

MAREX

RISK ASSESSMENT

THE CONFIDENCE TO MOVE
FORWARD OUT OF LOCKDOWN.

WORKING TOGETHER TO GET YOUR
BUSINESS BACK TO WORK.

Pragmatic solutions based upon a robust risk
assessment methodology.



MAREX

Using Marex's 20 years' extensive experience of performing risk assessments for clients in major hazard industries, Marex's team of risk consultants have developed a robust methodology designed to get businesses back to work, whilst at the same time satisfying the legislative requirements in Great Britain. With due cognisance of HM Government guidance, a robust risk assessment will provide employees with that level of confidence and assurance that your business has put the appropriate controls into place to ensure their health, safety and wellbeing.

WHY MAREX?

Marex's highly experienced team of risk consultants and human factors specialists can guide and assist employers of all sizes of enterprise through a return to work, in whatever form that may be.

EXPERIENCE

Marex has over 20 years of experience in solving complex risk and safety using thorough and robust analysis. Our consultants will guide you through the Marex Return to Work Risk Assessment process with the confidence you're in safe experienced hands.

BESPOKE

It's in everyone's interest that businesses return to work. Marex recognises all businesses are individual. Our risk assessment is not a one size fits all. Our team of experienced risk consultants will work with you and provide a bespoke risk assessment that will enable your company to return to work safely and with confidence. The risk assessment will be scalable and unique to the needs of your business.

HEALTH, SAFETY, WELLBEING and CONFIDENCE

Marex will work with you to place the health, safety, wellbeing and confidence of your workforce and customers as your priority. Our Return to Work Risk Assessment will provide the confidence your workforce requires to return to work effectively and efficiently knowing their health, safety and wellbeing is always your priority. Having gone through this process your company will be issued with the MAREX CERTIFICATION Mark that can be put on display in your office for employee and customer review, along with inclusion onto documents.



WORKING FOR YOUR COMPANY TODAY AND INTO THE FUTURE

Marex will continue to provide support, not just for today's issues. Our support will be ongoing, helping you mitigate against the impact of the COVID-19 pandemic, maintaining safety, employee and consumer confidence into your company's future.

RETURN TO WORK RISK ASSESSMENT

The emergence of the COVID-19 coronavirus pandemic has inevitably resulted in the introduction of a range of restrictions on company's operations across all industries. As governments begin to relax lockdown restrictions over the coming months, employers across all industries will be faced with the prospect of conducting business under very different conditions. All businesses will have to adapt to a number of new and unique challenges and, in many circumstances, conducting business in a very different way to before.

In Great Britain, the obligation is for employers to comply with the general duties placed upon them by the Health and Safety at Work etc Act 1974 (HSWA), i.e. to ensure that, so far as is reasonably practicable, persons are not exposed to risks to their health or safety. Further to the general duties of the HSWA, the Management of Health and Safety at Work Regulations 1999 requires that each employer should make a suitable and sufficient assessment of the risks to the health and safety of employees and others affected by company operations. Employers of more than five persons are required to document the risk assessment.

Furthermore, as employees return to the workplace in these unprecedented times, it is important that they should feel assured that appropriate controls have been put in place by their employer to ensure their health and safety.



PRAGMATIC SOLUTIONS BASED UPON A ROBUST RISK ASSESSMENT METHODOLOGY

Whilst numerous freely available workplace COVID-19 risk assessment packs and templates are beginning to emerge online, the utilisation of the services of independent risk management specialists can offer many benefits, including:

- Experienced risk assessment workshop facilitation.
- Independent, unbiased viewpoint of operations.
- Robust risk assessment methodology.

Marex risk specialists also aim to provide tailored solutions which are proportionate, based on a comprehensive review of all business operations.

HAZARD IDENTIFICATION

The risk assessment is undertaken by way of a hazard identification (HAZID) study involving key individuals from within the organisation. HAZID is a qualitative technique for the identification of potential hazards and causes. The objective of the study is to identify the potential hazards and to reduce the probability and consequences.

The study method is a combination of identification, analysis and brainstorming by the team members. Guidewords are used in order to identify possible potential and hazardous effects as well as their causes. Furthermore, the team analyses the appropriate controls that should put in place in order to prevent or control each identified cause.

A set of guidewords and phrases has been developed based upon a review of current governmental and industry guidance and research and the experience of implementing the risk assessment methodology in practice. The list would, in all cases, be tailored based on an understanding of each business' operations.



EVALUATION

Utilising guidance issued by the World Health Organisation and the US Occupational Safety and Health Administration, a decision matrix has been developed by Marex consultants to evaluate both the employees' inherent risk level, i.e. potential exposure to the COVID-19 coronavirus, and the company's level of preparation for COVID-19 impacts. Initial and residual ratings are made, i.e. before and after the implementation of the recommended actions for further risk reduction / mitigation raised during the risk assessment.

Figure 1:
COVID-19
Decision Matrix

		MITIGATION			
		1	2	3	4
		Very prepared to mitigate COVID-19 impacts	Somewhat prepared to mitigate COVID-19 impacts	Somewhat unprepared to mitigate COVID-19 impacts	Very unprepared to mitigate COVID-19 impacts
1	Low Risk	1	2	3	4
2	Moderate Risk	2	4	6	8
3	High Risk	3	6	9	12
4	Very High Risk	4	8	12	16

TABLE 1: DECISION MATRIX RISK DEFINITIONS

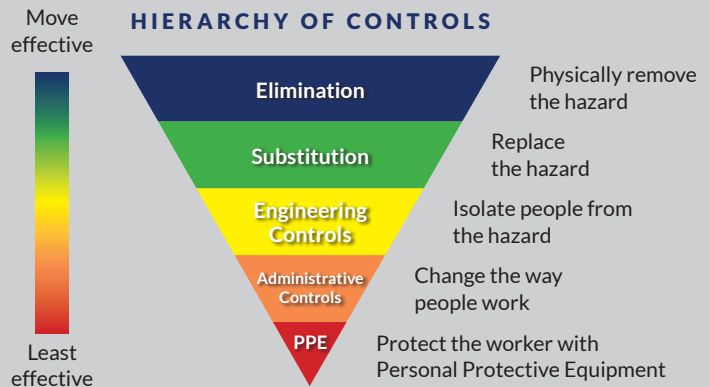
TERM	DEFINITION
Low Risk	No required contact with people known to be, or suspected of being, infected with SARS-CoV-2 nor frequent close contact with (i.e. within 6 feet of) the general public. Workers in this category have minimal occupational contact with the public and other co-workers.
Moderate Risk	Frequent and/or close contact with (i.e. within 6 feet of) people who may be infected with SARS-CoV-2, but who are not known or suspected COVID-19 patients. In areas without ongoing community transmission, workers in this risk group may have frequent contact with travellers who may return from international locations with widespread COVID-19 transmission. In areas where there is ongoing community transmission, workers in this category may have contact with the general public (e.g. schools, high-population-density work environments, some high-volume retail settings).
High Risk	High potential for exposure to known or suspected sources of COVID-19. Workers in this category include: Healthcare delivery and support staff (e.g. doctors, nurses, and other hospital staff who must enter patients' rooms) exposed to known or suspected COVID-19 patients. (Note: when such workers perform aerosol-generating procedures, their exposure risk level becomes very high.) Medical transport workers (e.g. ambulance vehicle operators) moving known or suspected COVID-19 patients in enclosed vehicles. Mortuary workers involved in preparing (e.g. for burial or cremation) the bodies of people who are known to have, or suspected of having, COVID-19 at the time of their death.
Very high Risk	High potential for exposure to known or suspected sources of COVID-19 during specific medical, post mortem, or laboratory procedures. Workers in this category include: Healthcare workers (e.g. doctors, nurses, dentists, paramedics, emergency medical technicians) performing aerosol-generating procedures (e.g. intubation, cough induction procedures, bronchoscopies, some dental procedures and exams, or invasive specimen collection) on known or suspected COVID-19 patients. Healthcare or laboratory personnel collecting or handling specimens from known or suspected COVID-19 patients (e.g. manipulating cultures from known or suspected COVID-19 patients). Morgue workers performing autopsies, which generally involve aerosol-generating procedures, on the bodies of people who are known to have, or suspected of having, COVID-19 at the time of their death.

CONTROLS

The identification of controls, either currently in place or required to be in place, is a key aspect of any risk assessment. The accepted hierarchy of controls for occupational health and safety, in order to decreasing effectiveness, is as follows:

- Elimination.
- Substitution.
- Engineering controls.
- Administrative controls.
- Personal protective equipment (PPE).

Elimination and substitution are not considered to be currently applicable for the assessment of the COVID-19 coronavirus. Therefore, the risk assessment would be focussed on the consideration of engineering and administrative controls and PPE. Where the risk assessment team consider that control measures are lacking, recommendations for further risk reduction / mitigation can be made.



The onus subsequently falls on the management team to duly consider the implementation of the recommended actions, in cognisance of the general duty to ensure that, so far as is reasonably practicable, persons are not exposed to risks to their health or safety.

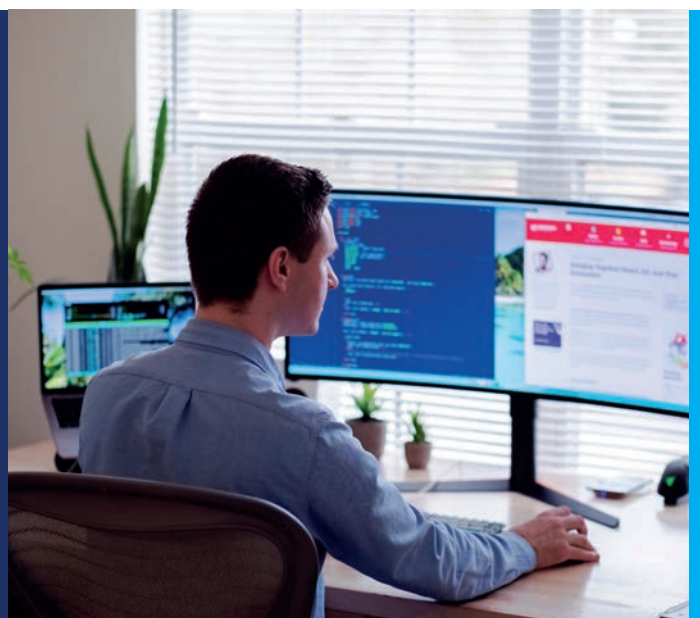
CONCLUSIONS

In line with the general duties imposed upon employers by HSWA and the requirements of the Management of Health and Safety at Work Regulations 1999, following the risk assessment methodology described above will enable employers to demonstrate that the exposure of persons to the risks associated with the COVID-19 coronavirus hazard will have been reduced so far as is reasonably practicable.

This will provide your employees and customers with the assurance and confidence to Move forward out of Lockdown and return to your business premises.

HOME WORKING ERGONOMIC ASSESSMENTS

Throughout the lockdown many employees have been working from home at often hastily arranged workstations on kitchen tables and the like. If, due to the ongoing impact of the coronavirus pandemic, working from home becomes the 'new normal' for any of your employees there is an obligation to ensure that they are provided with a work station that will not adversely impact upon their health and safety. Marex human factor specialists can offer guidance and advise to businesses to help ensure that employees are provided with a work station which minimises the risk of injury, thereby maximising productivity.





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If you would like to know more about how Marex can support your business through the return to operations in these extraordinary times, please contact :

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