
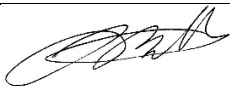


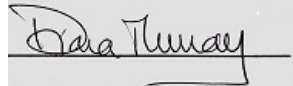


RISK ASSESSMENT AND SAFE SYSTEMS OF WORK

Document title:	Occupational risk of COVID-19 exposure and related consequences-High level assessment of a return to work (Phase 3 as defined by the Scottish Government)	Reference no.	NA
Description of activity:	NA		
Location:	All work sites		

Date of original assessment:	18 th June 2020	Subsequent reviews	Reviewed by:	CDC	CDC	CDC
			Date:	29 July 2020	12 Aug 2020	18 Sep 2020

	Name	Signature	Date
Author:	C Clay		18 th June 2020
Reviewed (H&S Advisor):	NA	NA	NA
Reviewed (others)	NA	NA	NA
Line manager:	NA	NA	NA
Head of Department:	A E J Miller		18 th June 2020

Board approval:	Diana Murray		21 July 2020
------------------------	--------------	---	--------------

Related documents:	<p>Internal guidance and policy</p> <ul style="list-style-type: none"> Guidance on Using General Workspaces (Non-Laboratory) and Communal Facilities on the SAMS Site During Phase 3(v002 dated September 2020) Working Safely in the Labs During Coronavirus (v001 dated June 2020) Working Safely on Vessels and in the Field During Phase 3 (v001 dated July 2020) First Aider Guidance During Coronavirus Pandemic (v002 dated July 2020) SHE Policy Statement 20.6 'Overseas Travel During the Coronavirus Pandemic' (v001 dated 14 August 2020) COVID-19 Guidance for the Margaret Barnes Building and Other Undergraduate Student Accommodation (v001 dated 31 August 2020) <p>External references</p> <ul style="list-style-type: none"> Coronavirus (COVID-19): Guidance for Laboratories and Research Facilities (Scottish Government. Updated 14 September 2020) Coronavirus (COVID-19): Universities, Colleges and Student Accommodation Providers (Scottish Government. Updated 14 September 2020) Core COVID-19 Information and Guidance for General (Non-Healthcare) Settings (Health Protection Scotland. Version 4.61 updated 21 August 2020) Health Protection (Coronavirus) (International Travel) (Scotland) Regulations 2020 Coronavirus (COVID-19): International Travel and Quarantine (Scottish Government. Updated 14 September 2020) COVID-19: Occupational Risk Assessment Guidance (Scottish Government. Updated 4 September 2020) Principles and Considerations: Emerging from Lockdown (Universities UK. June 2020)
---------------------------	--

RISK ASSESSMENT

Task step	Hazard	Who might be harmed and how	Existing control measures	Residual risk (see matrix*)			Further action necessary Y/N
				C.	L.	Rating C. x L.	
1	Contact with virus on site through general circulation, including Malin House.	Staff, postgraduate students and visitors may be exposed to virus through	Guidance note issued on building use. Phase 3 RTW will maintain a low worker density on site by continuing working from home where	2	1	2	No

		direct contact on site while using circulation spaces	<p>possible.</p> <p>Compulsory use of face coverings when in circulations areas.</p> <p>Hand hygiene measures (hot running water, soap and disposable hand towels) maintained.</p> <p>Hand sanitiser made available in public areas.</p> <p>Visitors (including contractors) will be limited to those considered essential. All visitors to be issued with guidance letter.</p> <p>Continued use of remote technology for meetings.</p> <p>Minimisation of face-to-face meetings.</p> <p>Enhanced cleaning schedule of 'touchpoints' (corridor doors, lift buttons) to be maintained through contractors.</p> <p>Use of café generally restricted to drinks preparation only. Available seating restricted with appropriate distancing. Multiple drinks prep areas have been added to the site to keep the café worker density low.</p> <p>Hard surface sanitisers have been made available in the café, in Stores to wipe trolley handles, at photocopiers to wipe touchscreens and at Reception to clean screen.</p> <p>Occupation densities established and sign posted where necessary (eg lifts, café area)</p> <p>Toilets have all been made single occupancy.</p> <p>Artificial ventilation increased and fresh air where possible.</p>				
2	Front of house / regular contact with visitors	Potential increased risk of exposure to Reception and other front of house staff and those in direct contact with visitors such as maintenance staff.	<p>Hand sanitiser products made available in key public areas. Adequate welfare facilities maintained throughout site.</p> <p>Visitors (including contractors) will be limited to those considered necessary. All visitors to be issued with guidance letter.</p> <p>Perspex screen added to Reception desk.</p> <p>'Distancing' signs displayed.</p>	2	1	2	No

			Compulsory use of face coverings in circulation spaces for visitors. Reception desk is currently only occupied for limited periods. Activities such as greeting visitors and issuing badges are managed remotely from Reception staff where possible.				
3	Use of shared office spaces, including Malin House	Staff and postgraduate students may be at greater risk of contacting the virus through the use of shared office spaces	As Task 1 and 4 above and below. Worker density will be reduced through managing working patterns of occupants and the temporary relocation of some office desks to maintain a working distance >2m	2	1	2	No
4	Vulnerable workers	Staff and postgraduate students who may be at higher risk from exposure to the virus, or who may have vulnerable, dependant contacts	Reference to 'COVID-19: Occupational Risk assessment Guidance' (dated 4 September 2020) 'Clinically extremely vulnerable' workers have shielded until Government guidance changed, or will remain on furlough. Home working is still the default position unless work cannot be completed through this. RTW will be subject to individual risk assessment if additional measures are deemed necessary to protect the worker. Otherwise, RTW will be in line with this document. 'Clinically vulnerable' workers will be encouraged to remain at home where possible. Where this is not possible, their RTW will be in line with this guidance and an individual risk assessment will be implemented as above	3	1	3	No
5	Laboratory work	Staff and postgraduate students may be at higher risk of contacting the virus through the use of shared laboratories and associated equipment.	Reference to 'Coronavirus (COVID-19): Guidance for Laboratories and Research Facilities' (Scottish Government 14 September 2020) As tasks 1 and 4 above. Worker density will be managed and >2m distance between workstations will be maintained through: <ul style="list-style-type: none"> • Identification of maximum numbers permitted for each space; • Identification of workstations with floor markings where deemed necessary; 	2	1	2	No

			<ul style="list-style-type: none"> Implementing a booking system for these workstations <p>Access to shared resources (eg autoclaves, DI water) will be through arrangement only. Key touchpoints (eg pipettes, workstation surfaces) will be disinfected by the user using 70% alcohol spray or equivalent. Where alcohol disinfection is not possible, cross contamination will be controlled through the use of disposable gloves or temporal separation (>72hrs). Restriction to one person in Aquarium Constant Temperature Rooms, otherwise face covering worn. Hand sanitiser made available in Aquarium. Increased cleaning of common touch points in the Aquarium through the Aquarium Manager and users.</p>				
6	Continued remote working	Staff and postgraduate students may experience ergonomic issues through unsuitable workstations and poor working practices. Isolated working may increase the risk of mental wellbeing issues.	<p>All workers were provided with remote working guidance prior to and during 'lockdown' and during the Phase 3 RTW.</p> <p>All workers supported by IT department as required to ensure suitable connectivity etc.</p> <p>Workers allowed to temporarily relocate office equipment to home, including chairs and desk top IT equipment.</p> <p>Guidance issued to remote workers on workstation set up and maintaining mental wellbeing, including links to mental health support groups. Included the importance of reporting issues. Dedicated internet site set up to support staff and students wrt mental health and abuse.</p> <p>Managers advised to keep in regular contact with staff.</p>	2	2	4	Yes
7	Site maintenance	Staff and postgraduate systems may be harmed through failure of safety critical systems, including	Fire safety systems, including alarm maintenance and testing, and emergency lighting testing maintained during 'lockdown' and during the Phase 3 RTW.	3	1	3	No

		fire safety systems, water hygiene, pressure and lifting systems. Possible breach of legislation.	Statutory testing and regular maintenance of pressure and lifting systems completed. Water hygiene maintenance includes temperature testing of sentinel points, LUO flushing, maintenance of system temperatures including disinfection cycles during the night. Bacterial testing was completed in July with negative results Maintenance team are present on site during normal working hours. Normal security duties are being maintained 24/7.				
8	Maintenance of routine h&s standards	Staff and students may be harmed through the breakdown of normal safety protocols (eg fire evacuation, provision of first aid). Possible breach of legislation.	Core maintenance team are present on site during normal working hours. Fire system is being run on 24/7 remote monitoring by external party. Fire alarm activation does not therefore rely on full call challenge. Worker to assess the potential increased risk from lone working Procedure developed to establish which first aiders are on site. Fire risk assessments are under review.	3	1	3	No
9	Safety critical supplies	Staff and postgraduate students working on essential tasks may be harmed through the failure to provide safety critical supplies, especially PPE and hand sanitiser	Stocks of PPE including laboratory coats, disposable and reusable gloves, eye protection maintained prior to 'lockdown' and during the Phase 3 RTW. RPE used only for reasons of 'normal occupational health and safety'. Reasonable stocks maintained. Stocks of hand sanitiser and type II face coverings are currently being managed.	2	1	2	No
10	Site deliveries	Facilities staff may be at higher risk of virus transmission from repeated exposure to delivery drivers	Deliveries made with no face-to-face contact. No signatures are required. Stores area marked to ensure collections etc by staff etc are made with social distancing in place.	2	1	2	No
11	First aid	First aiders may be at higher risk of virus transmission through close contact with injured person.	Guidance issued and briefing for first aiders in line with external guidance. PPE to be issued, including type II face coverings and disposable gloves and apron	2	1	2	No

12	Fieldwork	Staff and postgraduate students may be at higher risk of virus transmission while working in close proximity to colleagues and members of the public.	Fieldworker to review and amend risk assessment for activity wrt COVID-19. To include availability of hygiene facilities and measures for social distancing. Guidance on working in fieldwork issued, including on the use of vehicles and accommodation. Alcohol based hard surface wipes disinfectant wipes and hand sanitiser made available in SAMS' vehicle	2	1	2	No
13	Overseas travel	Staff and students may be at higher risk from higher international rates of transmission. Sudden changes in Government guidance may leave the traveller stranded overseas or requiring isolation on return to Scotland.	Travel is in line with SHE Policy Statements 20.6 and 19.1. Suitable travel insurance is in place to cover illness and quarantine overseas, subject to conditions.	2	1	2	No
14	Vessel work	Staff and postgraduate students may be at higher risk of virus transmission while working in close proximity to colleague	Social distancing to be maintained with maximum numbers established for Seol Mara. PPE to be issued under exceptional circumstances and on a case by case basis. Worker to review and amend risk assessment for activity wrt COVID-19 Hand sanister and face coverings are available on Seol Mara. Guidance on working on vessels issued. Work on third party vessels subject to owner's protocols which must be equivalent to SAMS'	2	1	2	No
15	Malin House	Staff in Malin house may be at risk from virus transmission through use of shared office spaces and general circulation	Protocol issued by OES for the use of the circulation spaces. Use of office and circulation spaces will be in line with guidance issued by SAMS, as per Task 3 above.	2	1	2	No
16	Skin conditions	Staff and postgraduate students may experience skin conditions through increased handwashing and	Awareness of issue raised through posters displayed in toilets and through communication issued by the Deputy Director Hand moisturising cream made available in toilets.	1	1	1	No

		use of hand sanitising gels					
17	Circulation in the library	Staff and students may be exposed to the virus through general use	Mandatory use of face coverings, in line with letter issued by the Scottish Government 7 th Aug 2020 and Scottish Government guidance on Universities (updated 14 September 2020). Supported with signage and disposable face coverings provided. Hand sanitiser available Maximum numbers established Surface disinfectant available Very limited use of library Librarian has separate office. Instructed to shut door if the library is being used (face coverings will not be required in this instance)	2	1	2	No
18	Test and Protect	SAMS practices may not support the Government's Test and Protect system leading to poor management of cases	All persons on site, including visitors, are asked to sign in. Supported by SAMS general guidance document.	1	1	1	No
19	Use of on-site accommodation	Residents may be at higher risk through virus transmission within the accommodation. Visitors may increase the risk or may be exposed themselves through contact with infected residents.	Reference to Coronavirus (COVID-19): Universities, Colleges and Student Accommodation Providers (Scottish Government. Updated 14 September 2020) Guidance issued to residents. Hand sanitiser available at the entrance. Restricted visitor numbers. Residents form 'household'. Phased return over coming months allowing systems to be monitored as the occupancy levels increase.	2	1	2	Yes

Action plan				
Task step	Further action required	By who	By when	Completed (date)
6	Re-issue online DSE assessment to consider homeworkers	C Clay/N Cook	End Oct 2020	
19	Restrict numbers of maintenance staff etc entering the property. Record the details of maintenance staff etc entering the property.	C Clay / I MacCorquodale	End Oct 2020	

***RISK RATING MATRIX**

Consequence			
3. Death. Severe injury / illness. Major loss.	3	6	9
2. Significant injury / illness. Significant damage	2	4	6
1. Minor injury requiring first aid treatment. Minor damage	1	2	3
	1. May occur in time. Hazard exists infrequently. Low expectation of occurrence	2. Likely to occur in time. Hazard exists intermittently. Hazardous operation occurs occasionally.	3. Likely to occur imminently. Hazard exists permanently.
	Likelihood		

Score	Rating	Description
6 / 9	High	Priority. Must be reduced to an acceptable level prior to commencing task.
3 / 4	Med	Lesser priority. Agree action plan for implementing further controls where needed.
1 / 2	Low	Contingency procedures may apply. Monitor task and review as necessary