

Request under Freedom of Information Act 2000

Thank you for your request for information which we received on 09 June 2020.

I am pleased to confirm the following.

Q1. Please state (yes or no) whether your trust has carried out a risk-assessment of staff at potentially greater risk of COVID-19, including people from Black, Asian and Minority Ethnic backgrounds.

Yes

Q2. Please state when this risk assessment was carried out.

Individual workforce risk assessments have been offered and promoted to all staff throughout the Covid-19 pandemic. Staff have actively been encouraged to complete the assessments. The Trust has recently written to all colleagues to encourage completion of the risk assessment form.

Q3. Please provide a short summary of what the risk assessment entailed.

The risk assessment process takes account of job role, area of work, type of work undertaken, age, gender, ethnicity and any medical conditions that individuals may have. Managers are then asked with the individual to assess the risk to individuals taking into account the use of Trust provided PPE and any other adjustments that have been made to facilitate safe working.

If any staff member is in the “extremely clinically vulnerable” or “clinically vulnerable” category they are forwarded for review by the risk assessment panel. This consists of the Head of Occupational Health, Director of Workforce and Deputy Director of Workforce. There is a right of appeal to the Occupational Health Physician.

Furthermore if individuals are BAME, over 55 and working in an aerosol generating procedure area or over 60 and working in an aerosol generating procedure area they have an additional phone review by the OH Physician to ensure all circumstances have been considered.

Q4. Please provide a copy of the findings of the risk assessment.

The risk assessments are undertaken at individual level, the outcomes of many of these are personal and confidential to individuals. No further information can be provided in this regard.

Q5. Please list and provide brief details of any measures that your trust has subsequently

put in place to offer protection to staff who are at higher risk from COVID-19.

The manager risk assessment have locally agreed reasonable adjustments, as required. The panel assessments have 3 categories of outcome – work from home, work from a lower risk area or continue as usual. Staff in “extremely clinically vulnerable” or “clinically vulnerable” groups typically have an outcome of work from home or work from a lower risk area, depending upon their medical history and other risk factors.

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If you are unhappy with the information received in response to this request, please address your complaint to the Patient Affairs Office at Milton Keynes Hospital NHS Foundation Trust, Standing Way, Eaglestone, Milton Keynes MK6 5LD. If, after exhausting our internal process, you are still unhappy with the information received, you may write to the Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

If you need any further assistance, please do not hesitate to contact us at the address above.

Yours sincerely,

Freedom of Information Co-ordinator
For and on behalf of Milton Keynes Hospital NHS Foundation Trust

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