

At this current time of reduced movement & therefore postponement of H&S meets in each region we have created a Compliance Bulletin that we intend to communicate each Tuesday

Section A - Coronavirus

Covid 19 Status

Remaining Covid Secure Company Pledge

Staying COVID-19 Secure in 2020

We confirm we have complied with the government's guidance on managing the risk of COVID-19

FIVE STEPS TO SAFER WORKING TOGETHER

- ✓ We have carried out a **COVID-19 risk assessment** and shared the results with the people who work here
- ✓ We have **cleaning, handwashing and hygiene procedures** in line with guidance
- ✓ We have taken all reasonable steps to help people work from home
- ✓ We have taken all reasonable steps to **maintain a 2m distance** in the workplace
- ✓ Where people cannot keep 2m apart we have ensured at least a 1m distance and taken all the mitigating actions possible to **manage transmission risk**

Signed on behalf of employer



Employer Nurture Group

Date 6-7-20

Who to contact:

Robin Jackson 07900 322 363
(or the Health and Safety Executive at www.hse.gov.uk or 0300 003 1647)

Notice for you to display at your depots / Offices to show you have made your workplace COVID-secure.
Change made
Updated to reflect the change to the 2m rule.

Companywide Signed Version

[Staying covid 19 secure Signed Posters July 20.pdf](#)

Unsigned Version which could be locally signed to show local commitment

[Staying-covid-19-secure-2020 July 20.pdf](#)



This week there have been lots of new changes announced by the UK Government, with further relaxations made to the lockdown rules

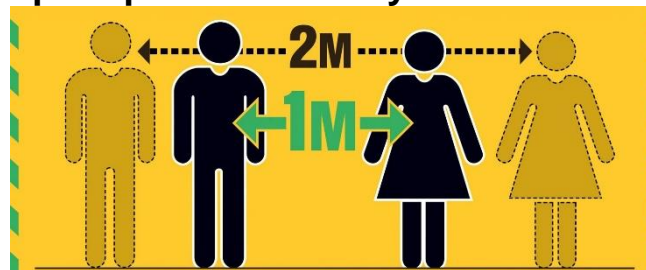
The government has set out its plan to return life to as near normal as we can, for as many people as we can, as quickly and fairly as possible in order to safeguard livelihoods, but in a way that continues to protect our communities and our NHS. The most important thing we can continue to do is to stay alert, control the virus, and, in doing so, save lives



Do NOT get complacent ensure YOUR teams maintain Nurture's Social Distancing & Hygiene Procedures

Social Distancing from July 4th

July 4th sees further Government relaxation of Social Distancing measures to help reopen our country.



Although easing of measures continues the message to businesses is **where possible maintain the 2m** social distancing measures. You **MUST** maintain social distancing in the workplace wherever possible

Government Objective

Ensuring workers maintain social distancing guidelines (2m or 1m with risk mitigation where 2m is not viable is acceptable)

Nurture Social Distancing - Practice Social Distancing wherever possible

To ensure we are doing everything possible to reduce the risk of infection. Measures put in place by Nurture include;

- Maintain operative social distancing at all times, this may involve staggered start and finish times
- where it is not possible to remain 2 metres apart, staff should work side by side, or facing away from each other, rather than face to face if possible
- where face-to-face contact is essential, this should be kept to 15 minutes or less wherever possible
- Dual teams to remain in the same personnel throughout (cohorting)
- Stagger break times to ensure no interaction thus reducing risk.
- Cleaning down of multi-use machinery or vehicles before transferring to another user.
- Sanitising hands at regular intervals along with machinery and vehicles using wipes provided
- Regular washing of hands for at least 20 seconds.
- Using screens or barriers to separate people from each other

If social distancing guidelines cannot be met in full, consider whether that activity needs to continue, and if so, take all mitigating actions to reduce risk.

[Staying alert and safe \(social distancing\) after 4 July - GOV UK.htm](#)

Work Related Travel - Maximum 2 men in front of a van

One of our operational managers has raised a cause for concern because he has observed on 3 separate occasions 3 people in the cab of a standard Nurture logo'd box van

Please ensure that **no more than 2 people** are carried in the front of any standard company vehicle with the middle seat left unoccupied

Our current company Covid RA has this section on Use of Company Van's



Hazard	Specific Risk	Who is at risk	Assessment Pre Controls			Control Measures in place	Assessment Post Controls		
Use of a Company Van	Catching Coronavirus	Operative All in Vicinity Other road users	S 5	L 4	RV 20	<p>Where viable single occupancy of cab area will take place.</p> <p>Where this is not possible 2 people are now permitted to travel in the van cab as long as:</p> <ul style="list-style-type: none"> • Windows are kept open to enable good ventilation • Passengers use the window seat only – no use of centre seat • Wear Face Covering • Wipe all van cab surfaces with sanitizer on a regular basis • Hand sanitiser provided in each van for teams usage <p>You must be careful to avoid touching your face @ all times</p> <p>On leaving the van ensure hands are washed for at least 20 seconds with soap & water or where not possible apply alcohol based hand sanitiser.</p> <p>Prior to start of each day both occupants to confirm they or no member of their households have NO symptoms of Coronavirus showing no matter how mild.</p> <p>If either objects to travelling in dual occupancy vehicle then the none driver will not be allowed to enter vehicle</p> <p>The team should be made up of the same 2 people at all times. – Avoid mixing teams</p> <p>Van cab area to be wiped down following each journey by occupants with alcohol based sanitiser.</p> <p>The van must not be used as a rest area for more than 1 person – Do not take your lunch together in the van</p> <p>The fitting of a partition within the vehicle cab is no longer allowed & the vehicle will not be covered by our insurance</p>	S 5	L 2	RV 10

There is a possibility that it was a visiting logo'd subbie dropping of green waste

Your subbies also represent Nurture Group on our work sites and we need to ensure that they are also following national best practice in regards to Social Distancing and should **NOT** be visiting **YOUR** work sites with 3 people in the front of a van.

Please ensure **YOU** communicate this message to **YOUR** on-site subbies representing the Nurture Group

Local Lockdowns

If Press reports are to be believed more Lockdown areas will be introduced – At the moment 3 of the top 10 areas that have high rates of Coronavirus infection are locations where we have depots which may be included if imposed

- **Blackburn with Darwin (Rishton)**
- **Kirklees (Mirfield)**
- **Sheffield**

Ensure you are familiar with actions introduced by the government in Leicester that may be introduced in any further lockdowns as we may be required to act quickly – **BE PREPARED**

Changes in the Leicester area

Within this boundary, restrictions will be put in place pending a review from 18 July.

This means:

- non-essential shops that reopened on 15 June have been asked to close from today (30 June)
- bars, restaurants and hairdressers will not reopen on 4 July
- schools will close from Thursday 2 July except to vulnerable children and children of key workers. They will not reopen until next term
- the relaxation of shielding measures due on 6 July cannot now take place in Leicester
- single-adult households (those who live alone or with dependent children only) can still form a [support bubble](#) with one other household
- people are still able to meet in a group of up to 6 and only outdoors, provided strict social distancing is followed
- **people in Leicester are recommended to stay at home as much as they can**
- **we advise against all but essential travel to, from and within Leicester**



HSE Inspections

We are confident that all our Covid 19 extra control measures have been fully introduced throughout the company

However maintain the standards as HSE inspectors will take action with businesses not protecting their workforce & others in the working environment



Health and Safety Executive

July 3 at 4:30 PM · 🌐

HSE inspectors are committed to ensuring businesses are managing the risk of coronavirus as workplaces reopen.

If HSE finds that businesses are not complying with the working safely guidance, inspectors will take a range of enforcement actions.



When to Self-Isolate

We **MUST** continue to ensure that workers who feel unwell with Covid 19 symptoms stay @ home and do **NOT** attend the work place

The medical advice is clear: you must self-isolate if you have coronavirus symptoms or live in the same household as somebody who does. The main symptoms of coronavirus are:

- high temperature – this means you feel hot to touch on your chest or back (you do not need to measure your temperature)
- new, continuous cough – this means coughing a lot for more than an hour, or 3 or more coughing episodes in 24 hours (if you usually have a cough, it may be worse than usual)
- loss or change to your sense of smell or taste – this means you've noticed you cannot smell or taste anything, or things smell or taste different to normal

If you have one or more of these symptoms, you must self-isolate straight away for 7 days – or longer if you still have symptoms other than cough or loss of sense of smell/taste.

If you live in the same household as someone with coronavirus symptoms, you must self-isolate straight away for 14 days.

Better Safe than Sorry - Testing for Covid 19

We had to test out the Covid testing system last week when one of our mobile team members arrived to work with **elevated temp**, runny nose, sore throat and **sick taste** in his mouth.

His manager sent him home instructing him to contact NHS Test n Trace

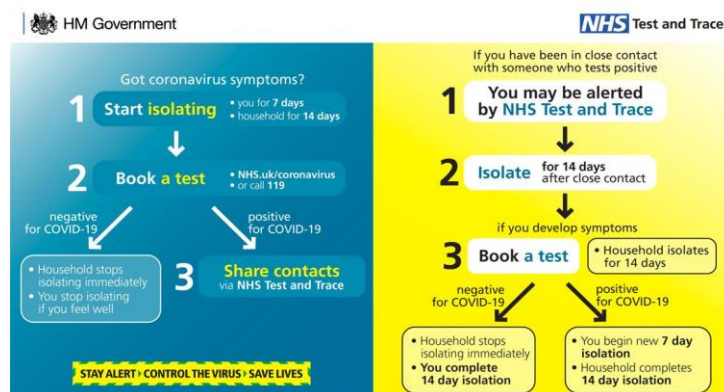
His foreman showed no signs of any symptoms and was allocated to another site where he doesn't need to sign in or would have limited contact with others as a precaution
The Van was also taken out of use as a precaution.

Test was allocated at a local test station @ 2.00 the same day which he attended
8.30 the next day he received his results

'Your coronavirus test result is negative. You did not have the virus when the test was done'

AS you can see a good quick experience for our gardener – quickly finding out his result & enabling works to restart the next day

IF in any Doubt and a symptom is displayed by anyone - act quickly like this manager - protecting all our workforce from any potential infection



Who can be tested

The following groups of people can ask for a test through the NHS website:

- anyone in England and Wales who has symptoms of coronavirus, whatever their age
- anyone in Scotland and Northern Ireland aged 5 and over who has symptoms of coronavirus

For Full NHS Test & Trace information visit

How it Works

[NHS test and trace how it works - GOV UK.htm](#)

Workplace Guidance

[NHS test and trace workplace guidance - GOV UK.htm](#)

Risk Assessments

Companywide documents have been reviewed & updated

Latest Nurture Covid 19 – Risk Assessment

[RA-C25i Dangers of catching Coronavirus \(Covid 19\) UPDATED 1st July 2020.docx](#)

Main Office Assessment - [Office risk assessment reviewed 6th July 20.docx](#)

See your regional folder for each regional office assessments: [K:\Office RA](#)

Good Practice Solutions

Mental health during the Coronavirus outbreak

Don't be afraid to ask for help and advice during these difficult times

Remind your team that we operate an Employee Assistance Programme called 'LifeWorks'.

Mental Welfare Support From Lifeworks app

The APP has lots of useful information about self-care, mental health and well-being and has Covid-19 toolkit for individuals too.

If employees haven't yet registered, Busy Bees that operate the platform, are re-issuing the invitation to the app, so please encourage staff to download it on their phones, its free and could be helpful to many.

Good Practice Solutions



Helping people
in horticulture
Perennial

PERENNIAL PROVIDES HELP WITH COST OF SCHOOL UNIFORM FOR HARD-HIT FAMILIES WORKING IN HORTICULTURE WITH THEIR 'BACK TO SCHOOL' SUPPORT

Please display Poster in your depots / offices

[Perennial Back to School 2020 Flyer .pdf](#)

Perennial's helpline is operating as usual on 0800 093 8543 or visit Perennial.org.uk to fill out the [contact form](#). The confidential helpline is currently open Monday and Wednesday, 9.30am – 5pm and Tuesday, Thursday and Friday, 9am – 5pm.



Helping families with BACK TO SCHOOL costs

Support for school uniform and PE Kit now available

Parents and carers work hard to give their children the best start at school. At Perennial we know that for families living on low incomes this is a huge challenge.

- Our team can help you to access local council support for school uniform where it is available and you are eligible.
- We can support your family with help towards the additional costs of school uniform and PE kit.

APPLY NOW

To find out more and apply please visit perennial.org.uk/backtoschool.
If you or your family needs urgent help please speak to one of our team on **0800 093 8543** or email services@perennial.org.uk.

Our office hours are Monday and Wednesday 9.30am – 5pm and Tuesday, Thursday and Friday 9am – 5pm.

Helping people in horticulture
Perennial

Registered in England & Wales company no: 4438264
Charity no 1180561 | Registered in Scotland, Charity no SC367361

PERENNIAL, the only UK charity for people in horticulture, is ready to support families to meet the rising costs of getting children back to school by providing help towards the cost of school uniform and PE kit. This is essential help at a time when many families are struggling to meet the cost of food and other essentials.

Sharing best practice is very important companywide & if any of you have suppliers of vital equipment or you have introduced good processes forward information to Robin.Jackson@nurturelandscapes.co.uk which we will include details of in next week's bulletin.

The next Compliance bulletin will be Tuesday 14th July 2020