**RISK ASSESSMENT FOR BAME INDIVIDUALS (COVID-19)**

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| **Employee Name** |   | **Assignment Number** |   |
| **Ward/ Department/ Location** |   | **Employee Telephone Number** |   |
| **Manager’s Name** |   | **Manager Telephone Number** |   |

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| **PART A Section 1:**  |
| **Does the employee fall into any of the following high risk groups?** (Circle the relevant answer) | Yes/ No |
| **If NO, continue to section 2** |
| * Solid organ transplant recipients
* People with specific cancers:
	+ people with cancer who are undergoing active chemotherapy or radical radiotherapy for lung cancer
	+ people with cancers of the blood or bone marrow such as leukaemia, lymphoma or myeloma who are at any stage of treatment
	+ people having immunotherapy or other continuing antibody treatments for cancer
	+ people having other targeted cancer treatments which can affect the immune system, such as protein kinase inhibitors or PARP inhibitors
	+ people who have had bone marrow or stem cell transplants in the last 6 months, or who are still taking immunosuppression drugs
* People with severe respiratory conditions including all cystic fibrosis, severe asthma and severe COPD.
* People with rare diseases and inborn errors of metabolism that significantly increase the risk of infections (such as SCID, homozygous sickle cell).
* People on immunosuppression therapies sufficient to significantly increase risk of infection.
* People with severe single organ disease (e.g. Liver, Cardio, Renal, Neurological).
* Women who are pregnant with significant heart disease, congenital or acquired and children up to the age of 18with significant heart disease, congenital or acquired. Please see: [Pregnancy Guidance](http://howis.wales.nhs.uk/sitesplus/866/page/77988) for further information.
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| **If YES**, this means the employee falls into the ‘extremely vulnerable group’. Therefore the line manager is required to provide ‘Shielding’ guidance and discuss suitable working from home arrangements as employee will be required to self-isolate for 12 weeks.If the employee is unable to undertake duties from home within their current role/ team/ department/ service/ division, then Complete the ‘recruitment and redeployment process’ form which can be found here: <https://www.smartsurvey.co.uk/s/QJKSTG/> This is to enable the Health Board to find suitable working arrangements for the member of staff, they should send the form to workforce.covid.queries.abb@wales.nhs.uk |
| Shielding guidance can be found here for further information: <https://gov.wales/guidance-on-shielding-and-protecting-people-defined-on-medical-grounds-as-extremely-vulnerable-from-coronavirus-covid-19-html>  |
| **N.B: Employees will be sent a letter from Welsh Government if they fall into this category. The employee should take a photo of this and share it with their line manager.**  |

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| **PART A Section 2: This will need to be reviewed on a regular basis in the event of further evidence**  |
|  * Aged 50 or older (regardless of medical conditions) >50 = 1 <50 = 0
* Male or female Male = 1 Female = 0
* High blood pressure on medication High = 1 No = 0
* Type 2 diabetes Yes = 1 No = 0

 * Angina or heart attack Yes = 1 No = 0
* BMI > 30 = Weight (kgs) / Height (m) squared Yes = 1 No = 0
* Asthma / chronic chest disease Yes = 1 No = 0
* Sickle Cell Trait Yes = 1 No = 0

  **TOTAL SCORE:**  |
| **PART B** **Ethnicity:** **Country of Birth:** **Profession / Role:** **Division /Service / Department:** **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_****If the total score = 0 to 3 out of 8 then the current area of work may be considered appropriate** **If the total score = 4 to 6 out of 8 then the current area of work may be considered inappropriate.** **If the total score = 7 or 8 then consideration should be given to working from home.** **Area of Work****High likelihood of** **COVID encounters****No/Low likelihood of** **COVID encounters**HIGH RISKAerosol Generating Procedures on patients that are suspected / confirmed COVIDMODERATE RISKArea where patients with coronavirus are expected to be assessed or admittede.g. ITU, designated wards, respiratory area of EDLOW RISKAreas where patients with coronavirus are unlikely to be assessed or admitted e.g. non-respiratory area of ED, wards not designated for suspect or confirmed COVID patients and non-clinical areas**PART C: Consideration of working arrangements:** Based on the scoring and information accessed above and consideration of the normal working duties, if the employee and line manager consider it **appropriate**, the employee can remain in their current role. If this is a patient facing role, ABUHB will support the employee to do so and assist the employee, where possible to reduce the risk of transmission. Consideration will need to be given on any additional PPE requirements. If it is considered **inappropriate** for the employee to stay in their current role based on the information accessed, where possible, aim to redeploy to an area of lower risk where contacts can be minimised and where some social distancing can be undertaken. Consider any additional PPE requirements. If the employee is unable to undertake duties from home within their current role/team/department/division, then suitable roles/work may be identified in accordance with the Workforce Redeployment process. Please contact workforce.covid.queries.abb@wales.nhs.uk to discuss the individual details and redeployment requirements. If based on information sources above, redeployment is not possible, discuss suitable working from home arrangements. Those who cannot work from home in their current role, should be assisted to do so **even if it requires a change in role.****For cases where the guidance is not clear or where the employee or line manager has specific concerns, a more detailed risk assessment can be carried out by Occupational Health.** **All discussions can be recorded in section 4.** **NB: PLEASE ADVISE THAT ALL INDIVIDUALS IN BAME GROUP SHOULD BE TAKING VITAMIN D SUPPLEMENTS WHICH MAY HELP OFFER SOME PROTECTION AGAINST COVID-19.**  |
| **PPE GUIDANCE :** <https://www.gov.uk/government/publications/covid-19-personal-protective-equipment-use-for-aerosol-generating-procedures><https://www.gov.uk/government/publications/covid-19-personal-protective-equipment-use-for-non-aerosol-generating-procedures> |

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| **PART D : THIS WILL NEED TO BE REVIEWED ON A REGULAR BASIS**  |
| **Please provide a summary of the discussions had with the employee, the decisions made for their working arrangements and the rationale behind the decision.**

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| **Employee Signature** |  | **Date:** |
| **Manager signature** |  | **Date:** |

If you require further advice, please contact 01633 623550 orworkforce.covid.queries.abb@wales.nhs.uk  |