

Additional Management Guidance for Risk Assessment and support for colleagues Clinically Vulnerable or potentially at increased risk of illness from coronavirus

1. General Guidance

1.1 Action to be taken for staff will depend upon their individual circumstances and the locally nominated lead should ensure that conversations are undertaken with those staff about what steps need to be taken to keep individuals safe, and specialist advice taken as required. In addition, they will continue to need the support of their line manager and Employee Health and Wellbeing services.

1.2 Where staff are redeployed or work from home, consideration should be given to what duties they can continue to carry out, and what support they will need to do this. Assistance should be provided to those staff who can continue to work remotely by:

- ensuring they are aware of the Public Health England (PHE) guidance and how they can protect themselves
- seeking further advice from Employee Health and Wellbeing in the first instance, and, where required, further consultation with their specialist doctor regarding their underlying condition in order to optimise their condition where possible
- signposting to further areas of support such as employment assistance programmes (EAP) or counselling.

2. Underlying Health Conditions

'Clinically extremely vulnerable' People with health conditions in this group, identified by Public Health England, should have already received a letter about this or will have been contacted by their GP.

These individuals will have been advised that shielding is required but the staff can still continue alternative duties from home where this is possible.

'Clinically vulnerable' people are those with underlying health conditions, or comorbidities which place them at increased risk. Emerging evidence suggests that particular conditions: hypertension, cardiovascular disease, diabetes and chronic kidney disease are especially important risk factors, and these risk factors are increased in those of BAME population. Obesity has now also emerged as an independent risk factor for COVID-19.

3. Pregnant Workers

All pregnant workers have a risk assessment (New and Expectant Mothers) with their manager about the risk of continuing to work.

2.1 Under 28 weeks gestation:

Pregnant workers under 28 weeks gestation can only continue working in direct patient facing roles where the new and expectant mothers risk assessment supports this.

2.2. Over 28 weeks gestation

Pregnant workers who are more than 28 weeks are advised to **stay at home**. If pregnant healthcare workers in this group choose not to follow government advice, they are to be deployed to roles where they are not patient facing

2.3 Pregnant workers with underlying health conditions

Pregnant workers who have underlying health conditions such as heart or lung disease at any gestation

If pregnant healthcare workers in this group choose not to follow government advice, they are to be deployed to roles where they are not patient facing.

4. Black, Asian and Minority Ethnic (BAME) Staff

3.1 Currently the evidence suggests that black, Asian and minority ethnic (BAME) communities are disproportionately affected by COVID-19. Public Health England have been asked by the Department of Health and Social Care to investigate this at a national level. Underlying health issues and certain social circumstances are being put forward as possible explanations but it is important not to assume this. Until there is clarity about this matter it is advised that BAME staff may be at increased risk due to COVID-19.

3.2 BAME staff with underlying health conditions need to stringently social distance, this may mean avoiding all patient facing roles and they may be required to work from home.

5. Age

Those aged over 70 have already been identified by Public Health England (PHE) as 'clinically vulnerable' and should take particular care to minimise contact with others outside their own household. Most will already be working remotely where this is possible. The Risk Reduction Framework for NHS Workers also identifies that risks of severe COVID-19 increase with age and that adverse outcomes occur at an earlier age in BAME populations.