European Heathyards – COVID-19 Risk Assessment Implementation Results.

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This document is subject to change in line with updates to Health & Safety Legislation and Government Guidelines regarding COVID-19.
Introduction
Following the outbreak of COVID-19 in the UK, European Heathyards produced a COVID-19 Risk Assessment, as the first step to introducing a set of controls, to ensure that Heathyards employees would be kept safe in their place of work and that their families and society at large would not be negatively impacted by our activities.

As Key Workers supplying products to industries including Power Generation, Defence and Civil Nuclear, Heathyards has worked throughout the pandemic period, so protection levels have had to be robust!
At the outset of the pandemic, Heathyards already had a Business Continuity Plan in place, which made provision for the event of a pandemic.

COVID-19 however, has some unique, dangerous characteristics that require a specific risk assessment. It is contagious, results in high fatality rates and is a global threat. Heathyards COVID-19 risk assessment focuses on these aspects and has been used to define the required controls.

This document provides evidence that Heathyards has met its commitments by implementing those controls, meeting guidelines stipulated by the UK Government and health authorities.
With the help of Heathyards workforce, the following systems were implemented:

i. Education of the workforce in COVID-19 and necessary prevention measures.
ii. Site Lockdown at Heathyards & Control of Visitors.
iii. Social Distancing.
iv. Daily Health Monitoring.
v. Introduction of new Hygiene Practices.
vi. One-Way Walking Route.
vii. Monitoring Coronavirus Guidelines & Information.
ix. Monitoring the Workforce for Symptoms.
x. COVID-19 Testing.
xi. Summary.
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i). Education of the Workforce

Heathyards worked in conjunction with its Safety Consultants to obtain advice and information regarding COVID-19.

An advice leaflet was issued to all employees to communicate vital information including hygiene controls and practices to be implemented in the workplace.

Other information was communicated through our notice boards.
ii). Site Lockdown at Heathyards & Control of Visitors
A site lockdown was immediately implemented, allowing only essential visitors on site, to reduce the possibility of the virus being brought to the site.

An Entry Questionnaire was implemented, through which essential visitors, including contractors could be assessed, before any proposed visit.

Temperature checks performed on all visitors on arrival, using a non-contact device.

Heathyards wrote to customers and suppliers alike to explain the decision and the rules regarding entry to Heathyards.
iii). **Social Distancing**

Two metre Social Distancing was implemented across the site, which involved reorganising the office areas in terms of seating and desk space.

Life-size visuals were put in place across the site to indicate two-metre distance, to all employees.

Site meetings replaced using web tools where people attended via video.
Social Distancing ctd
To facilitate social distancing in the Production areas, break and lunchtimes were staggered and hotspot areas such as the canteens, were temporarily closed.

Office kitchens permitted one individual at a time, whilst food sharing was banned and microwaves switched off.

Toilets were reorganised, so that the middle urinals were taken out of service to create two metres space between the ones in use.

Water boilers were installed in open areas, dispensing with the need for employees to break the distancing rules, whilst making hot drinks.

Social distancing reminder badges issued to all.
iv). **Daily Health Monitoring**

All employees, upon entering the Heathyards site, are temperature checked.

If any individual shows a high temperature, they would be immediately isolated and sent home to isolate for seven days, with the instructions regarding how to use the NHS 111 line and website and instructions regarding self-isolation of the household for 14 days. Return to work dates would be agreed with line management, to ensure that the individual is free of the symptoms. The individual would be given advice regarding external testing.

The individual’s work area would be cleansed and any individuals who have had close contact would be considered for isolation too.

Handwashing instructions have been placed in all washing areas.

Door handles are regularly cleaned.

Rules regarding the handling of stationery and the cleaning of equipment such as photocopiers are in place.
Introduction of new Hygiene Practices ctd.

Hand Gel, Gloves and Wipes were provided.

All Production employees were given personal bottles of gel with a top-up facility.

Hand gel is also available in the Reception area for visitors.
vi). *One-Way Walking Route*

Walking routes around the office have been reorganised to maintain social distancing, eliminating hotspots.
Heathyards monitor all relevant websites and Government bulletins daily, implementing any new recommendations. COVID-19 controls implemented have been benchmarked against requirements.
viii). **Communication of the Risk Assessment**

The Heathyards COVID-19 Risk Assessment and Control procedure has been issued to all European Heathyards employees via the Toolbox Talk procedure.
Sickness trends are monitored including symptoms that employees have reported and the timescales and duration. They were analysed in tandem with the results of the antibody tests and there was a correlation.
COVID-19 antibody tests were performed upon all employees present over a one-week period, using the type of test kit recommended by the Government. Manufacturer’s instructions and tutorials for the testing were followed.

Results were evaluated to understand the extent of immunity within the workforce.
xi). **Vulnerable People**

Individuals who could be deemed as being vulnerable or high risk were able to work from home, shielding themselves, although there were few cases.
Summary

None of Heathyards employees have suffered COVID-19 in its extreme form and no individual has reported any symptoms since the 22/4/2020.

The Heathyards workforce is informed and educated regarding COVID-19 symptoms and report any health symptoms immediately.

Antibody tests indicate that some office staff had COVID-19, but very few Production staff experienced it. Spacious, well-ventilated production areas with PPE measures are lower risk than office areas.

The Heathyards spike between mid-March and mid-April corresponded with the national trend. We are aware of a possible second wave nationally and will continue to monitor for any, the emergence of the virus amongst our employees.
Summary ctd........

Heathyards have to date, safely and successfully managed the business through the pandemic, creating a business as usual mode.

Our workforce has expressed that they are happy with the actions that we are taking to combat COVID-19.

Heathyards are currently considering the changes that have been announced by the Government which represent an easing of measures.

Any further changes to our systems shall only be made after careful consideration and risk assessment of the situation and scale of the pandemic.
References and Further Information

- European Heathyards Business Continuity Plan.
- EH-RA-60 COVID-19 Risk Assessment
- WIG 95 Safety Procedure for the Prevention of the Spread of COVID
- The test process is prescribed by the kit manufacturers:
  - Unistick 3: https://www.youtube.com/watch?v=utzEQZGYyYzY
- Leaflet entitled “Twelve Ways to Protect Yourself from the Spread of the Coronavirus”
- “Coronavirus (2019-nCOV) Policy / Advice for Employees”.