

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

**Continue with Caution – Do NOT become complacent
Stay ALERT to help avoid a 2nd Wave of Infection**

Getting to the peak of the first wave, does not mean it is over, and if we get too relaxed and break social distancing etc., the second wave or peak could be even bigger and even more damaging to business and society.

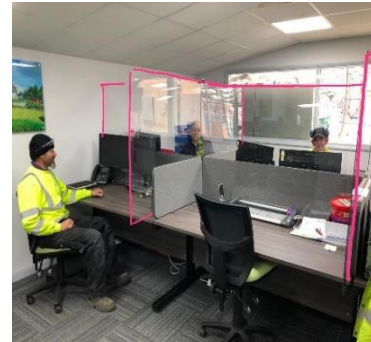
Ensure your teams maintain Nurtures social distancing & hygiene procedures



Nurture Offices Reopened Yesterday

These office procedures have been designed to enable staff to return to an office environment and maintain social distance to help reduce the spread of Coronavirus in the workspace.

- Those who are happy to return to work at their office to did so from **Monday 18th May** which is the date from which all our new office safety measures will be 100% complete.
- Each office has had a Site specific Risk Assessment created for the individual office which should be displayed on the office notice board



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

- The following should not return to their office;

Anyone ill or are Self isolating.

Those who are looking after ill people within their household.

Those with childcare / home schooling requirement.

Anyone who is shielding as per government instructions.

Those who are still on furlough as you will be contacted by your Director regarding a return to work date.

- **Step 2** is that we will make a return to office work mandatory – you will be informed of this date at the appropriate moment. In the meantime you should continue to work from home.

Full procedures - [Covid-19 Office Procedure May 20.docx](#)

Covid Poster

Nurture Group are fully adhering to the government return to work plan by fully meeting the 5 steps to safer working together

Ensure this poster is displayed at each of our Depots / Offices

[Staying-Covid-19-Secure Poster NL May 20.pdf](#)



- ✓ 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 be 2m apart, we have done everything practical to manage transmission risk

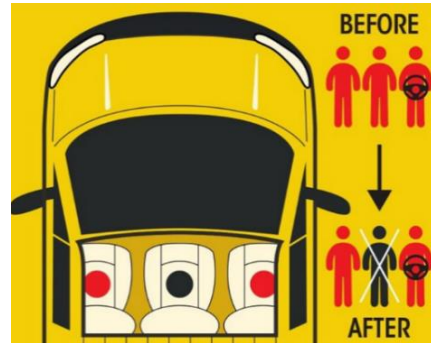
Employer Nurture Landscapes Ltd Date 19th May 2020

Who to contact: Robin Jackson
Your Health and Safety Representative
(or the Health and Safety Executive at www.hse.gov.uk or 0300 003 1847)

Nurture Social Distancing - Practise 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 possible vehicles to contain the driver only – where 2nd person present public health recommendations for transportation in cabs is followed.
- **If workers have to share enclosed spaces such as the cabs of vehicles, they should keep the window open for ventilation and they should be careful to avoid touching their face at all times.**
- **On leaving the enclosed space, you should wash their hands with soap and water for 20 seconds or more or use hand sanitiser when you cannot wash your hands.**
- 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.



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.

Updated Symptoms of Covid 19 – New symptom now recognised

As of this week, all individuals should self-isolate if they develop a new continuous cough or fever or **anosmia**.

Anosmia is the loss of or a change in your normal sense of smell. It can also affect your sense of taste as the two are closely linked.

The government have been closely monitoring the emerging data and evidence on COVID-19 and, after thorough consideration, they are now confident enough to recommend this new measure.

Individuals will need to self-isolate immediately if they develop a new continuous cough or fever or, as of this week, a loss or changed sense of normal smell or taste (anosmia)

All members of their household must also self-isolate according to current guidelines, unless the symptomatic individual receives a negative test result

Ensure YOUR teams Stay @ Home if:

- You live alone and you have symptoms of coronavirus illness (COVID-19), however mild, stay at home for **7 days** from when your symptoms started.
- After 7 days, if you do not have a high temperature, you do not need to continue to self-isolate. If you still have a high temperature, keep self-isolating until your temperature returns to normal. You do not need to self-isolate if you just have a cough after 7 days, as a cough can last for several weeks after the infection has gone

- You live with others and you are the first in the household to have symptoms of coronavirus (COVID-19), then you must stay at home for 7 days, but all other household members who remain well must stay at home and not leave the house for **14 days**. The 14-day period starts from the day when the first person in the house became ill.
- For anyone else in the household who starts displaying symptoms, they need to stay at home for 7 days from when the symptoms appeared, regardless of what day they are on in the original 14 day isolation period.

Latest Nurture Covid 19 – Risk Assessment

[RA-C25g Dangers of catching Coronavirus \(Covid 19\) UPDATED 12th May 2020.docx](#)

At all times, workers should follow the guidance on self-isolation if they or anyone in their household shows coronavirus symptoms

Government Publications Updated this Week

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 is safe and continues to protect our NHS

Guidance on Safer Public Places – Urban Centres & Green Spaces

[COVID-19 Safer Public Places May 20.pdf](#)

In Scotland this should be viewed alongside other Scottish directives

HSE have now published a working Safely Guide

[HSE working-safely-guide.pdf](#)




Covid 19 – FAQ (Frequently asked Questions) that were asked last week

<p>Do people need to wear face coverings at work</p>	<p>Face coverings are not compulsory. However, if you can, people are advised to wear face coverings in enclosed public spaces where social distancing is not possible or where you are more likely to come into contact with people you do not normally meet. For example, on public transport or in some shops. Face coverings can help us protect each other and reduce the spread of the disease if you are suffering from coronavirus, but not showing symptoms.</p>
<p>Are Face Coverings deemed PPE</p>	<p>NO – We treat face coverings as clothing - same as additional uniform.</p> <p>A face covering is not the same as the surgical masks or respirators used as part of personal protective equipment by healthcare and other workers; these should continue to be reserved for those who need them to protect against risks in their workplace such as health and care workers and those in industrial settings like those exposed to dust hazards</p>

Good Practice Solutions

Protecting your workforce

Bali have published a document called Landscape Site Operatives - Protecting Your Workforce, which highlights a Covid 19 heirarchy of risk approach (Many of which you have introduced on your sites already – by following the current Nurture Covid RA)
 Bali report link
[Landscape site operating procedures - protecting your workforce.](#)

<p>Good Practice Solutions</p>	
	<p>South East Region looking at using Face Shields as recommended by 1 of their clients as an alternative to masks & goggles where social distancing of 2m cannot be maintained</p>
<p>Mental health during the Coronavirus outbreak</p> <p>Don't be afraid to ask for help and advice during these difficult times</p>	<p>Remind your team that we operate an Employee Assistance Programme called 'LifeWorks'.</p> <p>Mental Welfare Support From Lifeworks app</p> <p>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.</p>
 <p>Helping people in horticulture Perennial</p> <p>Mental Awareness Week 18 – 24th May</p>	<p>Perennial Coronavirus COVID-19 news update</p> <p>Perennial's helpline is operating as usual on 0800 093 8543 or visit www.Perennial.org.uk to fill out the contact form. The confidential helpline is open Monday – Friday, 9am – 5pm.</p> <p>Perennial weekly update Perennial Coronavirus COVID-19 news update (15 May 2020).docx</p> <p>This week is mental health awareness week (18-24 May 2020) and this year the focus is on the power and potential of kindness. Our mental health depends on kindness, and it is something that everyone should experience and practice.</p> <p>Being part of a community where you can share your troubles and support each other in good times and bad really does help, but with families and work colleagues being spread far and wide it can be hard to feel part of a community in your local area. Going online can help. Finding people in similar situations to your own to share your thoughts and feelings with and draw from their experience can help to maintain your mental wellbeing.</p> <p>At different times in life everyone can feel down and it's helpful to have somewhere to go to find out more about your own level of anxiety, or simply meet people who you can talk to lift your mood. That's why we have partnered with Big White Wall, so everyone in horticulture has access to a safe place to meet others anonymously.</p> <p>The service is free to you and can be accessed from any device, such as a PC, phone or tablet, with an internet connection at any time of the day and night - there will always be someone there to talk to. The community is monitored by trained therapists and 93% of members report feeling better as a result of using Big White Wall.</p> 
<p>May Business Brief</p>	<p>Subjects are:</p> <ul style="list-style-type: none"> • Coronavirus Update • Bin Emptying & Litter Picking Safety <p>5_BB_TBT_May_20.pdf</p>

Good Practice Solutions

Avoiding attending A&E by avoiding accidents



The last place we want to be visiting is a hospital as a potential patient In these hard operational times please ensure your guys follow all company H&S procedures to help reduce any requirement of need to visit A&E.

Controls include:

- Ensure All wear correct PPE @ all times
- Ensure all machines and equipment is fully guarded
- Contact your teams on a regular basis ensuring all is well
- Ensure Lone Workers do not complete any High Risk Task

This is not the time that your teams want to be injured and have to go to an A&E hospital.

CHECK that all your teams have sufficient PPE & remind them that they **MUST** wear @ all times - Don't wait for them to ask be proactive

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.

As it's a Bank Holiday Weekend

Next Week's bulletin will be Wednesday 26th May 2020