

Although the legal obligations fall on specific persons, everybody in a workplace or on premises open to the public has a personal responsibility not to frustrate steps taken to ensure that the risk of transmission of coronavirus across Wales is reduced.

## **What is the legal requirement upon which the guidance is based?**

There are three elements to the rule, the first two of which are inter-related.

The starting point remains the same. All reasonable measures must be taken to maintain 2 metre distancing on premises or while anyone is working.

Next, other reasonable measures must be taken to minimise the risk of exposure to coronavirus. The main objective here is to reduce close face to face interaction and to enhance hygiene. These may be required in addition to maintaining physical distancing (for example though more frequent cleaning of premises or handwashing) or instead of physical distancing (for example by using screens when close interaction between people is unavoidable and inevitable).

What other measures are reasonable required depends on the extent to which 2 metre physical distancing can be maintained. Where it can, little more is likely to be needed as long as hygiene standards are maintained. Where it can't more will be needed. Much of what is required is an alternative to maintaining a 2 metre distance.

However, maintaining social distancing will always be more effective than these other measures.

Finally, information should be provided about how to minimise risk of exposure to coronavirus on premises.

## **Working from home**

The most effective way of minimising the risk of exposure to coronavirus in workplaces is to enable some or all staff to work from home, as often as possible. As "reasonable measures" there is an expectation that employers should be flexible and make adjustments wherever that is possible to enable that to happen. This may include issuing staff with laptops and mobile phones and facilitating communication from wherever members of staff may be.