

COVID-19 Self-Risk Assessment Form

(A Manager Risk Assessment may be required upon completion)

To look after the health and wellbeing of all MFT staff, you are required to complete an individual self-risk assessment to protect your safety in the workplace. This will help you to identify, from your own perspective, whether you are at an increased risk compared with the general population from complications due to COVID-19 should you contract the virus.

The self-risk assessment will enable you to categorise yourself into one of two risk groups, either;

A) **General Population Risk Group**

OR

B) **A Vulnerable Risk Group.**

Public Health England (PHE) advice specifically recognises the health and wellbeing of staff who fall into '**vulnerable risk**' groups as being at increased risk. These groups are **Clinically Vulnerable** and **Clinically Extremely Vulnerable (the Shielding Group)**. People fall into one of the vulnerable groups if:

- they have specific or a combination of specific underlying health conditions
- aged over 70
- pregnant**
- BME with underlying condition(s), or BME and aged over 55

People who fall into the **vulnerable groups** may be considered as being at **low, moderate or significant risk** in relation to the severity of Covid-19 should they contract it. This means that they are at increased risk compared with the general population and required a full risk assessment to ensure that effective controls are put in place to reduce exposure risks as far as reasonably practicable.

In line with NHS Employers guidance and NHS England, MFT are required to ensure that all staff at increased risk (therefore classified as 'vulnerable') have completed a **full COVID-19 risk assessment** with their line manager, whether they work in COVID-19 areas or other areas of the Trust. MFT staff are therefore requested to identify themselves as falling into the Vulnerable Groups as details above to enable this process to be completed.

****Pregnant workers** – all pregnant workers are considered vulnerable and should have a full risk assessment with their manager, see separate Pregnant Workers Risk Assessment for further details.

Please be assured: The assessment is to identify and mitigate risk and support you in this process. Discussion will enable the appropriate level of support and risk reduction to be addressed or the acceptance/understanding of risk can be agreed. The purpose is not to remove you from your roles or activities but to ensure the most appropriate level of support and reduction of risk is put in place to protect your health and wellbeing.

Use the table below to determine the risk level that applies to you for any of the risk factors associated with COVID-19. Tick any boxes that apply to you and at the end of the table you can then indicate if you fall into **Risk Group A or B** and whether you therefore **require a full manager risk assessment**.

Risk Factor	Risk Level		
	LOW RISK	MODERATE RISK	SIGNIFICANT RISK
Age Evidence has shown that men over 60 and BAME staff over 55 have an increased risk of severe effects from COVID-19 should they encounter the virus		Men over the age of 60 with underlying health conditions which, if taken in isolation, may be considered low risk All BAME staff over the age 55 Tick here if applies <input type="checkbox"/>	Over 70 years of age Men over the age of 60 with serious underlying health conditions – actions should be taken for staff dependent upon their condition and how stable it is, there may be a requirement through a manager referral to seek EHW support in addressing this Tick here if applies <input type="checkbox"/>

Risk Factor	Risk Level		
	LOW RISK	MODERATE RISK	SIGNIFICANT RISK
Autoimmune/ Immunity		<p>Problems with the spleen such as sickle cell disease, splenectomy or asplenic</p> <p>Weakened immune system as a result of HIV/AIDS, SLE/Lupus</p> <p>Tick here if applies <input type="checkbox"/></p>	<p>Organ transplant and remaining on ongoing immunosuppression medication</p> <p>Workers having immunotherapy or other continuing antibody treatments for cancer</p> <p>Workers receiving treatment for rheumatoid arthritis i.e. Methotrexate, Hydroxychloroquine, Sulfasalazine – actions should be taken for staff dependent upon their condition and how stable it is, there may be a requirement through a manager referral to seek EHW support in addressing this</p> <p>Tick here if applies <input type="checkbox"/></p>
BAME Some BAME workers may have a disproportionately increased risk of COVID-19 Understanding the evidence around this is complex and ongoing	<p>Workers with no underlying health conditions and less than 55 years old</p> <p>Tick here if applies <input type="checkbox"/></p>	<p>Workers with no underlying health conditions over the age of 55 years old</p> <p>Workers with an underlying health condition that, if taken in isolation, would suggest they are low risk</p> <p>(Particular attention should be paid to BAME workers with high blood pressure, diabetes or asthma)</p> <p>Tick here if applies <input type="checkbox"/></p>	<p>Workers with serious underlying health conditions – actions should be taken for staff dependent upon their condition and how stable it is, there may be a requirement through a manager referral to seek EHW support in addressing this</p> <p>Tick here if applies <input type="checkbox"/></p>

Risk Factor	Risk Level		
	LOW RISK	MODERATE RISK	SIGNIFICANT RISK
Cancer		<p>Chemotherapy or radiotherapy in the last six months</p> <p>Tick here if applies <input type="checkbox"/></p>	<p>Undergoing active chemotherapy or radiotherapy</p> <p>Cancers of the blood or bone marrow such as Leukaemia who are at any stage of treatment</p> <p>People who have had bone marrow or stem cell transplants in the last 6 months or who are still taking immunosuppression drugs</p> <p>Tick here if applies <input type="checkbox"/></p>
Cardiac Conditions	<p>Previous heart attack with no ongoing problems; controlled high blood pressure, etc.</p> <p>Tick here if applies <input type="checkbox"/></p>	<p>Chronic heart disease such as heart failure, ongoing angina</p> <p>Tick here if applies <input type="checkbox"/></p>	

Risk Factor	Risk Level		
	LOW RISK	MODERATE RISK	SIGNIFICANT RISK
Diabetes	<p>Controlled by diet or tablets with no diabetic complications</p> <p>Tick here if applies <input type="checkbox"/></p>	<p>Well controlled on insulin and with no diabetic complications</p> <p>Tick here if applies <input type="checkbox"/></p>	<p>Diabetic complications or poor glucose control</p> <p>Tick here if applies <input type="checkbox"/></p>
Medication/ Treatment		<p>Workers taking medications such as steroid tablets, chemotherapy or immune modulators</p> <p>Tick here if applies <input type="checkbox"/></p>	<p>Workers having treatment which can affect the immune system such a protein kinase inhibitors or PARP inhibitors</p> <p>Workers taking any of the following medication:</p> <p>Azathioprine</p> <p>Mycophenolate (both types)</p> <p>Cyclosporin</p> <p>Sirolimus</p> <p>Tacrolimus</p> <p>Tick here if applies <input type="checkbox"/></p>

Risk Factor	Risk Level		
	LOW RISK	MODERATE RISK	SIGNIFICANT RISK
Metabolism and Other	<p>Minor derangement of liver function.</p> <p>Tick here if applies <input type="checkbox"/></p>	<p>Chronic liver disease such as active hepatitis</p> <p>Chronic kidney disease</p> <p>Tick here if applies <input type="checkbox"/></p>	<p>Workers with rare diseases and inborn errors such as SCID or homozygous sickle cell disease</p> <p>Severe diseases of body systems such as severe kidney disease (dialysis)</p> <p>Tick here if applies <input type="checkbox"/></p>
Neurological	<p>Mild multiple sclerosis only with sensory or visual changes</p> <p>Stable mild cerebral palsy</p> <p>Tick here if applies <input type="checkbox"/></p>	<p>Chronic conditions such as Parkinson's Disease, Motor Neurone Disease, Multiple Sclerosis or Cerebral Palsy</p> <p>Learning disabilities (from the point of view of being able to follow PPE and other guidance)</p> <p>Tick here if applies <input type="checkbox"/></p>	
Pregnancy	<p>Please advise your manager if you are pregnant and they will undertake the pregnancy risk assessment with you.</p>		

Risk Factor	Risk Level		
	LOW RISK	MODERATE RISK	SIGNIFICANT RISK
Respiratory Disease	Mild asthma – never hospitalised, not needing oral steroids Tick here if applies <input type="checkbox"/>	Chronic (long-term) disease such as problematic asthma, COPD, emphysema or bronchitis Tick here if applies <input type="checkbox"/>	Severe chest conditions such as cystic fibrosis or severe asthma (requiring hospital admissions or courses of steroid tablets) Tick here if applies <input type="checkbox"/>
Weight		Having a BMI of 40 or above (seriously obese) Tick here if applies <input type="checkbox"/>	

If you **have not** put a tick in any of the above boxes, you would be considered as **Group A – General Population Risk group** and will not require a full manager risk assessment at this time.

If you **have** put a tick in any of the above boxes, you would be considered as **Group B – Vulnerable Risk group** and should ask your manager to complete a full manager risk assessment.

If your circumstances change, please review/and update your risk assessment.

After you have completed this risk assessment please inform your manager which risk group you fall into and share this document with them.

Having reviewed the above criteria, I consider myself to be in:

General Population Risk Group	<input type="checkbox"/>	Vulnerable Risk Group	<input type="checkbox"/>
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Any other relevant information you wish to share with your line manager:

Employee Name:

Employee Number:

Manager's Name:

On completion of this self-assessment please send to the appropriate person, who manages you and your work for example: line manager, clinical supervisor or ward manager.

They will contact you to complete a full risk assessment depending on the information in your self-assessment. A copy of this form will be retained for audit purposes. You may also keep a copy for your own records.

COVID-19 Workplace Risk Assessments

Step 1: Use the self-risk assessment

Do you fall into the **General Population Risk group** or the **Vulnerable Risk Group**?

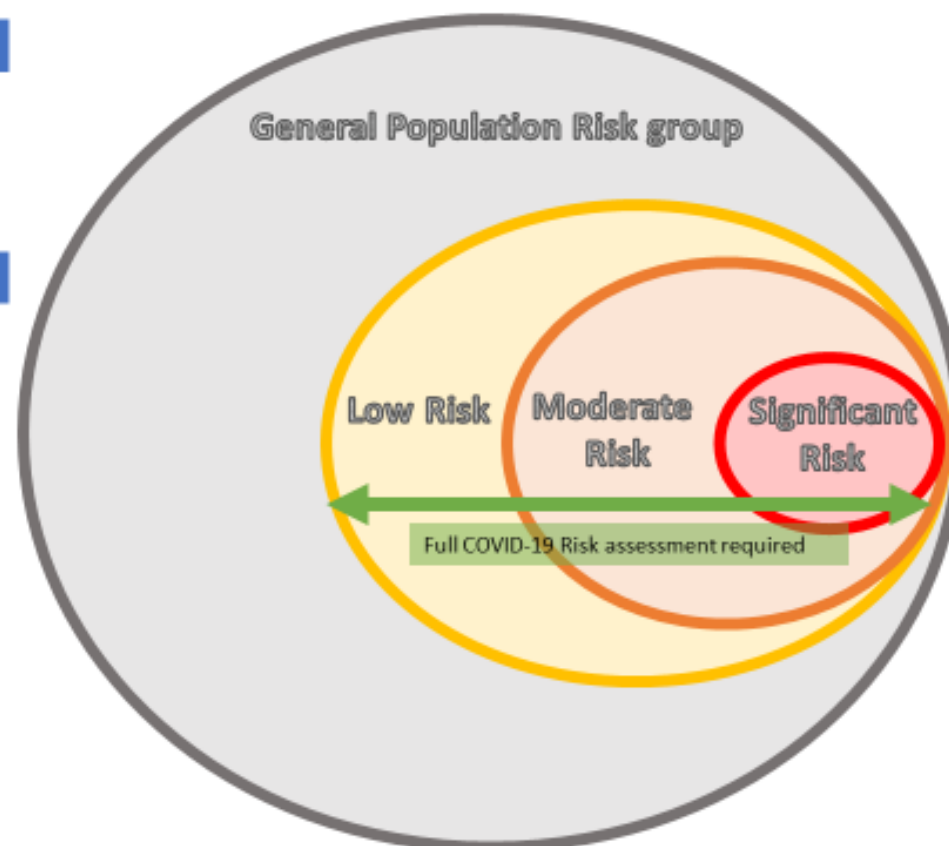
The **Vulnerable Risk Group** includes:

- Specific underlying condition(s)
- Age over 70
- Pregnant
- BME with underlying condition(s)
- BME over 55 with no underlying condition(s)

Step 2: Review your outcome

The **General Population Risk group** **do not require** a full COVID-19 risk assessment

The **Vulnerable Risk Group(s)**, are advised to speak with their manager to arrange a full COVID-19 risk assessment



Risk of complications from COVID-19 – not to scale