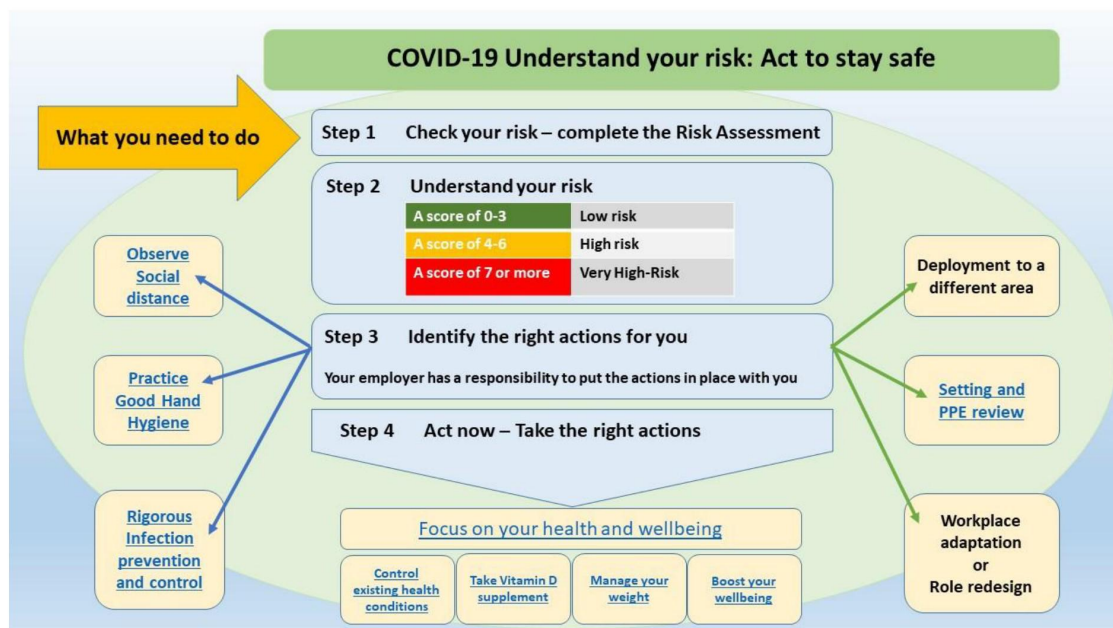


Chronology of actions:

Date	Activity
21 April	Minister for Health and Social Services Written Statement: COVID-19 and BAME Communities on the emerging evidence of the disproportionate impact that COVID-19 is having on some individuals from Black, Asian and Minority Ethnic (BAME) backgrounds.
29 April	BAME Covid-19 Expert Advisory Group weekly meetings commence.
1 May	Dr Andrew Goodall CBE , endorses the use of an existing Risk Assessment Tool developed by Aneurin Bevan University Health Board (ABUHB) as an immediate way forward and directs Chief Executives and Chairs in this approach recognising and making clear the expectation that further advice arising from the work of the Risk Assessment Subgroup would be implemented without delay.
2 May	Minister for Health and Social Services Written Statement: COVID and BAME – measures to protect the Health and Social Care workforce welcoming the Joint Statement made by NHS Employers, the Association of Directors of Social Services, Trade Unions and making clear the need for a precautionary approach as the evidence base for the differential impact of COVID-19 on health and social care workforce continues to evolve.
5 May	Covid-19 BAME Risk Assessment Subgroup weekly meetings commence.
26 May	Minister for Health and Social Services Press release Wales BAME Covid-19 health advisory group takes a cross-Government approach
27 May	First Minister Written Statement: All-Wales COVID-19 Workforce Risk Assessment Tool The Workforce Risk Assessment Tool is made available as a pdf on WG website, for immediate use across the NHS and social care
10 June	Targeted Digital media campaign commences 
10 June	Links to the pdf version of the Workforce Risk Assessment is included within education guidance published on 10 June. The Risk Assessment used across Wales to support return of staff to schools ahead of re-opening on 29 June.
22 June	The Tool was made available on the Learning@Wales e-learning platform . In the first week around 700 people completed the Risk Assessment The Learning@Wales platform, also provides access to a range of other e-learning modules that are relevant including infection prevention and control.
30 June	An animation describing how to use the Tool made available in English and Welsh provided on YouTube shared through BAME networks as well as formal comms channels, this continues to receive much positive feedback. ENGLISH: https://youtu.be/3N6-Byph840 WELSH: https://youtu.be/rQdLZiNqT2U



All Wales COVID-19 Workforce Risk Assessment Tool

Who needs to use this tool?

There are already well established arrangements and guidance for people who are in a 'Shielding Group' who should be staying at home or who are considered 'Vulnerable' according to Public Health guidance and so should already be maintaining strict social distancing. This tool does not apply to these individuals as following existing guidance already mitigates the risk they face.

Shielding groups (Very High Risk) and Vulnerable Groups (High risk)

Everyone who is considered to be extremely vulnerable to Covid-19 infection will have received a 'shielding' letter from the Chief Medical Officer for Wales Dr Frank Atherton, setting out the steps you should take to protect your health. These are known as "shielding" measures and advise staying at home until a further announcement is made, so this risk assessment is not necessary.

Vulnerable groups (adults who would normally be offered a flu jab for health reasons) are at higher risk and are advised to maintain strict social distancing. Appropriate adjustments to their role, redeployment or medical suspension should already be in place for these individuals.

Pregnant women may be particularly vulnerable and must not work in direct patient-facing roles beyond 28 weeks.

Important note – if you are of a Black, Asian, Minority or Ethnic (BAME) background and under 28 weeks pregnant

New information about pregnant BAME women indicates that they are at considerably increased risk throughout their pregnancy and so should avoid face-to-face contact with COVID-19 cases. This means no front line work where there is sustained community transmission.

All Wales COVID-19 Workforce Risk Assessment Tool – confidential once completed

How to use this Tool

The Tool asks a number of questions about you that are designed to identify whether you are at a higher risk from Covid-19. It asks some questions about your health, weight and ethnicity which may increase your risk of serious illness following an infection with Covid-19.

You may know the answers to the questions yourself, but if not you can discuss this with your line manager, workforce team, union representative, Occupational Health or advocate.

You may also want to consult your GP about the health conditions that are listed.

Please complete the questions and add up your score.

COVID-19 Understand your risk: Act to stay safe

We will continue to develop and improve the All Wales COVID-19 Workforce Risk Assessment Tool. If you have any comments or queries on the use or to improve the tool please email HSS.Covid19.WorkplaceAssessmentSubGroup@gov.wales

All Wales COVID-19 Workforce Risk Assessment Tool – confidential once completed

Step 1

Check your risk

Consider each risk factor that applies to you and total your score

Risk factor	Score
Age – Covid-19 seems to have a bigger impact on people who are older	
• If you are aged between 50-59	1
• If you are aged between 60-69	2
Sex at birth – Covid-19 seems to have a bigger impact on males than females	
• Male	1
Ethnicity – Covid-19 seems to have a bigger impact on people from some ethnicities	
• Do you identify as one of the BAME or Mixed race groups as set out in this link	1
Existing Health conditions (Comorbidity) – Covid-19 seems to have a bigger impact if you already have other pre-existing health conditions. You may want to speak to your GP if you are not sure about these questions	
• Cardiovascular disease	
Are you on any treatment for Hypertension (high blood pressure), Atrial Fibrillation (Irregular heart rate), Heart Failure, Previous MI (had a heart attack), had a stroke, or Transient Ischemic Attack (mini stroke)	1
• Diabetes Mellitus Type 1 or 2	1
• Chronic lung disease (including asthma, COPD, interstitial lung disease)	1
• Chronic kidney disease (any stage 1-5)	1
• Sickle cell trait, Thalassaemia trait or other haemoglobinopathy	1
Obesity – Covid-19 seems to have a bigger impact if you are overweight	
This link will help you work out your BMI – if your BMI is more than 30 OR If your waist circumference is:	
• South Asian Female more than 33 inches (84cm); Other BAME or white Female more than 34.5 inches (88cm)	1
• South Asian Male more than 35 inches (89cm); Other BAME or white Male more than 40 inches (102cm)	
Family history – Covid-19 seems to have a family susceptibility for some people, especially twins	
• Has a member of your immediate family (parent under 70, sibling, child) been in ITU or died with Covid-19	1
Total score	

All Wales COVID-19 Workforce Risk Assessment Tool

29/06/2021

All Wales COVID-19 Workforce Risk Assessment Tool

Introduction

This Risk Assessment Tool has been developed to help people working in the NHS and Social Care in Wales to see if they are at higher risk of developing more serious symptoms if they come into contact with the COVID-19 virus.

We want to help you understand whether you may be at greater risk and to help you and your line manager to choose the right actions for you based on your level of risk.

Your employer has a duty of care to protect your health and safety at work and this includes understanding if you are at extra risk from COVID-19. This duty of care includes ensuring an equitable approach for all staff regardless of ethnicity or any other protected characteristics.

The next page sets out an overview of the risk assessment process. It has links to the latest guidance and information on the basic things that everyone can do to reduce their risk of COVID-19 infection, as well as the things that employers must do to support people who work for them.

Please use the resources as well as the Risk Assessment Tool to get the best results.

All Wales COVID-19 Workforce Risk Assessment Tool – confidential once completed

How to use this Tool

The Tool asks a number of questions about you that are designed to identify whether you are at a higher risk from COVID-19. It asks some questions about your age, health, weight and ethnicity which may increase your risk of serious illness following an infection with COVID-19.

You may know the answers to the questions yourself, but if not you can discuss this with your line manager, workforce team, union representative, Occupational Health or advocate.

You may also want to consult your GP about the health conditions.

Please complete the questions and add up your score.

You should now arrange a time to discuss with your line manager. This may include a discussion with Occupational Health.

COVID-19 Understand your risk: Act to stay safe

We will continue to develop and improve the All Wales COVID-19 Workforce Risk Assessment Tool. If you have any comments or queries on the use or to improve the tool please email HSS.Covid19.WorkplaceAssessmentSubGroup@gov.wales

All Wales COVID-19 Workforce Risk Assessment Tool – confidential once completed

Step 1	Risk factor		Score
	Age – COVID-19 seems to have a bigger impact on people who are older.		
Check your risk	• If you are aged 50-59		1
	• If you are aged 60-69		2
	• If you are aged 70-79		4
Consider each risk factor that applies to you and total your score	Sex at birth – COVID-19 seems to have a bigger impact on males than females		
	• Male		1
	Ethnicity – COVID-19 seems to have a bigger impact on people from some ethnicities		
	• Do you identify as one of the Black, Asian and Minority Ethnic or Mixed race groups as set out in this link		1
	Existing Health conditions (Comorbidity) – COVID-19 seems to have a bigger impact if you already have other pre-existing health conditions. You may want to speak to your GP if you are not sure about these questions.		
	• Cardiovascular disease		
	Are you on any treatment for Hypertension (high blood pressure), Atrial Fibrillation (Irregular heart rate), Heart Failure, Previous MI (had a heart attack), had a stroke, or Transient Ischemic Attack (mini stroke)		1
	• Diabetes Mellitus Type 1 or 2		1
	• Chronic lung disease (including asthma, COPD, interstitial lung disease)		1
	• Chronic kidney disease (any stage 1-5)		1
	• Sickle cell trait, Thalassaemia trait or other haemoglobinopathy		1
	Obesity – COVID-19 seems to have a bigger impact if you are overweight		
	This link will help you work out your BMI – if your BMI is more than 30		
	OR If your waist circumference is:		
	• South Asian Female more than 33 inches (84cm); Other BAME or white Female more than 34.5 inches (88cm)		1
	• South Asian Male more than 35 inches (89cm); Other BAME or white Male more than 40 inches (102cm)		
	Family history – COVID-19 seems to have a family susceptibility for some people, especially twins		
	• Has a member of your immediate family (parent, sibling, child) been in ITU or died with COVID-19		1
	Total score		