



**UNIVERSITY OF
CAMBRIDGE**

DEPARTMENT OF PATHOLOGY

RISK ASSESSMENT

Page 1 of 7

Assessor:

M Balmont

Date: 15/07/2020

Reviewed: 22/07/2022

Title: Vulnerable persons returning to work during on-going COVID-19 epidemic

Persons Affected:

Individuals deemed 'vulnerable' during on-going COVID-19 epidemic (including underlying health conditions and pregnancy)

Significant hazard(s).	Who might be hurt and how	Severity (S) – 1 to 5	Likelihood (L) – 1 to 5	Risk Level (S x L)	Controls	Severity (S) – 1 to 5	Likelihood (L) – 1 to 5	Risk Level (S x L)
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Risk to individuals with underlying health conditions.	Returning to work may expose people with underlying health conditions to COVID-19, which may cause more serious medical complications.	4	3	12	<p>Individuals who are categorised as clinically extremely vulnerable are able to attend their place of work or study at this time, but should speak to their line manager/supervisor discuss any concerns and to review their personal COVID-19 risk assessment to see if any measures need to be implemented/adapted to enable them to work safely.</p> <p>For people with underlying health conditions that place them in either the clinically or extremely clinically vulnerable groups, it is important that they monitor Government and University guidance on how best to protect themselves from infection (https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/whos-at-higher-risk-from-coronavirus/).</p>	4	1	4



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Restrictions on breakout spaces.	People with underlying health conditions and/or pregnant may require additional rest breaks during work hours. Reduced capacity in normal breakout spaces may make this difficult, potentially causing excessive tiredness which could be worsened by existing health conditions.	3	3	9	The occupancy limits on breakout spaces have now been removed.	3	1	3



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Negative impact on mental health	Mental health of individual may be negatively impacted by not being regularly present in their normal place of work/study.	3	3	9	Please refer to main COVID-19 risk assessment.	3	1	3
Risk of COVID-19 exposure through regular duties	Individuals may become infected with the virus through occupational exposure to infected persons or materials.	4	3	12	For persons designated as 'vulnerable' that do come in to work, the risk of exposure to COVID-19 through their regular duties must be assessed. The department is not operating as a COVID-19 testing facility and no direct work with the virus is currently conducted. Work with potentially positive clinical samples is restricted to containment level II laboratories with controlled access and samples are subject to a validated inactivation process before	4	1	4



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					handling. For any vulnerable individuals whose work may put them at risk of contracting the virus, advice can also be sought from University Occupational Health (occhealth@admin.cam.ac.uk)			
Risk to pregnant women and their unborn children from COVID-19	Pregnant women may feel at greater risk during outbreak by being classed as 'vulnerable'.	4	3	12	Pregnant women considering returning to work should first consider seeking advice from their midwife, their line manager/PI and safety@path.cam.ac.uk . You may also be asked to contact university Occupational Health. The Royal College of Gynaecologists and Obstetricians regularly updates its advice on pregnancy and COVID-19 and can be found here: https://www.rcog.org.uk/en/guidelines-research-services/guidelines/coronavirus-pregnancy/covid-19-virus-	4	1	4



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					infection-and-pregnancy/			

Summary: The residual risk has been reduced to an acceptable level by the control measures detailed above.

(This risk assessment is be reviewed every 12 months or sooner in the event of a change in procedure or adverse incident)

Overall residual risk: 4

Approved by:

Signed:

Date:



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Risk Status

Green	The risk is under control and represents no immediate threat or impact.
Amber	The risk has the potential to move to red. It needs managing and close monitoring but there is no immediate threat which would have a significant impact.
Red	The risk requires active management. It poses an immediate threat and its impact would be significant.

Risk Status Heatmap						
Impact	5 Very High	5	10	15	20	25
	4 High	4	8	12	16	20
	3 Medium	3	6	9	12	15
	2 Low	2	4	6	8	10
	1 Very Low	1	2	3	4	5
		1 Highly Unlikely	2 Unlikely	3 Possible	4 Probable	5 Extremely Likely
		Likelihood				

*The impact and likelihood scores should be multiplied together to give a score out of 25.
The risk status will then depend on the heatmap shown above.*