

Project Title:									Risk Assessment No:				FLT-RA68						
Task/Activity: Co				vid-19 - Returning to work					Project No:										
No. of Persons									Dat	Date Prepared:									
Involved:								Overall Risk Rating				HIGH RISK							
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ADDITIONAL CONTROL MEASURES

Information / Instruction / Training

When staff are returning to work after the Covid-19 pandemic, please ensure this risk assessment is communicated to everyone;

HM Government introduced new rules as of 4th July 2020

The 'one-metre-plus' rule in England will allow people to keep a distance of one metre, rather than two metres, from others, as long as they take other, extra risk measures to keep themselves safe.

This means that where it is possible to keep two metres apart you should, where it is not, people should keep a distance of one-metre-plus. This includes wearing a face mask on public transport, hand washing, screens, limiting time with people and being outdoors.

Hand Washing & Personal Hygiene

- Hand washing facilities with soap and hot water in place.
- Stringent hand washing taking place.
- Paper towels/hand dyers for drying of hands.
- See hand washing guidance. (website details further below).
- Gel sanitisers in any area where washing facilities are not readily available.

Cleaning

 Frequently cleaning and disinfecting objects and surfaces that are touched regularly, particularly in areas of high use such as door handles, light-switches reception and reception areas using appropriate cleaning products and methods.

Social Distancing

- Social Distancing Reducing the number of persons in any work area to comply with the existing 2-metre gap (6.5 foot), or if not, the new 1-metre-plus (3.3 foot, plus) gap, but with extra risk measures, as recommended by the Public Health Agency (see website details further below).
- Social distancing also to be adhered to in canteen areas and smoking areas.

Wearing of Gloves

 Where Risk Assessment identifies wearing of gloves as a requirement of the job, an adequate supply of these will be provided.

Staff will be instructed on how to remove gloves carefully to reduce contamination and how to dispose of them safely. (ie, turning their gloves inside out as they take them off).

<u>RPE</u>

Public Health guidance on the use of RPE & PPE (Respiratory Protective Equipment & Personal Protective Equipment) to protect against Covid-19, relates to health care settings. In all other settings individuals are asked to observe the new social distancing measures to comply with the existing 2-metre gap (6.5 foot), or if not, the new 1-metre-plus (3.3 foot, plus) gap, but with extra risk measures, and practice good hand hygiene behaviours.

Managerial Controls

Employees to be reminded on a regular basis to wash their hands for 20 seconds with warm water and soap and the importance of proper drying. Also reminded to catch coughs and sneezes in tissues – Follow Catch it, Bin it, Kill it and to avoid touching face, eyes, nose or mouth with unclean hands. Tissues will be made available throughout the workplace.

To help reduce the spread of Covid-19, reminding everyone of the latest public health advice.

Continuing to take steps to review work schedules including start and finish times/shift patterns, working from home etc., to reduce number of workers on site at any one time. Also relocating workers to other tasks.

Redesigning processes to ensure social distancing in place, and use 'Conference Calls' instead of face to face meetings, unless you can confidently maintain the latest social distancing advice.

Ensuring sufficient rest breaks for staff.

Rigorous checks will be carried out by line managers to ensure that the necessary procedures are being followed.

Staff to be reminded on a daily basis of the importance of social distancing both in the workplace and outside of it, to comply with the existing 2-metre gap (6.5 foot), or if not, the new 1-metre-plus (3.3 foot, plus) gap, but with extra risk measures, Management checks to ensure this is adhered to.

Staff to be reminded that wearing of gloves is not a substitute for good hand washing.

To minimise the risk of transmission of Covid-19 during face-fit testing the following additional measures should be carried out:

Both the fit tester and those being fit tested should wash their hands before and after the test.

Those being fit tested with non-disposable masks should clean the mask themselves before and immediately after the test using a suitable disinfectant cleaning wipe (check with manufacturer to avoid damaging the mask).

Test face pieces that cannot be adequately disinfected (e.g. disposable half masks) should not be used by more than one individual.

Fit testers should wear disposable gloves when undertaking cleaning of the tubes, hoods etc. and ensure they remove gloves following correct procedure. (ie, turning their gloves inside out as they take them off).

Internal communication channels and cascading of messages through line managers will be carried out regularly to reassure and support employees in a fast-changing situation.

NOTE: By using your originally specified PPE and RPE, you will be very well covered within the Covid-19 situation. (see bottom of opposite column).



- Where RPE is a requirement for risks associated with the work undertaken the following measures will be followed:
- Tight-fitting respirators (such as disposable FFP3 masks and reusable half masks) rely on having a good seal with the wearer's face.
- A face fit test will be carried out to ensure the respiratory protective equipment (RPE) can protect the wearer.
- NOTE: All wearers must be clean shaven.

All PPE and RPE shall be to the standard as listed upon your usual work-based risk assessments. The World Health Organisation *(WHO)* advises that goggles and N95 or FFP2 face masks, as a minimum, will provide protection against disease transmission.

Observing Physical Symptoms

Follow the advice & guidance on what symptoms to observe in your staff; Be vigilant by acknowledging;

- If anyone becomes unwell in the workplace with a new persistent dry cough, high temperature or one of the other symptoms listed by HM UK Government, they will be sent home and advised to follow the stay-athome guidance.
- Line managers will maintain regular contact with staff members during this time.
- If advised that a member of staff or public has developed symptoms, and were recently on our premises (including where a member of staff has visited other work place premises such as domestic premises), the management team of the workplace will contact the Public Health Authority to discuss the case, identify people who have been in contact with them and will take advice on any actions or precautions that should be taken.

Means of transmission

- It is still not exactly clear how Covid-19 spreads from person to person.
- It can be spread in cough droplets hence the significant risk will be either from person to person or by transmission on common contact points such as high contact surfaces on shared work equipment & environments.
- It is still not yet clear at what point there is no risk, however, studies of other communicable diseases suggest that, in most circumstances, the risk is likely to be reduced significantly after 72 hours.

Routes of entry

- The current understanding is that Covid-19 enters the body through the eyes, nose and mouth, hence the correct application of PPE, and personal hygiene is essential to preventing the spread of the virus.
- In so far as is reasonably possible, people should continue to avoid touching their face, eyes, nose or mouth.

Procedural Controls

Management to carry out an assessment of their own unique staff, taking into consideration the following;

- identify what work activity or situations might cause transmission of the virus
- think about who could be at risk
- decide how likely it is that someone could be exposed
- act to remove the activity or situation, or if this isn't possible, control the risk

You must ensure, as far as is reasonably practicable, that you are looking after your Employees welfare at all times, by educating them to the following;

- Current HM Government guidelines
- Up-to-date social distancing arrangements to comply with the existing 2-metre gap (6.5 foot), or if not, the new 1-metre-plus (3.3 foot, plus) gap, but with extra risk measures.
- staggering shifts & break-times
- providing additional handwashing & sanitising facilities

Your employees must be trained to fully understand, and work with, your back-to-work protocols in order to return to working safely.

Communication & Supporting your staff

Communication with your staff is paramount - By keeping people informed of what your business is doing, whether the news is good or bad for individuals, will help them to make their own decisions and give them some degree of security in very uncertain times.

By knowing they are valued and supported by their employer, and that you are continuing to prioritise their health and safety, will be important to their well-being.

Line managers will offer support to staff who are affected by the Covid-19 pandemic, or who may have a family member affected.

Communicate with other companies who either deliver to/from, or attend vehicle servicing/breakdown repair, to ensure welfare facilities will be available to our drivers.

Allowing delivery drivers and/or service engineers adequate breaks to avail of proper welfare facilities.



Further Information

For the following issues, please re-visit the risk assessment 'RA67 - Communicable Diseases';

- Travel to Work
- · Driving at Work
- Drivers
- Toilet Facilities
- · Canteens and Rest Areas
- Changing Facilities, Showers and Drying Rooms

The use of appropriate signage throughout the site would be as follows;

- Social distancing measures throughout, inclusive of Shop-floor, Offices, Canteen and Toilets, etc., to comply with the existing 2-metre gap (6.5 foot), or if not, the new 1-metre-plus (3.3 foot, plus) gap, but with extra risk measures,
- Visitors requirements
- Delivery Driver requirements
- 'Wash your hands' signage
- 'Use hand-sanitiser' signage
- HM Government Advice Poster on Covid-19 (current issues on gov.uk website)

Continuously remind everyone that to control the risk of infection, they must:

- Keep a safe distance from others (current & latest social distancing measures to comply with the existing 2-metre gap ((6.5 foot)), or if not, the new 1-metre-plus ((3.3 foot, plus)) gap, but with extra risk measures.)
- Limit contact with other people
- Keep washing their hands regularly

Further Management Actions Required

Site management must continue to consider the following issues by re-visiting the risk assessment 'RA67 - Communicable Diseases':

- · Parking arrangements
- · Other means of transport
- Providing hand cleaning facilities at entrances and exits.
- How someone taken ill would get home.
- Public transport advice
- Stop all non-essential visitors.
- Staggered start and finish times
- Plan site access and egress points
- Remind workers to be vigilant of symptoms and what to do in those circumstances
- Remove or dispose of entry systems requiring skin contact
- Require all workers to wash their hands for 20 seconds using soap and water when entering and leaving the site.
- Regularly clean common contact surfaces in reception, office, access control and delivery areas
- Reduce the number of people in attendance at site inductions but maintaining social distancing measures to comply with the existing 2-metre gap (6.5 foot), or if not, the new 1-metre-plus (3.3 foot, plus) gap, but with extra risk measures,
- Delivery drivers should remain in their vehicles.
- Toilet Facilities (social distancing guidance)
- Canteens and Rest Areas (social distancing guidance)
- Drinking water (disposable receptacles)
- Always consider arrangements for monitoring compliance.
- Changing Facilities, Showers and Drying Rooms

Continue to consider the Mental Health of everyone and be aware that some employees who had a reasonable adjustment before, may now need a different one on their return to the workplace. Similarly, many individuals who didn't previously have a mental health condition may now have experienced mental health challenges and would possibly need to discuss changes that may help them.



Engineers Working on Customer Sites	Managerial Controls
Please re-visit the risk assessment 'RA67 - Communicable Diseases' for extensive and comprehensive information regarding working on customer sites.	Please re-visit the risk assessment 'RA67 - Communicable Diseases' for extensive and comprehensive information regarding managerial controls.
Restarting Workplace Pressure Systems	Managerial Controls
Pressure systems can be standalone or part of individual machines, processes and site (ancillary) services and include: • steam boilers • air compressors and receivers • industrial refrigeration systems • hydraulic cylinders for vehicle and passenger lifts • articulated jibs Safety issues There are safety issues from contamination of fluids and/or gases generated that can cause unexpected behaviour of the pressure elements of machinery leading to unintended outcomes, such as: • water ingress - condensate forming in steam vessels due to external temperature changes, causing violent energy exchange (possible explosion) • air ingress - due to seal degradation on hydraulic cylinders, etc., permitting air to be drawn leading to creep or unintended movement of mechanical parts • internal structural corrosion - particularly from cooling of steam systems, forming pooling of condensate in the base of vessels • bypass of safety devices - is possible following incorrect re-assembly of pipework after cleaning (in particular, explosion can occur when solvents are involved)	If pressure systems have not been used for an extended period of time due to COVID-19 pandemic, they may become unsafe. If pressure systems forming part of machinery have exceeded their examination period, you should get the agreement of a competent advisor before restarting the machine. For more information see the appropriate website link 'Equipment & Machinery' at the end of this assessment. Restarting a pressure system safely We recommend that you should regard the start-up of all pressure systems forming part of machinery as a functional pressure test. (see the safety precautions detailed in 'requirements for safety testing', further below). Starting up any pressure system from cold can significantly affect the mechanical behaviour of vessels, pipework and moving parts. For example: • steam systems should be gradually warmed through to prevent cracking of steel or cast-iron components • pressure relief valves contain mechanical spring mechanisms. There is potential that these may have seized or fatigued as a result of a constant level of compression over a period of time. We recommended that you closely inspect and test safety devices like these. If you have any concerns, replace them. (ie, for a new one that has relevant certificates) • hydraulic fluids will be more viscous when cold; often, parts appear to move more sluggishly and there can be a time delay in response to operating controls • where hydraulic systems have been left switched on, continuous recirculation can result in significant increase in temperature of the fluid. Unintended release or hose failure would result in hot oil being sprayed out



Machine Safety

Machinery safety

If machinery has not been used for a long period of time (weeks, and quite possibly months) then additional risks can be created from the inactivity.

You must ensure that you assess these risks before restarting plant and equipment. In doing so, you need to consider the following:

- any extended period of inactivity is likely to degrade the condition of machines, leading to increase in corrosion (ie, rust) and possible seizure.
- process liquids may separate out causing an uneven consistency or it may solidify completely. This will create additional problems with restarting and need further unplanned interventions within parts of the machinery, pipework or vessel.
- it's possible that automated machine parts or processes may have moved out of calibration, from their previously recorded or registered positions. This could cause machinery to move out of sequence and make contact with passing products or other machine parts when restarted.

Managerial Controls

Inspection

You should consider doing a detailed hands-on assessment of your machinery before returning to production, including the following:

- a visual check of the structural framework of the equipment (such as welded and bolted joints, bonded structure, cast components, paint or anodized protection) as their condition may not be clearly visible.
- with the machinery stationary, use your senses, including hearing, touch and smell to closely examine the fixed and moving parts. Check for any signs of rust, delayering or deformation.
- For parts that are concealed, you may need to do a functional test (running the machine in a no-load condition, at slow speed if possible) looking and listening for any indications that the moving parts are in distress. If any parts are in distress, you may need to do a further strip down.

Maintenance

It's important that you take any corrective action following your inspection of the physical condition of machinery before returning it into service. Maintenance ensures that it continues to operate safely and also that it's reliable and productive.

Recommissioning machinery

When you restart individual machinery, you should consider it as recommissioning. This is to ensure that all safety devices and process operations sequence correctly and function reliably, as intended. In all circumstances, before you fully restart machinery, make sure that it was shut down correctly.

Recommissioning is considered to be more extensive than normal maintenance or setting activities, placing significant reliance on individuals, through their experience and interaction to ensure safety.

You should consider the following:

- don't rely on full reassurance of safety and process control devices, until recommissioning is complete.
- produce a written recommissioning plan that identifies the hazards and the correct method for the recommissioning work to be completed. The plan should provide a regimented system of work, to minimise the potential dangers from equipment not functioning as anticipated.
- define who should do the work. Recommissioning is a complex series of tasks and there is high reliance on personnel to follow procedures.



- a competent engineer(s), familiar with the machinery or process should devise the written instructions for recommissioning, to familiarise all personnel with what tasks are expected to be done and how.
 - how you will ensure that appropriate supervision is in place to audit/ensure that work is being carried out correctly.

Detailed information for the control of machinery hazards, including recommissioning is contained in a British Standard BS14100. (see BSI website info further below)

Contractors

Ensure that the use of contractors puts them under the same guidance as your staff.

They must undergo an induction to explain the way you are ensuring that your company is 'Covid-secure' and that they too must follow your rules the same as your employees.

Keep a record of attendees; Obtain signatures of all persons in attendance.

Comments for Management

During & following the Covid-19 pandemic, the availability of contractors may be limited due to a backlog of work that was not completed during lockdown or reduced numbers within the workforce due to the coronavirus.

Where your business relies on specialist support services from contractors, such as insurance examiners or agency staff, you must ensure that services are carried out by those who have the necessary skills, knowledge and training to do so.

Consider the availability and suitability of contractors (ie, a contractor or sub-contractor assessment), when planning for preparation and start-up of plant and equipment to ensure this work is carried out safely.

Building Safety

Building safety

- flooding or unnoticed loss of process materials, fluids etc into sumps, service tunnels and pits
- any loss of secondary protections such as cooling water supplies or fire suppression systems
- nesting of birds or other wildlife in vents, intakes or exhausts from specific equipment
- accumulation of gases or oxygen depleted atmospheres in areas where material would not otherwise stand for long periods
- potential degradation of material stacks, particularly bales of organic material that produce methane as they decompose
- building closure or reduced occupancy during the outbreak that could lead to water system stagnation due to lack of use.

Comments for Management

Building safety includes the provision of general services such as ventilation, fire protection and site services, including water, air and electricity, together with material storage areas and fume extraction.

If the condition of these general services has deteriorated, there is increased potential of danger, for example, from fire, explosion or the collapse of stored material.

Employers should check the condition of these general building services, as listed in the opposite column.



Legionella Risks from Water Systems following a shut-down

Hot and cold-water systems

If hot and cold-water outlets are used infrequently, flush them weekly to prevent water stagnation.

If you cannot do this, work with your competent person or people to ensure systems are cleaned (*if required*) and disinfected before the building is occupied.

This includes ensuring that:

- adequately trained personnel are available to carry out essential checks and monitoring
- chemical supplies are maintained and dosed appropriately

Air conditioning units

If your workplace has been closed for an extended period and has air conditioning units that have a source of water that can generate aerosol, you will need to assess the risks of legionella being present within them before restarting.

Small wall or ceiling-mounted units with closed cooling systems should not present a risk.

Larger units may present a risk if they have improperly drained condensate trays, or humidifier or evaporative cooling sections where water can stagnate, becoming a reservoir for bacteria to grow.

Methods of control

Personal protective equipment (PPE) required for cleaning water systems...

If you need to clean water systems it's likely that respiratory protective equipment (RPE) will be needed.

RPE (Respiratory Protective Equipment)
If your usual types of RPE are unavailable, you can source alternatives as long as your risk assessment demonstrates they are suitable and adequate for workers and the task.

RPE must; be adequate, be suitable and provide an assigned protection factor of at least 20

Disposable RPE, such as FFP3 respirators (as used by health and care workers), may still be in short supply.

An alternative could be:

- a reusable half-mask or full-face respirator fitted with a P3 filter
- a powered respirator and hood class TH2 or TH3
- a powered respirator and close-fitting full-face mask class TM3
- an air-fed hood or full-face mask supplied with breathing quality air

Comments for Management

Please re-visit RA59 'Legionella & Legionnaire's Disease' to better understand the implications of leaving water to stand within pipes, taps and other areas of the workplace for a long time.

Employers, the self-employed and people in control of premises, such as landlords, have a duty to protect people by identifying and controlling risks associated with legionella.

If your building was closed or has reduced occupancy during the COVID-19 pandemic, water system stagnation can occur due to lack of use, increasing the risks of Legionnaires' disease.

You should review your risk assessment and manage the legionella risks when you:

- reinstate a water system or start using it again
- · restart some types of air conditioning units

If the water system is still used regularly, maintain the appropriate measures to prevent legionella growth.

You should have reviewed operations in advance and have existing plans in place to ensure safe systems of work continue during any shutdown.

When you review your specific risk assessment, decide what the risks are for your units and if you need to clean them safely, before they are turned on.

Methods of control

The HSE would expect you to:

- review your risk assessments and controls (ie, for both legionella and COSHH)
- increase the level of monitoring during the commissioning of any new controls

Getting specialist help...

You may need advice from a competent person and/or specialist to help you identify and implement suitable controls for legionella.

The HSE recognises that getting specialist help may be difficult, both during and following the Covid-19 pandemic.

If you're unable to appoint someone with the appropriate authority and competence to oversee the risk controls of water systems, you must consider stopping operation of the systems.



HSE, Websites & Other Guidance

https://www.hse.gov.uk/pubns/gs4.htm

- Requirements on safety testing.

https://www.bsigroup.com/en-GB/standards/

- BSI Website for Standards

https://www.hse.gov.uk/coronavirus/equipment-and-machinery/work-equipment.htm

- Equipment & Machinery

https://www.nhs.uk/live-well/healthy-body/best-way-to-wash-your-hands/

- Hand-washing technique

https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19

- HM Government advice to Businesses

https://www.gov.uk/government/publications/covid-19-quidance-on-social-distancing-and-for-vulnerable-people

- Social Distancing / Vulnerable People

https://www.hse.gov.uk/news/face-mask-ppe-rpe-coronavirus.htm

- PPE/RPE Masks

https://www.hse.gov.uk/news/drivers-transport-delivery-coronavirus.htm

- Drivers & Transport

https://www.mind.org.uk/information-support/coronavirus-and-your-wellbeing/

- Mental Health & Wellbeing

Further Comments

For more information regarding the Covid-19 Pandemic, please also read the **FLTA Guidance notes & other relevant documentation** for:

- Covid-19 Cleaning Methods for MHE and Plant
- Covid-19 Advice to the Fork Lift Truck Industry (Keeping your people safe and your business running)
- FLTA Fact-Sheet Key Workers
- FLTA Risk Assessment RA67 'Communicable Diseases'
- FLTA Risk Assessment RA59 'Legionella & Legionnaire's Disease'

For further guidance on Legionnaire's Disease, visit the HSE website https://www.hse.gov.uk/legionnella and read the following;

- Legionnaires' disease. The control of legionella bacteria in water systems - Approved Code of Practice and guidance (L8 ACOP)
- Legionnaires' disease Technical guidance (HSG274 Part 2) (PDF) - Portable Document Format
- You can find more information in the HSE guide Respiratory Protective Equipment at work (HSG53) (PDF) - Portable Document Format



Specific Site Assessment Details	Site Comments
that all 'site-specific' significant hazards	eric assessment that follows must be reviewed to ensure and their risks are identified and controlled. Completion of t your assessment is both appropriate and complete.
FREQUENCY AND DURATION OF ACTIVITY:	
ANY ADDITIONAL SPECIFIC HAZARDS IDENTIFIED:	
ANY ADDITIONAL CONTROL MEASURES REQUIRED:	
ASSESS THE REMAINING RISKS USING THE GRID ON PAGE ONE, ABOVE: Low / Medium / High	
SERIOUS AND IMMINENT DANGERS IDENTIFIED:	
EMERGENCY ACTION REQUIRED:	
IF YES, WHAT ACTION	
EMERGENCY TELEPHONE NUMBER(S)	
NAMES OF COMPETENT PERSON(S) APPOINTED TO TAKE ACTION:	



Any Other Statements or additional assessment:	Site Comments
Complete further assessments whenever and wherever necessary during the Covid-19 pandemic, and when restrictions ease as the more companies are returning to work.	Changes to the current lockdown restrictions are gradual and affect different sectors in different ways, and they are likely to fluctuate, and stricter measures could be imposed, sometimes with very little notice.
Remember; COSHH assessments will be required for wipes and disinfectants, particularly if they contain alcohol, or are chlorine-based in	There is sufficient guidance available on specific steps with given principles and measures to be taken in all kinds of workplaces.
their make-up, as some people may have skin allergies.	Every employer will need to consider future planning.
	Companies and Organisations therefore, need to use this time and the available information to prepare and plan their next steps in order to maintain the protection of themselves, their Employees and their business.