

Summary

There are 4 key risks identified on the health and safety register. The common theme throughout is the increased risk of transmission of Covid19 potentially leading to the death of members of staff or within the community.

Mitigation relies on carrying out risk assessments of the activities to identify the potential for transmission from personal contact, contact with objects or airborne transmission arising from the activities, and the provision of suitable control measures such as frequent washing, disinfection and the provision of face masks. The hierarchy of control within the legal framework states that elimination of the hazard (in this case by avoiding the activity) is the preferred option, followed by the use of control measures. It is imperative that the potential for fatalities to result must be to the fore in the decision making.

The register also recognises the duty of care of the councils to continue to address less immediate risks to the safety or health of its staff and others affected. There is an increased likelihood of harm when new or revised procedures are in place due to the absence of the benefit of experience and the inexperience of the members of staff carrying out the work.

Risk No/Ref	Strategic objective	Risk description/ consequences	Gross risk	Risk owner	Mitigation actions	Action owner	Net risk	Tolerable Y/N	Further mitigation actions if required	Review by
HS1	Maintain legal compliance during pandemic	Description: New methods of working and temporary procedures require new or revised risk assessments to be undertaken and recorded that identify the relevant statutory legal requirements and the suitable control measures. Consequences: SMT are the controlling mind of the organisation and failure to undertake the assessments, implement the measures and document the outcomes because this risk carries statutory duties for the organisation under Management of the workplace Health, Safety and Welfare Regs and Health And Safety At Work Act section 2 & 3, and individual personal responsibility under HASAWA Section 37	5	SMT	1. SMT to maintain H&S as an ongoing SMT meeting agenda item. 2. SMT to require HoS to initiate a review of risk assessments in their services. 3. SMT to monitor completion of risk assessment review by services. 4.SMT to address actions arising from risk assessments	SMT, HoS, service managers, line managers	1	Y	Consultation by SMT with Strategic H&S Consultant on risk assessment methodology for assurance of completion. Consultation by managers with Strategic H&S Consultant on specific risk assessments	Ongoing

HS2	Safety and health of our staff and community	Description: New activities and procedures pose greater risk than established ways of working. Existing risk assessments require review to take into account new ways of working, risk assessments for new activities required. Consequences: exposure to hazards of work by staff and others who may be affected by the outcomes if unmitigated may lead to ill-health, injury, damage, lost time, loss of goodwill, reputation etc.	9	SMT	As above, actions 2, 3 & 4. Eg.DSE for homeworkers, lone workers, manual handling, driving at work, contact with unpredictable members of the public etc.	HoS, service managers, line managers	6	Y	Monitoring of performance by SMT	Ongoing
HS3	Business continuity in light of Covid-19	Description: transmission of Covid-19 has the potential to infect large numbers of staff. Consequences: death, disease, multiple staff absence, loss of ability to provide essential services. etc.	9	SMT	Ongoing review required of risk assessments and control measures to take into account government and NHS advice, including social distancing, PPE, disinfection.	HoS	8	Y	Ongoing review essential	Ongoing
HS4	Mental health and wellbeing	Description: Risk of staff suffering from poor mental health and wellbeing due to social isolation and anxiety from health risk. Consequences: staff harm, absence, loss of productivity, loss of goodwill, reputational risk etc.	7	SMT, service managers, line managers	Staff working from home Provide regular updates from SMT and from individual managers to maintain contact with staff. Work with HR and H&S to provide support mechanisms.	SMT, service managers, line managers	5	Y	Monitor through feedback from managers and staff experience. Ongoing action to maintain contact, particularly with more vulnerable staff members. Staff resilience toolkit to be produced to support staff.	Ongoing