



Preventing the COVID-19 2nd Wave at work



The COVID-19 pandemic has impacted states and regions in different ways. A second wave of cases may follow the same suit, affecting different regions at different times and in varying capacities.

Similar to conducting a risk assessment for planning to reopen following the first wave of COVID-19 cases, your organization should conduct a risk assessment in preparation for a reemergence of COVID-19 cases. While the complexity of risk assessments will differ from business to business, they typically involve the following steps:

6 Ways For Your Business To Review Your COVID-19 Organizational Risks To Prevent A Second Wave of Infection



1. Identifying the hazards

When identifying hazards, it's a good idea to perform a walk-through of the premises and consider high-risk areas. It's also important to consider what tasks employees are performing and whether or not they are especially exposed to COVID-19 risks when performing their duties.

2. Deciding who may be harmed

Determine what populations of your workforce are exposed to COVID-19 risk by a second wave of cases and how (e.g., staff members who meet with customers or individuals with preexisting medical conditions).

3. Assessing risks

How likely is this particular risk to occur? What are the ramifications should this risk occur?

When analyzing your risks, consider potential financial losses, compliance requirements, employee safety, business disruptions, reputational harm and other consequences.

4. Controlling risks

With a sense of what the threats to your business are, you can then consider ways to address them. (e.g., eliminate hazards, prevent hazards, prevent transfer of exposure to a third party.)

5. Practice control measures

This could include cleaning protocols, work-from-home orders and mandated personal protective equipment (PPE).

6. Monitoring the results

Once you've implemented a risk management solution, you'll want to monitor its effectiveness and reassess any areas that may need improvement.

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For more information regarding HR policies during the COVID-19 crisis, or other HR needs, contact MyHRConciierge at 1-855-538-6947 x108 or email ccooley@myhrconciierge.com.

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