

COVID-19 RISK REDUCTION FRAMEWORK FOR HEALTHCARE WORKERS

Employers to assess **health safety and welfare of employees** including:

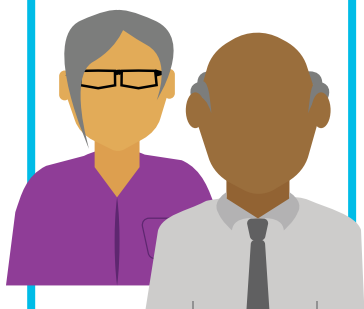
1. Workplace assessment

2. Workforce assessment

3. Individual assessment

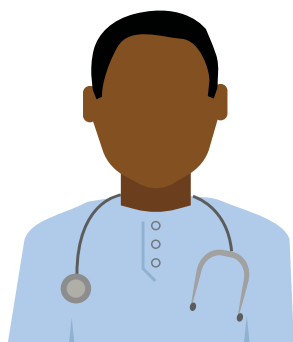
Age and ethnicity:

- BME ethnicity aged above 55, particularly in those with comorbidities
- white european ethnicity aged over 60



Sex:

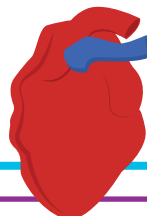
Males at higher risk



Underlying health conditions including:

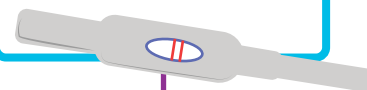
Clinical vulnerable groups including:

- hypertension
- cardiovascular disease (CVD)
- diabetes mellitus (DM)
- chronic kidney disease (CKD)
- chronic obstructive pulmonary disease (COPD)



Pregnancy:

- All pregnant women should have a risk assessment.
- Women > 28 weeks pregnant or have underlying condition should be recommended to stay at home.
- Women < 28 weeks pregnant should only work in patient facing roles where risk assessment supports this.



Employers to discuss implications and to take appropriate measures to mitigate risk of COVID-19 infection risk to NHS staff.

A. Risk reduction framework needs to be used in conjunction with NHS Employers' guidance.

B. Employers need to take into consideration health care settings such as primary or community care, hospital settings or environments where aerosol generating procedures are performed.