

Covid-19 Update – What happens if an employee tests positive for Covid19 & steps you can take now to reduce the impact!



Information correct as at 1:00pm on 05.11.2020

- You are required to complete a Covid19 specific risk assessment of your business and take steps to make the workplace Covid-secure.
- Implementing amended working practices now can protect your business by reducing the number of “contacts” required to self-isolate should a member of the team test positive for Covid19
- By law, from 28 September employers must not knowingly require or encourage someone who is required to self-isolate to come to work.

As a business continuing to operate during Covid, you are required to complete a **Covid19 risk assessment** and take necessary steps to make the working environment Covid-secure. Implementing amended working practices makes you a compliant employer and enables you to protect your business by reducing the impact of Covid19. See Government advice on covid-secure workplaces: <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19>

What steps can you take to reduce the risk?

Examples of actions to you can take to reduce the risk on your farm:

- **Clean more often** – Ask team members to hand wash frequently and use hand sanitiser along with implementing frequent cleaning of high contact surfaces and equipment.
- **Wear face coverings** – Ask team members & farm visitors to wear face coverings (where required to do so by law)
- **Ensure social distancing** – Aim to maintain 2 metres between employees, implement one-way systems in small spaces or area’s with high people traffic such as the dairy & calf pens
- **Increase ventilation** – In small indoor spaces such as the dairy office and staff break rooms
- **Reduce crowding & arrange workspaces to keep staff apart** – Asses how many people can fit in a space whilst maintaining social distancing. Make amendments to practices and routines such as staggering break and lunchtimes. Can you increase the distance between milkers on the rotary or maintain 2 metres in a Herringbone by encouraging milkers to work at opposite ends or back to back?
- **Work with the same team every day** – Use split teams or amend shift patterns to reduce the number of people each person comes into contact with.
- **Communicate & train** – make sure the team understand the risks and implications of Covid19 to themselves, their colleagues, and the wider business. Share the risk assessment with them & explain the steps you are implementing as a result.

What are your employer obligations?

- Complete a risk assessment of your business and implement practices to make the workplace covid-secure for employees.
- By law, from 28 September employers must not knowingly require or encourage someone who is required to self-isolate to come to work.

If a team member tests positive for Covid19, any colleagues classed as contacts will be required to self-isolate and will be unable to work during this period. If covid-secure working practices are implemented, the number of contacts, and the negative impact on the business will be reduced.