

Step 4 of the COVID-19 roadmap

Advice webinar for businesses in the City of London and
Hackney

Wednesday 14 July 2021, 2-3pm

Welcome, introduction and housekeeping

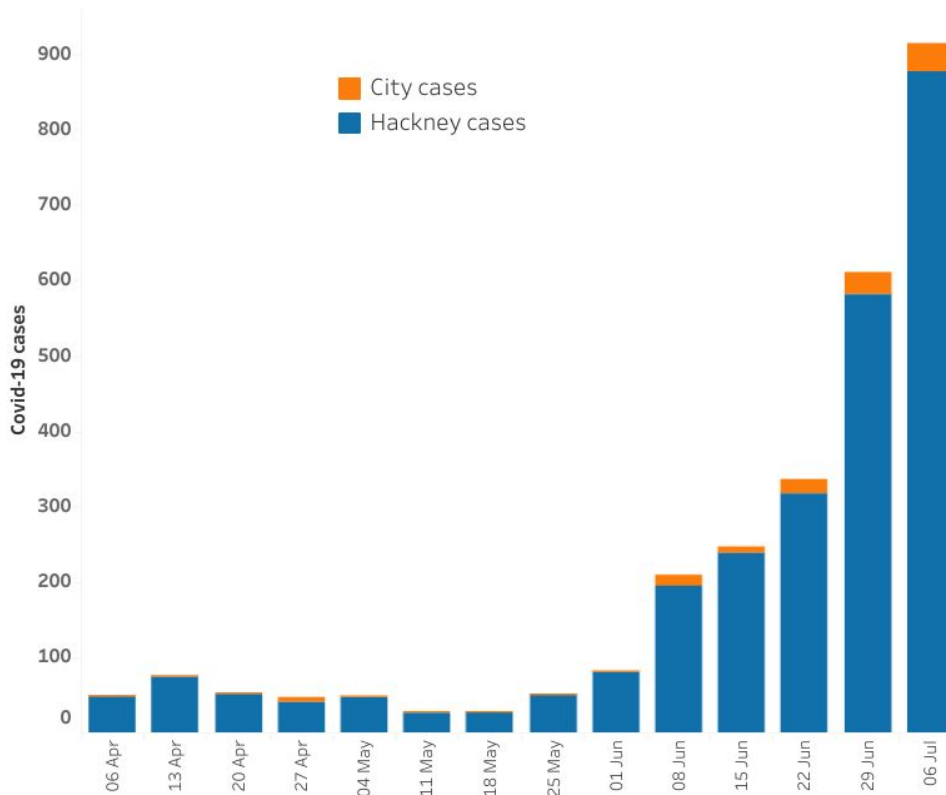
Housekeeping

- Please submit questions via the chat, or through Menti.com (anonymous) (code: **9917 2249**)
- Mute microphones if not speaking

Accessing local information about COVID-19 (and more)

- City of London businesses: Business Healthy www.businesshealthy.org
- Hackney businesses: Hackney Business Network www.hackneybusinessnetwork.co.uk
- City & Hackney COVID-19 mailbox (for businesses to report COVID cases/ incidents): testandtrace@hackney.gov.uk

Update on the [local COVID-19 situation](#): outbreaks in businesses/ cases/ testing/ vaccinations



In the week to 6 July:

- Cases have been rising exponentially in London, as well as locally
- Rates have increased by as much as 80% week on week
- Current incidence rate is over 300/100,000 population in Hackney
- There were 37 cases in the city of London in the 7 day period, up by 23%
- **10 workplace outbreaks in past 3 weeks**
- **Vaccinations: locally 59% 1st dose, 36% 2nd vs 87% & 65% UK**

What does Step 4 look like?

- Regulations and guidance
- Infection Prevention Control (IPC) measures and Health & Safety
- Vaccines and testing

Regulations and guidance

- All remaining legal controls to go EXCEPT requirement to self isolate. TEST, TRACE, ISOLATE system to remain (at least over winter) From August 15th, u18 and double vaccines adults exempt from isolating if close contact is positive.
- No minimum legal distancing, QR codes and posters not mandatory.
- Nightclubs, dancing, singing, and all major events to reopen. Drink and food need not be consumed seated. No limits in worship settings, funerals, weddings , life events, etc.
- Face coverings not mandatory (but TFL to adopt own bye laws for compulsory use during travel)

Regulations and guidance

- ADVICE is gradual returned phase to work . Continue with face coverings in high risk or close contact settings . Continue with LFT and PCR testing for employees, and continue to use Test and Trace app .
- CAUTION IS THE KEY- (particularly for employees)
- Make use of GOVT. covid pass to allow entry to high risk events/areas. Advice to be issued “Guidance to Businesses” , HSE and OPSS to issue guidance also, on practical advice for businesses.
- Look again at your Risk assessments and notify and train staff accordingly. Good hand sanitising and thorough cleaning still important
- This to be reviewed on 30th September.

Infection Prevention Control measures and Health & Safety

- While cases are high and rising, everybody needs to continue to act carefully and remain cautious.
- Employee cases lead to potential onward transmission and impact on ability to undertake work
- To ensure maximum workplace risk mitigation, local risk assessments should consider [Government guidance](#); risk control measures should be prioritised on their effectiveness.

Health and Safety - Hierarchy of controls

ERICPD

Infection Prevention Control measures and Health & Safety

Elimination:

- The work from home message remains key (gradual return over the Summer recommended where such work is possible);
- Minimise the number, proximity and duration of social contacts.

Reduce:

- Some job roles and ethnic groups remain at higher risk - e.g. security. Consider potential for disproportionate impact across roles if certain measures are removed.

Infection Prevention Control measures and Health & Safety

Isolate:

- Test when you have symptoms;
- Recognise potential symptoms (which may differ depending in vaccine status);
- Isolate when positive or when contacted by NHS Test and Trace;
- Use regular asymptomatic testing to help manage business and personal risk;
- Consider workplace close contacts, *provide advice on isolation and act even in absence of T&T contact.*

Infection Prevention Control measures and Health & Safety

Control: (collective/passive measures over individual ones)

- Fresh air & ventilation - identify poorly-ventilated areas and improve air flow
- Workplace arrangements for social distancing
- Workplace rules and values
- Cleaning

Infection Prevention Control measures and Health & Safety

PPE:

- Face coverings / masks

Specific legal requirements may be going but Government expects employers to consider risk and that people wear face coverings in crowded areas such as public transport

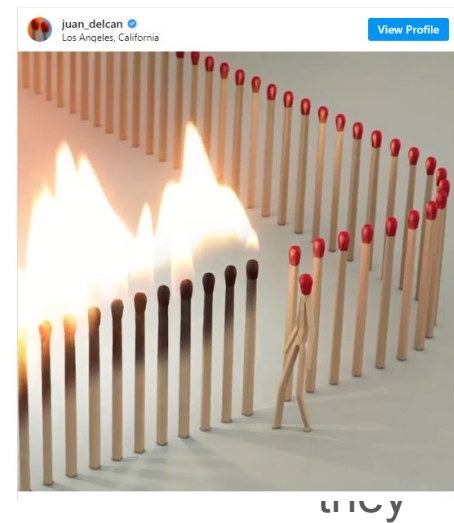
Government guidance is evolving and will continue to do so. All businesses should follow the principles set out in the [working safely guidance](#); this is being updated.

No longer necessarily all doing it the same way - clear communication to staff and customers about your measures

Vaccines and testing

Testing:

- PCR for symptoms, rapid (lateral flow) for asymptomatic (twice weekly advised)
- Rapid tests twice a week can make people aware when need to self-isolate and help to stop onward spreading of the virus
- All businesses should have a testing “regime” in place, even just signposting and communications
- Many businesses supporting staff to get tested regularly - should be at/ near to where they live **before** travelling to work
- Visit the City Corporation/ Hackney Council websites for testing details
- [PHE communication materials for workers](#)



COVID-19 vaccine:

- The COVID-19 vaccines are safe and effective and the best way to protect against severe disease and death from the virus
- They are not a failsafe - still a 25% chance that someone double-vaccinated can catch COVID and pass it on (potentially to non-vaccinated)
- Many City workers may not yet be (fully) vaccinated
- Not compulsory, but employers should be doing all they can to [encourage and support staff to get vaccinated](#)
- [“Workplace champions”](#) can be really effective
- [CIPD template policies and other resources](#)
- Booster vaccines from the autumn
- Additional benefits to being vaccinated



Looking ahead to autumn/ winter



Supporting staff health and wellbeing: Returning to the workplace

Communication with staff is key

- The commute - see [TfL's travel guidance for businesses](#)
- Signposting to free support and services for mental health and wellbeing:
 - E.g. www.cityoflondon.gov.uk/releasethepressure and <https://hackney.gov.uk/mental-health> (includes London-wide and national support)



Supporting staff health and wellbeing: Hybrid working

- Many businesses may retain some level of WfH - hybrid working on a large scale may be a new way of working
- CIPD's [Planning for Hybrid Working](#) resource
- May be an opportunity to refresh/ revisit health and wellbeing strategy/ programme - e.g. [London Healthy Workplace Award framework](#) (refreshed 2021) as a starting point



Useful resources

- [Local guidance/ Standard Operating Procedures](#) for a range of premises, including offices and hospitality (City and Hackney). *Please note these are in the process of being updated in light of Step 4 and will be republished*
- City and Hackney COVID-19 mailbox (for businesses to report COVID cases/ incidents): testandtrace@hackney.gov.uk
- COVID-19 testing (rapid and PCR):
 - Hackney: www.hackney.gov.uk/coronavirus-support
 - City of London:
www.cityoflondon.gov.uk/footer/covid-19/covid-testing-information
- [City and Hackney COVID-19 data dashboard](#)
- Hackney Business Network [newsletter](#) (Hackney)
- Business Healthy [newsletter](#) (City of London) (scroll to end of page)
- [London Healthy Workplace Award](#)