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COVID-19 RISK ASSESSMENT – NASSTAR DATA CENTRES LEVEL 2



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1 Scope

Assessment Date	27/07/20	Assessment Completed By	HR & BMS Team
GCI Locations within scope of this risk assessment	<ul style="list-style-type: none"> Alford Salford 	Areas of company affected	Operations
Review Date	10/02/21	To be reviewed by	HR Director

2 Risk Assessment

This risk assessment is applicable to all company locations.

Please see section 3 below for risk rating explanations.

Those at risk from infection at work	This is a Public Health issue with the whole population at risk. Employees and visitors are all at potential risk if the precautions listed below are breached.
Number potentially at risk from infection at work	The Nasstar C19 Policy is for the vast majority of employees to work from home. A relatively small number of employees are being permitted to work at Nasstar Data Centres to carry out essential work. These people and their management will comply with POL053 Nasstar Covid-19 Return to Work Policy which includes specific controls designed to reduce the risk when carrying out these activities. This means the number of people at potential risk is relatively low.
Work involved & Specific Activities assessed	Data Centre related activities

Risk:
Source(s) of infection

Possible: contact with contaminated surfaces, direct skin contact, transfer by coughs, sneezes, aerosols, touching surfaces, particularly door handles, taps and common work amenity controls, opening cupboards, any smooth surfaces.

Hazard	Risk Rating 1 (L x S)	Control measures	Risk Rating 2 (L x S)	Persons at risk
Exposure from working at a third party location- Employees who are in the 'Clinically Extremely Vulnerable' or 'Clinically Vulnerable' categories (see section 4 below)	4 x 5 = 20	<p>These employees will not attend third party locations.</p> <p><u>Prior to returning to a role involving working at third party locations for employees in this category, a specific risk assessment for each individual will be undertaken and approved by the HR Director, and all control measures implemented and verified.</u></p>	1 x 5 = 5	Employees in these categories
Exposure from working at a third party location- Employees who are not in the above categories	4 x 4 = 16	<p>All employees that need to work at a third party location will complete the Covid 19 Employee Health Questionnaire. HR will review and only authorise their return if all responses are 'no'. HR will review instances where 'yes' in answered and a specific risk assessment will be undertaken if the employee is required to work.</p> <p>Directors, Heads and Managers will be responsible for ensuring they and any employees under their control that are authorised to work at a third party location, comply with POL053 Covid-19 Return to Work Policy.</p> <p>As much of the required activities or associated activities should be undertaken away from the location to reduce the need to visit, or the duration of the visit.</p>	1 x 4 = 4	Employees in these categories

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Inadequate self-isolation	4 x 4 = 16	Employees who have symptoms of Covid-19-a high temperature, new and persistent cough or anosmia-however mild, will be required to self-isolate for at least 10 days from when the symptoms started. Employees who have tested positive for Covid-19 will be required to self-isolate for at least 10 days starting from the day the test was taken. Employees that have tested positive while not experiencing symptoms but develop symptoms during the isolation period, will restart the 10-day isolation period from the day the symptoms developed. This only applies to those who begin their isolation on or after 30 July. Employees who are contacts of individuals who test positive for COVID-19 will self-isolate for a period of 10 days.	1 x 4 = 4	Employees and other third parties
Coming to the location and leaving the location	4 x 4 = 16	Social distancing applying the 2m rule, or 1m using the company issued face mask, if 2m is not viable, must be used wherever possible and in all parts of the location, including when coming to the location, and leaving the location. Hand should be washed / sanitised when entering and leaving a location. Compliance with P0L53 Nasstar Covid-19 Return to Work Policy.	1 x 4 = 4	Employees and other third parties
Moving around the location	4 x 4 = 16	Social distancing applying the 2m rule, or 1m using the company issued face mask, if 2m is not viable, must be used wherever possible and in all parts of the location, including when coming to the location, and leaving the location.	1 x 4 = 4	Employees and other third parties such as visitors



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		<p>Adhere to any one-way systems of other location specific arrangements that have been implemented.</p> <p>Compliance with P0L53 Nasstar Covid-19 Return to Work Policy.</p>		
Undertaking activities in workplaces and workstations	4 x 4 = 16	<p>Social distancing applying the 2m rule, or 1m using the company issued face mask, if 2m is not viable, must be used wherever possible and in all parts of the location, including when coming to the location, and leaving the location.</p> <p>If activities involve other people, than wherever possible also work side by side or back to back.</p> <p>Ensure other people wear a mask / covering.</p> <p>Where this cannot be achieved then discuss with your site contact to see if alternative arrangements can be implemented. Contact HR if required for H&S advice.</p> <p>Compliance with P0L53 Nasstar Covid-19 Return to Work Policy.</p>	1 x 4 = 4	Employees and other third parties
Meeting Rooms	4 x 4 = 16	<p>Avoid meeting rooms wherever possible</p> <p>Where 2m cannot be achieved then use the company issue face mask.</p>	1 x 4 = 4	Employees and other third parties such as visitors
Common Areas	4 x 4 = 16	Avoid common areas wherever possible	1 x 4 = 4	Employees and other third parties such as



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		Where 2m cannot be achieved then use the company issue face mask. Compliance with P0L53 Nasstar Covid-19 Return to Work Policy.		visitors
Handling equipment / items	4 x 4 = 16	Hands must be washed / sanitised immediately after handling any other items that may have been touched by other people in relation to the direct work area. Compliance with P0L53 Nasstar Covid-19 Return to Work Policy.	1 x 4 = 4	Employees and third party delivery Employees
Work related travel	4 x 4 = 16	Employees using company cars must ensure they are cleaned regularly on the interior to reduce the risk of infection.	1 x 4 = 4	Employees
Inadequate cleaning	4 x 4 = 16	Employees should frequently clean the area and equipment they are working directly on or are using. Limit and if possible do not use high-touch items and equipment, for example, printers or whiteboards. Wash / sanitise hands afterwards. Compliance with P0L53 Nasstar Covid-19 Return to Work Policy.	1 x 4 = 4	Employees and other third parties such as visitors
Inadequate hygiene	4 x 4 = 16	Employees are required to follow good handwashing technique, to increase handwashing frequency, to avoid touching their face and to cough or sneeze into a tissue which is binned safely, or into their arm if a tissue is not available.	1 x 4 = 4	Employees and other third parties such as visitors



		Compliance with POL53 Nasstar Covid-19 Return to Work Policy.		
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3 PPE

Employees working at Nasstar Data Centres will be wear a company issue face mask where they cannot effectively maintain a 2 meter distance with other people.

The issued face mask is a Type II specification and designed to decrease the transmission of C-19 by preventing the spread of respiratory droplets produced by coughing or sneezing.

Masks should be used in accordance with the instructions provided at all times.

4 Risk Assessment Scoring & Acceptance Criteria for Risk

The following 1 – 5 scoring and acceptance criteria is used within all Risk Tools

Likelihood (Risk Score)	
1	Very Low
2	Low
3	Medium
4	High
5	Very High.
Significance	
1	Zero personal injury
2	Minor personal injury (non-RIDDOR)

3	Major personal injury (RIDDOR)
4	Fatality
5	Multiple fatalities / Clinically vulnerable group

		Significance				
		1	2	3	4	5
Likelihood	5	5	10	15	20	25
	4	4	8	12	16	20
	3	3	6	9	12	15
	2	2	4	6	8	10
	1	1	2	3	4	5

Each risk will be assessed in order of risk level score looking at the existing level of controls. As a guidance:

Score	Risk Rating = Significance x Consequence
16-25	High – Unacceptable risk, stop work, re-examine activities and implement risk controls to reduce risk
6-15	Medium – Tolerable if further mitigation is not reasonably practicable and there is a need to continue the activity with identified controls
1-5	Low – acceptable risk

5 Vulnerable Categories

Clinically extremely vulnerable

<https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19>

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7 Document details and change summary

Document Name:	Covid-19 Risk Assessment – GCI Data Centres	
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Approved by:	Position	Date
	HR Director	16/02/2021
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Review Frequency:	Monthly	

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Issue	Change Description	Date	Created By
001	New risk assessment	05/06/20	HR & BMS Teams
002	Updated to reflect change in PPE specification and Version 5.0 of the government guidance for offices	27/07/20	HR & BMS Teams
003	Updated to reflect the government guidance published 06/01/21. Isolation guidance added. Extremely vulnerable category removed	10/02/21	HR & BMS Teams