

COVID19 SECURE RISK ASSESSMENT

Risk assessment - topic/area covered	
Location(s):	FKA Brands Limited, Somerhill Business Park, Five Oak Green Road, Tonbridge, Kent TN11 0GP
Department/staff:	All areas of FKA business, including the common areas of the building
Tasks/activities:	Working during the coronavirus pandemic, planning and tasks involved.
Other information:	See below completed schedule and the Pandemic Recovery Plan found in the Covid19 Policies Box folder

Risk assessment sign off					
Prepared by:	Fiona Valentine, Executive Office Manager/HR Coordinator	Signature:	<i>Fiona Valentine</i>	Date:	06/07/2020
Reviewed by:	Keith Allison, Chief Operating Officer	Signature:	<i>Keith Allison</i>	Date:	06/07/2020
	Swarup Banerjee, CEO – EMEA		<i>Swarup Banerjee</i>		
Date for review:	14-Apr-21 This risk assessment will be reviewed frequently to reflect any changes that the Government introduce on guidance and procedures. Please see chart below.				
This risk assessment is divided into three sections dealing with the different areas People Measures, Premises Measures, and Organisational Measures					

Amendment number	Issue date	Date amended/updated	Person amending	Remarks
COV001	06/07/2020	06/11/2020	Fiona Valentine	This risk assessment is for FKA Brands office space only and the common areas of the building. The sublet offices will provide and control their own risk assessment.
COV002	06/11/2020	13/04/2021	Fiona Valentine	Updated to reflect mental health and new staff
COV003	13/04/2021		Fiona Valentine	Added section on vaccination roll-out, QR Code and lateral flow testing.

Distribution schedule				
Registered number	Issue number	Date	Name	Designation
COV001	COV001	06/07/2020	Fiona Valentine	All staff and FKA web sites
COV002	COV002	06/11/2020	Fiona Valentine	All staff and FKA web sites
COV003	COV003	14/04/2021	Fiona Valentine	All staff and FKA web sites

Key								
L: Likelihood	5	5	10	15	20	25	High risk: 15-25	High-risk activities should cease immediately. Further effective control measures to mitigate risks must be introduced.
	4	4	8	12	16	20		
	3	3	6	9	12	15	Medium risk: 8-12	Medium risks should only be tolerated for the short term and only whilst further control measures to mitigate the risks are being planned and introduced.
	2	2	4	6	8	10		
	1	1	2	3	4	5	Low risk: 1-6	Low risks are largely acceptable. Where it is reasonable to do so, efforts should be made to reduce risks further.
		1	2	3	4	5		
	S: Severity			DR: Degree of risk		RR: Residual risk		
Guidance.	<ol style="list-style-type: none"> 1. Identify the persons at risk and the significant hazards. 2. Calculate an initial RR for the activity. 3. Identify risk control measures that reduce the risks to an acceptable level. 4. Calculate a revised RR - assuming the control measures are followed. (Consider changing both the likelihood (L) and the severity (S) ratings.) 							

PPE assessment	Note. In many instances you will be able to reduce risks further by asking staff/others to wear/use PPE. You should identify which items are required for the task here:
Type of PPE:	Face masks should be worn whenever it is practicable to do so. Gloves should be worn whenever it is practicable to do so.
Note. PPE must be considered when other control measures, such as guarding is not possible. PPE should always be considered and should be worn when there is reasonable justification for doing so.	

Covid19 Secure Risk Assessment

People Measures

Activity	Persons at risk	Significant hazards	Initial			Risk control measures	Residual		
			L	S	DR		L	S	RR
Homeworking	Staff, family members	Isolation, insufficient space or equipment, internet	2	3	6	Those who can, should continue to work from home in line with government guidelines, until otherwise instructed. Reduce headcounts at work further reducing chance to catch/spread COVID-19. If vulnerable or shielding groups for staff themselves or for family members staff should work from home.	1	3	3
Return to the office - Accessing which staff should return to the office	Staff	Risk of infection to covid19	3	4	12	Minimise the numbers of staff working in the office. Each Line Manager will check and plan which staff can return. Checking if staff have insufficient working space or conditions to work from home, internet connection issues. If staff have childcare issues. If staff feel unsafe or unsure to return to the office. Respect their feelings, consider safety aspects.	1	4	4
Physical Distancing	Staff	Risk of infection to covid19	3	5	15	Plan desk space with 2m gap. Conduct a walk through the office space, look and check desk and workstations. Have a clear plan of which desks should be use allowing for adequate 2-meter distance. Take out areas that are too close and making areas with better access such as walkways to avoid close contact. Plan shared with management team and all staff.	1	5	5
Lone working	staff	Isolation and Mental health issues	1	2	2	Check staff are who isolated at home. Should encourage these staff to complete the lone working safety media e-learning training. Maintain regular contact as part of normal line management and coaching behaviours.	1	3	3

People Measures

Training on return procedures	Staff	Ill-informed information if not trained	3	5	15	Inform, instruct and train staff on Covid19 procedures. Induction to be provided for those who wish to return to the office. Office Manager to conduct training to staff. Details placed on Box Covid19 Policy file. Walk through and tour of the office to display new setting. Record keeping of those who have undertaken covid19 induction procedures. Attendance log system as track and trace record.	1	5	5
Provision of First Aid	Staff and First Aider	Risk of infection	2	3	6	First aid boxes provided in Kitchens. If more than 5 staff in the office First Aiders to be available. If an emergency incident 999 is to be called for emergencies. Check if sublet office will have any First Aiders in the building. Review advice for first aiders.	1	4	3
PPE	Staff/visitors	Risk of infection	2	3	6	Masks and gloves provided for staff to use. If dealing with deliveries staff should use masks and gloves. If dealing with contractors' mask and gloves to be worn.	1	3	3
Deliveries and post	Staff	Risk of infection	2	4	8	Instructions displayed for delivery person to leave parcel in reception area. PPE provided to employees who receive / despatch goods. Staff in office to inform the staff of such deliveries. Staff should arrange collection if needed themselves. Confirm if attending at the office for collection.	1	5	5
Multi used equipment, copiers, phones	Staff	Cross infection	1	3	3	Avoid using shared equipment. All equipment to be wiped down regularly, if used by staff, wipes are provided for this purpose.	1	4	4
Door handles and surfaces	Staff	Cross infection	3	5	15	Wipes provided for wiping all handles and surfaces. Cleaners are instructed to pay extra attention to this daily.	1	5	5

People Measures

Staff Training	Staff	Lack of staff development	3	3	9	<p>Delivery of training via Teams allows users to maintain physical distancing. Where use of these applications is new, employees should be provided instructions on how to use and considerations to be reviewed for any disability or other accessibility issues as there is a legal duty to make reasonable adjustments re. disability. Training can be delivered at any time in any location.</p> <p>Use of on-line training</p> <p>Some applications allow recording and the training can therefore be delivered again for additional audiences.</p>	1	2	2
If staff have symptoms	Staff	Risk of serious ill health	3	5	15	<p>Do not come to the office</p> <p>Staff should self-isolate for 5 days or 14 days if a member of the same household has symptoms for the virus.</p> <p>Advise your Line Manager or the Office Manager if you have symptoms.</p> <p>Call 111 for medical advice.</p> <p>Rest and recuperate.</p>	1	5	5
Mental Health	Staff	Mental health illness and symptoms	1	3	3	<p>Well Being Calls being conducted by the Mental Health First Aiders in the business with those staff that require them.</p> <p>Keeping a check on staff and 'checking in' with those who feel isolated or are unsettled with homeworking.</p> <p>Issuing of daily wellbeing messages to staff to keep everyone connected.</p>	1	4	4
Employee Assistance Programme	Staff and their families	Could develop stress or mental health issues	1	3	3	<p>EAP service is provided to all staff.</p> <p>Details sent to all staff to remind them of this service.</p>	1	4	4
Help@hand service	Staff and their families	Worrying and concerns on life issues	1	3	3	<p>Help@hand service is another service on top of the EAP providing assistance to staff and their immediate families for support and help.</p> <p>Service offers remote GP, mental health support, physiotherapy, medical second opinions.</p> <p>Details provided to staff.</p>	1	4	4
New Staff	Staff	Isolation, lack of communication	1	3	3	<p>New staff have their induction in the office at a social distance and this is done via a big screen in the boardroom to avoid paperwork and touch. New staff kept in contact with and induction programme organised virtual with teams and departments.</p>	1	4	4

People Measures

Vaccinations	Staff	Protection from covid and less risk of illness	1	3	3	FKA will encourage staff to have a vaccine as a duty of care to its staff. This is not mandatory, and we will respect those staff who do not take up the vaccine, even though encouragement and guidance will be shown and communicated to staff.	1	4	4
Lateral Flow Testing	Staff	Protection and safeguarding of infection	1	3	3	FKA have now registered for the LFT programme and will encourage staff to take a regular test twice weekly if they are attending the office. This is not mandatory but will be encouraged as a safe method of working at the office.	1	4	4
Roadmap for staff returning to the office	Staff	Guidance and policies on working at the office	1	3	3	FKA are devising a roadmap on guidance of allowing staff to work in teams and conduct workshops at the office. This will involve regular check on Government guidance and updated information. The Executive Office Manager will keep abreast of this going forward. Staff will be informed in regular company update meetings.	1	4	4
Customer Meetings at the office	Staff and visitors	Guidance and protection	1	3	3	Visitor disclaimer is produced as a guidance and policy to advise and protect staff and visitors if having a face to face meeting at the office. Regular check on Government guidance on this will be required.	1	4	4
NHS QR Code	Staff and visitors	Test and trace	1	3	3	There is now an NHS QR Code for FKA Brands and visitors and sub-contractor facilities workers are encouraged to scan this on arrival at the office. GDPR rules are applied. Staff will continue using the attendance log which is kept internally.	1	4	4

Premises Measures

Infection control measures, disinfectant regime	Staff, cleaners	Infection contamination	3	5	15	<p>Deep Clean procedures have been undertaken, involving the following procedures -</p> <ul style="list-style-type: none"> Clean all desks, and work surfaces using virucidal disinfectant. Sanitise finger plates and touch points. Sanitise telephones. Thoroughly vacuum carpeted areas. Damp wipe skirting boards and window blinds. Clean and sanitise kitchens to include microwaves and refrigerators. Empty and reline all waste bins Clean and sanitise washrooms using virucidal disinfectant. 	1	5	5
---	-----------------	-------------------------	---	---	----	--	---	---	---

						Records of cleaning procedures completed. Cleaning of office conducted on a regular basis with staff in the building.			
Introduce sanitisation stations at all entry points	Staff, sublet office staff, delivery people	Reduce cross infection	3	5	15	Have installed wall mounted handsfree sanitisation units, tissues on main entrance. Individual sanitisations at each entry area within the main office for each department and floor of the building for FKA internal areas. Encourage the sublet offices to do the same.	1	3	3
Workbook on tasks to be completed for safe return to the office	Office Manager/ Staff	Health and safety	1	2	2	Workbook devised as to check and prepare what tasks need to be done in order to have a safe place of work. Workbook updated to reflect what tasks have been done.	1	2	2
Legionella and water checks	Staff, visitors to the office	Risk of infection	3	5	15	Water hygiene testing completed monthly. Decommission shower facilities.	1	5	5
Kitchen, breakout area	Staff	Cross infection	3	5	15	Staff should be encouraged to bring food and drink from home. Ground floor Kitchen area to have one person in at any one time. Crowd control measure to be put in place and signage displayed. Breakout kitchen on first floor can manage with two persons whilst social distancing. Remind staff to wipe down areas after using the kitchen area. Sanitised wipes available.	1	5	5
Toilets	Staff and or visitors, Sub-let Staff	Contamination and cross infection	3	5	15	Single occupancy to allow for 2m distancing occupancy. Signage on front of door of each toilet – ‘one person’ in at any time. Please use occupied/vacant sign when using the toilet. Persons must put lid down on the toilet when flushing. Persons to use hand paper towels and not the hand dryer machine to dry hands. The hand dryers have been turned off. WHO and NHS guidance found that using paper towels was substantially more effective	1	5	5

						than jet dryers for removing microbes when still-contaminated hands were dried? Sublet office to use only common area toilets – instructions given to sublet offices. FKA Staff to use toilets within their office area only. Staff informed on this during induction returning to the office.			
Common areas	Staff and or visitors, Sub-let Staff	Contamination and cross infection	3	5	15	Sanitisation units at entry point to common area. All those entering the building should use hand sanitiser. Tissues are provided also. Signage displayed.	1	5	5
Shower Room and Disabled toilet	Staff Sublet staff	Cross infection	1	2	2	The shower room is to be decommissioned. This is in the common area of the building so FKA staff not to use meanwhile. The toilet in the shower room only used for sub-let staff and it should not be used by delivery drivers where possible, but this is difficult to control. Deep clean of shower has been done and will be cleaned weekly. The water is run every week.	1	2	2
Signage, display information	Staff, visitors Sublet staff	Lack of knowledge or notice if not displayed	2	3	6	Covid19 signage is displayed to remind staff of procedures and hygiene protocol. Social distancing signage displayed throughout the office and shown on floor areas.	1	5	5
Lift	Staff and lift contractor	Risk of safety hazards	3	5	15	Reduce maximum capacity of lift where possible and encourage use of stairs. Stannah Lifts carry out the regular services procedures. The lift is not generally used in the building.	1	5	5
Floor Markings, directional arrows	Staff	Risk of trips if damaged	3	5	15	Floor markings are displayed to remind staff of the 2-meter rule. Signage is displayed throughout the walkways.	1	5	5

Meeting Rooms/ boardroom	Staff	Cross infection	3	5	15	Remote virtual meeting to the preferred method wherever possible. Meeting rooms could be used as additional office space if required. Cleaning down of meeting rooms after each use. Only the boardroom can have more than one person in at any time. 4 people allowed in this space at a social distance space. Booking of meeting rooms required through the Office Manager.	1	5	5
General Fire Safety	Staff / Visitors	Danger of life	3	4	12	Stable Fire Protection completing the fire risk assessment 11 th March 2020 and 18 th June final inspection carried out for this assessment. There should be a fire warden on site at all times. Sublet offices to confirm level of Fire Wardens on site. Fire Risk Assessment checked and updated regularly if required.	1	2	2
Lightning protection annual inspection	Staff / Visitors	Danger of lightening strike to the building	3	4	12	Southerning Lightning Limited carrying out annual inspection 25th June 2020.	1	2	2
Re-occupation check list	Staff	Safety risks	3	5	15	All Covid19 checks in place. Checks on all statutory inspections having been completed. Hygiene and water temperature measures. Office Manager is managing these tasks. Records of checks kept.	1	5	5
Bollards	Staff and sublet office staff	Risk of cross infection	3	5	15	Gloves to be worn when taking down or putting up bollards and handling them. Gloves to be disposed of in the waste bin that is situated in the car park. This is usually managed by two members of staff who have gloves and sanitizer in their vehicles.	2	4	6

Organisational Measures

Covid19 Policies	Staff	knowledge	3	5	15	See the Pandemic Recovery Plan for reference. Please ask the Office Manager for guidance. Box File, Covid19 Policies.	1	5	5
Monitoring Compliance	Staff	Knowledge	1	2	2	The Office Manager and Management Team will keep up to date on the latest Government Guidance and compliance.	1	2	2

Evacuation Process	Staff And sublet staff	Fire safety	3	5	15	Fire evacuation drills will be conducted in the usual manner. Staff to make their way to the Assembly point and stand at the recommended social distance space. Logistics Manager will do roll call and Office Manager checks the building is evacuated.	1	5	5
Air conditioning system	Staff and sublet staff	Health risks and cross infection risks	3	5	15	Cleaning and disinfection process completed. The air systems service and maintenance completed. Artic advised on the compliance of this. Procedures carried out and records kept. Air con to be set to 100% outdoor air, see HVAC advice in line with Government guidance. Windows to kept open at all times. Next service now being carried out for the maintenance of the air con/heating system.	1	5	5
Company Update Meetings	Staff	Knowledge	1	2	2	The CEO and the Directors keep staff updated regularly, at least every 3 months on the company progress, government guidance and general update and communication via teams for the UK and Milan offices altogether.	1	2	2

External Measures									
Travel to Work	Staff	Health risks cross infection	2	3	6	Staff are to avoid using public transport if at all possible. If having to use public transport, allow for staff to stagger starting and finishing times. PPE masks provided to use if using public transport.	1	2	2
Parking	Staff	Health risks	1	2	2	If only a handful of staff are at the office, they should park with a parking space in between their car for allow for social distancing in getting in and out of their vehicle. Sublet office staff informed of this procedure	1	2	2
Garden and grounds	Staff	Health risks	1	2	2	Allow space in the front garden for social distancing measures. Move the garden table and benches so there is adequate spacing.	1	2	2

Company Cars	Staff	Health risks	1	3	3	Only one person allowed in a company car at any one time if sharing was offered. To keep your company car clean and tidy at all times.	1	2	2
Overseas travel	Staff	Risk of serious illness	0	1	1	All overseas travel on hold for the time being. Will review later in the year.	1	1	1
Sublet offices	Staff	Risk of cross infection	2	3	6	Covid Secure Risk Assessment shared with sublet offices. Keeping a check on what the sublet office procedures are. Communication kept with both sublet offices via the Executive Office Manager/HR Coordinator.	1	5	5