|  |  |  |
| --- | --- | --- |
| **The main aim is to avoid unprotected coronavirus exposure** | | |
| **Completing the risk assessment:**  **This should be completed for all vulnerable staff or pregnant staff.**   1. This must be undertaken by the individuals line manager or supervisor, who can be supported by their designated senior manager or Health and Safety representative. 2. Involve the member of staff. 3. Identify risks using risk matrix. 4. Consider actions to minimise risk. 5. Staff in the extremely vulnerable groups should not work in patient facing roles where possible and if available they can work from home. 6. Pregnant staff at >28 weeks gestation without complications for risk factors or underlying medical condition, should work in non-patient facing areas and if work available and practicable can work from home 7. Record the risk assessment and review if needed. | **Key considerations:**   1. Limit duration of close interaction with patient (e.g. prepare everything in advance away from patient). 2. If possible maintain >2m distance from the patient. 3. Consider whether public transport /rush hour can be avoided through adjustments to working hours. 4. Consider asking patients to wear a mask for staff member interactions 5. Provide surgical mask for staff member for all interactions with patients or specimens. 6. Consider moving to non-patient facing role. 7. Consider remote working if the staff member is enabled including access to equipment and Wi-Fi. | **High Risk Aerosol Generating Procedures (AGPs):**  **Coronavirus is infectious through respiratory aerosol only.**   * Check the[AGP](http://gti.gstt.local/clinical/directorates/grida/directorate-services/infection/infection_prevention_control/wuhan-novel-coronavirus/personal-protective-equipment-ppe.aspx) agreed list. * For dentistry and post mortem specific advice should have been provided to managers. * Aerosolisation of blood and bone e.g. surgical drilling is **not** a risk for coronavirus exposure. * Nebulisers are **not** AGPs. * The 2m safe distance does **not** apply when performing AGP on respiratory system and anyone in the room can be exposed. * Further information may be available in accordance with local Trust policies and procedures. |

**Workplace Assessment/Risk Matrix**

LOW RISK

No need to restrict.

Consider Key Considerations

*Even in low risk areas there is a risk of coronavirus exposure e.g. infected patients being mis-triaged. If this is a likely scenario in this area then consider the area as moderate risk.*

Area where patients with coronavirus are expected to be assessed or admitted

e.g. ITU, designated wards, respiratory area of ED

Areas where patients with coronavirus are unlikely to be assessed or admitted, or may be assessed for covid but staff have access to PPE e.g. non-respiratory area of ED, wards not designated for suspect or confirmed COVID patients and non clinical areas

**High likelihood of**

**COVID encounters**

**No/Low likelihood of**

**COVID encounters**

HIGH RISK

* The staff member should not perform the AGP.
* They should leave the area where AGP is performed until 20 minutes after the AGP is finished.
* If not possible to leave, they should wear a FFP3 mask whilst AGP is happening and 20 minutes after the AGP is finished.
* If the above is not possible staff member should be temporarily redeployed to a lower risk area**.**

MODERATE RISK

* Redeployment to lower risk area if possible.
* Consider Key Considerations

Aerosol Generating Procedures on patients that are suspected / confirmed COVID

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **1. Individual Assessment** | | | | **Staff Role:** | **Date of Assessment:** |
| **Age:** | | | | **Manager Name:** |
| **Sex: *Indicate with X in right hand column*** | | | | **Department:** | **Manager Signature:** |
| **Male** | | |  | **Staff Name:** |
| **Female** | | |  | **Division:** | **Staff Signature** |
| **Ethnicity: *Indicate with x in column*** | | | | **Location:**  ***(\*Site & Acute/Community setting)*** | **Date of Review:**  ***(\*A review should take place if work place or individual risk factors change*)** |
| **BAME** | | |  |
| **WHITE EUROPEAN** | | |  |
| **2. Agreed Vulnerability Group:**  ***indicate with X in left hand column*** | | | | | |
|  | **Vulnerable group due to underlying health condition** | | | | |
|  | **Vulnerable group due to ethnicity- BAME** | | | | |
|  | **Vulnerable group due to age (all females over 55, all males regardless of age)** | | | | |
|  | **Vulnerable group due to SEX (Males at higher risk)** | | | | |
|  | **Pregnant without severe risk & under 28 weeks gestation** | | | | |
|  | **Pregnant >28 weeks gestation without complications or risk factors of underlying condition – should work in non-patient facing areas and if work available & practicable can work from home.** | | | | |
|  | **Staff in the extremely vulnerable group** | | | | |
| **3. Risk Assessment Outcome**  **based on Work place & Individual Assessment**  **indicate with X in left hand column** | | | | | |
|  | **LOW RISK** | | | | |
|  | **MODERATE RISK** | | | | |
|  | **HIGH RISK** | | | | |
|  | **VERY HIGH RISK** | | | | |
| **4.PPE/ RPE – section only applies where PPE/ RPE are** [**recommended**](http://fcsp.xfyldecoast.nhs.uk/trustdocuments/Documents/CORP-POL-116.docx) **– *(indicate with x******in left hand column )*** | | | | | |
|  | **Staff member is trained to use appropriate PPE.** | | | | **Where PPE/ RPE is applicable but not all boxes are ticked the staff member should move to low risk, non-patient facing or work from home role.** |
|  | **Staff member is confident and competent in using appropriate PPE.** | | | |
|  | **Staff member is fit tested if required.** | | | |
|  | **Appropriate PPE is available at all times** | | | |
| **5. Agreed Risk Reduction Action Plan**  **\**Manager & individual to discuss implications & to take appropriate measures to mitigate risk of Covid 19 infection risk to staff.***  ***Please indicate with X agreed actions implemented from date of assessment making any notes as necessary to support.*** | | | | | |
|  | 1. Limit duration of close interaction with patient (e.g. prepare everything in advance away from patient) | | | | |
|  | 1. If possible maintain >2m distance from the patient | | | | |
|  | 1. Whether public transport / rush hour can be avoided through adjustments to work hours. | | | | |
|  | 1. Asking patients to wear mask for staff member interactions. | | | | |
|  | 1. Provide surgical mask for staff member for all interactions with patients or specimens | | | | |
|  | 1. Redeployment to lower risk area | | | | |
|  | 1. The staff member will wear FFP3 in the area for 20 minutes where AGP is undertaken on suspected/ confirmed COVID patient | | | | |
|  | 1. The staff member will leave the area for 20 minutes when AGP is undertaken on suspected/ confirmed COVID patient | | | | |
|  | 1. Remote working if the staff member is enabled (staff member does have access to equipment and Wi-Fi or access has been requested from IT) | | | | |
|  | 1. Other actions: \**please specify* | | | | |
| *Please note: It is the employees responsibility to inform their line manager if individual risk factors change ASAP* | | | | | |
| **Occupational Health Support** | | **If you need advice from OH please ring 01253 951600 option 4 and ask to speak to the OH nurse.** | | | |

**Risk factor weightings**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **True age (years)** | **20** | **21** | **22** | **23** | **24** | **25** | **26** | **27** | **28** | **29** |
| **Female sex** | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 |
| **Ethnicity** |  |  |  |  |  |  |  |  |  |  |
| Asian or Asian British | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Black | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| Mixed | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Other non-white | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| **Body mass index (Kg/m2)** |  |  |  |  |  |  |  |  |  |  |
| 30-34.9 | 7 | 7 | 7 | 7 | 7 | 6 | 6 | 6 | 6 | 6 |
| 35-39.9 | 19 | 19 | 19 | 18 | 18 | 18 | 18 | 17 | 17 | 17 |
| ≥40 | 25 | 25 | 24 | 24 | 24 | 23 | 23 | 23 | 22 | 22 |
| **Hypertension** | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 11 | 11 | 11 |
| **Heart failure** | 25 | 25 | 25 | 25 | 25 | 25 | 24 | 24 | 24 | 24 |
| **Other chronic heart disease** | 20 | 20 | 20 | 20 | 20 | 20 | 19 | 19 | 19 | 19 |
| **Cerebrovascular disease** | 17 | 17 | 17 | 16 | 16 | 16 | 16 | 16 | 16 | 16 |
| **Asthma** |  |  |  |  |  |  |  |  |  |  |
| Mild | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Severe | 15 | 15 | 15 | 15 | 15 | 15 | 14 | 14 | 14 | 14 |
| **Other chronic respiratory disease** | 17 | 17 | 17 | 17 | 17 | 16 | 16 | 16 | 16 | 16 |
| **Diabetes** |  |  |  |  |  |  |  |  |  |  |
| **Type 1** |  |  |  |  |  |  |  |  |  |  |
| HbA1≤58 mmol/mol in past year | 24 | 24 | 24 | 24 | 24 | 24 | 23 | 23 | 23 | 23 |
| HbA1>58 mmol/mol in past year | 27 | 27 | 27 | 27 | 27 | 27 | 26 | 26 | 26 | 26 |
| HbA1c unknown | 29 | 29 | 29 | 29 | 29 | 28 | 28 | 28 | 28 | 28 |
| **Type 2 and other** |  |  |  |  |  |  |  |  |  |  |
| HbA1≤58 mmol/mol in past year | 21 | 21 | 21 | 21 | 21 | 20 | 20 | 20 | 20 | 20 |
| HbA1>58 mmol/mol in past year | 23 | 23 | 23 | 23 | 23 | 22 | 22 | 22 | 22 | 22 |
| HbA1c unknown | 22 | 22 | 22 | 22 | 22 | 21 | 21 | 21 | 21 | 21 |
| **Chronic kidney disease** |  |  |  |  |  |  |  |  |  |  |
| Estimated GFR 30-60 mL/min | 42 | 41 | 40 | 39 | 38 | 37 | 37 | 36 | 35 | 34 |
| Estimated GFR < 30 mL/min | 53 | 52 | 51 | 50 | 50 | 49 | 48 | 47 | 46 | 46 |
| **Non-haematological cancer** |  |  |  |  |  |  |  |  |  |  |
| Diagnosed <1 year ago | 34 | 33 | 33 | 32 | 32 | 31 | 31 | 30 | 30 | 29 |
| Diagnosed 1-4.9 years ago | 25 | 25 | 25 | 24 | 24 | 24 | 23 | 23 | 22 | 22 |
| Diagnosed ≥5 years ago | 18 | 18 | 18 | 18 | 17 | 17 | 17 | 16 | 16 | 16 |
| **Haematological malignancy** |  |  |  |  |  |  |  |  |  |  |
| Diagnosed <1 year ago | 33 | 33 | 32 | 32 | 32 | 32 | 31 | 31 | 31 | 31 |
| Diagnosed 1-4.9 years ago | 32 | 31 | 31 | 31 | 30 | 30 | 30 | 29 | 29 | 29 |
| Diagnosed ≥5 years ago | 21 | 21 | 21 | 21 | 21 | 20 | 20 | 20 | 20 | 20 |
| **Liver disease** | 32 | 31 | 31 | 30 | 30 | 29 | 29 | 28 | 28 | 27 |
| **Chronic neurological disease other than stroke or dementia\*** | 23 | 23 | 22 | 22 | 22 | 22 | 22 | 22 | 22 | 22 |
| **Organ transplant** | 25 | 25 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 |
| **Spleen diseases†** | 14 | 14 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 |
| **Rheumatoid/lupus/psoriasis** | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| **Other immunosuppressive condition‡** | 30 | 30 | 29 | 29 | 28 | 28 | 27 | 27 | 26 | 26 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **True age (years)** | **30** | **31** | **32** | **33** | **34** | **35** | **36** | **37** | **38** | **39** |
| **Female sex** | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 |
| **Ethnicity** |  |  |  |  |  |  |  |  |  |  |
| Asian or Asian British | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Black | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| Mixed | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Other non-white | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| **Body mass index (Kg/m2)** |  |  |  |  |  |  |  |  |  |  |
| 30-34.9 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 |
| 35-39.9 | 17 | 16 | 16 | 16 | 16 | 15 | 15 | 15 | 15 | 15 |
| ≥40 | 22 | 21 | 21 | 21 | 20 | 20 | 19 | 19 | 19 | 18 |
| **Hypertension** | 11 | 11 | 11 | 11 | 10 | 10 | 10 | 10 | 10 | 10 |
| **Heart failure** | 24 | 23 | 23 | 23 | 22 | 22 | 22 | 22 | 21 | 21 |
| **Other chronic heart disease** | 19 | 18 | 18 | 18 | 17 | 17 | 17 | 17 | 16 | 16 |
| **Cerebrovascular disease** | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 15 | 15 | 15 |
| **Asthma** |  |  |  |  |  |  |  |  |  |  |
| Mild | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Severe | 14 | 14 | 14 | 13 | 13 | 13 | 13 | 13 | 12 | 12 |
| Other chronic respiratory disease | 16 | 15 | 15 | 15 | 15 | 15 | 14 | 14 | 14 | 14 |
| **Diabetes** |  |  |  |  |  |  |  |  |  |  |
| **Type 1** |  |  |  |  |  |  |  |  |  |  |
| HbA1≤58 mmol/mol in past year | 23 | 23 | 22 | 22 | 22 | 22 | 22 | 21 | 21 | 21 |
| HbA1>58 mmol/mol in past year | 26 | 26 | 25 | 25 | 25 | 25 | 25 | 25 | 24 | 24 |
| HbA1c unknown | 28 | 28 | 28 | 27 | 27 | 27 | 27 | 27 | 26 | 26 |
| **Type 2 and other** |  |  |  |  |  |  |  |  |  |  |
| HbA1≤58 mmol/mol in past year | 20 | 20 | 20 | 19 | 19 | 19 | 19 | 19 | 19 | 19 |
| HbA1>58 mmol/mol in past year | 22 | 22 | 22 | 21 | 21 | 21 | 21 | 21 | 21 | 21 |
| HbA1c unknown | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 20 | 20 |
| **Chronic kidney disease** |  |  |  |  |  |  |  |  |  |  |
| **Estimated GFR 30-60 mL/min** | 33 | 32 | 32 | 31 | 30 | 29 | 28 | 27 | 26 | 26 |
| **Estimated GFR < 30 mL/min** | 45 | 44 | 44 | 43 | 42 | 41 | 40 | 39 | 38 | 37 |
| **Non-haematological cancer** |  |  |  |  |  |  |  |  |  |  |
| Diagnosed <1 year ago | 29 | 28 | 28 | 27 | 27 | 26 | 26 | 25 | 25 | 24 |
| Diagnosed 1-4.9 years ago | 22 | 21 | 21 | 21 | 20 | 20 | 19 | 19 | 18 | 18 |
| Diagnosed ≥5 years ago | 15 | 15 | 15 | 14 | 14 | 13 | 13 | 12 | 12 | 11 |
| **Haematological malignancy** |  |  |  |  |  |  |  |  |  |  |
| Diagnosed <1 year ago | 30 | 30 | 30 | 30 | 29 | 29 | 29 | 29 | 28 | 28 |
| Diagnosed 1-4.9 years ago | 28 | 28 | 28 | 27 | 27 | 27 | 26 | 26 | 25 | 25 |
| Diagnosed ≥5 years ago | 20 | 19 | 19 | 19 | 19 | 18 | 18 | 18 | 18 | 17 |
| **Liver disease** | 27 | 26 | 26 | 25 | 25 | 24 | 24 | 23 | 23 | 22 |
| **Chronic neurological disease other than stroke or dementia\*** | 22 | 22 | 21 | 21 | 21 | 21 | 21 | 21 | 21 | 20 |
| **Organ transplant** | 23 | 23 | 23 | 23 | 23 | 23 | 22 | 22 | 22 | 22 |
| **Spleen diseases†** | 13 | 13 | 13 | 12 | 12 | 12 | 12 | 12 | 12 | 12 |
| **Rheumatoid/lupus/psoriasis** | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| **Other immunosuppressive condition‡** | 25 | 25 | 24 | 24 | 23 | 23 | 22 | 22 | 21 | 21 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **True age (years)** | **40** | **41** | **42** | **43** | **44** | **45** | **46** | **47** | **48** | **49** |
| **Female sex** | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 |
| **Ethnicity** |  |  |  |  |  |  |  |  |  |  |
| Asian or Asian British | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Black | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| Mixed | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Other non-white | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| **Body mass index (Kg/m2)** |  |  |  |  |  |  |  |  |  |  |
| 30-34.9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 35-39.9 | 14 | 14 | 14 | 14 | 13 | 13 | 13 | 13 | 12 | 12 |
| ≥40 | 18 | 17 | 17 | 17 | 16 | 16 | 16 | 15 | 15 | 14 |
| **Hypertension** | 9 | 9 | 9 | 9 | 9 | 8 | 8 | 8 | 8 | 8 |
| **Heart failure** | 21 | 20 | 20 | 20 | 19 | 19 | 19 | 18 | 18 | 18 |
| **Other chronic heart disease** | 16 | 15 | 15 | 15 | 14 | 14 | 14 | 13 | 13 | 13 |
| **Cerebrovascular disease** | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 14 | 14 | 14 |
| **Asthma** |  |  |  |  |  |  |  |  |  |  |
| Mild | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Severe | 12 | 12 | 12 | 11 | 11 | 11 | 11 | 10 | 10 | 10 |
| **Other chronic respiratory disease** | 14 | 13 | 13 | 13 | 13 | 13 | 13 | 12 | 12 | 12 |
| **Diabetes** |  |  |  |  |  |  |  |  |  |  |
| **Type 1** |  |  |  |  |  |  |  |  |  |  |
| HbA1≤58 mmol/mol in past year | 21 | 21 | 20 | 20 | 20 | 20 | 20 | 19 | 19 | 18 |
| HbA1>58 mmol/mol in past year | 24 | 24 | 24 | 23 | 23 | 23 | 23 | 22 | 22 | 22 |
| HbA1c unknown | 26 | 26 | 25 | 25 | 25 | 25 | 24 | 24 | 24 | 23 |
| **Type 2 and other** |  |  |  |  |  |  |  |  |  |  |
| HbA1≤58 mmol/mol in past year | 19 | 18 | 18 | 18 | 18 | 18 | 17 | 17 | 17 | 16 |
| HbA1>58 mmol/mol in past year | 21 | 20 | 20 | 20 | 20 | 20 | 19 | 19 | 19 | 18 |
| HbA1c unknown | 20 | 20 | 20 | 20 | 20 | 20 | 19 | 19 | 19 | 18 |
| **Chronic kidney disease** |  |  |  |  |  |  |  |  |  |  |
| **Estimated GFR 30-60 mL/min** | 25 | 24 | 23 | 22 | 21 | 20 | 19 | 19 | 18 | 18 |
| **Estimated GFR < 30 mL/min** | 36 | 35 | 35 | 34 | 33 | 33 | 32 | 32 | 31 | 30 |
| **Non-haematological cancer** |  |  |  |  |  |  |  |  |  |  |
| Diagnosed <1 year ago | 24 | 23 | 23 | 22 | 22 | 21 | 21 | 20 | 20 | 19 |
| Diagnosed 1-4.9 years ago | 18 | 17 | 17 | 16 | 16 | 16 | 15 | 15 | 14 | 13 |
| Diagnosed ≥5 years ago | 11 | 11 | 10 | 10 | 10 | 9 | 9 | 9 | 8 | 8 |
| **Haematological malignancy** |  |  |  |  |  |  |  |  |  |  |
| Diagnosed <1 year ago | 28 | 28 | 27 | 27 | 27 | 26 | 26 | 26 | 25 | 25 |
| Diagnosed 1-4.9 years ago | 25 | 24 | 24 | 23 | 23 | 22 | 22 | 22 | 22 | 22 |
| Diagnosed ≥5 years ago | 17 | 17 | 17 | 16 | 16 | 16 | 15 | 15 | 14 | 14 |
| **Liver disease** | 22 | 21 | 21 | 20 | 20 | 19 | 19 | 18 | 17 | 17 |
| **Chronic neurological disease other than stroke or dementia\*** | 20 | 20 | 20 | 20 | 20 | 20 | 19 | 19 | 19 | 19 |
| **Organ transplant** | 22 | 22 | 21 | 21 | 21 | 21 | 21 | 20 | 20 | 20 |
| **Spleen diseases†** | 11 | 11 | 11 | 11 | 11 | 11 | 10 | 10 | 10 | 10 |
| **Rheumatoid/lupus/psoriasis** | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| **Other immunosuppressive condition‡** | 20 | 20 | 19 | 19 | 18 | 17 | 17 | 16 | 16 | 15 |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |  |
| **True age (years)** | **50** | **51** | **52** | **53** | **54** | **55** | **56** | **57** | **58** | **59** |
| **Female sex** | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 |
| **Ethnicity** |  |  |  |  |  |  |  |  |  |  |
| Asian or Asian British | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Black | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| Mixed | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Other non-white | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| **Body mass index (Kg/m2)** |  |  |  |  |  |  |  |  |  |  |
| 30-34.9 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 35-39.9 | 12 | 11 | 11 | 11 | 10 | 10 | 10 | 10 | 9 | 9 |
| ≥40 | 14 | 14 | 13 | 13 | 12 | 12 | 12 | 11 | 11 | 11 |
| **Hypertension** | 7 | 7 | 7 | 7 | 7 | 6 | 6 | 6 | 5 | 5 |
| **Heart failure** | 17 | 17 | 17 | 16 | 16 | 16 | 15 | 15 | 14 | 14 |
| **Other chronic heart disease** | 13 | 12 | 12 | 12 | 12 | 11 | 11 | 10 | 10 | 9 |
| **Cerebrovascular disease** | 14 | 14 | 14 | 13 | 13 | 13 | 13 | 13 | 12 | 12 |
| **Asthma** |  |  |  |  |  |  |  |  |  |  |
| Mild | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Severe | 9 | 9 | 9 | 9 | 8 | 8 | 8 | 7 | 7 | 7 |
| **Other chronic respiratory disease** | 12 | 12 | 11 | 11 | 11 | 11 | 10 | 10 | 10 | 9 |
| **Diabetes** |  |  |  |  |  |  |  |  |  |  |
| Type 1 |  |  |  |  |  |  |  |  |  |  |
| HbA1≤58 mmol/mol in past year | 18 | 18 | 17 | 17 | 16 | 16 | 16 | 15 | 15 | 14 |
| HbA1>58 mmol/mol in past year | 21 | 21 | 20 | 20 | 19 | 19 | 19 | 18 | 18 | 17 |
| HbA1c unknown | 23 | 23 | 22 | 22 | 21 | 21 | 20 | 20 | 19 | 19 |
| **Type 2 and other** |  |  |  |  |  |  |  |  |  |  |
| HbA1≤58 mmol/mol in past year | 16 | 16 | 15 | 15 | 14 | 14 | 14 | 13 | 13 | 12 |
| HbA1>58 mmol/mol in past year | 18 | 18 | 17 | 17 | 16 | 16 | 16 | 15 | 15 | 14 |
| HbA1c unknown | 18 | 18 | 17 | 17 | 16 | 16 | 16 | 15 | 15 | 14 |
| **Chronic kidney disease** |  |  |  |  |  |  |  |  |  |  |
| Estimated GFR 30-60 mL/min | 17 | 16 | 16 | 15 | 14 | 14 | 13 | 13 | 12 | 11 |
| Estimated GFR < 30 mL/min | 30 | 29 | 28 | 28 | 27 | 26 | 26 | 25 | 24 | 23 |
| **Non-haematological cancer** |  |  |  |  |  |  |  |  |  |  |
| Diagnosed <1 year ago | 19 | 18 | 18 | 17 | 16 | 16 | 15 | 15 | 14 | 14 |
| Diagnosed 1-4.9 years ago | 13 | 12 | 11 | 11 | 10 | 10 | 9 | 9 | 8 | 8 |
| Diagnosed ≥5 years ago | 8 | 7 | 7 | 7 | 6 | 6 | 6 | 5 | 5 | 4 |
| **Haematological malignancy** |  |  |  |  |  |  |  |  |  |  |
| Diagnosed <1 year ago | 24 | 24 | 23 | 23 | 22 | 22 | 21 | 21 | 20 | 20 |
| Diagnosed 1-4.9 years ago | 21 | 21 | 21 | 21 | 20 | 20 | 20 | 19 | 19 | 18 |
| Diagnosed ≥5 years ago | 13 | 12 | 12 | 11 | 11 | 10 | 10 | 10 | 9 | 9 |
| **Liver disease** | 16 | 15 | 15 | 14 | 14 | 13 | 13 | 12 | 12 | 11 |
| **Chronic neurological disease other than stroke or dementia\*** | 18 | 18 | 18 | 18 | 17 | 17 | 17 | 16 | 16 | 16 |
| **Organ transplant** | 19 | 19 | 19 | 18 | 18 | 18 | 17 | 17 | 16 | 16 |
| **Spleen diseases†** | 9 | 9 | 9 | 8 | 8 | 8 | 8 | 7 | 7 | 7 |
| **Rheumatoid/lupus/psoriasis** | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| **Other immunosuppressive condition‡** | 15 | 15 | 14 | 14 | 13 | 13 | 13 | 12 | 12 | 11 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **True age (years)** | **60** | **61** | **62** | **63** | **64** | **65** | **66** | **67** | **68** | **69** |
| **Female sex** | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 | -5 |
| **Ethnicity** |  |  |  |  |  |  |  |  |  |  |
| Asian or Asian British | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Black | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 |
| Mixed | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Other non-white | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| **Body mass index (Kg/m2)** |  |  |  |  |  |  |  |  |  |  |
| 30-34.9 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 35-39.9 | 9 | 8 | 8 | 8 | 7 | 7 | 7 | 6 | 6 | 5 |
| ≥40 | 10 | 10 | 10 | 9 | 9 | 9 | 8 | 8 | 7 | 7 |
| **Hypertension** | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 |
| **Heart failure** | 13 | 13 | 12 | 12 | 11 | 11 | 11 | 10 | 10 | 10 |
| **Other chronic heart disease** | 9 | 8 | 8 | 7 | 7 | 6 | 6 | 5 | 5 | 5 |
| **Cerebrovascular disease** | 12 | 12 | 12 | 11 | 11 | 11 | 11 | 11 | 10 | 10 |
| **Asthma** |  |  |  |  |  |  |  |  |  |  |
| Mild | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Severe | 6 | 6 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 |
| **Other chronic respiratory disease** | 9 | 9 | 8 | 8 | 8 | 7 | 7 | 7 | 7 | 7 |
| **Diabetes** |  |  |  |  |  |  |  |  |  |  |
| **Type 1** |  |  |  |  |  |  |  |  |  |  |
| HbA1≤58 mmol/mol in past year | 14 | 13 | 13 | 12 | 12 | 11 | 11 | 11 | 10 | 10 |
| HbA1>58 mmol/mol in past year | 17 | 16 | 16 | 15 | 15 | 14 | 14 | 14 | 13 | 13 |
| HbA1c unknown | 18 | 18 | 17 | 17 | 16 | 16 | 15 | 15 | 14 | 14 |
| **Type 2 and other** |  |  |  |  |  |  |  |  |  |  |
| HbA1≤58 mmol/mol in past year | 12 | 11 | 11 | 10 | 10 | 9 | 9 | 8 | 8 | 7 |
| HbA1>58 mmol/mol in past year | 14 | 13 | 13 | 12 | 12 | 11 | 11 | 11 | 10 | 10 |
| HbA1c unknown | 14 | 13 | 13 | 12 | 12 | 11 | 11 | 11 | 10 | 10 |
| **Chronic kidney disease** |  |  |  |  |  |  |  |  |  |  |
| Estimated GFR 30-60 mL/min | 11 | 10 | 9 | 9 | 8 | 8 | 7 | 7 | 6 | 6 |
| Estimated GFR < 30 mL/min | 23 | 22 | 22 | 21 | 20 | 20 | 19 | 19 | 18 | 18 |
| **Non-haematological cancer** |  |  |  |  |  |  |  |  |  |  |
| Diagnosed <1 year ago | 13 | 13 | 12 | 12 | 11 | 11 | 10 | 10 | 9 | 9 |
| Diagnosed 1-4.9 years ago | 8 | 7 | 7 | 7 | 6 | 6 | 6 | 5 | 5 | 4 |
| Diagnosed ≥5 years ago | 4 | 3 | 3 | 2 | 2 | 1 | 1 | 1 | 1 | 0 |
| **Haematological malignancy** |  |  |  |  |  |  |  |  |  |  |
| Diagnosed <1 year ago | 19 | 19 | 18 | 17 | 17 | 16 | 16 | 15 | 15 | 14 |
| Diagnosed 1-4.9 years ago | 18 | 17 | 17 | 16 | 16 | 15 | 15 | 14 | 14 | 13 |
| Diagnosed ≥5 years ago | 9 | 8 | 8 | 8 | 7 | 7 | 7 | 7 | 6 | 6 |
| **Liver disease** | 11 | 10 | 10 | 9 | 9 | 8 | 8 | 7 | 7 | 6 |
| **Chronic neurological disease other than stroke or dementia\*** | 16 | 15 | 15 | 15 | 14 | 14 | 14 | 14 | 13 | 13 |
| **Organ transplant** | 15 | 15 | 14 | 14 | 13 | 13 | 12 | 12 | 11 | 11 |
| **Spleen diseases†** | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 4 | 4 | 3 |
| **Rheumatoid/lupus/psoriasis** | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| **Other immunosuppressive condition‡** | 11 | 11 | 10 | 10 | 9 | 9 | 9 | 8 | 8 | 7 |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **True age (years)** | **70** | **71** | **72** | **73** | **74** | **75** |
| **Female sex** | -5 | -5 | -5 | -5 | -5 | -5 |
| **Ethnicity** |  |  |  |  |  |  |
| Asian or Asian British | 5 | 5 | 5 | 5 | 5 | 5 |
| Black | 7 | 7 | 7 | 7 | 7 | 7 |
| Mixed | 5 | 5 | 5 | 5 | 5 | 5 |
| Other non-white | 4 | 4 | 4 | 4 | 4 | 4 |
| **Body mass index (Kg/m2)** |  |  |  |  |  |  |
| 30-34.9 | 2 | 1 | 1 | 1 | 1 | 1 |
| 35-39.9 | 5 | 5 | 4 | 4 | 3 | 3 |
| ≥40 | 7 | 6 | 6 | 5 | 5 | 5 |
| **Hypertension** | 2 | 1 | 1 | 0 | 0 | 0 |
| **Heart failure** | 9 | 9 | 9 | 8 | 8 | 8 |
| **Other chronic heart disease** | 4 | 4 | 4 | 3 | 3 | 3 |
| **Cerebrovascular disease** | 10 | 10 | 9 | 9 | 9 | 9 |
| **Asthma** |  |  |  |  |  |  |
| Mild | 1 | 1 | 1 | 1 | 1 | 1 |
| Severe | 3 | 3 | 2 | 2 | 2 | 2 |
| **Other chronic respiratory disease** | 6 | 6 | 6 | 6 | 6 | 6 |
| **Diabetes** |  |  |  |  |  |  |
| **Type 1** |  |  |  |  |  |  |
| HbA1≤58 mmol/mol in past year | 10 | 9 | 9 | 8 | 8 | 8 |
| HbA1>58 mmol/mol in past year | 13 | 12 | 12 | 12 | 11 | 11 |
| HbA1c unknown | 14 | 13 | 13 | 12 | 12 | 12 |
| **Type 2 and other** |  |  |  |  |  |  |
| HbA1≤58 mmol/mol in past year | 7 | 6 | 6 | 6 | 5 | 5 |
| HbA1>58 mmol/mol in past year | 9 | 9 | 9 | 8 | 8 | 8 |
| HbA1c unknown | 9 | 9 | 9 | 8 | 8 | 7 |
| **Chronic kidney disease** |  |  |  |  |  |  |
| Estimated GFR 30-60 mL/min | 5 | 5 | 4 | 4 | 3 | 3 |
| Estimated GFR < 30 mL/min | 17 | 17 | 16 | 16 | 15 | 15 |
| **Non-haematological cancer** |  |  |  |  |  |  |
| Diagnosed <1 year ago | 9 | 8 | 8 | 8 | 7 | 7 |
| Diagnosed 1-4.9 years ago | 4 | 3 | 3 | 3 | 2 | 2 |
| Diagnosed ≥5 years ago | 0 | 0 | 0 | 0 | 0 | 0 |
| **Haematological malignancy** |  |  |  |  |  |  |
| Diagnosed <1 year ago | 14 | 13 | 13 | 12 | 12 | 11 |
| Diagnosed 1-4.9 years ago | 13 | 12 | 12 | 11 | 11 | 11 |
| Diagnosed ≥5 years ago | 6 | 6 | 5 | 5 | 5 | 5 |
| **Liver disease** | 6 | 6 | 5 | 5 | 4 | 4 |
| **Chronic neurological disease other than stroke or dementia\*** | 13 | 13 | 12 | 12 | 12 | 12 |
| **Organ transplant** | 10 | 10 | 9 | 9 | 8 | 8 |
| **Spleen diseases†** | 3 | 2 | 2 | 1 | 1 | 0 |
| **Rheumatoid/lupus/psoriasis** | 2 | 2 | 2 | 2 | 2 | 2 |
| **Other immunosuppressive condition‡** | 7 | 7 | 6 | 6 | 5 | 5 |

**\***Chronic neurological disease other than stroke or dementia includes motor neurone disease, myasthenia gravis, multiple sclerosis, Parkinson’s disease, cerebral palsy, quadriplegia, hemiplegia and progressive cerebellar disease.

†Spleen diseases include splenectomy, or spleen dysfunction (e.g. from sickle cell disease).

‡Other immunosuppressive condition includes HIV, conditions inducing permanent immunodeficiency (ever diagnosed), aplastic anaemia, and temporary immunodeficiency recorded within the past year.

**HOW TO INTERPRET COVID-AGE**

To calculate Covid-age, take the person’s actual age and add any additional factors from Table 1 below. We have now expanded these tables substantially, so to do this you should first find their actual age along the top line of the table, then follow the column down to find the estimated impact (i.e. years to add or subtract from their actual age) for each risk factor that applies to that person. For example:

A healthy white woman, aged 40, has a Covid-age of (40-5) = 35 years

A white man aged 45, BMI 36 with severe asthma, has a Covid-age of (45+13+11) = 69 years.

An Asian woman aged 50 with Type 2 diabetes, unknown HbA1c, has a Covid-age of (50-5+5+20) = 70 years.

**Please note the calculations for these examples reflect the updated Covid-age tables and so they may differ from previous versions.**

|  |  |  |
| --- | --- | --- |
| **Vulnerability level** | **Definition** | **Workplace considerations** |
| **Very High**  **Covid-age Mid-70s and above** | High risk of death.  Those who must take great care when they leave the security of their own home. | Ideally work from home.    If attending work, the risk should not be significantly greater than the risk within their own home.  Ensure low likelihood of anyone breaching social distancing. Ensure they can maintain good personal hygiene with low likelihood of contacting contaminated objects and surfaces. |
| **High**  **Covid-age 60s to mid-70s** | High risk of becoming hospitalised and seriously ill.  Those can leave their home to go shopping or for a walk in the park, and associate freely with other members of their household. | OK to attend work if the risk of doing so is no greater than the risk of shopping in the local supermarket, or social distancing in the streets, parks and countryside.    Keep the risk in the workplace as low as reasonably practicable by redeployment or controls including PPE.  Clinical work, care work and working closely with others (such as teaching, sharing a vehicle, using public transport) may be possible provided controls (e.g. screens, PPE) are effective in managing the risk.  Some individuals in essential roles may be asked to accept a higher risk and agree to do so where this can be justified. |
| **Moderate**  **Covid-age 40s and 50s** | Those who are much less likely to develop severe disease | A degree of risk is acceptable where it is not possible to eliminate it as far as reasonably practicable.    Includes clinical work with higher hazard and risk levels, or roles where physical control or restraint is required, or where additional risk has to be accepted and can be justified. |
| **Low**  **Covid-age below around 40** | Those who are very unlikely to develop significant disease | Risk is accepted where it is not possible to eliminate it as far as reasonably practicable. |

**4.3 Considerations for agreed actions based on risks identified**

Managers and staff should discuss the role requirements and determine if staff can remain in work having considered the following adjustments (if appropriate), recording agreed actions under each point:

1. Are they in the **extremely vulnerable** category?

**Yes** Shielding arrangements apply

**No** – go to question 2

2. Are they in the **increased risk** category?

**No** – they are able to undertake their current role

**Yes** – go to question 3

3. Are they able to work alternative hours to avoid risk factors?

* Are they able to attend meetings via MS Teams?
* Are they able to work in an office on their own or with a reduced number of people?
* Are they able to be patient facing?

**Yes** – arrangements to be made

**No** – go to question 4

4. Are they able to avoid direct exposure to suspected or confirmed covid-19 cases?

**Yes** – they are able to undertake their current role

**No** – go to question 5

5. Are they able to work in an alternative location or in another role (temporary redeployment?

**No** - this member of staff will need to shield until work can be identified for them to undertake in another Trust location or from home (Updated guidance)

**Yes** – contact

[bfwh.coviddeploymenthub@nhs.net](mailto:bfwh.coviddeploymenthub@nhs.net)