

To:

GM COVID-19 Incident Centres
GP Practices and Primary Care Networks

CC:

Primary Care Leads
General Practice Board
Primary Care Provider Board

Dear Colleagues,

FOR ACTION: Risk Assessment of Staff in Primary Care

As we continue to adapt to new ways of working as a result of COVID-19, this letter has been produced by both commissioner and provider leads to share current information regarding risk assessments in primary care.

Primary care teams should continue to risk assess all staff, particularly those who may be at increased risk. This includes older colleagues, pregnant women, and those with underlying health conditions, in both patient facing and non-patient facing settings.

Emerging UK and international data suggest that people from Black, Asian and Minority Ethnic (BAME) backgrounds are being disproportionately affected by COVID-19. Public Health England have been asked by the Department of Health and Social Care to investigate this. However, in advance of their report, it is recommended that employers should risk assess staff at potentially greater risk and make appropriate arrangements accordingly.

The attached guide is intended to support primary care to risk assess staff and put appropriate measures in place to protect staff from harm. It considers the known risks of COVID-19 including ethnicity, sex, age, underlying health conditions (including obesity) and pregnancy.

This important piece of work was initiated by Dr Tom Tasker, Clinical Chair of Salford CCG and Chair of the GM Joint Commissioning Board. Ongoing clinical leadership has been provided by Dr Wirin Bhatiani, Chair of Bolton CCG (representing GM commissioners) and Dr Jaweeda Ido, Chair of Viaduct Care CIC (representing GM primary care providers).

The document has received significant input from a range of Clinicians from across Greater Manchester. There are links to national evidence and guidance as well as best practice examples. We have included more than one risk assessment tool, and it is up to colleagues to decide which they find the most helpful to adopt locally. The examples included are from the HMR GPs and Practice Managers forum and the British Association of Physicians of Indian Origin.

We appreciate that this guide may raise queries as managers continue to risk assess colleagues. Please send any queries to england.primarycarecomms@nhs.net where they can be logged and responded to centrally.

Kind regards



Dr Wirin Bhatiani

Chair, Bolton CCG



Dr Jaweeda Idoor

Chair, Viaduct Care CIC