

GUIDANCE ON FOREIGN AND TEMPORARY WORKERS DURING CORONAVIRUS

We understand that the Government restrictions relating to Coronavirus mean potential new ways of working and new employees to manage. To help during these challenging times, we've summarised the points you may wish to consider to continue working safely. As we have not been able to visit your premises we are unable to make explicit recommendations.

If you're experiencing reduced staffing levels due to Coronavirus, you may need to recruit new staff to keep your operations going. Some of these new recruits may not have experience doing the work your business undertakes and/or they may not be fluent in the English language.

To make sure that all your new workers fully understand how to carry out their tasks and are aware of the risks involved, you need to provide them with the right information, training and supervision.

This should include:

- Induction training, including arrangements for first aid, fire and evacuation
- Task specific training, which can be done on the job and under supervision of a competent member of staff
- Any additional training they need, e.g. to handle hazardous materials or to operate specific equipment and machinery safely (think of telehandlers or forklift trucks for example).

Consider how you can deliver this training effectively and clearly whilst maintaining social distancing – are there any additional resources you can use?

As many seasonal farm workers will not have the opportunity to undertake specific farm safety training, the Farm Safety Foundation has written a helpful guide for an audience with little or no farming experience. The guide highlights key risks and hazards they may face, including working with farm machinery, vehicle safety and transport, working with livestock and working at height. You can download a free copy of A Guide for Temporary Workers at yellowwellies.org

In the case of foreign language speakers, you may need to find alternative ways to communicate. You may have other staff in your business who speak dual languages and can act as an interpreter, you can use pictorial images or use technology, such as translator apps. Whatever alternative means of communication you use, it's always essential that you check with the individual that they have understood the message or instruction, e.g. by asking them to demonstrate the task you have just explained.



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Governmental guidance relating to the Coronavirus pandemic is updated frequently and different approaches may be taken in England, Scotland, Wales and Northern Ireland which may impact on the accuracy and validity of this guidance. We therefore do not give any warranty, whether express or implied, as to the accuracy and validity of this guidance. You are solely responsible for keeping up to date with developments relating to the Coronavirus pandemic. To keep up to date, please read the information that your Government is sharing with the public which can be found at www.gov.uk, www.gov.wales (for Wales), www.gov.scot (for Scotland) and www.nidirect.gov.uk (for Northern Ireland) and consult the NHS website for health advice.

This guidance is provided on the strict understanding that you accept, without limitation, that you retain sole responsibility for compliance with health and safety legislation and regulations, all other legislation and any warranties/conditions attached to your insurance policies. We have not conducted any site visits as part of producing this guidance and we have not, and are not, providing any guidance in relation to your specific set up.

Publication date 01/05/2020



NFU Mutual

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RMS-COVID5-0520