Returning Safely:
Returning to work during Covid-19

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Who are IOSH

Professional body
A not for profit organisation
holding a Royal Charter that
exists for the public good

Employer, SME, engage with volunteers

Thought leader
Underpinned by research, expertise
and understanding around
occupational safety and health

iosh
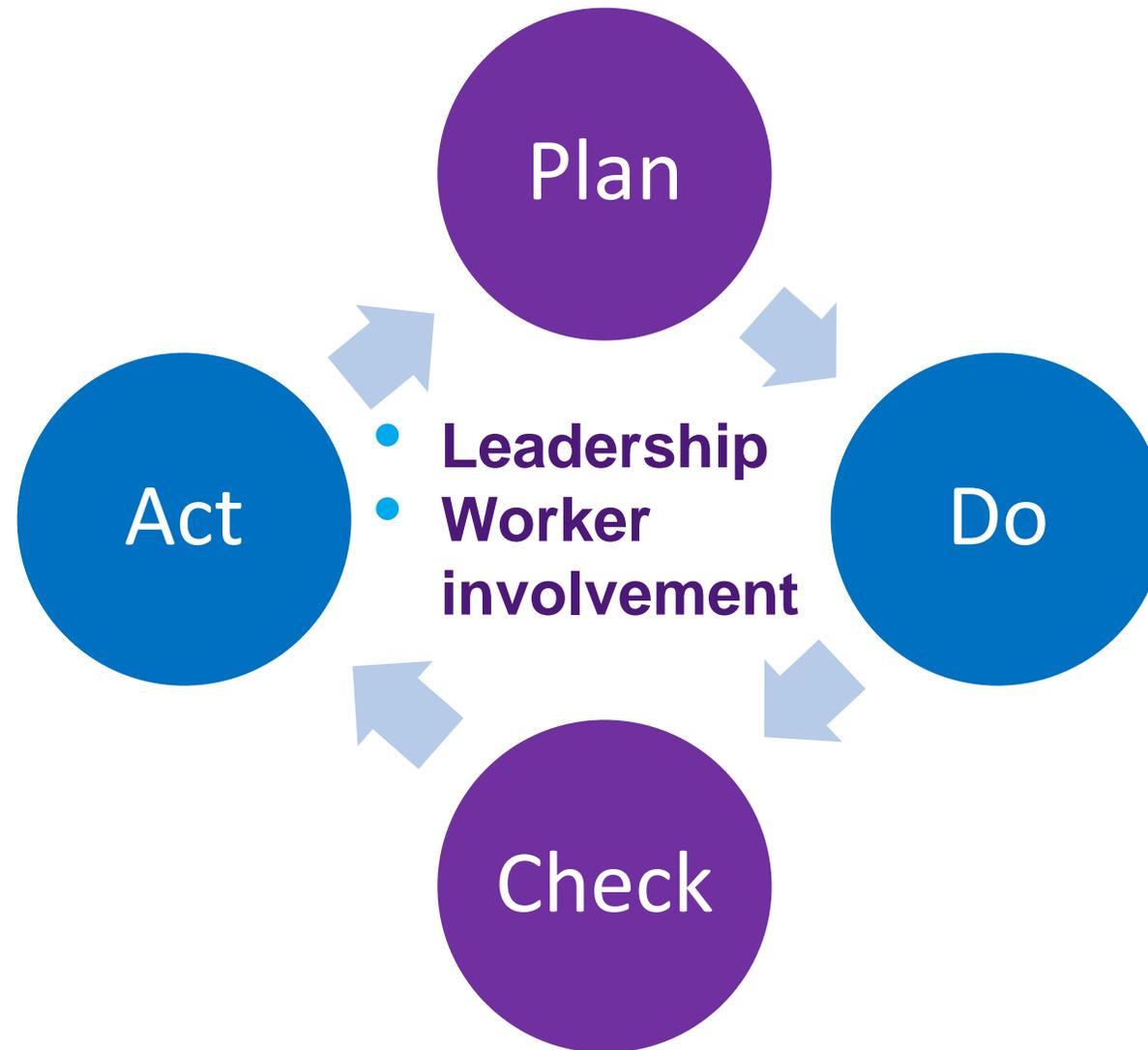
Membership organisation
Supporting a global
network of 47,000 members
in 130 countries

Enabler
helping organisations around
the world to excel in safety
and health

Returning safely

Returning safely

Planning
- For the here and now e.g. may need to adjust policies, procedures, working conditions, leadership, technology and other factors to manage the risk of Covid-19 being transmitted.
- A safe and healthy 'new normal' – values, attitudes, behaviour, culture, engagement, inclusion. Risk Management for the 'new normal'.
- Use sound health and safety advice.

Returning Safely

Four areas to consider
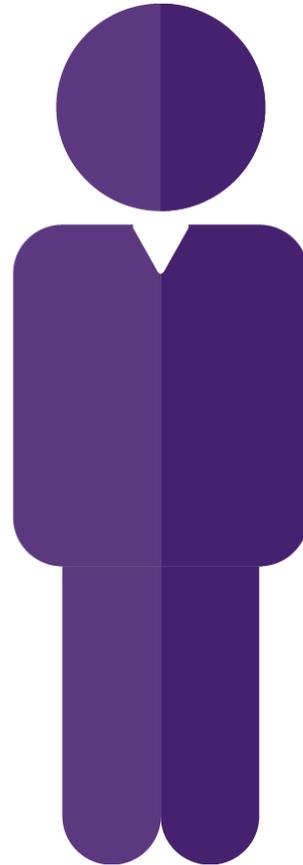

Safe people

Safe workplaces

Safe equipment

Safe systems

Safe people

Assess Covid-19 related risks and protect workers, including vulnerable

Support ergonomics for home workers

Ensure only those workers who cannot work from home and who can return to work safely, do so

Support wellbeing

Provide adequate training, consultation, communication and awareness

Ensure there is a means to raise concerns

Safe people – preventing potential for negative wellbeing or mental health

1 Communication

2 Health promotion for employees
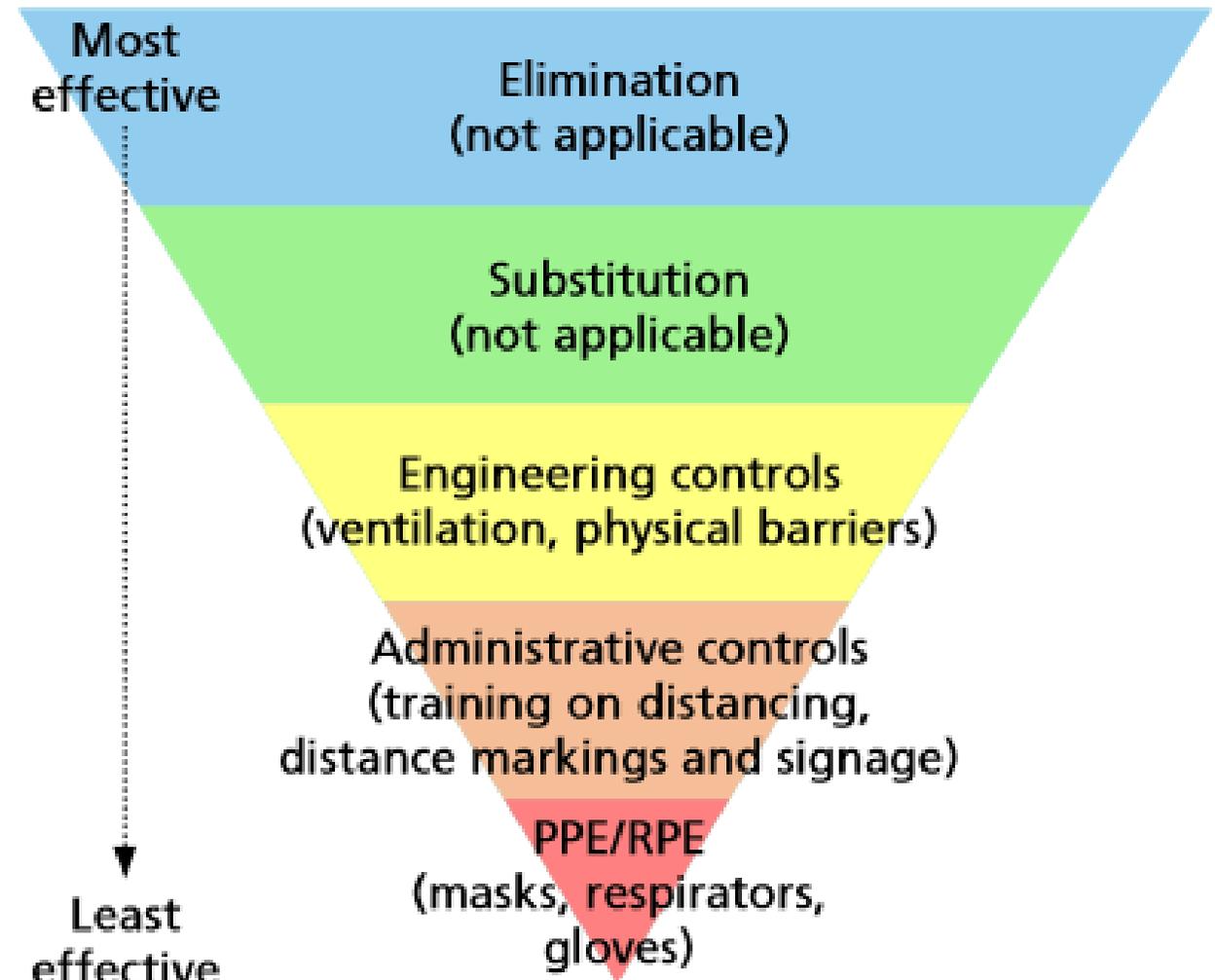
3 Control workloads, tasks and deadlines

Planning an individuals return to work after illness

Safe workplace

Undertake a **risk assessment** (remember Prevention, and those in <u>vulnerable groups</u>)

Follow the **hierarchy of control** - ALARP

- Social distancing
- Good hygiene
- Adaptations for staff and organisational culture
- Use Government advice and guidance

Safe workplace – Government guidance

11. When at work, follow the advice given to you by your employer

Employers have a duty to assess and manage risks to your safety in the workplace. The government has issued guidance for employers and businesses on coronavirus. This includes guidance on how to make adjustments to your workplace to help you maintain social distancing.

It also includes guidance on hygiene, as evidence suggests that the virus can exist for up to 72 hours on surfaces. Therefore, frequent cleaning is particularly important for communal surfaces like:

- door handles
- lift buttons
- communal areas like bathrooms
- kitchens
- tea points

You can see the guidance for employers and businesses on coronavirus on gov.uk and can ask your employer if you have questions.

Safe workplace – Government guidance

To help employers, guidance has been developed on the 5 steps for working safely, along with sector-specific guidance.

It is important to follow this guidance to help to reduce the risk of a spread of infection in the workplace.

Employers must continue to follow health and safety workplace guidance for their sector such as:

- making every reasonable effort to enable working from home as a first option
- where working from home isn't possible, identifying sensible measures to control the risks in the workplace
- keeping the workplace clean, maintaining safe working separation, and preventing transmission through unnecessary touching of potentially contaminated surfaces

The measures employers put in place to maintain social distancing will depend on their individual business circumstances, including their working environment, the size of the site and the number of workers. The guidance will support employers to make an informed decision.

The NHS test and trace service does not change the existing guidance about working from home wherever possible.

Safe equipment

Statutory/ third party/ external inspections and safe recommissioning of plant and equipment

Managing supplies post Covid-19

Inhouse checks e.g. legionella, ventilation, etc

Provide necessary PPE and support appropriate use of face-coverings

Safe systems

Five key elements of a management system

Health and Safety legal obligations

- ## The Health and Safety at Work Act 1974
  - Equipment
  - People, workplaces and systems

- ## The Management of Health and Safety at Work Regulations

- ## The Reporting of injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)

- ## Control of Substances Hazardous to Health Regulations (COSHH)

Some key considerations

1 Comply with rules and assess and manage Covid-19 and OSH risks

2 Protect workers, vulnerable groups and those at higher risk

3 Show leadership, worker engagement, and use of good OSH advice

4 Provide ongoing physical and mental health support

5 Extend risk management into supply chains wherever feasible

The role of the safety and health professional

- Assess and manage your COVID-19 risks and ensure safe work-resumption using a systematic approach, the hierarchy of control and excellent communications
- Show strong leadership, worker engagement, and use of good OSH advice and provide appropriate training, physical distancing, hygiene, ventilation and PPE, together with ongoing monitoring and mental health support
- Protect vulnerable groups and those at higher risk of serious illness, such as workers with underlying health problems
- Provide ongoing physical and mental health support, recognising that some effects may be long-lasting and consider the needs of all workers, including those on the frontline, those with health conditions, those working from home and those furloughed
- Extend your risk management into your supply chains, ensuring those who are self-employed or work in the informal economy are also supported to stay safe and healthy

Our findings

Advice on information gathering

Provide clear and factual information

Encourage workers to listen and follow publish advice

Advise on when to seek public health information

Further information

- **IOSH website: https://www.iosh.com/resources-and-research/our-resources/communicable-diseases/coronavirus/**

- **IOSH Risk Assessment guidance -** www.iosh.com/returningsafely/risk-assessments

- **IoD and IOSH guide to returning to work safely**

Thank you