

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

Department/ Group/Team	Polymer Characterisation Research Technology Platform	Date of assessment	20/05/2020
Building	<ul style="list-style-type: none"> Chemistry C Block MAS 	Reduced Occupancy Level (Maximum)	<p>C206 – 2 – 1 working in fume cupboard to prepare samples AND 1 submitting samples on an instrument</p> <p>C314 – 2 – Working on different instruments, most are located 2 m apart.</p> <p>MAS30.4 – 3 – if working on different instruments/balance.</p> <p>C211 - Shared Office – Used by RTP Manager (DL) and James Town</p>
Space(s) in use	Chemistry C Block C206, C211, C314 MAS 3.04	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"> 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. <p>A number of external contracts have been either declined or paused due to shut down, these are detailed below.</p> <p>Declined: Andrew Slark Sheffield University DMA – £290.12 Laura Pilon PRA World – GPC and NMR</p>		

Mike Wood Unattached – GPC analysis - £760
Sean Gage Cornelius Specialities IR

Paused:

Elliot McColl Pfizer HPLC - £1,000

Robert Devine Pfizer PEG analysis GPC, GC, NMR, MALDI - £25,175 (needs to be completed by end of June otherwise will be cancelled)

Wenshu Xu TTP TGA – £37.50

Stephen Harrison Wood PLC DMA - £657

Matt Child Cox Power Train IR - £10

Ranga Prabhath NanporeTech GCMS - £96

Dean Chipsboard GPC £600

External work is carried out by RTP staff and can be performed independently.

It is difficult to capture how many external contracts have been missed due to announcement that we have been closed. On reopening it may encourage industry and HEI to get in contact for contractual work.

2. Research required to prepare for (or bid for) future externally funded laboratory research activity (and the lab support services it relies on).

Currently part of the pan RTP bid to EPSRC for >£1 million “The Warwick Analytic Centre” which is at the stage of responding to referee comments. We are currently at the interview stage for a Partnership grant application with Lubrizol which will be £4 million in total with £2 million coming to Warwick. We currently have 12 students funded by Lubrizol who access our equipment and confidence in this is essential as we prepare for our interview with EPSRC in the first week of June.

Our characterisation is used by a significant number of industrial funded students and research fellows including a number of importance to the Industry Grand Challenge such as Lubrizol, Infineum, Unilever, etc. A number of these companies are in current negotiations for future research contracts and the ability to carry out analysis for these current project is essential for these negotiations prior to completing contract negotiation. For example, we are close to a £165K contract with Unilever to fund a 50% academic position, in addition a new contract with Unilever for £36K of polymer synthesis and characterisation. In addition Remzi Becer is in negotiation for two studentships with Infineum that is also reliant on collection of data in current projects and demonstrating we have the ability to resume services giving our important partners confidence. In addition, two of our spin off companies Medherant and Polymer Solutions which are two impact case studies for REF are reliant on these services. In the case of Medherant it is imperative they can collect data for regulatory submission by the end of June

3. Laboratory based PhD student projects.

The Polymer RTP provides instrumentation for >50 PhD students across a number of groups funded mainly from industry including Lubrizol, DSM, Unilever, Merck, Syngenta, Astra Zeneca, Pfizer, Infineum, etc. Their use of the facility leads to the preparation of a number of theses enabling graduation of doctoral students. Many of these are at a critical stage of their research requiring crucial data in order for them to complete their PhD in good time and within the time scale of the contracts. Along with this the data obtained from this facility leads to the publication of >50 papers each year, adding to the research impact of the university and the careers of the individual researchers many of these are earmarked for the next REF and of obvious importance for subsequent exercises. In short they cannot carry out their research without our facility. It is thus important that this is working efficiently and quickly when they return to the laboratory

1. Researcher numbers will be limited in each laboratory at any given time to apply social distancing as defined above.
2. Users will be required to wear nitrile gloves at all times, so that there is no substance transfer. Bins are provided to dispose of chemical contaminated waste such as gloves.

- 3. Instrument key boards and work surfaces will be wiped with anti-viral sanitiser before and after use by each person entering the room. In addition, door handles, work surfaces, keyboards and computer mice will be wiped with approved sanitizer solution at the start, middle and end of the day by RTP personnel.**
- 4. Sections of the floor in the laboratory will be marked at least 2 m apart such that if there is multiple occupancy in a lab at any one time no more than one person can be in any one marked area at any one moment of time.**

Users will be prohibited from working within 2 m of each other by the use of floor markings in the laboratory. Handwashing on entering the lab prior to wearing gloves will be mandatory.

On reopening and start-up of GPC and equipment that operate under pressure the pressure in each system will be carefully monitored via the in built pressure monitoring/logging software to ensure the pressure cut outs present are working efficiently.

Appropriate University approved disposal containers will be available in each laboratory for disposal of gloves and other PPE.

Use of PPE outside of laboratories will follow Chemistry Department guidelines as applied to other laboratories in C block and MAS as appropriate and will immediately follow any changes implemented.

Line Manager carrying
out the assessment

Daniel Lester (Manager) David Haddleton (Director)

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

James Town (Senior Technician), David Hammond (Senior Technician)

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?</p> <p>Both. Staff will be required to be on campus to set-up and run instruments, including essential maintenance. Non-laboratory based work, such as report writing, can continue to take place from home.</p> <p>Have staff been fully informed of the needs for self-isolation should they have any symptoms whatsoever?</p> <p>Yes, all staff have been consulted and informed.</p> <p>Have staff who are 'extremely vulnerable' or 'vulnerable', or live with such people been fully considered?</p> <p>Yes</p> <p>Can meetings be held online, eliminating the need for people to be on campus or for them to congregate?</p>

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		Yes – meetings will continue to take place virtually or by phone.
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?</p> <p>For laboratory based work staff will be required on campus. The Polymer RTP staff is already small and necessary to run all of the instrumentation. Initially staff will only be on campus when specific work demands it.</p> <p>Any non-lab based work will take place at home.</p> <p>How will you stagger working times, so that people do not need to be in the same space at the same time?</p> <p>One technician will work exclusively in MAS3.04 and can maintain this alone where possible.</p> <p>One technician and the manager will work between C206 and C314. Work days of the two will be staggered where possible so that only 1 person will be on campus. During phase 1 of restarting the facility, both will be required to be in simultaneously but with large</p>



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	<p>enough lab space will be able to remain socially distanced.</p> <p>How will you reduce the hours that people need to be on site?</p> <p>By allowing all non-lab based work to take place at home.</p> <p>How will you reduce the hours that people need to be on site?</p> <p>By allowing all non-lab based work to continue at home.</p> <p>How does your booking process control the number of people in your facility/space?</p> <p>NA</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?</p> <p>This should be covered by significantly reducing the occupancy of all 3 labs. Each lab will have an amount of 'buffer' space so that anyone present can comfortably move around the labs without coming into contact with any other occupants.</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>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.</p> <p>C206 and C314 have defined instrument working areas.</p> <p>MAS3.04 is much larger and each instrument area could be sectioned but the reduced occupancy and that only 1 person can work on 1 instrument at a time should not make this necessary.</p>
Isolate	<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>Do you need to introduce screens or barriers to separate people?</p> <p>This would not be practical given the layout of the laboratories.</p> <p>How will you reduce the team size to be as small as possible, or identify fixed teams/partnering?</p> <p>The team is already small and all required for effective running of the facility.</p> <p>How will you ensure people conduct their work away from each other?</p> <p>Set a low maximum occupancy for each lab. Signage on doors to inform users of these rules.</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>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>	<p>Can you open windows (including in vehicles) or doors to increase ventilation to the space and permit fresh air circulation? [Note: this is not applicable to containment labs or spaces where there is local exhaust ventilation in place as this can affect extraction efficiency]</p> <p>Yes</p> <p>Is there good general ventilation provided by air handling or air conditioning units where windows cannot be opened?</p> <p>No</p>
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. 	<p>Identify any essential tasks that will require people to potentially work within 2 metres of each other.</p> <p>NA</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>Instruments are set out in a way that they fit into the lab space available. Reduced occupancy should mean this is not necessary.</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"> • 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. • 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. 	<p>How will you ensure the areas are being cleaned regularly and at the end of the day/shift?</p> <p>Facility staff where available will wipe down shared surfaces with santiser at regular intervals. If staff are encouraged to be physically present as little as possible then some of the responsibility will be left with users to wipe down communal surfaces BEFORE AND AFTER use. This will be communicated to users by email before reopening and signage can be displayed on entrance to labs.</p> <p>Large scale cleaning will fall to central cleaning staff, such as floors or corridors.</p> <p>Are there enough hand washing facilities for those involved in the ‘critical activities’?</p> <p>There are sinks in all 3 labs. If available soap can be provided. Users should wash their hands upon entrance to and exit from the lab.</p> <p>Do you need to introduce hand sanitiser?</p> <p>Soap and/or hand sanitiser</p> <p>Will you need to use the lift for any activities?</p> <p>Transport of chemicals, cylinders, liquid nitrogen Dewar or heavy equipment. These can travel unattended if safe to do so.</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>Will cleaners, IT Staff or Estates need to access your area whilst your staff are working?</p> <p>IT and Estates can liaise with RTP staff before accessing the area to control occupancy.</p> <p>Cleaning times are often before traditional work hours for most users therefore should not interfere with distancing. Where this is not the case occupancy rules will still apply.</p>
First Aid and Fire Safety	<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>No</p> <p>Do staff know how to access first aid kits or how to contact Security for emergency first aid.</p> <p>Yes, and the manager is a departmental first aider</p> <p>Do staff know how to access other risk assessments relevant to their area or activity.</p> <p>Yes, risk assessments for each lab are hosted on their relevant webpages with a hardcopy present in each lab.</p>
Behaviours	<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>How will you monitor compliance with the control measures set out in this risk assessment?</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>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>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.</p>	<p>Regular checks of the lab and communication with user base via email and clear signage.</p> <p>How often will you brief and update your team on any changes to this risk assessment or associated control measures?</p> <p>Any changes to the risk assessment will be discussed with the staff as soon as possible.</p> <p>How will you encourage staff to flag any concerns they might have, problems or deviations from the arrangements? Virtually meet with the team once per week. Allow open communication and discussed via email, phone, virtual means, with a virtual open door policy. As a small team (4 people) this should be met with ease.</p>
One way Routes and Passing Places	<p>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.</p>	<p>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? We await building regulations from estates and local information from Chemistry and MAS Building team. Any specific information will be relayed to the RTP staff members.</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)
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 from showers and changing rooms unless they are placed in a plastic bag in a locker.</p>	<p>What arrangements have been made to allow safe breaks?</p> <p>James Town and Daniel Lester will share a 6 person office between 2. Where possible only 1 will be on campus as a time. Outside space available outside Library Café, Piazza also available weather permitting.</p> <p>Awaiting building information for MAS building, Dave Hammond has a desk space within MAS3.04, however, this is not suitable for consumption of food or drink. An outside area is available outside the main entrance of MAS building (by the bike storage racks).</p>
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>Refer to your activity-based risk assessment for any PPE requirements.</p> <p>PPE is required as necessary for tasks covered in the general lab risk assessments. As previously gloves are provided.</p> <p>Previously spare lab coats and lab specs were provided, these will be removed and all users will be</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>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>expected to provide their own lab coats and specs, to avoid cross contamination.</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>They will be referred to university guidelines and WHO guidelines, which offers advice on correct usage of face masks.</p> <p>https://www.who.int/emergencies/diseases/novel-coronavirus-2019/advice-for-public/when-and-how-to-use-masks</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</p> <p>Yes</p> <p>NA</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)	TICK	Line Manager Signature	Daniel Lester/David Haddleton
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List of people that this assessment has been shared with:

James Town

David Hammond

David Walker (XRay RTP manager – joint line manager of David Hammond)

Ian Hancox (RTP Officer)

Colin Lambert (Chemistry HSO)

John Horsler (Physics HSO – Polymer RTP MAS3.04 was previously a Physics space)

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)	David Leadley
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Signature	
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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