Emerging data suggests that alongside underlying health conditions there are demographic factors that can affect peoples’ vulnerability or risk factor in relation to Covid-10 outcomes:

These include:

* Age
* Gender
* Ethnicity

Please undertake a risk assessment on any staff who fall into the following categories:

* Aged 70 or older (regardless of medical conditions)
* under 70 with an underlying health condition listed below (ie anyone instructed to get a flu jab as an adult each year on medical grounds):
  + chronic (long-term) respiratory diseases, such as [asthma](https://www.nhs.uk/conditions/asthma/), [chronic obstructive pulmonary disease (COPD)](https://www.nhs.uk/conditions/chronic-obstructive-pulmonary-disease-copd/), emphysema or [bronchitis](https://www.nhs.uk/conditions/bronchitis/)
  + chronic heart disease, such as [heart failure](https://www.nhs.uk/conditions/heart-failure/)
  + [chronic kidney disease](https://www.nhs.uk/conditions/kidney-disease/)
  + chronic liver disease, such as [hepatitis](https://www.nhs.uk/conditions/hepatitis/)
  + chronic neurological conditions, such as [Parkinson’s disease](https://www.nhs.uk/conditions/parkinsons-disease/), [motor neurone disease](https://www.nhs.uk/conditions/motor-neurone-disease/), [multiple sclerosis (MS)](https://www.nhs.uk/conditions/multiple-sclerosis/), a learning disability or cerebral palsy
  + [diabetes](https://www.nhs.uk/conditions/diabetes/) (Type 1 or 2)
  + Spleen problems – for example, [sickle cell](https://www.nhs.uk/conditions/sickle-cell-disease/) disease or if you have had your spleen removed
  + a “weakened” immune system as the result of conditions such as [HIV and AIDS](https://www.nhs.uk/conditions/hiv-and-aids/), or medicines such as continuous / frequent [steroid tablets](https://www.nhs.uk/conditions/steroids/), [chemotherapy](https://www.nhs.uk/conditions/chemotherapy/) or other drugs which depress the immune system.
  + being seriously overweight (a body mass index (BMI) of 40 or above)
* those who are pregnant
* those who have BAME backgrounds
* those who are male

Please use the scoring below to initially assess risk level.

Once you have undertaken the assessment please discuss any anomalies with a clinician within the Covid-19 lead team\* to finalise / agree the plan based on overall risk. For example, a worker meets “at risk” criteria but is well and wishes to continue in a patient facing role.

Kathy Ryan (primary contact IUC), Chris Dykes, Anne Whitehouse, Caroline Stovell (primary contact Practice Services)

**Risk Score:**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Risk** | **Score 1** | **✔** | **Score 2** | **✔** | **Score 3** | **✔** | **Score 4** | **✔** |
| **Age** | Below the age of 49 |  | 50 – 59 |  | 60 – 69 |  | 70+ |  |
| **Gender & EThnicity** | Female White |  | Female Asian |  | Male Asian |  | N.B For other non-white ethic groups besides Asian and Black kindly score alongside the Asian profile. |  |
| Male White |  | Female Black |  |
| Male Black |  |
| **Status of your Condition** | None Known |  | Mild |  | Moderate or Chronic |  | Pregnant |  |
| *No underlying health condition as described on previous page.* |  | *Evidence of underlying health condition described on previous page. Condition is mild or well managed.* |  | *Evidence of underlying moderate or chronic health condition described on previous page. Requires clinical review of risk assessment.* |  |  |  |

|  |  |  |
| --- | --- | --- |
|  | **Mild** | **Moderate or Chronic** |
| **Number of Underlying conditions** |  |  |

If multiple underlying health conditions in either the mild or moderate / chronic group please pass for clinical review of risk assessment.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Total Score 1** – **6** |  | **Total Score 7** – **8** |  | **Total Score 9+** |  |
| **Category A** | | **Category B** | | **Category C** | |
| Continue working in current environment following all safety precautions | | Redeploy away from ‘hot’ Covid environments.  Avoid direct contact with Covid cohort where possible.  Potential clinical assessment of risk assessment dependant on views of individual and line manager | | Clinical assessment of risk assessment required.  Whilst awaiting this advice options to be considered are:   * Home working * Move to lower risk area with appropriate support measures | |

**\*\*\* Pregnancy irrespective of score:** Women who are less than 28 weeks pregnant should practise social distancing but can choose to continue working in a patient-facing role, provided the necessary precautions are taken.

Women who are more than 28 weeks pregnant, or have underlying health conditions, should avoid direct patient contact and  
it is recommended that they stay at home.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Date of assessment:** | **Work Location:** | **Assessor:** | **Persons affected by harm:** | **Age:** | **Hrs worked per week / total shifts per 4 weeks:** |
|  |  |  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Potential hazards** | **What is at risk? – please indicate which category the individual falls into and provide specific details.** | **What are the situational circumstances that contribute to the risk ie physical proximity, duration etc**  **Include individuals view** | **Suggested Mitigating actions / Mitigating actions in place** | **By when** |
| **Potential exposure to COVID-19 infection** |  |  |  |  |

**Action Plan**

|  |  |
| --- | --- |
| When and with whom was this incident/risk discussed? |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Any further information / discussion needed e.g. “Ring of Five” | Yes |  | No |  | Risk Assessment Review Date: |  |
| Clinical assessment & comments: | | | | | | |
| Line Manager: | Clinical Covid 19 Lead: | | | | | |