HCW EXEMPTIONS – RISK ASSESSMENT

**Section 1: How to use this risk assessment:**

1. This Risk Assessment (RA) should only be used if there is a likelihood that staff absence creates a **significant risk** to the health or safety of patients or service users.
2. This RA is applicable for those health and social care staff in line with the [Health Care Settings Guidance](https://www.gov.uk/government/publications/covid-19-management-of-exposed-healthcare-workers-and-patients-in-hospital-settings), whose activities are **critical** to the on-going provision of care, and who have been identified as a [CONTACT](https://www.gov.uk/government/publications/guidance-for-contacts-of-people-with-possible-or-confirmed-coronavirus-covid-19-infection-who-do-not-live-with-the-person/guidance-for-contacts-of-people-with-possible-or-confirmed-coronavirus-covid-19-infection-who-do-not-live-with-the-person) of a case of COVID-19.
3. Following the RA, they may be able to attend work rather than self-isolate if they are fully vaccinated (more than 14 days after the second dose) and have no symptoms of COVID-19.

**There are additional requirements:**

1. Staff members should only attend work after having a negative PCR test and daily negative LFD antigen tests during the stated “isolation period”.
2. This must **only** occur in **exceptional circumstances** and where **additional safety measures** can be upheld.
3. The risk assessment should be conducted by an individual(s) nominated by the organisation’s management and authorised by the organisation’s local Director of Infection Prevention and Control and/or the lead professional for health protection and/or Director of Public Health – as relevant to the organisation.
4. Completion of this risk assessment enables the line manager to show that each person’s situation has been considered to balance the risk of infection spreading against critical staffing levels for safe patient care.

This risk assessment is not needed in the following situations

* A staff member does not need to isolate through contact at work in clinical situations with appropriate precautions in place
* This risk assessment is NOT for a person who receives the notification on the NHS COVID App, which is only advisory

**Section 2: RISK ASSESSMENT**

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| **RISK ASSESSMENT ESSENTIAL INFORMATION** | **OUTCOME**  |
| 1. Date of Risk Assessment
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| 1. Date & time person required to self-isolate until
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| 1. Date of contact (11 days before final date of isolation) Definitions of contacts can be found [here](https://www.gov.uk/government/publications/guidance-for-contacts-of-people-with-possible-or-confirmed-coronavirus-covid-19-infection-who-do-not-live-with-the-person/guidance-for-contacts-of-people-with-possible-or-confirmed-coronavirus-covid-19-infection-who-do-not-live-with-the-person).

N.B. This is 11 days before the end of isolation e.g. date isolation ends is given as 6 July, date of contact is 26 June, as date of contact is counted as day 0 with 10 days isolation after this. |  |
| 1. What contact has led them to being identified? Tick √
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| * *Household member who is a case – the HCW cannot be allowed back*
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| * *Friend or colleague who is a case*
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| * *PPE breach or proximity contact exposure in a healthcare setting*
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| * *Eating- drinking establishment where there was a case*
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| * *Inside a public area (different to above point)*
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| * *Outside event in crowded area (under 2m distancing) e.g. sports event*
* *Other (describe)*
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| 1. On the day of contact did they follow good practice of:
* Mask wearing Yes/ No
* Hand hygiene Yes/ No
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| 1. Have they had 2 doses of COVID vaccination?
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| 1. Which vaccine did they receive?
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| 1. Date of 2nd dose – is it over 14 days ago?
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| 1. PCR Test done and negative before discussion about being able to work?
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| 1. Any [COVID-19 SYMPTOMS](https://www.gov.uk/government/publications/wuhan-novel-coronavirus-background-information/wuhan-novel-coronavirus-epidemiology-virology-and-clinical-features#clinical-features)? These have to be negative. Keep a low index of clinical suspicion for symptoms. If they develop symptoms, they need to stop working and get a PCR test [COVID-19: getting tested guidance](https://www.gov.uk/guidance/coronavirus-covid-19-getting-tested)).
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| 1. Lateral Flow Test daily ([LFD testing instructions](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/957271/COVID-19-self-test-instructions.pdf)) for at least 7 days (and to a maximum of 10 days or completion of the identified isolation period) prior to starting work each day.
* Date of latest LFD test done and result
* Test results should be reported to NHS Test and Trace via the web portal and to their duty manager.
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| **RISK ASSESSMENT - KEY ADVICE GIVEN** | **TICK √** |
| 1. If the staff member has a positive LFD test during this period, they should not attend work [stay at home guidance](https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance) and should arrange a PCR test as soon as possible [COVID-19: getting tested guidance](https://www.gov.uk/guidance/coronavirus-covid-19-getting-tested).
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| 1. Staff working during this 10-day period should comply with [Infection Prevention & Control guidance](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/910885/COVID-19_Infection_prevention_and_control_guidance_FINAL_PDF_20082020.pdf#page=21) and PPE should be properly worn throughout the day. Any breaches should be reported immediately to their line manager.
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| 1. The staff member should not work with clinically extremely vulnerable patients (as determined by your organisation [CEV list](https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/who-is-at-high-risk-from-coronavirus-clinically-extremely-vulnerable/) ).
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| 1. The staff member should not take breaks or eat meals with other staff
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| 1. They can only leave their place of self-isolation to undertake work activities, including travel to and from work. They can travel to work by their normal route but should wear a face covering for their journey if within an enclosed space with other individuals.
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| 1. Outside of work activities, the individual must follow current advice for self-isolation: [stay at home guidance](https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance)
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