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|  | General Risk Assessment |

| **Date:** | **Assessed by:** | **Approved by:**  | **Building / Location:** | **Assessment ref no:** | **Review date:**One year from issue or if significant changes |
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| **Task/Premises:** **Working in general workspaces and offices, including working out of hours**This is a generic risk assessment for working in a general office / workspace environment. It applies to FSE staff, students and their sponsored visitors.   |

| **Activity** | **Hazard** | **Who might be harmed and how**  | **Existing measures to control risk** | **Risk rating** | **Result** |
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| Working on campus  | COVID infection through close contact or the contact with surfaces which may have been contaminated by previous users  | Staff, students, visitorsInfection of respiratory illness  | * COVID restrictions have ceased in the UK.
* Face coverings and hand sanitisers remain available at main entrances of University buildings.
* For the latest University’s COVID guidance, please see StaffNet <https://www.staffnet.manchester.ac.uk/campus-management>
 | Med | A |
| Working on campus  | Building fire  | Staff, students, visitorsIf present within the building during a fire Burns, Smoke inhalation | * Induction arrangements cover security and fire awareness and include how to locate and use a fire door to exit the building and the location of the fire assembly point(s).
* All new staff should complete fire awareness e-training [TLCF100](https://app.manchester.ac.uk/training/profile.aspx?unitid=7720&parentId=4&returnId=4&returntxt=Return%20To%20Search&returnQs=%3fterm%3dfire%26org%3d0).
* Fire Action notices are displayed around the building
* Fire alarm system are in place and tested weekly on day at time to enable users to identify the sound of the alarm, see fire action notice at entrance to buildings.
* Fire evacuation practices are carried out annually as a minimum
* Building users are empowered to activate the fire alarm if a building evacuation is necessary during an emergency
* Induction covers the importance of maintaining clear fire exit routes and keeping the doors closed unless essential. Induction also covers the need for high general housekeeping standards.
* Ready access to fire extinguishers is available for use by trained users.
* Staff ‘hosts’ are responsible for the safety and evacuation of visitors.
* Evacuation marshals attend suitable training and assist where possible during evacuations during normal working hours.
* Requests to work out of hours include emergency action in case of fire and use of fire routes and doors.
 | Med | A |
| Working on campus | Injuries or ill health  | Staff, students, visitors | * First aiders are available and First Aid Notices are displayed around the building
* All Campus Security staff are first aid trained. Security contact details are 0161-306-9966. This telephone number can be found on the back of staff/student ID cards.
* AEDs/ Defibrillators are located throughout campus, please see [map](https://www.manchester.ac.uk/discover/maps/interactive-map/?defibrillators) for nearest location
 | Med | A |
| Maintaining building security | Suspicious people/ activities in and around campus | Staff, students, visitorsDifficulty in contacting help/assistance | * If using a swipe card to access a building, do not allow anyone to tailgate
* If you see any suspicious activities in and around the premises, get yourself to a safe place and call Campus Security immediately on 0161 306 9966
* Do not enter into any area unauthorised for your use, lone working or out-of-hours
* Do not prop doors open
* When entering and exiting the building, keep to well-lit area and be extra vigilant of surroundings
 | Med | A |
| Working on campus and traversing around the buildings | Building defects and poor housekeeping | Staff, students and visitors.Discomfort while working and physical injuries if building defects cause an accident Slips, trips and falls | * Defects or concerns can be reported to Estates Helpdesk by calling 0161 275 2424 or using the on-line reporting form [Estates Helpdesk](https://www.estates.manchester.ac.uk/services/msu/helpdesk/)
* Reasonable standards of housekeeping should be maintained and checked on regularly.
* Floors kept clean, dry and clear of obstructions particularly exit routes. Spillages to be cleared immediately
* Cabinet drawers and doors are kept closed when not in use. Items should be stored securely to avoid items falling or people colliding with protruding items.
* Trailing cables must be positioned neatly away from walkways or secured and highlighted with hazard tape.
* Fan heaters or air conditioning units should not be brought into the space unless facilitated by Estates.
* Waste bins are supplied for general and recyclable waste reducing the build-up of rubbish in corridors and spaces.
* All communal spaces should be treated with respect and House services will be conducting regular cleaning of these spaces.
* Adequate lighting is based on identified activities/tasks in the areas as deemed sufficient during building design specification.
* Emergency lighting will turn on if standard lighting system is faulty to ensure there will always be light in the areas.
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| Allocation of workspace | Lack of space impacting safe access and egress | Staff, students, visitorsPhysical injuries and obstruction of access and egress | * Use appropriately sized furniture.
* Reasonable standards of housekeeping are maintained and checked on regularly by users.
* Adequate space should be maintained between furniture and/or items to permit easy access and egress.
* Stairwells, corridors, fire escapes and circulation routes are not to be used as storage space and must be kept clear at all times.
 | Low | A |
| Using kitchen facilities  | Inadequate maintenance of water cooler or water dispenser giving rise to Legionella | Staff, students, visitorsLegionnaires disease could be contracted from inhalation of water aerosols | * Estates maintain the mains fed water coolers and local areas oversee the stand-alone water coolers.
* In both cases above regular maintenance should be carried out and records kept. This is usually achieved via service contracts.
 | Low | A |
| Using kitchen facilities  | Poor waste management/ disposal | Staff and students, visitors.Discomfort from poor housekeeping and odours | * A variety of waste bins/streams are supplied for recycling and disposal needs.
* House services staff dispose of general waste regularly.
* Food waste should be disposed of immediately to maintain hygiene and avoid vermin.
* Food items should be stored correctly to avoid vermin.
* Clean up spillages.
 | Low | A |
| Use of kitchen appliances | Kitchen appliances such as kettles, fridges, microwaves and dishwasher Misuse of electrical equipment, hot food and liquids, microwave radiation leakage, poor hygiene | Staff, students, visitorsElectric shocks, fire, burns, scalding, treatment for microwave radiation leakage  | * Appliances are PAT tested regularly. If faulty, stop use immediately and report it.
* All kitchen users are responsible for keeping these appliances and kitchen areas clean and free from spillages.
* Cleaning materials should be stocked in the kitchens.

Kettle* When using a kettle, check the water level is correct. Do not overfill. Do not let it boil dry.
* Position the cups so they are near the kettle to reduce the distance required to pour the hot water.
* Pay attention when pouring the hot water to avoid spillage.

Microwave* Only use microwave-safe containers in a microwave
* When using a microwave, ensure the correct temperature and duration are used. Do not leave food heating unattended in microwave.
* Be mindful of steam when opening the microwave door. Keep a safe distance.
* Protect your hands when taking hot food out of the microwave, e.g. use a tea towel

Fridges* All kitchen users are responsible for disposing of their own unwanted food items. Do not leave food and drinks to go out of date or become rotten in the fridge
* If possible, place loose food items in secure containers

Dishwasher* Follow the user manual
* Only put dishwasher-safe items into the dishwasher
* Only use dishwasher tablets and wash hands immediately after touching the tablets.
* Do not overfill a dishwasher
* Place items in a secure position in the dishwasher. Do not allow fragile items to fall over
* Only open the dishwasher once the washing cycle has finished and it has cooled down
* Be mindful of steam when opening the dishwasher door. Keep a safe distance
 | Low | A |
| Use of office electrical equipment, both Personal and University Owned | Electric shocksFireDamage to other electrical equipmentMisuse of electrical appliance, faulted electrical appliance. | Staff, students, visitorsBurns, Smoke inhalation,  | * All University electrical equipment will undergo Portable Appliance Testing.
* Staff are discouraged from bringing in own electrical equipment as maintenance cannot be assured.
* Personal Equipment will also need to undergo portable appliance testing before use within UoM buildings.
* Any damaged equipment should be taken out of service and either replace or repaired.
* All equipment whether personal or UoM owned must comply with relevant standards such as the British Standard or EU standards.
* All equipment should be used in accordance with the manufacturer’s instructions.
* Liquid spills near electrical equipment should be cleaned up immediately.
* Extension cables should be avoided as much as possible. Daisy-chaining is not permitted.
* Visual checks before use to make sure equipment, cables and free from defects
* Defective plugs, cables equipment etc. should be taken out of use and be reported for repair/replacement.
 | Low | A |
| Use of display screen equipmentRepetitive/prolonged use of equipment or tasks | Incorrect posture whilst using DSEIncorrect workstation set upProlonged use without breaksElectrical hazards | Staff, students, visitorsMusculoskeletal injuries/disabilitiesLimb disordersEye strainHeadachesBack painRepetitive strainFatigueElectric shock | * Please refer to the DSE [policy](http://documents.manchester.ac.uk/display.aspx?DocID=24480), [guidance](file://nask.man.ac.uk/home%24/Downloads/DSE-Guidance%20for%20users-v1-4.pdf) and [poster](http://documents.manchester.ac.uk/display.aspx?DocID=10119) for more information on how to set up your workstation properly
* Complete [DSE Self-Assessment](https://manchester.onlinesurveys.ac.uk/m5s4r4vdg9-11) for a Safety Advisor to review and report back with any recommendations or actions.
* Seats should be stable and adjustable to provide comfort
* Set up workstation to a comfortable position with good lighting and natural light where possible
* Take regular breaks away from the screen.
* Regularly stretch your arms, back, neck, wrists and hands to avoid repetitive strain injuries. Refer to workstation exercises [here](http://www2.posturite.co.uk/downloads/resources/Workstation-Exercises.pdf)
* Provision of adjustable equipment and furniture available following DSE assessment
* Refer to use of electrical equipment.
* Any work of a repetitive nature must be subject to a separate risk assessment in consultation with a Safety Advisor
 | Low | A |
| Manual Handling Carrying, lifting, pulling, pushing heavy loads e.g. furniture, PCs, stationery. | Manual Handling Damage to equipment | Staff, students, visitorsBack pain bruises, sprains, strains, fractures.Improper manual handling- incorrect posture/lack of awareness. Carrying or moving heavy items can cause pain, sprains, strains, fractures and if dropped, fractures / bruises may result. | * Staff are trained via SLD courses ([TLCO510](https://app.manchester.ac.uk/training/profile.aspx?unitid=8344&parentId=4&returnId=4&returntxt=Return%20To%20Search&returnQs=%3fterm%3dmanual%26org%3d0) or [TLCA500](https://app.manchester.ac.uk/training/profile.aspx?unitid=8576&parentId=4&returnId=4&returntxt=Return%20To%20Search&returnQs=%3fterm%3dmanual%26org%3d0) as appropriate), and familiar with correct handling technique and seek assistance when needed.
* Any manual handling that falls outside of the scope of the manual handling training or is particularly complicated must be specifically risk assessed.
* Some items may need more than one person to handle. Loads can be broken down into smaller, more manageable weights and sizes where possible; journeys are planned to minimise the time an object is handled. Additional staff are used to open doors and assure clear passage.
* Lifts used rather than stairs when possible.
* Adequate rest breaks are taken; handling activities are distributed throughout the team; staff with known health conditions are not asked to do tasks that may aggravate an existing condition
* Perform kinetic lifting with feet apart, load held close to body and in front of individual
* Plan route to avoid uneven or poor-quality surfaces
* Identified manual handling equipment is inspected at least annually and records kept locally.
 | Low | A |
| Work at Height  | FallsFalling objects | Staff, students, visitorsUsers fall from ladders or other height or drop items which can injure others through direct impact or indirectly through damaging equipment  | * Avoid storing items high up. All heavy objects should not be stored high up.
* Users who are required to use steps, ladders or other access equipment must complete the working at height training course available through SLD [TLCO500](https://app.manchester.ac.uk/training/profile.aspx?unitid=8343&parentId=4&returnId=4&returntxt=Return%20To%20Search&returnQs=%3fterm%3dladder%26org%3d0).
* Following training, users must read sign and follow the specific working on ladders risk assessment
* Any work at height that falls outside of the scope of the working at height training must be specifically risk assessed
* Identified working at height equipment is inspected at least annually and records kept locally.
* Pre-use visual checks must be done by the user every time especially if locking mechanisms are needed.
* Different types of working at height equipment e.g. access steps, ladders, foot stools, are available to allow users to choose the most appropriate for the task.
 | Low | A |
| Activity on your own | Lone working | Staff, students, visitorsIsolated, unable to summon assistance | * Please refer to the University Lone Working [policy](http://documents.manchester.ac.uk/display.aspx?DocID=13891) and [guidance](http://documents.manchester.ac.uk/display.aspx?DocID=13644) for more information
* Please refer to the new University [Working at Home guidance](http://documents.manchester.ac.uk/display.aspx?DocID=19794)
* Please refer to the new University [Wellbeing Support](https://www.staffnet.manchester.ac.uk/wellbeing/coronavirus-wellbeing-support/) website
* Please refer to the [FSE Personal Safety Guidance](https://www.staffnet.manchester.ac.uk/media/eps/chemistry-intranet/physics/FSE-Personal-Safety-Guidance_2022.docx)
* Staff to remain in regular contact with line manager or colleagues via Teams, Zoom, phone or email etc.
 | Low | A |
| Working out of hours   | Potential for lone-working Changes to the environment during evenings and weekends | Staff, students, visitorsMore vulnerable. Difficulty in contacting help/assistance  | * Out of hours working to be approved by line manager/ Academic Supervisor beforehand.
* Minimise the duration and frequency of working out of hours.
* Carry a charged up mobile phone on person at all times.
* Be aware of out of hours safety protocols, including security contact telephone numbers, evacuation and first aid information.
* General building and campus support will be reduced out of hours.
* Inform someone beforehand of the planned lone working (time, location and duration). Set up a buddy system so you contact someone at regular intervals (within the building if possible or by telephone /emails/ Teams etc.)
* Accompanied buddy is for high-risk activities = Work with another person in the same area in close proximity
* Remote buddy is for low-risk activities = Regular contact with another person via visits, phone, texts or emails
* SafeZone app can be set with a check-in timer during out of hours use. Should the timer not be switched off, security and/ or remote buddy will be alerted to call occupant.
* In an emergency or if in need of first aid call Campus Security on 0161 3069966
 | Med | A |
| Work pressures  | Stress | Staff, students, visitorsStress related illness (causes may include: pressure of work, insufficient support from colleagues/line management) | * Please refer to [Stress Prevention and Management toolkit](http://www.healthandsafety.manchester.ac.uk/toolkits/stress/) for policies and guidance
* Please refer to [Guidance for Managers](http://documents.manchester.ac.uk/display.aspx?DocID=23854) and [Guidance for Staff](http://documents.manchester.ac.uk/display.aspx?DocID=23855)
* Complete training [Work Related Stress: Identification, Prevention & Management (Online)](https://app.manchester.ac.uk/training/profile.aspx?unitid=7076&parentId=4&returnId=4&returntxt=Return%20To%20Search&returnQs=%3fterm%3dstress%26org%3d0)
* The [University Stress Assessment tool](http://documents.manchester.ac.uk/DocuInfo.aspx?DocID=23853) can be used to highlight the main factors for an individual that are recognised as having the potential to lead to work-related stress
* Projects, work plans and objectives to be discussed and agreed at annual PDR or more frequently if required.
* Refer to full FSE Stress Risk Assessment
* Regular contact meetings with manager and peers, Skype, Zoom, Phone
* Define working hours, set a start & close daily routine, and prioritise your tasks.
* Individual may self-refer to [Occupational Health Service](http://www.occhealth.manchester.ac.uk/) or to the [Counselling and Mental Health Service](https://www.counsellingservice.manchester.ac.uk/)
 | Low | A |

I confirm that I have read this Risk Assessment and that I understand the hazards and risks involved and will follow all of the safety procedures stated.

| **Name (please print)** | **Signed** | **Line manager /PI countersignature** | **Date** |
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