

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

It's NOT gone away yet so Do NOT get complacent ensure YOUR teams maintain Nurtures Social Distancing & Hygiene Procedures at all times



This week there has been further relaxation made to the lockdown rules announced by the UK Government,

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

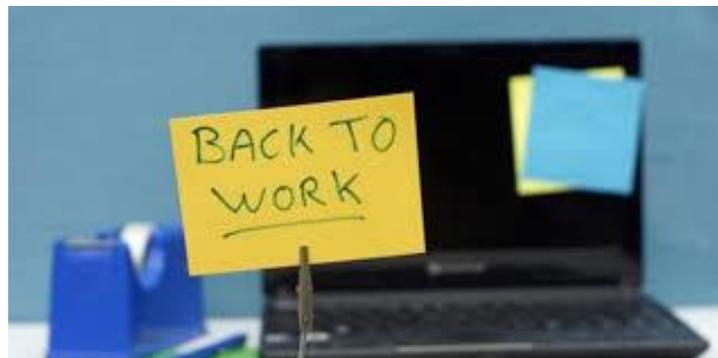
Wash Your Hands, Cover your Face and Maintain Social Distances

Government gives Businesses more discretion about bringing people back to work

They are giving employers more discretion on how they ensure employees can work safely, as set out in the roadmap published on 17 July, and in line with updated guidance on gov.uk. Working from home is one way to do this, but workplaces can also be made safe by following COVID-19 Secure guidelines.

WE are maintaining our aim to have all back in place in September

In line with the government's stance of coming out of lockdown and getting back to normal and to *coincide with the last date that schools are due to return after the summer break*, we want to provide you with as much notice as possible that from the **first week September at the latest** the following will apply;



- All office based employees, that have not already returned to work, will be required to return to office based working
- All laptops issued temporarily at the start of the Corona outbreak will need to be returned to your line manager

North of England Local Restrictions

3 of our main Office / Depots fall within areas which have local restrictions enforced

Rishton - Blackburn

Mirfield - Calderdale

The Globe - Manchester

As allowed business is continuing with suitable control measures in place

- We have no visitors from other depots,
- no operatives in office environment,
- increased sanitation on entering the office,
- remaining in office zones and
- plus a reminder if all of the previous measures we had in place.

Full government information on North of England restrictions

[North of England local restrictions - GOV UK.htm](https://www.gov.uk/guidance/north-of-england-local-restrictions)

FAQ: Can I still go to work in this area?

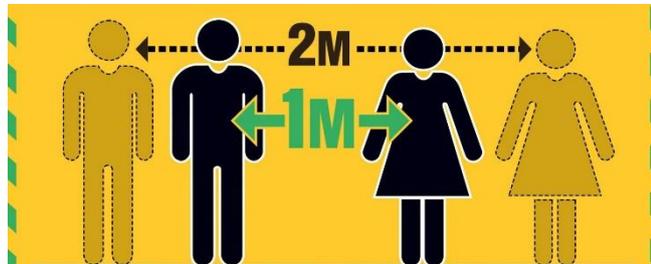
Yes. People living inside and outside of this area can continue to travel in and out for work. Workplaces must implement COVID-19 secure guidance.

Social Distancing

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.

[Working safely during coronavirus \(COVID-19\) - 31st July Guidance - GOV UK.mht](https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19-31st-july-guidance)

Self-Isolation period **AMENDED**

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 **10 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.

Frequently asked Questions

If I have had Covid 19 symptoms, do I need to keep self-isolating if I have received a negative test result

If you and your household are isolating because you are experiencing coronavirus symptoms, you and your household are able to end self-isolation early if you receive a negative test.

However, if you are isolating because you live with someone who has symptoms, you must continue to isolate for 14 days even if you receive a negative test. You may only end isolation early if the person with symptoms in your household receives a negative test.

If you are isolating because you have been contacted by NHS Test and Trace or because you are required to under public health measures at the border, you must continue to isolate for 14 days even if you receive a negative test

Do I have to wear a face covering in public

Face coverings are currently mandatory on public transport, and in shops, supermarkets, indoor shopping centres, banks, building societies, post offices, and indoor transport hubs.

From 8 August, you will also be required to wear face coverings in a greater number of public indoor settings such as museums, galleries, cinemas, places of worship, and public libraries. Relevant guidance on face coverings is available here.

People are also strongly encouraged to wear face coverings in any other enclosed public spaces where there are people they do not normally meet

<p>Who is allowed to go to work?</p>	<p>With the exception of the organizations listed in this guidance on closing businesses and venues, the government has not required any other businesses to close to the public – it is important for business to carry on.</p> <p>It is at the discretion of employers as to how staff can continue working safely. Working from home is one way to do this, but workplaces can also be made safe by following COVID-19 Secure guidelines. Your employer should consult with you on how you can work safely, and must ensure workplaces are safe if they are asking you to return, as above.</p>
<p>At Work Do I need to stay 2 metres apart – or 1 metre?</p>	<p>People should either stay 2 metres apart or ‘1 metre plus’ – which is one metre plus mitigations that will help to prevent transmission. These mitigations will depend on the workplace or setting. For example, on public transport (and from July 24, in shops and supermarkets), people must wear a face covering, as it is not always possible to stay 2m apart. People should also wash or sanitize their hands regularly and avoid the busiest routes and times (like the rush hour).</p> <p>In other spaces, mitigations could include installing screens, making sure people face away from each other, putting up hand washing facilities, minimising the amount of time you spend with people outside your household or bubble, and being outdoors</p>
<p>My employer is asking me to come to work but I’m scared.</p>	<p>Employers and staff should discuss and agree working arrangements.</p> <p>For now, people who can work from home should continue to do so. Employers should decide, in consultation with their employees, whether it is viable for them to continue working from home. Where it is decided that workers should come into their place of work then this will need to be reflected in the risk assessment and actions taken to manage the risks of transmission in line with this guidance.</p> <p>From 1 August, it will be at the discretion of employers as to how staff can continue working safely. Working from home is one way to do this, but workplaces can also be made safe by following COVID-19 Secure guidelines. Your employer should consult with you on how you can work safely, and must ensure workplaces are safe if they are asking you to return, as above.</p>

Risk Assessments

Companywide documents have been reviewed & updated

Ensure that YOU only display the latest versions - Check your notice boards & update where necessary

Latest Nurture Covid 19 – Risk Assessment

[RA-C25k Dangers of catching Coronavirus \(Covid 19\) UPDATED 3rd August 2020.docx](#)

Main Office Assessment - [Office risk assessment reviewed 3rd August 20.docx](#)

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

Good Practice Solutions



We have added a few links to assist with Mental Health information from The Farm Safety Foundations - Yellow Wellie campaign

Stress Management Booklet
[Stress ManagementBooklet.pdf](#)

Welfare @ Work information
[Welfare at Work.pdf](#)

Full access to all Yellow Welly info from

<https://www.yellowwellies.org/resources/>

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.



Helping people in horticulture
Perennial

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.



Eat Out to Help Out launches this week – with government paying half on restaurant bills

Diners across the UK will see their restaurant bills slashed by as much as 50% from today as the government's landmark Eat Out to Help Out scheme officially opens for business (Monday 3 August).

Anyone visiting a participating restaurant, café or pub on Mondays, Tuesdays and Wednesdays throughout August will receive the half price discount – keeping more money in hardworking families' pockets and giving a vital boost to the UK's hospitality sector.

Use the restaurant finder below to locate participating restaurants

There have already been over 3.3 million hits on the Eat Out to Help Out [restaurant finder](#) since it launched last week, which shows what businesses are participating in local areas, and many restaurants have since seen a boost in bookings.

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 11th August 2020