

Who Needs a Lone Worker Solution?

A Checklist for Risk-Led Decision Making

Step 1: Identify Lone Working Scenarios

Use the below criteria to identify lone workers within your organisation.

- Do any staff travel between sites or visit off-site clients?
- Are there roles that require out-of-hours, evening, or weekend work?
- Is anyone regularly working from home without supervision?
- Are there tasks performed alone that involve high risk (e.g. machinery, chemicals, heights)?

Step 2: Assess Risk Exposure

Use existing risk assessments or safety logs to assess risks across key areas.

- Is the environment remote, hazardous, or poorly lit?
- Does the job involve physical risk, dangerous equipment, or chemicals?
- Does the role include interaction with the public or vulnerable people?
- Are they working during times when support is limited (e.g. early mornings, late nights)?

Step 3: Match the Right Protection

Make sure your lone worker policy is risk-led, not preference-based.

- Have you assigned dedicated devices to high-risk, isolated roles?
- Have you equipped lower-risk roles with app-based solutions (e.g. check-ins, panic buttons)?
- Are occasional lone workers covered during specific tasks or shifts?
- Have you applied a consistent, risk-based approach across teams?