contactless card wherever possible.
- Canteen staff should wash their hands often with soap and water for at least 20 seconds before and after handling food.
- Staff within café areas and rest rooms will need to monitor compliance.

9. Waste Disposal

- Cleaning staff to regularly empty any local waste bins into the larger waste receptacles so that they can be regularly disposed of.
- Cleaning staff will regularly empty toilet facility waste receptacles so that any hand towel rubbish does not accumulate.

10. Changing Facilities, Showers and Drying Rooms

There are a number of buildings that have changing facilities, showers and areas for drying clothes.

- Based on the size of each facility, the number of people that may use these facilities at any one time will be displayed on the outside to maintain a distance of two metres.
- A staggered start and finish times should reduce congestion and contact of these facilities.
- Facilities will be cleaned throughout the day and at the end of each day.
- Use any rubbish bins provided as these will be regularly emptied and the waste disposed of.

11. First Aid and Emergency Service Response

The primary purpose of First Aid is to preserve life and first aid should be administered if required and until the emergency services attend.

When planning work activities, a check should be made that there is an adequate provision of first aid resources. Not all staff will be returning to work, so check who is in and who may be able to provide support at the times you are going to be in work.

- Security staff are all First Aiders, but this is not their only role on campus, so if you are planning to conduct high-risk work, consider whether the work should be delayed or provide additional competent first aid resources.

- Consideration must also be given to potential delays in emergency services response, due to the current pressure on resources.

12. Cleaning

Enhanced cleaning procedures will be in place across campus, particularly in communal areas and at touch points including:

- Taps and washing facilities.
- Toilet flush and seats.
- Door handles and push plates.
- Hand-rails on staircases and corridors.
- Lift and hoist controls.
- Machinery and equipment controls.
- All areas used for eating must be thoroughly cleaned at the end of each break and shift, including chairs, door handles, vending machines and payment devices.
- Rubbish collection and storage points should be increased and emptied regularly throughout and at the end of each day.
- Staff are responsible for cleaning of their own telephones, keyboards, desks and equipment in their immediate vicinity.
- Local arrangements should be implemented by managers for cleaning photocopiers and other office equipment.
- Local arrangements should also be implemented by managers for cleaning workshop and laboratory machinery, equipment or controls.
- In high hazard spaces, cleaning will be the responsibility of the space users unless there are arrangements in place with Campus Cleaning Services.

Useful Links:

1. [University of Warwick Health and Safety Services](#)
2. [Government Guidance on Working Safely](#)
3. [Health and Safety Executive](#)
4. [TUC](#)

To contact Health and Safety Services e-mail:

HealthSafetyHelpDesk@warwick.ac.uk

Appendix - MICROSCOPY RTP Plan

- **Phase 1:** how long to get machines running, maintenance carried out etc. What the RTP could achieve with a skeletal staff (i.e., how much research is waiting/partially complete, what industry contracts are waiting, how many users would have samples you can collect to help progress their research). What timescale could the RTP realistically run at like this before new research samples required from researchers working on site? Who could potentially benefit from the RTP being in this form of operation?

As the microscopes are currently in standby mode, if all goes well the microscopes should be operational in 2-3 days. Only one or two RTP staff members would be needed on a rotational basis to start the machines. For the Zeiss Gemini SEM; JEOL ARM200F TEM; JEOL 2100 TEM; JEOL 2100plus TEM; and Bruker AFM we expect no significant problems. For the Tescan Amber FIB-SEM; this was still being commissioned and had an unreliable ion source, which is a consumable item. This will probably need some service engineer support to restart and may take a week or more (depending upon engineer availability). For the Zeiss Supra SEM; the control PC was replaced immediately prior to lockdown. Some work will be needed to complete software configuration.

Most work requires sample preparation before microscopy – it is difficult to assess how many samples are still ongoing, or would need to be produced, without input from individual users. Users have been asked to give a prioritized list of work they would like to see undertaken in this phase. We expect responses by 29 May. A prioritized worklist will be generated from this information.

Ongoing external jobs include Prima dental, Kirill and SFM. Regular customers have been contacted to restart contract research work.

- **Phase 2:** What samples and quantity of work could the RTP carry out on behalf of users to minimise risk? Would there be one or two key users relying on hands-on use of the technology who could be given priority on the machines and what research would this support? What timescale range would the RTP be able to operate and what would be the limitations (in terms of sample numbers, finances etc)? Who could potentially benefit from the RTP being in this form of operation?

*RTP staff have expertise that exceeds that of most users for routine work. If samples exist, all routine SEM analysis and most TEM imaging could be done by the four RTP staff. **It is likely that initial demand will be well within capacity since most users will not be on site and therefore not producing samples, or require work that is too specialized for RTP staff to deliver.** Most routine SEM work comes from Chemistry and the amount of work is difficult to judge before the PIs have responded to our request for information. A fraction of the work (~30%?) will rely on the FIB-SEM, which may not be operational.*

Most challenging work is performed by members of the Microscopy group in Physics. Some support work could be done by RTP staff but most the key results needed could only be generated by individual expert users. This is mostly EPSRC-funded research (EP/P031544/1, EP/P000916/1, Ana Sanchez; EP/N035437/1, Richard Beanland; EP/R019428/1 Jeremy Sloan) with much work done by PDRAs: Jon Peters; Aruni Fonseka; Reza Kashtiban.

With only four RTP staff and seven main microscopes it is possible to assign individual microscopes to different RTP staff in this initial phase, reducing the need for additional cleaning. All microscopes are in separate rooms and social distancing can easily be observed while entering/exiting the microscopy suite for four people. Procedures for drop off/pick up of samples would need to be arranged and communicated to users. All subsequent analysis can be done off-site through the existing RTP data servers.

This phase of work would most benefit external (commercial) customers and PhD students who need results.

Additional costs to the University in this phase are very low: all microscopes are covered by service contracts so engineer visits do not generate additional costs apart from consumable items. There

will be income to the University of a few £k from external work. Internal recharges to departments will resume; it will not be possible to recover missed recharges.

As a second part of this phase the introduction of five key users (PIs and PDRAs) from the microscopy group would bring the total to nine, expand capacity, expertise and support funded research. These users would need no technical support from RTP staff. Multi-user operation of the microscopes will require reinstatement of cleaning protocols and formalization of access routes to/from the suite. Occupation of rooms by different users may require additional time for air to be exchanged; we have no information on the timescales for this, but it could be a day or more. Additional covers for e.g. computer keyboards, mice and microscope eyepieces will be needed. Support for research from other groups may also be possible. Oversight/management of bookings by RTP staff will be necessary.

- **Phase 3:** If research were to begin in a 'business as usual' format how long would the RTP need to get to usual operating capacity both with and without the phasing profiles followed above? What would be the lag between users starting back and having samples ready for analysis?

Business as usual – as it was before cCovid19 – for the microscopy RTP would entail a) training of new users and b) support for existing users with limited expertise. This is unlikely to continue and we should find better ways of working instead. Training of new users (a) while maintaining social distancing is very difficult and would probably require cameras and remote logins to computers. This would take a while to put in place. Support for existing users (b) is also difficult – e.g. requiring multiple cleaning of microscope controls of computers between use by RTP staff and users, but could be done with care. If we go down this route an approach of trials and development of good working protocols will be needed in both instances.

Capacity for use by researchers in the microscope room is likely to be limited by air recirculation times. Expanding opening hours for expert users, who need no support, to evenings and weekends will increase capacity. Some SEM or AFM work can be done using login with a remote desktop that would remove the need for the physical presence of the researcher. This should be planned and trialed in phase 2 so that it is ready if/when capacity is reached. Manual controls prevent this approach for most of the TEMs.

*The developing demand from the Warwick research community as we restart is hard to judge. I suspect most labs will require at least 2-3 weeks to become fully operational and the capacity of the microscopy RTP will be more than sufficient for several weeks. The most efficient way to operate, while keeping risks to a minimum, would be to **remain in phase 2 as the University reopens until demand reaches sufficient levels to require more people.** All additional users should be experts wherever possible. A model of expert users - who service the needs of research groups - should be encouraged, rather than the current approach of mass training and large numbers of users.*

The necessary measures do not require large changes in infrastructure and most could be put in place relatively quickly (days). Changes requiring additional equipment or software (e.g. keyboard covers, remote access) may depend upon goods to be supplied to the RTP and would probably take a week or two. Changes must also work with the wider restrictions across the University and its buildings. As usage increases a process of trial and assessment to develop working methods will be essential. This should be developed over several weeks to allow sufficient experience to be obtained.