

Safety, Health and Environmental Policy

Shorts Group Ltd



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Part 1 - Policy

Safety, Health and Environmental Policy Amendments

Record of Amendments

Version No	Date	Index Ref	Description of Amendment
Fourteen	12/06/2023	Part 1	Changes to Management Structure and Responsibilities
Thirteen	20/05/2022	Part 1 & Part 2	Changes to Management Structure and Responsibilities Arrangement Section P - PPE addition of limb(b) workers
Twelve	29/06/2021	Part 1	Change to Management Structure and Responsibilities
Eleven	01/05/2021	Part 1	Amendment to smoke free policy statement
Ten	30/06/2020	Part 2	Section B - Added Lone Working, Daily Briefings and Mental Health Section B - Workstation Form Section G - Hand Arm Vibration Section G - Inspection and Testing of Portable Electrical Equipment Section H - Asbestos Management Section N - Accident Incident Report Form and Near Miss Form replaced with combined Accident Incident Report Form Section U - Waste
Nine	05/08/2019	Part 1	Change to Management Structure and Responsibilities
Nine	05/08/2019	Parts 2 and 3	Replaced names with job titles
Eight	11/06/2019	Part 1	Change to Management Structure and Responsibilities
Eight	11/06/2019	Part 2	Updated Section F: Toolbox Talk Attendance Form and Section S: Contractor Assessment Form for Sub-Contracted Construction Work
Eight	11/06/2019	H&S Guidance Notes	Updated H405 Oxy-Gas Welding and Cutting
Seven	18/04/2018	Parts 1,2 and 3	Changes to Management Structure and Responsibilities
Six	14/11/2017	Parts 1,2 and 3	Changes to Management Structure and Responsibilities
Five	21/06/2017	Parts 1,2 and 3	Changes to Management Structure and Responsibilities
Four	16/05/2017	Part 1	Changes to Management Structure and Responsibilities
Four	16/05/2017	Part 2	Updated: Section L - Manual Handling, and Section R - Drugs, Alcohol and Other Substances

Four	16/05/2017	H&S Guidance Notes	Updated: O017 - Employee Health Questionnaire and P004 - RPE
Three	01/03/2017	Part 1	Change to Management Structure and arrangements
Three	01/03/2017	Part 2	Reallocation of responsibilities
Two	28/08/2016	Part 1	Change to Management Structure
Two	26/08/2016	Part 2	Added Steve Meade to Section G Responsibilities. Amendment to Section U
One	20/06/2016		First Issue

Introductory Note

This safety, health and environmental management system (the policy) is divided into five sections - policy, health and safety arrangements, environmental arrangements, health and safety guidance notes and environmental guidance notes.

The '**policy**' section contains the organisation's policy statements together with the safety, health and environmental organisational structure and the responsibilities allocated to individuals.

The arrangements for putting the goals of the policy statements into practice are contained in more specific form in the '**Arrangements**' section, which includes procedural flow diagrams and arrangements.

The '**Guidance Note**' sections contain guidance to be observed and adhered to in the course of company operations. Such guidance would be applied in conjunction with task and site specific safety, health and environmental instructions and documentation pertinent to individual work activities and environments.

Terminology - throughout this documented safety, health and environmental management system we have allocated key responsibilities/duties to employees of Shorts Group Ltd. We use the terminology "ensure" this shall be "so far as is reasonably practicable" as stipulated within the Health Safety at Work etc. Act 1974 and The Environmental Protection Act 1990.

Where relevant safety, health and environmental regulations require mandatory compliance the terminology "ensure" shall be absolute.

Where we have used terms such as "recommend", or "preferred" within the document, these are the recognised standards or methods to be met to comply with the regulations and duties imposed by the Health and Safety at Work etc. Act 1974 and The Environmental Protection Act 1990.

SCOPE OF SHORTS GROUP LTD ACTIVITIES

This Safety, Health and Environmental manual has been compiled based on the following scope of Shorts Group Ltd activities.

Shorts Group are a long established, independent family-owned business offering excellent quality and service in Skip Hire, Plant Hire, Toilet and Welfare Hire, Trade and DIY Shops, Demolition, Trade Waste Collections, Road Sweeping and Agricultural Contracting.

COMPLIANCE REVIEW

Shorts Group Ltd's safety, health and environmental management manual shall be formally reviewed annually by THSP for as long as Shorts Group Ltd retains their service. This review shall cover all sections of the manual and shall ensure that:

- a. The responsibilities reflect the current staffing of the organisation.
- b. The arrangements remain unchanged.
- c. The guidance is still applicable.

Additionally, the policy shall be reviewed as necessary to reflect any changes in legislation, appointments or working methods and materials used.

Safety, Health and Environmental Programme

THSP shall undertake an annual review of the organisation's safety, health and environmental programme to ensure that the organisation is complying with the policy statements. This review shall check that:

1. All the responsibilities allocated in the policy are understood and are being performed.
2. The arrangements set up in the policy are being complied with and remain effective.
3. Records, as required in the manual, are being adequately compiled and retained.
4. All the necessary reports are being prepared and forwarded to the relevant persons within the organisation and the relevant enforcing authorities.
5. Any additional training needs are identified at all levels as appropriate.
6. Accident and incident records are being monitored in order to identify trends.

The results of the review shall be compiled into a report for the managing director and shall include recommendations of the actions to be taken in order to rectify any non-compliance and improve overall safety, health and environmental performance.

Environmental Policy Statement

Shorts Group Ltd is committed to the conservation and improvement of the environment and recognises its responsibility to manage and minimise the environmental impacts of our activities, products and services.

- To identify the significant environmental impacts of our activities;
- To develop suitable objectives, targets and management programmes, applying appropriate operational procedures to minimise our significant environmental impacts during normal, abnormal and emergency conditions.
- Comply with relevant legislation, regulation and other requirements relating to our significant environmental impacts.
- To prevent pollution, minimise our inputs of utilities and resources and the outputs of emissions to the atmosphere, effluents to waters/sewers and wastes to disposal facilities; endeavouring to re-use, recover or recycle materials where practicable, or safe disposal where not.
- Take into account the principles of sustainable development in conducting its administrative, commercial and social activities, using the procurement of materials from local, sustainable sources.
- To ensure that environmental responsibilities are defined, communicated and understood at all levels within our organisation through the provision of appropriate training.
- To ensure that suppliers and contractors understand the Company Policy and assist them in developing appropriate systems and a responsible approach with regard to environmental issues.
- To communicate, co-operate and respond to the views of interested parties, including stakeholders, customers and the general public, on environmental issues, where this is practicable and likely to result in an overall improved environmental performance.
- To strive for continual improvement in overall environmental performance.



Signed by:

Position:

Date:

On behalf of Shorts Group Ltd

Bryony Morten-Short

Operations Manager

14/06/2023

Health and Safety Policy Statement

In accordance with its duty under Section 2(3) of the Health and Safety at Work etc. Act 1974 and in fulfilling its obligations to both employees and the public who may be affected by its activities, the Directors of Shorts Group Ltd have produced the following statement of policy in respect of health and safety.

It is our aim to achieve a working environment which is free of work-related accidents, incidents and ill-health and to this end we will pursue continuing improvements from year to year.

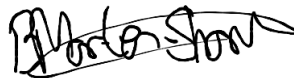
We undertake to discharge our statutory duties by:

- Complying with applicable legal requirements, and with other requirements to which Shorts Group Ltd subscribes that relate to its OH&S hazards.
- Identifying hazards in the workplace, assessing the risks related to them and implementing appropriate preventative and protective measures.
- Providing and maintaining safe work equipment.
- Establishing and enforcing safe methods of work.
- Recruiting and appointing personnel who have the skills, abilities and competence commensurate with their role and level of responsibility.
- Ensuring that tasks given to employees are within their skills, knowledge and ability to perform.
- Ensuring that technical competence is maintained through the provision of refresher training as appropriate.
- Promoting awareness of health and safety and of good practice through the effective communications of relevant information, ensuring all persons within Shorts Group Ltd are made aware of their individual OH&S responsibilities.
- Identifying opportunities and needs for continual improvement of OH&S performance and the prevention of injury and ill health.
- Furnishing sufficient funds needed to meet these objectives.
- Ensuring that health and safety will not be compromised for other objectives.

All employees on their part are encouraged to contribute actively towards achieving a work environment that is free of accidents, incidents and ill health.

Our health and safety policy will be reviewed periodically to monitor its effectiveness and to ensure that it remains relevant and appropriate to the organisation.

This statement is to be read in conjunction with the responsibilities, arrangements, procedures and guidance that together form the health and safety policy for Shorts Group Ltd.



Signed by:

Position:

Date:

On behalf of Shorts Group Ltd

Bryony Morten-Short

Operations Manager

14/06/2023

SmokeFree Policy Statement

Purpose

This policy has been developed to protect all employees, customers and visitors from exposure to second-hand smoke and to assist in compliance with the Health Act 2006.

Exposure to second-hand smoke increases the risk of lung cancer, heart disease and other serious illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

Policy

It is the policy of Shorts Group Ltd that all our workplaces are smoke-free, and all employees have a right to work in a smoke-free environment. Smoking and the use of e-cigarettes and similar devices are prohibited in all enclosed and substantially enclosed premises in the workplace and all work vehicles. This policy applies to all employees, customers, consultants, contractors and visitors.

Implementation

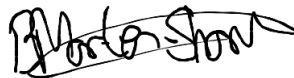
Overall responsibility for policy implementation and review rests with the Directors. However, all employees are obliged to adhere to and support the implementation of the policy. They shall inform all existing employees of the policy and their role in the implementation and monitoring of the policy. They will also ensure that new employees are given a copy of the policy on recruitment/induction. Appropriate 'No-Smoking' signs will be clearly displayed at the entrances to and within the organisation's premises and in all vehicles.

Non-compliance

Disciplinary procedures will be followed if a member of staff does not comply with this policy. Those who do not comply with smoke-free law may also be liable to a fixed penalty fine and possible criminal prosecution.

Help to stop smoking

The NHS offers a range of free services to help smokers give up. Visit www.nhs.uk/smokefree or call the NHS Smoking Helpline on 0300 123 1044 for details.



Signed by:

Position:

Date:

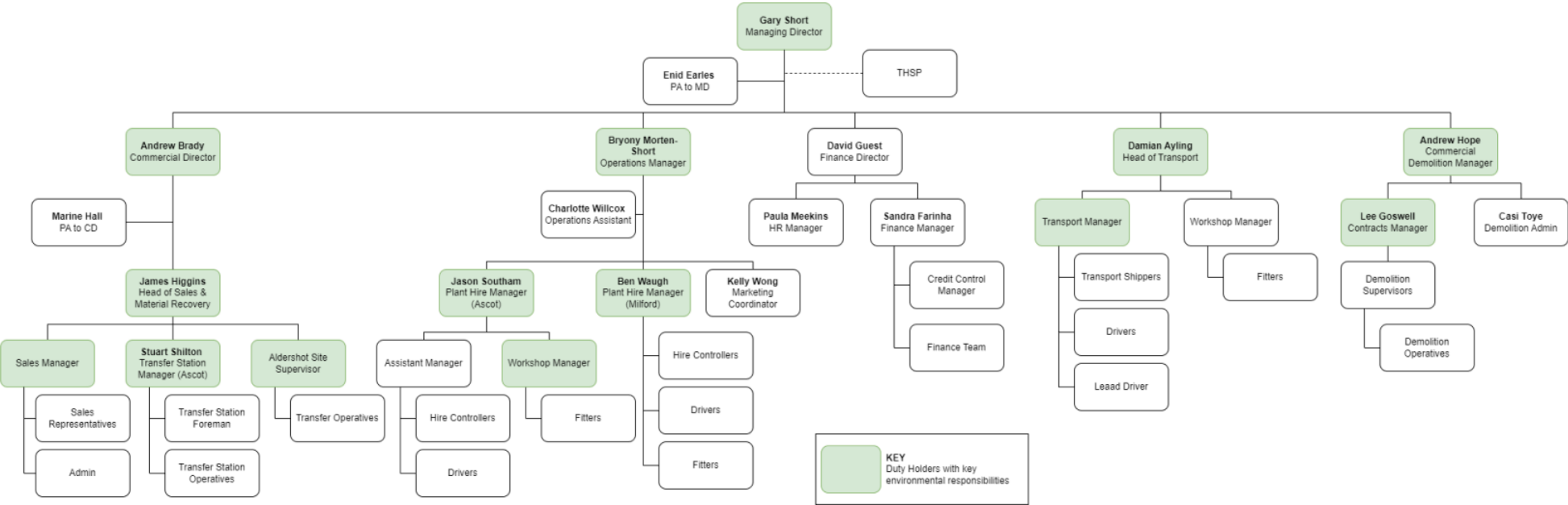
On behalf of Shorts Group Ltd

Bryony Morten-Short

Operations Manager

14/06/2023

Safety, Health and Environmental Management Structure



Managing Director - *Gary Short*

The **Managing Director's** health and safety responsibilities are to ensure that:

1. The policy is effectively implemented, monitored, developed and communicated to all staff and that necessary alterations are made to the policy to reflect changes in legislation or company development.
2. Suitable and sufficient funds, people and equipment are made available to meet the health and safety requirements of the policy.
3. The appropriate insurance cover is provided and maintained.
4. Procedures are put in place to ensure that all equipment is in good condition, adequately maintained, is suitable for the purpose for which it is used, and has any required certificates of inspection or examination.
5. All levels of management and employees understand their responsibilities for health and safety placed upon them by this policy.
6. An effective training programme is established to ensure that all levels of employees are trained and competent to carry out their duties.
7. Senior management recognises its role in providing health and safety leadership in the organisation and to engage the active participation of workers in improving health and safety through continuous improvement.
8. Procedures are put in place to ensure that planning and control measures are provided to establish safe working methods for situations involving potential hazards.
9. Procedures are put in place to ensure that adequate welfare facilities are provided for employees.
10. Health and safety objectives are set and their achievement is measured and reported as part of the management review.
11. Where necessary, health and safety rules are developed to meet legislative and organisational requirements.
12. Policies, procedures and programmes are reviewed and approved.

The **Managing Director's** environmental responsibilities are to:

1. Maintain overall responsibility for the performance and management (and strategies) of the Environmental Policy in all aspects including reporting, communications, co-ordination across activities, auditing and training.
2. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment.
3. Develop, manage, monitor and contribute towards achieving environmental objectives and targets for operational activities.
4. Ensure continual improvement in overall environmental performance.
5. Ensure appropriate forums exist (and are used) for discussion, debate and effective management of environmental issues.
6. Ensure legislative compliance.
7. Provide resources essential to the implementation and control of the organisations objectives, including human resources, specialised skills, technology and financial resources.

Andrew Brady - Commercial Director

The **Andrew Brady's** health and safety responsibilities are to ensure that:

1. They understand the organisation's health and safety policy and understand their responsibilities.
2. Adequate welfare facilities are provided and maintained in a satisfactory condition.
3. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
4. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
5. All health and safety rules are followed by all.
6. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
7. Adequate supervision of staff is provided to ensure that they are working safely, including the provision of increased supervision for vulnerable groups.
8. All reportable injuries, diseases and dangerous occurrences are reported to the relevant enforcing authority.
9. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
10. Safety training requirements are identified for all members of staff under their control to ensure that those members of staff are competent to undertake their work in a safe manner.
11. They set a good personal example by following established health and safety rules/guidelines.
12. Their line manager is informed of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
13. All management decisions reflect the organisation's health and safety intentions as details in the health and safety policy statement.
14. Managers recognise their role in engaging the active participation of workers in improving health and safety.
15. Management health and safety responsibilities are properly discharged.
16. They are responsible and accountable for the organisation's Health and Safety Performance at their level and they review monthly health and safety reports and performance, informing Senior Management of any safety issues that cannot be resolved.

The **Andrew Brady's** environmental responsibilities are to:

1. Maintain and co-ordinate environmental issues including the development of the Environmental Policy in all aspects.
2. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment and monitoring for new laws and government policies.
3. Develop, manage, monitor and contribute towards achieving environmental objectives and targets for operational activities.
4. Identify aspects and impacts through the organisations activities.
5. Propose and ensure agreement to objectives and targets through appropriate formal and informal discussions with staff and management.
6. Ensure effective communications across the activities, setting agenda's for discussion of environmental issues, ensuring co-ordination across all activities.
7. Ensure that employees under their management control operate in accordance with the requirements of the organisations environmental objectives.
8. Collate, analyse and report on environmental data for assessing site environmental performance.

Operations Manager / Health, safety and Environmental Manager - *Bryony Morten-Short*

The **Operations Manager / Health, safety and Environmental Manager's** health and safety responsibilities are to ensure that:

1. The policy is effectively administered and monitored, and that necessary alterations are made to the policy to reflect changes in legislation or company development.
2. Management are advised of relevant changes in health and safety legislation, codes of practice and recognised industry standards.
3. All reportable injuries, diseases and dangerous occurrences are reported to the relevant enforcing authority.
4. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
5. Contact is co-ordinated with external organisations, such as the enforcement authority and emergency services.
6. Regular meetings are held at which issues of health and safety can be discussed, objectives and plans reviewed and actions for continual improvement developed.
7. Health and safety assessment requirements are identified and advised to management.
8. Hazard identification is undertaken and written instructions provided to establish safe working methods for the organisations tasks and activities, regular reviews are carried out and any changes brought to the attention of staff affected.
9. Regular health and safety site inspections/audits are carried out to ensure that all staff and working conditions are in compliance with all mandatory legislation and site rules.
10. They understand the organisation's health and safety policy and understand their responsibilities.
11. Adequate welfare facilities are provided and maintained in a satisfactory condition.
12. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
13. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
14. All health and safety rules are followed by all.
15. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
16. Adequate supervision of staff is provided to ensure that they are working safely, including the provision of increased supervision for vulnerable groups.
17. Safety training requirements are identified for all members of staff under their control to ensure that those members of staff are competent to undertake their work in a safe manner.
18. They set a good personal example by following established health and safety rules/guidelines.
19. Their line manager is informed of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
20. All management decisions reflect the organisation's health and safety intentions as details in the health and safety policy statement.
21. Managers recognise their role in engaging the active participation of workers in improving health and safety.
22. Management health and safety responsibilities are properly discharged.
23. They are responsible and accountable for the organisation's Health and Safety Performance at their level and they review monthly health and safety reports and performance, informing Senior Management of any safety issues that cannot be resolved.

The **Operations Manager / Health, safety and Environmental Manager's** environmental responsibilities are to:

1. Maintain and co-ordinate environmental issues including the development of the Environmental Policy in all aspects.
2. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment and monitoring for new laws and government policies.
3. Develop, manage, monitor and contribute towards achieving environmental objectives and targets for operational activities.
4. Identify aspects and impacts through the organisations activities.
5. Propose and ensure agreement to objectives and targets through appropriate formal and informal discussions with staff and management.
6. Ensure effective communications across the activities, setting agenda's for discussion of environmental issues, ensuring co-ordination across all activities.
7. Ensure that employees under their management control operate in accordance with the requirements of the organisations environmental objectives.
8. Collate, analyse and report on environmental data for assessing site environmental performance.

Commercial Demolition Manager - *Andrew Hope*

The **Commercial Demolition Manager** 's health and safety responsibilities are to ensure that:

1. They understand the organisation's health and safety policy and understand their responsibilities.
2. Adequate welfare facilities are provided and maintained in a satisfactory condition.
3. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
4. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
5. All health and safety rules are followed by all.
6. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
7. Adequate supervision of staff is provided to ensure that they are working safely, including the provision of increased supervision for vulnerable groups.
8. All reportable injuries, diseases and dangerous occurrences are reported to the relevant enforcing authority.
9. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
10. Safety training requirements are identified for all members of staff under their control to ensure that those members of staff are competent to undertake their work in a safe manner.
11. They set a good personal example by following established health and safety rules/guidelines.
12. Their line manager is informed of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
13. All management decisions reflect the organisation's health and safety intentions as details in the health and safety policy statement.
14. Managers recognise their role in engaging the active participation of workers in improving health and safety.
15. Management health and safety responsibilities are properly discharged.
16. They are responsible and accountable for the organisation's Health and Safety Performance at their level and they review monthly health and safety reports and performance, informing Senior Management of any safety issues that cannot be resolved.

The **Commercial Demolition Manager** 's environmental responsibilities are to:

1. Maintain and co-ordinate environmental issues including the development of the Environmental Policy in all aspects.
2. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment and monitoring for new laws and government policies.
3. Develop, manage, monitor and contribute towards achieving environmental objectives and targets for operational activities.
4. Identify aspects and impacts through the organisations activities.
5. Propose and ensure agreement to objectives and targets through appropriate formal and informal discussions with staff and management.
6. Ensure effective communications across the activities, setting agenda's for discussion of environmental issues, ensuring co-ordination across all activities.
7. Ensure that employees under their management control operate in accordance with the requirements of the organisations environmental objectives.
8. Collate, analyse and report on environmental data for assessing site environmental performance.

Head of Transport - *Damian Ayling*

The **Head of Transport's** health and safety responsibilities are to ensure that:

1. They understand the organisation's health and safety policy and understand their responsibilities.
2. Adequate welfare facilities are provided and maintained in a satisfactory condition.
3. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
4. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
5. All health and safety rules are followed by all.
6. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
7. Adequate supervision of staff is provided to ensure that they are working safely, including the provision of increased supervision for vulnerable groups.
8. All reportable injuries, diseases and dangerous occurrences are reported to the relevant enforcing authority.
9. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
10. Safety training requirements are identified for all members of staff under their control to ensure that those members of staff are competent to undertake their work in a safe manner.
11. They set a good personal example by following established health and safety rules/guidelines.
12. Their line manager is informed of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
13. All management decisions reflect the organisation's health and safety intentions as details in the health and safety policy statement.
14. Managers recognise their role in engaging the active participation of workers in improving health and safety.
15. Management health and safety responsibilities are properly discharged.
16. They are responsible and accountable for the organisation's Health and Safety Performance at their level and they review monthly health and safety reports and performance, informing Senior Management of any safety issues that cannot be resolved.

The **Head of Transport's** environmental responsibilities are to:

1. Maintain and co-ordinate environmental issues including the development of the Environmental Policy in all aspects.
2. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment and monitoring for new laws and government policies.
3. Develop, manage, monitor and contribute towards achieving environmental objectives and targets for operational activities.
4. Identify aspects and impacts through the organisations activities.
5. Propose and ensure agreement to objectives and targets through appropriate formal and informal discussions with staff and management.
6. Ensure effective communications across the activities, setting agenda's for discussion of environmental issues, ensuring co-ordination across all activities.
7. Ensure that employees under their management control operate in accordance with the requirements of the organisations environmental objectives.
8. Collate, analyse and report on environmental data for assessing site environmental performance.

Transport Manager

The **Transport Manager's** health and safety responsibilities are to ensure that:

1. They understand the organisation's health and safety policy and understand their responsibilities.
2. Adequate welfare facilities are provided and maintained in a satisfactory condition.
3. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
4. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
5. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
6. Persons under their control are competent to carry out their work and operate any equipment in a safe manner.
7. All health and safety site rules are followed by all.
8. Hazardous substances are stored, transported, handled and used in a safe manner in accordance with manufacturers' instructions and established rules and procedures.
9. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
10. Management is informed of any safety issues that cannot be resolved.
11. Personal protective equipment is readily available and maintained, and relevant employees are aware of its correct use, storage and procedures for replacement.
12. They set a good personal example by following established health and safety rules/guidelines.
13. They inform their line manager of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
14. They address unsafe acts and conditions and direct daily health and safety activities correcting root causes.
15. They act on all employees' health and safety complaints, concerns and suggestions.
16. They instruct employees in health and safety rules and regulations and enforce them.
17. They are responsible and held accountable for their group's health and safety performance.
18. They undertake daily inspections of work areas and take appropriate corrective action to correct any failings or breaches.

The **Transport Manager's** environmental responsibilities are to:

1. Maintain and co-ordinate environmental issues including the development of the Environmental Policy in all aspects.
2. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment and monitoring for new laws and government policies.
3. Develop, manage, monitor and contribute towards achieving environmental objectives and targets for operational activities.
4. Identify aspects and impacts through the organisations activities.
5. Propose and ensure agreement to objectives and targets through appropriate formal and informal discussions with staff and management.
6. Ensure effective communications across the activities, setting agenda's for discussion of environmental issues, ensuring co-ordination across all activities.
7. Ensure that employees under their management control operate in accordance with the requirements of the organisations environmental objectives.
8. Collate, analyse and report on environmental data for assessing site environmental performance.

Head of Sales and Material Recovery - *James Higgins*

The **Head of Sales and Material Recovery's** health and safety responsibilities are to ensure that:

1. They understand the organisation's health and safety policy and understand their responsibilities.
2. Adequate welfare facilities are provided and maintained in a satisfactory condition.
3. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
4. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
5. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
6. Persons under their control are competent to carry out their work and operate any equipment in a safe manner.
7. All health and safety site rules are followed by all.
8. Hazardous substances are stored, transported, handled and used in a safe manner in accordance with manufacturers' instructions and established rules and procedures.
9. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
10. Management is informed of any safety issues that cannot be resolved.
11. Personal protective equipment is readily available and maintained, and relevant employees are aware of its correct use, storage and procedures for replacement.
12. They set a good personal example by following established health and safety rules/guidelines.
13. They inform their line manager of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
14. They address unsafe acts and conditions and direct daily health and safety activities correcting root causes.
15. They act on all employees' health and safety complaints, concerns and suggestions.
16. They instruct employees in health and safety rules and regulations and enforce them.
17. They are responsible and held accountable for their group's health and safety performance.
18. They undertake daily inspections of work areas and take appropriate corrective action to correct any failings or breaches.

The **Head of Sales and Material Recovery's** environmental responsibilities are to:

1. Maintain and co-ordinate environmental issues including the development of the Environmental Policy in all aspects.
2. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment and monitoring for new laws and government policies.
3. Develop, manage, monitor and contribute towards achieving environmental objectives and targets for operational activities.
4. Identify aspects and impacts through the organisations activities.
5. Propose and ensure agreement to objectives and targets through appropriate formal and informal discussions with staff and management.
6. Ensure effective communications across the activities, setting agenda's for discussion of environmental issues, ensuring co-ordination across all activities.
7. Ensure that employees under their management control operate in accordance with the requirements of the organisations environmental objectives.
8. Collate, analyse and report on environmental data for assessing site environmental performance.

Plant Hire Managers, the Sales Manager, the Transfer Station Manager and the Site Supervisor (Aldershot) - (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA)

The **Plant Hire Managers, the Sales Manager, the Transfer Station Manager and the Site Supervisor (Aldershot)**'s health and safety responsibilities are to ensure that:

1. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
2. Personal protective equipment is readily available and maintained, and relevant employees are aware of its correct use, storage and procedures for replacement.
3. Adequate welfare facilities are provided and maintained in a satisfactory condition.
4. They understand the organisation's health and safety policy and understand their responsibilities.
5. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
6. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
7. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
8. Hazardous substances are stored, transported, handled and used in a safe manner in accordance with manufacturers' instructions and established rules and procedures.
9. Persons under their control are competent to carry out their work and operate any equipment in a safe manner.
10. All health and safety site rules are followed by all.
11. Management is informed of any safety issues that cannot be resolved.
12. They inform their line manager of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
13. They address unsafe acts and conditions and direct daily health and safety activities correcting root causes.
14. They act on all employees' health and safety complaints, concerns and suggestions.
15. They instruct employees in health and safety rules and regulations and enforce them.
16. They are responsible and held accountable for their group's health and safety performance.
17. They undertake daily inspections of work areas and take appropriate corrective action to correct any failings or breaches.
18. They set a good personal example by following established health and safety rules/guidelines.

The **Plant Hire Managers, the Sales Manager, the Transfer Station Manager and the Site Supervisor (Aldershot)**'s environmental responsibilities are to:

1. Maintain and co-ordinate environmental issues including the development of the Environmental Policy in all aspects.
2. Ensure effective communications across the activities, setting agenda's for discussion of environmental issues, ensuring co-ordination across all activities.
3. Ensure that employees under their management control operate in accordance with the requirements of the organisations environmental objectives.
4. Collate, analyse and report on environmental data for assessing site environmental performance.
5. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment and monitoring for new laws and government policies.

Contracts Manager

The **Contracts Manager's** health and safety responsibilities are to ensure that:

1. They understand the organisation's health and safety policy and understand their responsibilities.
2. Adequate welfare facilities are provided and maintained in a satisfactory condition.
3. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
4. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
5. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
6. Persons under their control are competent to carry out their work and operate any equipment in a safe manner.
7. All health and safety site rules are followed by all.
8. Hazardous substances are stored, transported, handled and used in a safe manner in accordance with manufacturers' instructions and established rules and procedures.
9. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
10. Management is informed of any safety issues that cannot be resolved.
11. Personal protective equipment is readily available and maintained, and relevant employees are aware of its correct use, storage and procedures for replacement.
12. They set a good personal example by following established health and safety rules/guidelines.
13. They inform their line manager of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
14. They address unsafe acts and conditions and direct daily health and safety activities correcting root causes.
15. They act on all employees' health and safety complaints, concerns and suggestions.
16. They instruct employees in health and safety rules and regulations and enforce them.
17. They are responsible and held accountable for their group's health and safety performance.
18. They undertake daily inspections of work areas and take appropriate corrective action to correct any failings or breaches.

The **Contracts Manager's** environmental responsibilities are to:

1. Maintain and co-ordinate environmental issues including the development of the Environmental Policy in all aspects.
2. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment and monitoring for new laws and government policies.
3. Develop, manage, monitor and contribute towards achieving environmental objectives and targets for operational activities.
4. Identify aspects and impacts through the organisations activities.
5. Propose and ensure agreement to objectives and targets through appropriate formal and informal discussions with staff and management.
6. Ensure effective communications across the activities, setting agenda's for discussion of environmental issues, ensuring co-ordination across all activities.
7. Ensure that employees under their management control operate in accordance with the requirements of the organisations environmental objectives.
8. Collate, analyse and report on environmental data for assessing site environmental performance.

Demolition Supervisor

The **Demolition Supervisor's** health and safety responsibilities are to ensure that:

1. They understand the organisation's health and safety policy and understand their responsibilities.
2. Adequate welfare facilities are provided and maintained in a satisfactory condition.
3. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
4. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
5. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
6. Persons under their control are competent to carry out their work and operate any equipment in a safe manner.
7. All health and safety site rules are followed by all.
8. Hazardous substances are stored, transported, handled and used in a safe manner in accordance with manufacturers' instructions and established rules and procedures.
9. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
10. Management is informed of any safety issues that cannot be resolved.
11. Personal protective equipment is readily available and maintained, and relevant employees are aware of its correct use, storage and procedures for replacement.
12. They set a good personal example by following established health and safety rules/guidelines.
13. They inform their line manager of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
14. They address unsafe acts and conditions and direct daily health and safety activities correcting root causes.
15. They act on all employees' health and safety complaints, concerns and suggestions.
16. They instruct employees in health and safety rules and regulations and enforce them.
17. They are responsible and held accountable for their group's health and safety performance.
18. They undertake daily inspections of work areas and take appropriate corrective action to correct any failings or breaches.

The **Demolition Supervisor's** environmental responsibilities are to:

1. Maintain and co-ordinate environmental issues including the development of the Environmental Policy in all aspects.
2. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment and monitoring for new laws and government policies.
3. Develop, manage, monitor and contribute towards achieving environmental objectives and targets for operational activities.
4. Identify aspects and impacts through the organisations activities.
5. Propose and ensure agreement to objectives and targets through appropriate formal and informal discussions with staff and management.
6. Ensure effective communications across the activities, setting agenda's for discussion of environmental issues, ensuring co-ordination across all activities.
7. Ensure that employees under their management control operate in accordance with the requirements of the organisations environmental objectives.
8. Collate, analyse and report on environmental data for assessing site environmental performance.

Workshop Managers

The **Workshop Managers'** health and safety responsibilities are to ensure that:

1. They understand the organisation's health and safety policy and understand their responsibilities.
2. Adequate welfare facilities are provided and maintained in a satisfactory condition.
3. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
4. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
5. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
6. Persons under their control are competent to carry out their work and operate any equipment in a safe manner.
7. All health and safety site rules are followed by all.
8. Hazardous substances are stored, transported, handled and used in a safe manner in accordance with manufacturers' instructions and established rules and procedures.
9. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
10. Management is informed of any safety issues that cannot be resolved.
11. Personal protective equipment is readily available and maintained, and relevant employees are aware of its correct use, storage and procedures for replacement.
12. They set a good personal example by following established health and safety rules/guidelines.
13. They inform their line manager of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
14. They address unsafe acts and conditions and direct daily health and safety activities correcting root causes.
15. They act on all employees' health and safety complaints, concerns and suggestions.
16. They instruct employees in health and safety rules and regulations and enforce them.
17. They are responsible and held accountable for their group's health and safety performance.
18. They undertake daily inspections of work areas and take appropriate corrective action to correct any failings or breaches.

The **Workshop Managers'** environmental responsibilities are to:

1. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment.
2. Contribute towards achieving environmental objectives and targets.

Compliance Officer

The **Compliance Officer's** health and safety responsibilities are to ensure that:

1. They understand the organisations health and safety policy, understand their responsibilities and comply with the requirements.
2. They avoid improvisation and only use the correct equipment for the task.
3. They use the correct personal protective equipment as provided.
4. They report all defective equipment and materials, or any obvious safety or health hazards.
5. They take reasonable care not to endanger themselves or other persons through their actions or omissions at work.
6. They warn new employees of known hazards.
7. They refrain from horseplay and follow all health and safety rules.
8. They do not misuse or abuse anything provided under a statutory requirement in the interests of health and safety.
9. They co-operate with the organisation on all aspects of health, safety and welfare.
10. They do not operate any equipment unless they have been fully trained and instructed in its operation.
11. All accidents and incidents are reported so that action can be taken to prevent a recurrence.
12. Their line manager is informed of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.

The **Compliance Officer's** environmental responsibilities are to:

1. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment.
2. Contribute towards achieving environmental objectives and targets.

Demolition Administrators

The **Demolition Administrators'** health and safety responsibilities are to ensure that:

1. They understand the organisations health and safety policy, understand their responsibilities and comply with the requirements.
2. They avoid improvisation and only use the correct equipment for the task.
3. They use the correct personal protective equipment as provided.
4. They report all defective equipment and materials, or any obvious safety or health hazards.
5. They take reasonable care not to endanger themselves or other persons through their actions or omissions at work.
6. They warn new employees of known hazards.
7. They refrain from horseplay and follow all health and safety rules.
8. They do not misuse or abuse anything provided under a statutory requirement in the interests of health and safety.
9. They co-operate with the organisation on all aspects of health, safety and welfare.
10. They do not operate any equipment unless they have been fully trained and instructed in its operation.
11. All accidents and incidents are reported so that action can be taken to prevent a recurrence.
12. Their line manager is informed of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.

The **Demolition Administrators'** environmental responsibilities are to:

1. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment.
2. Contribute towards achieving environmental objectives and targets.

HR Manager - Paula Meekins

The **HR Manager's** health and safety responsibilities are to ensure that:

1. They understand the organisations health and safety policy, understand their responsibilities and comply with the requirements.
2. They avoid improvisation and only use the correct equipment for the task.
3. They use the correct personal protective equipment as provided.
4. They report all defective equipment and materials, or any obvious safety or health hazards.
5. They take reasonable care not to endanger themselves or other persons through their actions or omissions at work.
6. They warn new employees of known hazards.
7. They refrain from horseplay and follow all health and safety rules.
8. They do not misuse or abuse anything provided under a statutory requirement in the interests of health and safety.
9. They co-operate with the organisation on all aspects of health, safety and welfare.
10. They do not operate any equipment unless they have been fully trained and instructed in its operation.
11. All accidents and incidents are reported so that action can be taken to prevent a recurrence.
12. Their line manager is informed of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.

The **HR Manager's** environmental responsibilities are to:

1. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment.
2. Contribute towards achieving environmental objectives and targets.

Finance Director - *David Guest*

The **Finance Director's** health and safety responsibilities are to ensure that:

1. They understand the organisation's health and safety policy and understand their responsibilities.
2. Adequate welfare facilities are provided and maintained in a satisfactory condition.
3. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
4. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
5. All health and safety rules are followed by all.
6. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
7. Adequate supervision of staff is provided to ensure that they are working safely, including the provision of increased supervision for vulnerable groups.
8. All reportable injuries, diseases and dangerous occurrences are reported to the relevant enforcing authority.
9. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
10. Safety training requirements are identified for all members of staff under their control to ensure that those members of staff are competent to undertake their work in a safe manner.
11. They set a good personal example by following established health and safety rules/guidelines.
12. Their line manager is informed of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
13. All management decisions reflect the organisation's health and safety intentions as details in the health and safety policy statement.
14. Managers recognise their role in engaging the active participation of workers in improving health and safety.
15. Management health and safety responsibilities are properly discharged.
16. They are responsible and accountable for the organisation's Health and Safety Performance at their level and they review monthly health and safety reports and performance, informing Senior Management of any safety issues that cannot be resolved.

The **Finance Director's** environmental responsibilities are to:

1. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment.
2. Contribute towards achieving environmental objectives and targets.

Finance Manager - *Sandra Farinha*

The **Finance Manager's** health and safety responsibilities are to ensure that:

1. They understand the organisation's health and safety policy and understand their responsibilities.
2. Adequate welfare facilities are provided and maintained in a satisfactory condition.
3. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
4. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
5. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
6. Persons under their control are competent to carry out their work and operate any equipment in a safe manner.
7. All health and safety site rules are followed by all.
8. Hazardous substances are stored, transported, handled and used in a safe manner in accordance with manufacturers' instructions and established rules and procedures.
9. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
10. Management is informed of any safety issues that cannot be resolved.
11. Personal protective equipment is readily available and maintained, and relevant employees are aware of its correct use, storage and procedures for replacement.
12. They set a good personal example by following established health and safety rules/guidelines.
13. They inform their line manager of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
14. They address unsafe acts and conditions and direct daily health and safety activities correcting root causes.
15. They act on all employees' health and safety complaints, concerns and suggestions.
16. They instruct employees in health and safety rules and regulations and enforce them.
17. They are responsible and held accountable for their group's health and safety performance.
18. They undertake daily inspections of work areas and take appropriate corrective action to correct any failings or breaches.

The **Finance Manager's** environmental responsibilities are to:

1. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment.
2. Contribute towards achieving environmental objectives and targets.

Transfer Station Foreman, Sales Manager, Assistant Manager

The **Transfer Station Foreman, Sales Manager, Assistant Manager's** health and safety responsibilities are to ensure that:

1. They understand the organisation's health and safety policy and understand their responsibilities.
2. Adequate welfare facilities are provided and maintained in a satisfactory condition.
3. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
4. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
5. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
6. Persons under their control are competent to carry out their work and operate any equipment in a safe manner.
7. All health and safety site rules are followed by all.
8. Hazardous substances are stored, transported, handled and used in a safe manner in accordance with manufacturers' instructions and established rules and procedures.
9. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
10. Management is informed of any safety issues that cannot be resolved.
11. Personal protective equipment is readily available and maintained, and relevant employees are aware of its correct use, storage and procedures for replacement.
12. They set a good personal example by following established health and safety rules/guidelines.
13. They inform their line manager of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
14. They address unsafe acts and conditions and direct daily health and safety activities correcting root causes.
15. They act on all employees' health and safety complaints, concerns and suggestions.
16. They instruct employees in health and safety rules and regulations and enforce them.
17. They are responsible and held accountable for their group's health and safety performance.
18. They undertake daily inspections of work areas and take appropriate corrective action to correct any failings or breaches.

The **Transfer Station Foreman, Sales Manager, Assistant Manager's** environmental responsibilities are to:

1. Maintain and co-ordinate environmental issues including the development of the Environmental Policy in all aspects.
2. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment and monitoring for new laws and government policies.
3. Develop, manage, monitor and contribute towards achieving environmental objectives and targets for operational activities.
4. Identify aspects and impacts through the organisations activities.
5. Propose and ensure agreement to objectives and targets through appropriate formal and informal discussions with staff and management.
6. Ensure effective communications across the activities, setting agenda's for discussion of environmental issues, ensuring co-ordination across all activities.
7. Ensure that employees under their management control operate in accordance with the requirements of the organisations environmental objectives.

8. Collate, analyse and report on environmental data for assessing site environmental performance.

Employees, PA's, Sales Representatives, Admin, Transfer Station Operatives, Hire Controllers, Drivers, Hire Controllers, Fitters, Finance Team, Marketing Co-ordinator, Credit Control Manager, Transport Shippers, Demolition Operatives

The **Employees, PA's, Sales Representatives, Admin, Transfer Station Operatives, Hire Controllers, Drivers, Hire Controllers, Fitters, Finance Team, Marketing Co-ordinator, Credit Control Manager, Transport Shippers, Demolition Operatives'** health and safety responsibilities are to ensure that:

1. They understand the organisations health and safety policy, understand their responsibilities and comply with the requirements.
2. They avoid improvisation and only use the correct equipment for the task.
3. They use the correct personal protective equipment as provided.
4. They report all defective equipment and materials, or any obvious safety or health hazards.
5. They take reasonable care not to endanger themselves or other persons through their actions or omissions at work.
6. They warn new employees of known hazards.
7. They refrain from horseplay and follow all health and safety rules.
8. They do not misuse or abuse anything provided under a statutory requirement in the interests of health and safety.
9. They co-operate with the organisation on all aspects of health, safety and welfare.
10. They do not operate any equipment unless they have been fully trained and instructed in its operation.
11. All accidents and incidents are reported so that action can be taken to prevent a recurrence.
12. Their line manager is informed of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.

The **Employees, PA's, Sales Representatives, Admin, Transfer Station Operatives, Hire Controllers, Drivers, Hire Controllers, Fitters, Finance Team, Marketing Co-ordinator, Credit Control Manager, Transport Shippers, Demolition Operatives'** environmental responsibilities are to:

1. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment.
2. Contribute towards achieving environmental objectives and targets.

Lead Driver

The **Lead Driver's** health and safety responsibilities are to ensure that:

1. They understand the organisation's health and safety policy and understand their responsibilities.
2. Adequate welfare facilities are provided and maintained in a satisfactory condition.
3. Written instructions are provided through risk management and safe systems of work to establish working methods, to explain the sequence of operations, to outline the potential hazards and implementation of suitable risk controls.
4. They communicate and consult with staff on issues of health and safety and encourage staff to report hazards and raise health and safety concerns.
5. All accidents, incidents, ill health, dangerous occurrences and other issues concerning safety raised by anyone at work are recorded and investigated such that effective controls can be implemented to help prevent recurrence.
6. Persons under their control are competent to carry out their work and operate any equipment in a safe manner.
7. All health and safety site rules are followed by all.
8. Hazardous substances are stored, transported, handled and used in a safe manner in accordance with manufacturers' instructions and established rules and procedures.
9. All equipment within the workplace is maintained in a safe condition, guarded in accordance with the relevant legislation and has the statutory certificates of inspection or examination.
10. Management is informed of any safety issues that cannot be resolved.
11. Personal protective equipment is readily available and maintained, and relevant employees are aware of its correct use, storage and procedures for replacement.
12. They set a good personal example by following established health and safety rules/guidelines.
13. They inform their line manager of any change to their state of health, either temporary or permanent, which might affect their working ability or their suitability to carry out any particular task or tasks.
14. They address unsafe acts and conditions and direct daily health and safety activities correcting root causes.
15. They act on all employees' health and safety complaints, concerns and suggestions.
16. They instruct employees in health and safety rules and regulations and enforce them.
17. They are responsible and held accountable for their group's health and safety performance.
18. They undertake daily inspections of work areas and take appropriate corrective action to correct any failings or breaches.

The **Lead Driver's** environmental responsibilities are to:

1. Comply with the requirements of the Environmental Policy and act appropriately with regard to issues affecting impacts on the environment.
2. Contribute towards achieving environmental objectives and targets.

THSP

THSP have been retained as the organisation's safety, health and environmental advisers and shall:

1. Ensure that the safety, health and environmental policy and documentation, as prepared by them, is reviewed and updated as required.
2. Provide a telephone advisory service relating to all aspect of safety, health and environmental matters.
3. Carry out site safety, health and environmental inspections, as requested by the organisation.
4. Provide written reports and assessments for the organisation subsequent to the inspections.
5. By arrangement, provide an accident investigation service and liaise with the enforcing authority.
6. If requested, assess all method statements prepared by the organisation.
7. If requested, attend meetings regarding safety, health and environmental, on behalf of the organisation.
8. If requested, provide safety, health and environmental training to both management and staff.
9. Ensure that THSP's staff act to reduce imminent danger wherever that may be seen in any area of the organisation's responsibilities.

Part 2 - Health and Safety Arrangements

Section A

Arrangements for Concern over Health and Safety Issues

If any employee has any concern over health and safety issues they should tell their immediate superior or health and safety manager/advisor. If neither is available then they should tell the director to whom they report.

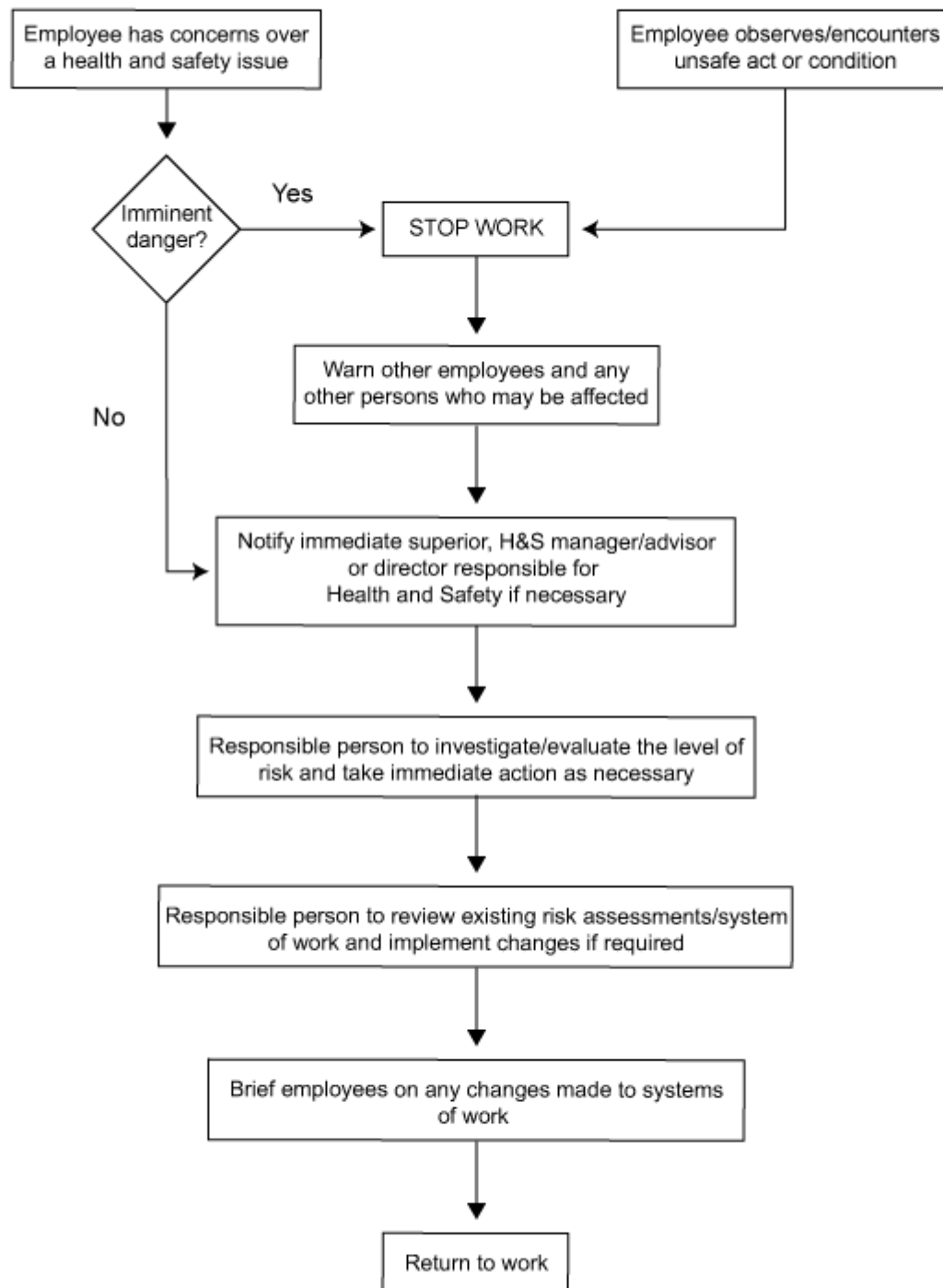
Concerns must be addressed quickly and no employee shall continue work until the working environment is safe.

THSP have been retained by this organisation for the purpose of assisting us in keeping up-to-date with changes in the law in relation to their employees' working practices and to provide advice on all matters relating to health and safety at work.

Their call out service and telephone advisory service is available. A director should be notified when they have been used by whoever has made the contact. The telephone number available for the advice service is shown below. Should a call be answered by an answerphone the caller must record their name, their organisation name and the number on which that person may be contacted.

THSP: +44(0)3456 122 144

Procedure for Concern over Health and Safety Issues



Concerns over Health and Safety Issues

PREVENTION OF ACCIDENTS IN THE WORKPLACE

All employees are responsible for ensuring that any act or condition identified as unsafe, or any situation that introduces imminent danger into the workplace, is dealt with in the correct manner.

IMMINENT DANGER

Guidance on dealing with outbreaks of fire and on bomb threats can be found in Section M of this manual. Other categories of imminent danger may include:

- Development of a fault condition in machinery.
- Situations where machinery is likely to begin operating without warning to passers-by.

There are two direct causes of accidents - **unsafe acts** and **unsafe conditions**.

Unsafe acts may include:

- Using defective equipment.
- Using equipment incorrectly.
- Failing to use or incorrectly using personal protective equipment (PPE).
- Leaving equipment in a dangerous state.

Upon identifying an unsafe act it is the duty of every member of the workforce to **stop** the work being carried out, **warn** anyone who may be affected by the unsafe act and **report** the circumstances of the unsafe act to their immediate superior for action.

Unsafe conditions include:

- Poor underfoot conditions.
- Defective equipment.
- Excessive noise.
- Exposure to radiation or other pollutants.
- Fire hazards.
- Inadequate fire warning systems.
- Lack of or inadequate guarding.
- Poor housekeeping.
- Poor lighting or ventilation.

These lists are not exhaustive.

Upon identifying an unsafe condition it is the duty of every member of the workforce to **stop** the work in that area, **warn** anyone who may be affected by the unsafe condition and **report** the circumstances of the unsafe condition to their immediate superior for action.

Safety in the office requires that each person co-operates and that common sense prevails.

The main categories of serious injury to office workers are:

- Falls from a height, e.g. down a staircase or from overreaching.
- Contact with electricity, e.g. from damaged cables or badly wired repairs.
- Being struck by falling objects, e.g. goods from a shelf.
- Repetitive strain injuries.
- Contact with moving parts of office machinery, e.g. shredders, guillotines.

IF IN DOUBT - CHECK!

Section B

Arrangements for Managing Risks Arising from Work Activities

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA) and Andrew Hope shall ensure that risk assessments are carried out and the control measures are implemented and communicated to employees through their designated line manager.

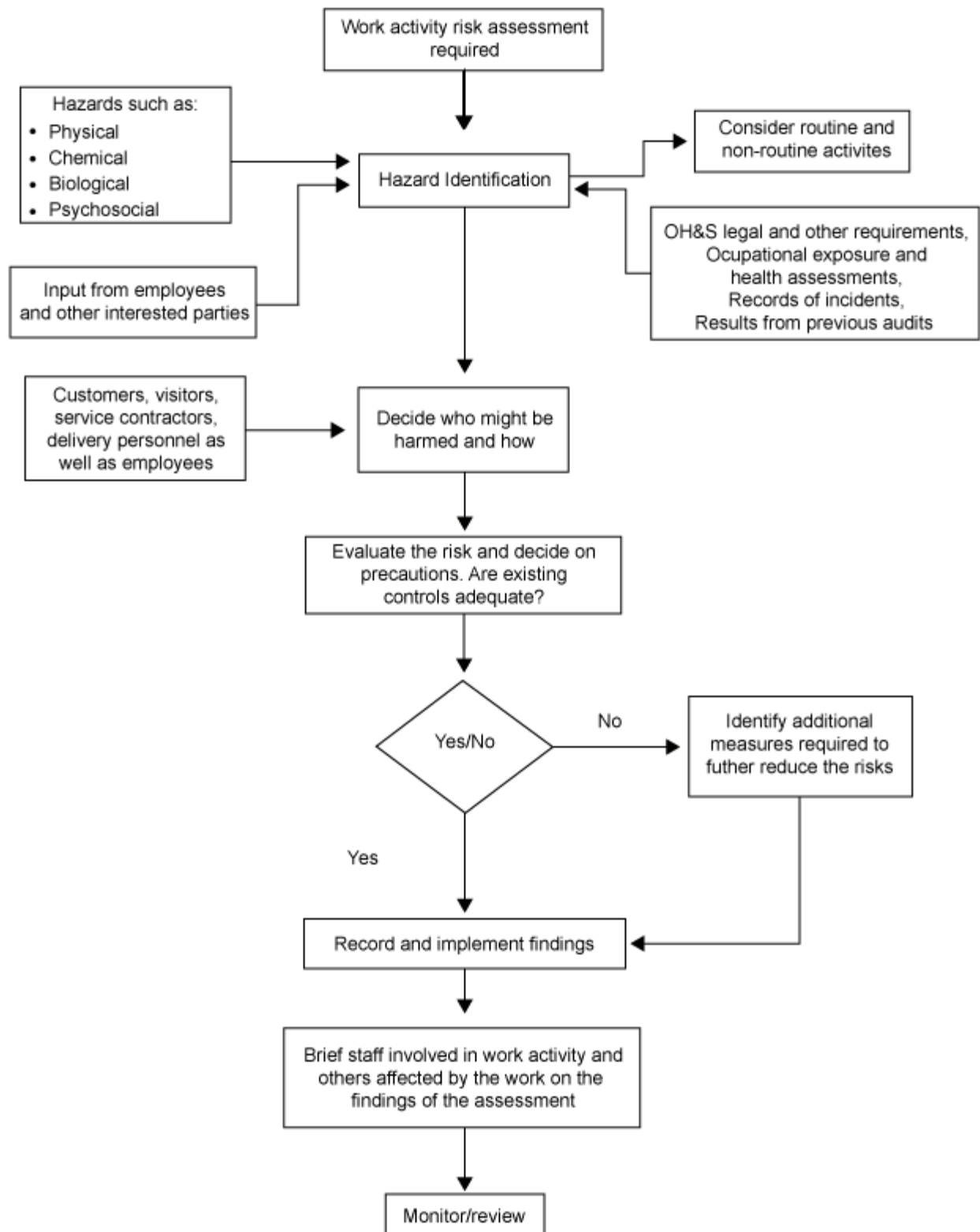
Risk assessments will be undertaken by **the Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA) and Andrew Hope** with the advice and assistance of THSP Risk Management, should it be requested. Any significant findings of risk assessments will be reported to the management team.

(PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope and the Contracts Manager will be responsible for ensuring special risk assessments are carried out for works to be undertaken by vulnerable groups, including those under the age of 18 years. Copies of written risk assessments are to be sent to the parents or guardians of young persons.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA) and Andrew Hope shall ensure that a regular review of the effectiveness of control measures introduced through the risk assessment process is carried out. In any case, **Gary Short and Bryony Morten-Short** shall ensure that all risk assessments are reviewed at least annually or when the work activity changes, whichever is sooner.

Shorts Group Ltd carries out a set of tasks which are frequently similar. To help control the risks of these tasks Shorts Group Ltd have produced a set of generic risk assessments, which are kept in a separate file. These are only to be considered valid if they are made site-specific prior to use by **the Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA) and Andrew Hope** (or in their absence by a nominated competent person) and any significant changes to the risk control procedure have been implemented and communicated to the management team and the employees who will carry out the task.

Procedure for Managing Risks



Managing Risks Arising from Work Activities

INTRODUCTION

Employers have a duty to assess the risks to the health and safety of their employees at work and of persons not in their employment who may be affected by their work and to eliminate those risks or control them to a level that is acceptable.

This duty is qualified by the legal term "so far as is reasonably practicable", which can be interpreted as meaning that the cost of measures necessary to avert a risk (whether in time, money or trouble) may be assessed against the degree of risk. In other words, an employer does not need to take a measure that is technically impossible or if the time, trouble or cost of the measure would be grossly disproportionate to the risk.

Risk Assessment

In itself is not complicated but must be carried out and recorded to ensure that work being done does not impose an unacceptable risk. The purpose and function of risk assessment may be expressed as follows:

- To identify operations, tasks and processes which may foreseeably cause harm to employees or others, including members of the public (hazard).
- To identify the potential of the hazard being realised and the potential consequences of that realisation (risk).
- To enable a risk assessment to be developed which will assist in eliminating or reducing the exposure of the population to the risk.

When an evaluation of the risk has been considered the principles of prevention, control and protection should be applied. The hierarchy of risk control is as follows:

1. Avoid risks if possible.
2. Combat risks at source.
3. Change the method of work to suit the individual.
4. Make use of technological developments.
5. Incorporate control measures into procedures within an overall planned structure to reduce risks.
6. Give precedence to controls which cover the whole workforce or activity.
7. Provide information and training to employees and self-employed persons.
8. Confirm that the control measures indicated by the risk assessment have been put in place and are effective.

The regulations make the following definitions, which must be clearly understood:

A "**hazard**" is defined as something with the potential to cause harm. This includes injury and ill health, loss of production and damage to plant, goods, property or the environment.

"**Risk**" is the likelihood that the harm from a particular hazard is realised.

Risk is expressed as **severity of the hazard x likelihood of occurrence**

RANKING RISKS

In order to ensure that the greatest risks are addressed first, it is necessary to be able to rank those risks.

To do this takes a subjective judgement of both the likelihood of damage occurring (the likelihood) and the potential damage that would occur if the worst were to happen (the severity). By assigning a value to each task's likelihood and severity and multiplying those together a risk value for that task is established.

Likelihood - Probable frequency (taking into account whatever precautions are currently being taken):

Improbable occurrence	1
Remote occurrence	2
Possible occurrence	3
Probable occurrence	4
Likely occurrence	5

Severity of the hazard:

Nil - Trivial Injuries	1
Low - Minor Injuries	2
Medium - Major injuries to one person	3
Major - Major injuries to several people	4
High - Fatality	5

Risk - The expression of the risk is then the sum of multiplying likelihood by severity as in the grid below:

Likelihood						
Severity		5	4	3	2	1
	5	HIGH	HIGH	HIGH	MEDIUM	Low
	4	HIGH	HIGH	MEDIUM	MEDIUM	Low
	3	HIGH	MEDIUM	MEDIUM	Low	Low
	2	MEDIUM	MEDIUM	Low	Low	Low
	1	Low	Low	Low	Low	Low

The following issues should be considered in addition to the work activity information:

- Number of personnel exposed.
- Frequency and duration of exposure to the hazard.
- Failure of services, failure of plant and machinery components and safety devices.
- Exposure to the elements.
- Protection afforded by personal protective equipment.
- Unsafe acts (unintended errors or intentional violations of procedures).

These subjective risk estimations should normally take into account all the people exposed to the hazard. Thus any given hazard is more serious if it affects a greater number of people. But some of the larger risks may be associated with an occasional task carried out by just one person.

A simple risk-based control plan:

RESIDUAL RISK LEVEL	ACTION AND TIMESCALE
LOW (1 - 6)	No action is required and no documentary records need be kept. Monitoring is required to ensure that the controls remain effective.
MEDIUM (8 - 12)	Efforts must be made to reduce the risk but the cost of prevention should be carefully measured. Risk reduction measures should be implemented within a defined time period. Where the medium risk is associated with extremely harmful consequences, further assessment may be necessary to establish more precisely the likelihood of harm as a basis for determining the need for improved control measures.
HIGH (15 - 25)	Work should not be started until the risk has been reduced. Considerable resources may have to be allocated to reduce the risk. Where the risk involves work in progress urgent action should be taken. If it is not possible to reduce the risk even with unlimited resources work has to remain prohibited.

Risk Assessments

There is a need to assemble in one place all the pertinent information regarding the risks and hazards of the task being assessed. The risk assessment form is used so that it can act as an aid to making the assessment and create a written record of that assessment process. It is largely self-explanatory.

The person carrying out the assessment should complete the various boxes. Do not go into vast detail. Do not be concerned with the trivial. The whole picture of the real hazards of the task should then be clear.

Each hazard will then require a corresponding control measure that will realistically reduce the likelihood of that hazard causing harm.

Once each hazard has been controlled and the likelihood reduced then you may assess that the risk is acceptable.

Risk assessment is not an end in itself. It is simply a tool that allows the organisation to evaluate dangers to the workforce and consequently take suitable measures to protect them from these hazards.


Because the workplace is constantly moving it will be necessary to reassess whenever there is a change to any of the significant points of the assessment. This might be a change of personnel, location, equipment, supervision, weather and so on.

Young Persons

Special risk assessments need to be carried out on any risks to young persons (under the age of 18 years) before they start work. Existing assessments will be reviewed where young persons are already in employment. The young person's risk assessments will follow the same procedure as that for other risk assessments but will specifically take the following into account:

- The young person's inexperience, lack of perception of danger and immaturity.
- Their workplace and workstation.
- Any exposures to physical, chemical and/or biological agents.
- Any work equipment used.
- The work activities and processes to be undertaken.
- Any training provided and any risks from specified agents, including ionising radiation, carcinogens, temperature extremes, noise or vibration, and processes.

Following the risk assessment, a copy of the form should be forwarded to the guardians of any child under the age of 16 and a detailed briefing on the detail of the risk assessment given to the young person by their manager.

Company Name		RISK ASSESSMENT												
		Description of Activity:												
Location:							Issue:				Ref:			
Assessed By:							Date:				Review:			
Hazard	Likely Harm	Party Affected	Risk Rating			Existing Controls	Additional Control Measures Required / Comment	By Whom	By When	Residual Risk Rating				
			S	L	R					S	L	R		

KEY:	Party M = Management S = Supervisor O = Operative T = Third Party C = Client	S - Severity 1 = Trivial Injury/ies 2 = Minor Injury/ies 3 = Major Injury/ies to one person 4 = Major Injury/ies to several people 5 = Death	L - Likelihood 1 = Improbable Occurrence 2 = Remote Occurrence 3 = Possible Occurrence 4 = Probable Occurrence 5 = Likely Occurrence	R - Risk = S x L 15 - 25 = High Risk 8 - 12 = Medium Risk 1 - 6 = Low Risk
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Method Statements

INTRODUCTION

WHAT ARE METHOD STATEMENTS

- Method Statements are simply a written form explaining how a task/work will be carried out.
- They should be as simple and straightforward as the Principal Designer / Principal Contractor / Client demands.
- They do however serve an important role in Health and Safety.

PROBLEMS WITH METHOD STATEMENTS

- Too much time and effort in formulating them.
- Lack of understanding as to the reasons and functions of Method Statements.
- Inability to put thoughts and the sequence of tasks onto paper.
- Generic work practices can cause problems when presenting them for vetting by Principal Designer / Principal Contractor / Client.
- Method Statements being seen as a "Paper Chase".
- Method Statements contents not being transmitted to operatives, for example not being "Live" documents.
- Over complicating or simplifying of Method of Work.

WHY ARE METHOD STATEMENTS IMPORTANT?

Under the duties of the Health and Safety at Work etc. Act the Employer has certain duties, for example:

- The provision of a safe place of work for their employees.
- A duty to ensure the health and safety at work of their employees.
- A duty to ensure the health and safety of others (for example other sub-contractors, members of public, etc.) who are not their employees.
- One of the more effective ways to ensure that the above is complied with is through the compilation and revision of Method Statements.
- It illustrates competence of an organisation.
- It shows the logical sequence of steps to management, operatives, so that risks can be identified and addressed, resources can be allocated such as First Aid, Fire, Plant Inspections, Scaffolds, Welfare etc.
- It can serve as an aid to illustrating shortcomings in the organisation's safety management systems, for example training and supervision.
- The employer is required to ensure that operatives receive instruction, information and training in tasks - Method Statements can act in the partial fulfilment of this requirement.
- Method Statements can indicate special precautions that may have to be taken which are not usual to that particular task.
- It should indicate division of responsibilities.
- It assists Principal Contractor in the planning of works, for example, any risks, hazards or dangers of the organisation's task/work that could affect other organisations working in the same area at the same time.
- It serves as a reference point for anyone not knowledgeable about the task/work, for example, Clients, Designers, Principal Designers and Principal Contractors.

WHEN SHOULD METHOD STATEMENTS BE CARRIED OUT?

- They have now become a standard requirement for almost all construction activities, particularly with regards to CDM works.
- They should be formulated prior to the task/work is carried out.
- They will normally be submitted to a Principal Contractor or Principal Designer for vetting and approval prior to the task/works being given the go-ahead.
- If there is a substantial change to the way the task/work is carried out or it is rendered invalid, then the Method Statement must be amended accordingly to take into account the effect of those changes.

GENERIC METHOD STATEMENTS

- Although these forms of Method Statements have their uses, they will only be satisfactory in circumstances where the work is of a minor nature and essentially repetitive.
- Different working environment conditions generally make generics ineffective. Method Statements should always be made site-specific.
- Many Clients, Principal Designers, Principal Contractors reject generic Method Statements.

WHO SHOULD COMPILE METHOD STATEMENTS?

- Ideally this should be done by someone who is trained and competent within the organisation management structure, though any person who is competent and is familiar with the task can do it.

WHO ARE METHOD STATEMENTS REQUIRED BY?

- Principal Contractor: for vetting procedures, competence, and addition to construction phase plan (CPP).
- Principal Designer: for establishing an organisation's competency, inclusion in the health and safety file and as a reference point.

HOW IS A METHOD STATEMENT COMPILED?

Ask the questions Who, What, Why, When, How when compiling Method Statements

A basic Method Statement format should look at various aspects:

- The sequence of tasks.
- Resource requirements, plant, equipment and materials.
- Isolation or services and any other special measures to be taken.
- The safety of the public and other contractors.
- Housekeeping and waste removal.
- First Aid and welfare facilities.
- Access for materials both onto the site and to the workplace.
- Fire precautions and emergency procedures.
- Principal Contractors should not do Method Statements for sub-contractors.

SOURCES OF INFORMATION WHEN COMPILING METHOD STATEMENTS

- Safe Systems of Work.
- Knowledge and/or work experience of competent operatives carrying out the work.
- Manufacturer's and supplier's instructions and information on any products, plant and equipment.

ADDITIONS TO METHOD STATEMENTS HAZARDS

- Risk assessments.
- COSHH assessments.
- Manual Handling assessments.
- Noise assessments.
- Layout drawings/sketches.
- Safe Systems of Work.
- Specific training needs.

Method Statement Confirmation Register

Place of work:

I have read and understand the Method Statement, Risk Assessments and COSHH Assessments pertaining to the above place of work and shall work as per the safety information provided.

[illegible]

Daily Briefings

INTRODUCTION

Daily briefings are a useful way to keep health and safety forefront in the minds of your workers and make them aware of current risks and hazards.

Given by Supervisors they help to foster a good health and safety culture.

When delivering a briefing remember:

- Most people's attention span is limited, therefore briefings should be BRIEF.
- Prepare key points to put over and focus on delivering them well. Repeat the main points at the beginning and end of each talk.
- Consider providing briefing cards/putting key points on the notice boards to help retention of information.
- Understand your audience, some workers may need more explanation than others.
- Check understanding with questions.
- Keep the information simple and provide a consistent message.

Finally, act on your feedback and remind your workers that if at any time they consider they are working in an unsafe way, that puts themselves or others at risk then they can stop, report and seek advice.

A typical Daily Briefing Form is detailed overleaf.

DAILY BRIEFING SHEET**Date:****Briefed By:****Project/Site:****Part 1 - Review**

Review previous day's work:

Any Near Misses/accidents occurred?

Review access & egress to your work area

Review of Risk Assessments and Method statements – Were there any changes required?

Part 2 – Daily Work Area Hazard Check

Equipment & Plant

PPE

Has everybody in the gang been inducted & aware of the RAMS

Access

Hazards & Control Measures

Work at Height

Is weather going to affect the work

Housekeeping

Part 3 – Tool Box Talks**Part 4 – Site Information**

First Aider

First Aid Point

Nearest Fire Extinguisher

Part 5 – Daily Briefing Notes

Part 6 – Feedback and Comments

Supervisor's Signature:

Date:

Part 7 – Briefing Register		
I have received and understood the briefings given by my Supervisor.		
Name:	Signature:	Date:

Lone Working

Working alone is not in itself against the law, and it will often be safe to do so. However, the law requires employers and others to think about and deal with any health and safety risks before people should be allowed to work alone.

As an employer we understand that we have a responsibility for the health, safety and welfare at work of all our employees and those affected by our work activities.

Lone workers are those who work by themselves without close or direct supervision in both fixed establishments or as mobile workers working away from fixed bases.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA) and Andrew Hope shall ensure a risk assessment is undertaken to decide on the right level of supervision, and enforcement where lone working is required and when necessary working to be prohibited, for example high risk activities, where at least one other person must be present.

(PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope and the Contracts Manager shall ensure that any employee with a pre- existing medical condition, will be taken into account when authorising lone working.

Where workers require specific training in relation to lone working then this will be given.

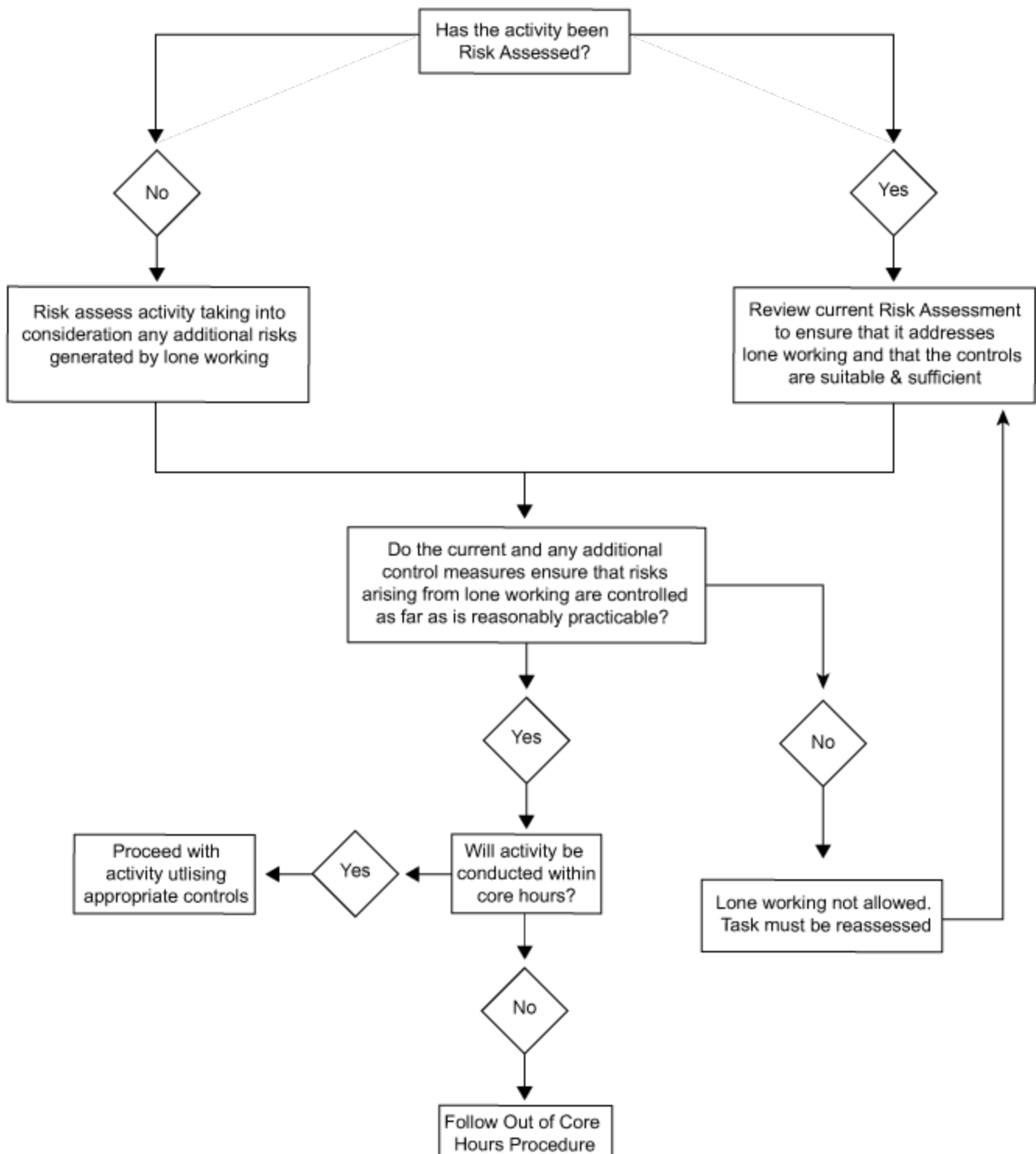
Where lone working is undertaken outside of core hours, the Out of Core hours procedure will be followed.

Where applicable, additional supervision/monitoring will be provided, which may include:

- Supervisors periodically visiting and observing people working alone.
- Regular contact between the lone worker and supervisor either using mobile phones, telephones, radios, or emails.
- Automatic warning devices which operate if specific signals are not received periodically from the lone worker.
- Other devices designed to raise the alarm in an emergency, these can be operated manually or automatically by the absence of activity.
- Checks to ensure a lone worker has returned to their base or home once a task has been completed.

The level of supervision/monitoring and arrangements emergency arrangements will be dependent on the findings of the risk assessment.

Procedure for Lone Working



RISK TO LONE WORKERS

Lone workers should not be put at more risk than other employees. In order to achieve this, extra risk control measures may be necessary.

Precautions should take account of normal work, foreseeable emergencies and how the worker can summon help. e.g. fire, equipment failure, illness and accidents. Employers should identify situations

where people work alone and ask questions such as:

- Does the workplace present a special risk to the lone worker?
- What might go wrong and how serious might it be?
- Is there a safe way in and out for the lone worker?
- Can any equipment, machinery or goods or objects used, be safely handled by one person?
- Is the lone worker going to come across circumstances in which they will attempt to do something that requires two people?
- Are there any hazardous substances being used that may pose a risk to the lone worker?
- Is more than one person needed to operate essential controls for the safe running of equipment or workplace transport?
- Is there a risk of violence?
- Are there any other reasons why the individual may be more vulnerable than others?
- If the lone worker's first language is not English, are suitable arrangements in place to ensure clear communication?
- What instructions/training do I need to provide?
- What level of supervision is required?
- How do I check the lone worker is ok?
- What first aid arrangements do I need?

Examples of high-risk activities where at least one other person may need to be present and Lone working prohibited:

- Working in a high-risk workplace, where a supervisor may need to be present, along with someone dedicated to the rescue role.
- People working at or near exposed live electricity conductors.
- Other electrical work where at least two people are sometimes required.

After considering these things and putting into place such precautions as you can, you must assess whether it is safe or unsafe for a particular worker to work alone.

To help assess lone working activity's you can use the Lone Working Evaluation Form.

LONE WORKERS OUT OF CORE HOURS

It is recognised that the level of risk to an individual associated with work activities can increase during periods outside of Core Hours, when workplaces are empty, and external staff may not be easily contactable.

Where there are additional risks arising that cannot be controlled to an acceptable level, lone working or working out of core hours should not be permitted.

Where there is an exceptional need the work must be fully controlled and managed and accompanied with an out of core hours approval form.

Lone Working Evaluation Form

Scope of Lone Working:	
Location/s of Lone Workings:	
Job role/position of lone worker/s:	
Required ability of employees: <ul style="list-style-type: none"> • Professional Training. • Qualifications and Experience. • Full knowledge of planned work. • Medical Fitness. 	
Suitability of equipment: <ul style="list-style-type: none"> • Quality of hand tools. • An adequate level of appropriate personal equipment supplied by the employer. Insulation of portable lighting and other portable electrical appliances etc.	
Task: <ul style="list-style-type: none"> • Compliance with all job instructions. Avoidance of non-authorised or not-risk assessed work.	
Means of communication: e.g. Two- way radio, mobile phone, remote manual or automatic alarm system, regular visits by a competent person.	
Provision for treatment or injuries: e.g. portable first aid kit, availability of first aider/emergency response.	

Figure 1 Lone Working Evaluation Form

Emergency and accident Procedures: <ul style="list-style-type: none"> • Means of summoning help. • Means of raising alarm. • Rescue Plans and Equipment. • Fire-fighting equipment 			
Training: e.g. for safe use of specialised equipment and processes			
Supervision: e.g. for trainees, young people or new recruits, who must be confirmed as competent to work alone before supervision is reduced to the level of occasional visits.			
Defined Working Limits: (what work can and cannot be undertaken while lone working, for example live electrical works, certain maintenance tasks, use of high risk machinery etc)			
Risk Assessments and supporting information:			
Permits to Work: High risk activities requiring permit to work, ensuring that the activity does not take place until it is formally assessed, permit issued compliance with any time restraints and finally closed.			
Completed By:	Job Role/Position:	Date:	Review Date:

Lone Worker/Out of Core Hours Approval Form

This form is to be completed by the applicant and authorised by the Manager of those individuals who wish to undertake lone working.

Name:		Job Role:	
Has the activity been previously risk assessed? If no, then activity has to be risk assessed prior to continuing. Please attach risk assessment.		Yes	No
Are there any additional controls required due to the activity being conducted by a lone worker/out of core hours? If yes, please detail:		Yes	No
Supporting Statement Please identify below why lone working/out of hours Lone working is required:			
Are there any disabilities, medical conditions or allergies which may be of relevance? If yes, please state:		Yes	No
Manager Authorisation:			
Remarks:			
Signed:			
Date:			

Figure 1 Lone Worker/Out of Core Hours Approval Form

Display Screen Equipment

The introduction of VDUs and other display screen equipment has been associated with a range of symptoms relating to the visual system and working posture, e.g. fatigue and stress, upper limb pains and discomfort, etc. The workstation assessment form attached seeks to identify any potential problems relating to a person's workstation before harm to health and safety is realised.

The provision of good ergonomic and environmental conditions must be considered in the planning of the workstation for VDUs.

POSTURE AND GOOD PRACTICE

- Since each user is an individual size and shape they must personally participate in the organisation of their workstation.
- To find the best working position sit on your chair, then sit rigidly upright and then relax a little. Now adjust your chair to support your back in this position.
- Use a footrest if that helps.
- Adjust the height of the chair such that when your fingers are resting comfortably on the keyboard's "home keys" the elbow is at an angle of approximately 90 degrees.
- It is often more comfortable to have 100mm of workbench in front of the keyboard to rest the hands upon.
- Arrange the VDU in such a manner that you do not face a window or have a window as a background and so that light sources do not reflect glare into your eyes.
- Adjust the screen height such that the top row of the characters on the screen is level with or just below your eye level.
- When copy typing use a copyholder or some other device which allows you to look from copy to screen without excessive head or neck movement. If the copy and screen are the same distance from your eyes then your eyes will not have to constantly change focus.
- Leave sufficient space to gain access to the VDU for any maintenance that may be needed.
- Cables must be kept tidy at all times and not cause an obstruction to the operator or others who may have cause to enter the work area.

WORK PATTERNS

VDUs should not be used continually. It is not the length of break taken away from the VDU that is important but the frequency. Break up work patterns with other tasks so that you get a regular rest from the VDU.

RADIATION

There is no medical evidence of any risk to unborn children from the radiation emitted by VDUs.

EYE AND EYESIGHT TESTS

According to the guidance to the regulations, there is no reliable evidence that work with display screen equipment causes any permanent damage to the eyes or eyesight, but it may make users with pre-existing vision defects more aware of them. This (and/or poor working conditions) may give some users temporary visual fatigue or headaches. It is recognised that uncorrected vision defects can make work at display screens more tiring or stressful than it should be and that correcting defects can improve comfort, job satisfaction and performance.

In accordance with the Health and Safety (Display Screen Equipment) Regulations and the Health and Safety (Miscellaneous Amendments) Regulations, this organisation will arrange for sight testing for users or those who are to become users, of display screen equipment as defined in the regulations who request such testing. For a person who is to become a user, testing should be carried out before that person becomes a user. This organisation will also ensure that, at regular intervals, further sight testing for users is arranged as soon as is practicable after any such request.

PROVISION OF TRAINING

In accordance with the Health and Safety (Display Screen Equipment) Regulations and the Health and Safety (Miscellaneous Amendments) Regulations, this organisation will ensure that new employees are provided with adequate health and safety training in the use of a workstation before they are required to start work in such an undertaking or where the duties of existing employees are changing in such a way that will make them become users of display screen equipment.

WORKSTATION ASSESSMENT CHECKLIST**Name:****Date:**

The following is a self-assessment of your own workstation. Your views enable us to ensure your comfort and safety at work. Please tick the box that best describes your opinion, for each of the questions listed.

1. LIGHTING

Is the lighting at your usual workstation adequate?	Yes	
	No	

Are there distracting reflections on your screen?	Yes	
	No	
	Occasionally	

Do you have control over local lighting?	Yes	
	No	

2. TEMPERATURE AND HUMIDITY

Are you usually comfortable at your workstation?	Yes	
	No	

Is the air around your workstation:	Comfortable	
	Too Dry	
	Too Humid	

3. NOISE

Do you find the noise from work equipment distracting?	Yes	
	No	

4. SPACE

Is there enough space around your workstation?	Yes	
	No	

5. CHAIR

Is the seat height adjustable?	Yes	
	No	

Is the angle and height of the backrest adjustable?	Yes	
	No	

Is the chair stable?	Yes	
	No	

Is the chair in a good state of repair?	Yes	
	No	

If your chair has arms, do they get in the way?	Yes	
	No	

Is the chair comfortable?	Yes	
	No	

6. DESK

Is the desk surface large enough?	Yes	
	No	

Is the height of the desk suitable?	Yes	
	No -Too High	
	No -Too Low	

Do you need a footrest?	Yes	
	No	

Has one been supplied?	Yes	
	No	

7. DOCUMENT HOLDER

Do you need a document holder?	Yes	
	No	

Has one been supplied?	Yes	
	No	

Can you adjust your document holder to the right angle?	Yes	
	No	

8. DISPLAY SCREEN

Is there a brightness control on your screen?	Yes	
	No	

Is there sufficient difference between characters and background?	Yes	
	No	

Does your screen move freely?	Yes	
	No	

Is the screen image stable and free from flicker?	Yes	
	No	

Is the screen at a comfortable height for you?	Yes	
	No	

9. KEYBOARD

Is the keyboard separate from the screen?	Yes	
	No	
Is the keyboard height adjustable?	Yes	
	No	
Are the symbols on the keys easily visible?	Yes	
	No	
Is the space in front of the keyboard sufficient to rest your hands?	Yes	
	No	
Are your forearms parallel to the work surface and your wrists comfortable?	Yes	
	No	
Do you understand how to use the software?	Yes	
	No	

10. OTHER EQUIPMENT

Is your phone conveniently situated?	Yes	
	No	
Is there enough space to load paper into printers and copiers?	Yes	
	No	
Can you easily get to shelves above and below the workstation?	Yes	
	No	
Do you have other equipment problems?	Yes	
	No	

If yes please give details:

11. TRAINING

Have you been trained to make your workstation comfortable?	Yes	
	No	

Have you been trained in the use of software?	Yes	
	No	

If you were to have a problem relating to display screen work, do you know who to ask for help?	Yes	
	No	

Do you understand the arrangements for eyesight tests?	Yes	
	No	

Your comments please

Assessor Name / Position:

Assessor Signature:

Date Assessed:

Working from Home

There are occasions where employees will be required to work from their home location.

Typically, this work will be of low risk, office type work.

In order to ensure, so far as is reasonably practicable, when working in their home environment the following will be addressed.

Electrical Safety

Current tools include Desktop PC's/ Laptops issued by this organisation must be maintained as necessary to prevent danger and to ensure it is safe to use. It is recommended that such equipment has a periodic electrical inspection and test. Additional, visual inspections of electrical appliances provided by the organisation for the home office are also to be completed by the user.

Display Screen Equipment

The provision of good ergonomic and environmental conditions must be considered in the planning of the workstation for VDUs.

A DSE Assessment will be undertaken by the homeworker and a copy provided to their line manager.

The use of DSE in the home for work purposes includes the use of laptop and other portable devices.

Where the use is considered to be 'prolonged' (i.e more than 1 hour at a time) the DSE regulation will apply in full.

Working area and environment

Ideally the work area is to be segregated from the rest of the home, located far away from trip hazards. There must be adequate ventilation and be able to maintain adequate working temperature. Lighting is very important and positioning of work desks and equipment to prevent glare on workstations.

Additional equipment may be required to enable an ergonomic set up of the work station and the provision of additional equipment as necessary to aid the work activity, storage of work material and aid communication.

The wellbeing of the worker is to be considered, frequent breaks are necessary in any workplace, and as a remote worker, regular communication and inclusion with the rest of the team is vital.

HOMEWORKER CHECKLIST:

This checklist can be used by a home worker to identify any possible hazards in their home working area. Once completed, it can be used in discussion with your Line Manager to confirm working arrangements and be used to complete a risk assessment.

Employee	
Home workplace location	

	Y or N	Comments
A - Working area		
1. Is the workplace segregated from the rest of your home and away from distractions?		
2. Is there a safe means of access to the working area?		
3. Is there adequate workspace in the room to work safely and is there sufficient height to stand up in?		
4. Is your home workplace free from tripping hazards?		
5. Are the floor coverings / surfaces in good condition?		
6. Is equipment, bags, paper, files, books etc. stored safely off the floor?		
7. Is equipment positioned safely so that no cables are left hanging that could lead to the equipment being pulled over?		
B - Environment		
1. Is heating available to maintain an adequate working temperature in the winter (Minimum 16 °C)?		
2. Is there a means of cooling during hot temperatures, i.e. local cooling, adequate ventilation or hot weather fans?		
3. Are blinds/ curtains available to prevent glare on computer screens?		
4. Is there adequate ventilation in the work area?		
5. Is adequate lighting provided which may be a combination of natural lighting, task lighting and general room lighting?		

C - Display screen equipment		
1. Have you completed the display screen equipment assessment for your home workstation?		
2. Are you using a docking station for your laptop?		
3. Have you an external mouse and keyboard for your laptop?		
4. Are you taking short but frequent breaks away from your work?		
D - Emergency actions		
1. Have you access to basic first aid provisions?		
2. Do you know what to do in an emergency? Have you worked out a fire drill so you and anyone else in the house know what to do and where to go in case of a fire?		
3. Have you a smoke detector/s fitted?		
4. Are you familiar with the Company procedures for accident and incident reporting?		
E - Electrical safety		
1. Are Company owned portable electrical appliances PAT tested and a sticker applied?		
2. Do you carry out frequent visual checks on plugs, wiring and casings of electrical equipment?		

Employee		Date:
Home workplace location		Date:

Noise at Work

INTRODUCTION

Permanent hearing damage can be caused instantly by sudden, extremely loud, explosive noises. However, hearing loss is usually gradual, caused by prolonged exposure to noise.

Some people may develop tinnitus (ringing, whistling, buzzing or humming in the ears), a distressing condition which can lead to disturbed sleep.

IS THERE A NOISE PROBLEM IN YOUR WORKPLACE?

There is likely to be a noise problem if any of the following apply:

- Noise levels are intrusive for most of the working day.
- Employees have to raise their voices to carry out a normal conversation when about 2 metres apart for at least part of the day.
- Employees use noisy powered tools or machinery for more than half-an-hour each day.
- There are impact noises due to hammering, drop forging, pneumatic impact tools, etc.

NOISE ASSESSMENTS

In accordance with the Control of Noise at Work Regulations we shall ensure that the risk to our employees from exposure to noise is either eliminated at source or, where this is not reasonably practicable, reduced to as low a level as is reasonably practicable. The levels of exposure averaged over a working day or week, and the maximum noise (peak sound pressure) to which employees are exposed in a working day shall determine the actions we will take as an employer. The values are:

- Lower exposure action values:
 - Daily or weekly exposure of 80dB.
 - Peak sound pressure of 135dB.
- Upper exposure action values:
 - Daily or weekly exposure of 85dB.
 - Peak sound pressure of 137dB.

There are also levels of noise exposure which must not be exceeded:

- Exposure limit values:
 - Daily or weekly exposure of 87dB.
 - Peak sound pressure of 140dB.

Exposure limit values take account of any reduction in exposure provided by hearing protection.

EXPOSURE ASSESSMENT

If it is perceived that there may be a noise problem in our workplace we will assess the risks and put in place a programme of noise controls as necessary.

The risk assessment should help us to:

- Identify where there may be a risk from noise and who is likely to be affected.
- Estimate our employees' exposure levels for comparison with the exposure action values and limit values.
- Identify what we need to do to comply with the law, e.g. whether noise control measures and/or hearing protection are needed, and, if so, where and what type.
- Identify any employees who need to be provided with health surveillance and whether any are at particular risk.

Our estimate of employees' exposure shall be based on reliable information, e.g. measurements in our workplaces, information from other workplaces similar to ours (where available), and/or data from suppliers of machinery. It shall specifically take account of:

- The work they do or are likely to do.
- The ways in which they do the work.
- How it might vary from one day to the next.

ASSESSMENT RECORDS AND REVIEW

Risk assessments shall be recorded (see the noise assessment form overleaf) along with any recommendations in an action plan. The plan shall set out what we have done and what we are going to do, with appropriate timescales, and who will be responsible for ensuring that those actions are carried out.

We shall review our risk assessment if circumstances in the workplace change which might affect noise exposures. We shall also regularly monitor and review the effectiveness of our actions to reduce our employees' exposure risk.

COMPETENCE TO ASSESS

It is this organisation's policy to ensure that any risk assessment is carried out by a competent person. We may choose or need to seek advice and/or assistance from other competent sources, such as our health and safety advisors, in order to fulfil our noise assessment procedures.

ACTIONS AND CONTROL MEASURES

Where assessment shows that our employees' noise exposure level is between the lower and upper exposure action values we shall, as a minimum:

- Provide them with suitable hearing protection equipment if they ask for it.
- Provide employees with adequate information, instruction and training, such that they understand the associated risks and the duties placed on employers and employees by the regulations.
- Consider taking additional, reasonably practicable actions to further reduce risks in line with good practice and recognised standards within our industry.

Where assessment shows that exposure level is likely to be at or above the upper exposure action values we shall:

- Provide employees with suitable hearing protection equipment and enforce the wearing of it to immediately reduce the exposure risk.
- Identify if any areas of the workplace need to be designated as "Hearing Protection Zones (HPZs)".
- Demarcate and identify HPZs by means of appropriate safety signage and restrict access where it is practicable to do so.
- Implement a suitable health surveillance programme.
- Establish and implement a programme of organisational and technical measures to reduce exposure to as low a level as is reasonably practicable, such that in the longer term it may be possible to eliminate or reduce the need for hearing protection equipment and HPZs. These measures may include the:
 - Reduction of noise at source by use of quieter processes or equipment and through a low-noise purchasing policy for new equipment.
 - Isolation of the noise at source by use of engineering controls and/or changes to the design or layout of the workplace.
 - Reduction of time to which personnel are exposed to noise.

EMPLOYEE RESPONSIBILITIES

We shall endeavour to ensure that employees are made fully aware of their responsibilities under the Control of Noise at Work Regulations through our policy of providing adequate information, instruction and training. In order to help us control their exposure to noise employees must:

- Co-operate with any proposed actions we take in order to protect their hearing.
- Use any noise control devices, e.g. noise enclosures, and follow any working methods that are put in place.
- Use any hearing protection they are given, wear it properly and make sure they wear it all the time when doing noisy work within HPZs.
- Look after their hearing protection, check it remains in good condition and store it in designated areas where appropriate.
- Report any problems with their hearing protection or noise control devices to their supervisor straight away.
- Let their supervisor or line manager know immediately if they have any kind of ear trouble or hearing problems.

HEALTH SURVEILLANCE

Where assessment shows that our employees are, or are likely to be, regularly exposed to noise levels at or above the upper exposure action values, or are at risk for any reason, e.g. they already suffer from hearing loss or are particularly sensitive to damage, we shall provide suitable health surveillance programmes for individuals as required. Further information regarding noise exposure is contained in Section O of this manual.

Hearing Protection Equipment

Hearing protection should be issued to employees:

- Where extra protection is needed above that which can be achieved using other noise controls previously described.
- As a short-term measure, while other methods of controlling noise are being developed.

Hearing protection equipment must:

- Give enough protection - aim at least to get below 85dB at the ear.
- Be suitable for the working environment, e.g. consider if it will need to be worn with other protective equipment such as hard hats, dust masks and eye protection.
- Be comfortable and hygienic.

Hearing protection equipment must not:

- Overprotect, i.e. cut out too much noise, as this can cause isolation which may present other hazards. It may also lead to an unwillingness by employees to wear it.

Noise Assessment

Sheet Number				Date:			
Operative/Bystander							
Operation/Process							
Location							
	Main Noise Source			Background Noise Sources			
Duration							
Continuous/ Intermittent							
Silenced/ Muffled							
Open, Semi Or Reverberant							
Monitoring Results							
Exposure Assessment							
Hearing Protection Recommendations							
Control Action Required							
Assessor					Position		
Signed					Date		

Site Specific Assessment

On each site and each location, the generic assessment overleaf must be reviewed to ensure that all significant hazards and their risks are identified and controlled.

Completion of this side will ensure that your assessment is both appropriate and complete.

Maximum number of people involved in activity: Additional specific hazards identified: Additional control measures required: Assessment of remaining risks: insignificant/low/medium/high		
Is residual risk level acceptable?		
Serious and imminent danger risks identified: Yes/No Emergency action required: Name(s) of competent person(s) appointed to take action:		
Circumstances which will require additional assessment:		
Circulation of Risk Assessment (tick) Contractor Site Employees Subcontractor Other Client		
On-Site Assessment Signed	Print Name	Date

Noise Generating Tools/Plant Register

[illegible]

The exposure times are only an indication of the time it would take to reach the stated exposure action levels where the equipment is used in isolation from other noise sources throughout the working day.

To calculate the overall daily personal noise exposure ($L_{EP,d}$) the average noise level and exposure duration for each tool/plant operated should be entered into the HSE Noise Calculator (www.hse.gov.uk/noise/dailycalc.xls).

NOISE ASSESSMENT CHECKLIST

The table below shows what you should or could expect to see in three different standards of noise assessment. To meet the minimum legal requirements the assessment should contain at least the information indicated in the “adequate” column below.

Content:		Adequate	Good	Excellent
Purpose of assessment (legal basis)			√	√
Identification of those employees likely to be at risk of hearing damage (either names of employees, named groups of employees or named tasks)		√	√	√
Daily personal noise exposure ($L_{EP,d}$) of those likely to be exposed at or above the <u>lower exposure action values</u> (calculated from levels of noise and times of exposure during working day)		√	√	√
Levels of noise and times of exposure during working day used to calculate $L_{EP,d}$			√	√
Peak noise exposure of those likely to be exposed at or above the <u>peak sound pressure levels</u>		√	√	√
Indication of employer's and employees' legal duties relevant to levels of exposure		√	√	√
Identification of sources of noise giving rise to the risk		√	√	√
Summary of existing noise control measures			√	√
Comment on effectiveness of existing noise control measures				√
Suggestions for priorities for control of noise (where necessary)			√	√
Hearing protection	State whether what is currently in use is adequate	√	√	√
	Suggestions for suitable alternatives	√	√	√
	Which areas require marking as <u>hearing protection zones</u> (and correct sign to use)	√	√	√
	Reference to criteria (BS EN 458) for selection of “suitable” hearing protectors			√
Name of person responsible for the assessment		√	√	√
List of equipment used			√	√
Description of work activities assessed		√	√	√

Work Related Stress

INTRODUCTION

This organisation has a legal responsibility under the Health and Safety at Work Act 1974 and Management of Health and Safety at Work Regulations 1999 to ensure the health safety and welfare at work of their employees. This includes minimising the risk of stress-related illness or injury to employees.

What is work related stress?

Stress is defined by the HSE as "an adverse reaction people have to excessive pressures or other types of demands placed on them".

It must be clear that "stress" is not the same as "pressure". Pressure can be motivating and challenging, and improve performance. By "stress" it is meant something that is a negative; a response to too much pressure or too many demands, which the person finds difficulty in coping with.

There are some clear signs that people are experiencing stress at work. If they are detected early, action can be taken before the pressure becomes a problem, and it will be easier to reduce and eliminate the causes.

What are the signs of stress in individuals and groups?

Some individuals may show the following signs of suffering from stress:

Emotional symptoms

- Negative or depressive feeling.
- Disappointment with yourself.
- Increased emotional reactions - more tearful or sensitive or aggressive.
- Loss of motivation commitment and confidence.

Mental

- Confusion, indecision.
- Can't concentrate.
- Poor memory.

Changes from your normal behaviour

- Increased smoking, drinking or drug taking 'to cope'.
- Mood swings affecting your behaviour.
- Twitchy, nervous behaviour.
- Changes in attendance such as arriving later or taking more time off.
- Fatigue

Please note these are indicators of behaviour of those experiencing stress. They may also be indicative of other conditions. If you are concerned about yourself please seek advice from your GP. If you are concerned about a colleague try to convince them to see their GP.

Signs of stress in a group

- Disputes and disaffection within the group.
- Increase in staff turnover.
- Increase in complaints and grievances.
- Increased sickness absence.
- Increased reports of stress.
- Difficulty in attracting new staff.
- Poor performance.
- Customer dissatisfaction or complaints.

POLICY STATEMENT AND COMMITMENT

We recognise that stress can be a considerable risk to both physical and mental health. This policy explains the action we are taking as an employer with regard to stress-related problems in the workplace. The aim is to prevent stress-related problems from occurring if possible but also to state what will be done in the event that employees experience problems.

We are committed to promoting a good, supportive climate and working culture, and a culture of openness, where stress is not seen as a personal weakness and where employees under stress can access appropriate support.

We anticipate the following benefits from implementing the stress policy:

- Improved working climate and culture.
- Greater openness about sources of pressure at work, at all levels.
- Better awareness in all employees of stress-related issues.
- Greater consistency of approach from managers in dealing with stress.
- Earlier identification of stress-related problems.
- Improved skills in managers.
- Overall reduction in key stress indicators.
- Improved and better-utilised support services.

RISK ASSESSMENT AND MANAGEMENT

Stress indicators, e.g. stress-related absence and staff turnover, will be monitored and risk assessments will be carried out as necessary. Key staff will be trained in carrying out risk assessments and we will adopt a team approach, e.g. where hazards have been identified a working group will be formed with representatives from human resources, health and safety, management and employees. The group will gather data, analyse and interpret results, and make recommendations on reducing stress risk.

Managers will have a key risk management role, especially at the level of individual employees. They will be trained for this role.

The Role of Managers

- Managers have a critical role in minimising and managing stress risks and will receive relevant training to give them the skills and knowledge to be able to implement the policy. All managers will be required to attend this training. Part of this training will include input on identifying the signs and symptoms of stress. Once problems are identified managers should be prepared to discuss stress-related issues, especially work-related stressors, with employees and seek to develop individual action plans where reasonable and appropriate. These plans should not be open-ended but be time-limited and reviewed at agreed stages.
- Managers have a critical role in offering support to employees and in facilitating support from elsewhere as necessary. Managers are not expected to take on the role of counsellors, however, managers will be expected to use good communication skills in their tackling of stress-related issues. Managers are expected to be consistent in their approach to stress-related absence and to refer employees to relevant support services.
- Managers are encouraged to maintain good communication at all times. This should be face-to-face communication whenever possible. Good communication reduces unnecessary uncertainty and prevents stress. Positive feedback is encouraged and any criticism should be constructive. Managers should seek to consult and involve staff at the earliest appropriate stage in decisions that affect them.
- Managers should be aware of employees' training and development needs, especially when an employee is taking on a new job or their role has changed.
- Managers should monitor and review workloads to ensure that they do not become excessive. Look at work scheduling, the physical demands of work, traveling and logistics to manage fatigue.
- Managers should manage poor performance and attendance effectively in order to prevent unnecessary pressures on colleagues.
- Managers should not regard stress as a weakness and should encourage open discussion about sources of pressure at team meetings. Treating employees who have stress-related conditions less favourably may be discriminatory.
- Managers should adopt an "open door" policy. This enables managers to be more approachable and will assist them in identifying stress-related problems at an early stage, allowing early intervention.
- Managers should be clear about the roles and responsibilities of staff.
- Managers should regularly monitor and review stress indicators, e.g. patterns of absence.
- Managers should be consistent in their approach to stress-related absence. In particular, managers should be aware that increased absence might indicate underlying stress problems. Managers should use the opportunity of return-to-work interviews to discuss stress-related problems when appropriate. Where an absence is stress-related an early referral to occupational health is recommended. Managers should seek advice from human resources if in any doubt.

Support for Managers

- All managers will receive appropriate training in order to implement this policy. Its main aim will be to assist managers in identifying stress-related problems and to minimise associated risks.
- Managers should not hesitate to seek advice and/or support if they feel they need it.
- Managers need also to be aware of support-services available to employees, of how to refer employees and of how employees can self-refer.
- The role of support services will be discussed as part of managers' training.

EMPLOYEES' RESPONSIBILITIES

Managers have a responsibility for managing excessive workplace pressures. However, individual employees also have a clear responsibility to themselves and others to minimise excessive pressures and demands by behaving responsibly, acting reasonably and reporting any concerns regarding stress to managers. Managers cannot be expected to act on stress-related problems they are unaware of.

Employees should avoid unnecessary absence. Excessive absence puts additional pressure on colleagues that may lead to stress in others. Employees should refer to the absence management policy if in any doubt.

Support for Employees

Lack of skills in a new role, for example, can cause stress and employees should not hesitate to approach managers to discuss training and development needs at any time.

Employees can also approach HR for advice on stress-related problems or any health matter.

Employers may also use the expertise of an occupational health specialist in support of the employee.

Working Relationships

Good, supportive working relationships have a buffering effect against stress. Managers should be supportive and all employees are encouraged to be supportive of each other.

Poor working relationships have the opposite effect and can be a cause of stress. Bullying and harassment, in particular, can cause stress. Employees should report cases of bullying or harassment to line management or to a director. Details of where employees can access support if they feel they are being bullied or harassed are posted on all notice boards.

EVALUATION AND REVIEW

This policy shall be regularly reviewed. Stress indicators will be monitored, as will the numbers of employees accessing support services. In addition, both quantitative and qualitative data can be gathered for evaluation purposes. The policy will be reviewed once the evaluation process is complete. Any comments or suggestions that employees have with regard to this policy are strongly encouraged. Employees can make use of suggestion boxes, email or any other communication channel.

Employee Stress Awareness Questionnaire

Please complete the questionnaire below, circling the rating for each question that is the closest to your normal behaviour. When you have completed this, please return to the issuer.

Date: **Job Title (optional):**

A	Relationships	Never	Seldom	Sometimes	Often	Always
	Are you affected by any conflict e.g. with your colleagues or manager at work?	1	2	3	4	5
	Are you subjected to any bullying, harassment or similar scenarios at work?	1	2	3	4	5
	Do you feel unable to talk to your colleagues about any work-related problems?	1	2	3	4	5
B	Role	Never	Seldom	Sometimes	Often	Always
	Are there conflicting responsibilities in your job?	1	2	3	4	5
	Are you unclear how your work fits into the overall aim of the organisation?	1	2	3	4	5
	Are you unclear what your responsibilities at work are?	1	2	3	4	5
	Do you feel you are unable to approach your manager if you have any concerns about your responsibilities at work?	1	2	3	4	5
C	Demands	Always	Often	Sometimes	Seldom	Never
	Do you feel you have just the right amount of work to do (i.e. not too much or too little) within your working hours?	1	2	3	4	5
	Do you feel that you are able to fulfil the tasks and responsibilities of your job?	1	2	3	4	5
	Have you had sufficient training to do your job?	1	2	3	4	5
	Is your work environment suitable (e.g. no excessive noise, temperature extremes, etc.)?	1	2	3	4	5
D	Control	Always	Often	Sometimes	Seldom	Never
	Do you feel you have control over your pace of work?	1	2	3	4	5
	Are you included to an adequate extent in decision-making which impacts on your working practices and priorities?	1	2	3	4	5

D	Control (ctd.)	Always	Often	Sometimes	Seldom	Never
	Do you feel you are using your skills to full effect?	1	2	3	4	5
	Are you encouraged to use your own initiative?	1	2	3	4	5
	Does your manager encourage you to take on new, challenging work?	1	2	3	4	5
	Does your manager allow you to work as flexibly as possible, especially in times of workload pressure (e.g. in terms of working time, taking breaks, working from home where appropriate, etc.)?	1	2	3	4	5
E	Support	Always	Often	Sometimes	Seldom	Never
	Do you feel you get enough support from your manager?	1	2	3	4	5
	Do you feel you get enough support from your colleagues?	1	2	3	4	5
	Are your training and development needs assessed at least once a year?	1	2	3	4	5
	Do you feel your manager is accessible and approachable, especially if you have any work-related problems?	1	2	3	4	5
	Do you receive regular feedback with regards to your work objectives?	1	2	3	4	5
F	Change	Always	Often	Sometimes	Seldom	Never
	When a change happens at work, do you receive enough information about why and when the change is happening in time?	1	2	3	4	5
	When changes are made at work, is it being made clear to you how they will impact your job?	1	2	3	4	5
	Do you feel you are given the opportunity to voice your opinion at times of change?	1	2	3	4	5
	Do you feel you are being supported enough at work during times of change?	1	2	3	4	5

G	Other Is there anything else not covered by this questionnaire which you feel is contributing to your work-related stress. This may be something in your personal life that we may be able to assist with?	
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ANALYSIS OF STRESS QUESTIONNAIRE FINDINGS

Where an employee has marked a 4 or a 5 on any question, consideration should be given to dealing with the specific issue regardless of the overall percentage score.

For each section, work out the percentage score by adding the total obtained within the section / total score available * 100.

Enter the details in the table below:

	Percentage score
Section A	
Section B	
Section C	
Section D	
Section E	
Section F	
Total	

Scores of 60% or above in any single area suggest that there is an issue that requires attention.

An overall Total score of 50% or above would suggest an unusual amount of work related stress.

The additional comments section must also be reviewed, with appropriate actions being taken as necessary.

Mental Health

INTRODUCTION

Mental health problems are common in the workplace, as many as one in six people in employment are having mental health problems at any one time.

Employers have a key role in managing working conditions that can affect mental health, ensuring people with mental health have the support they need and take appropriate steps to combat the stigma and discrimination.

This organisation has a legal responsibility under the Health and Safety at Work Act 1974 and Management of Health and Safety at Work Regulations 1999 to ensure the health safety and welfare at work of their employees.

What is Mental Health?

Mental Health includes our emotional, psychological and social well-being. It affects how we think, feel and act.

Anxiety and depression are the most common mental health problems. They are often a reaction to a difficult life event such as bereavement but can also be caused by work related issues. Other conditions include Phobias, OCD, Panic disorder and Post traumatic Stress Disorders.

MENTAL HEALTH POLICY

It is really important to us that everyone at Shorts Group Ltd is supported to have good mental health and wellbeing at work. We recognise that work can have significant impact on our mental health and wellbeing.

At Shorts Group Ltd we:

- Strive to be leaders in workplace wellbeing.
- Recognise the good mental health and wellbeing in the workplace are vital to us all and to our current and future success.
- Commit to ensuring that we have the right support, guidance and work-life balance to maintain our mental wellbeing at work.

Shorts Group Ltd is committed to its staff and we know that people perform better when they are able to be present, confident and motivated in their jobs. We are committed to the following:

- Promoting mental wellbeing among staff and tackling the causes of work-related mental health problems.
- Providing support to staff who are experiencing a mental health problem.
- Developing and supporting line managers to effectively support the mental health and wellbeing of all staff.

We are dedicated to providing a work environment that promotes and supports well-being for all staff as well as offers assistance, advice and support to those who experience a mental health problem, while working or volunteering for us. This also includes support for staff returning to work after a period of absence due to mental health problems.

An effective and empowered voice is integral to a mentally health workplace. We are committed to develop a workplace culture where staff feel able to voice concerns, suggest positive ideas and are listened to, both about how they do their job and in broader decision-making about our strategy or activities.

Shorts Group Ltd provides training for staff and line managers on mental health. All Staff are encouraged to attend mental health awareness training.

There is a senior management commitment to continuously strive, as far as is reasonably practicable, to promote mental health throughout the organisation by establishing and maintaining processes that enhance mental health and well-being.

Their role is to:

- Provide a working environment that promotes and supports the mental health and wellbeing of all employees.
- Develop a supportive culture, address factors that may negatively affect mental wellbeing, and to develop management skills.
- Provide awareness and understanding of the impact of poor mental health to our workforce and promote positive mental health through facilitated workshops, with the aims of reducing stigma and encouraging conversation in the workplace.
- Educate and enable champions from across the workforce to support keeping our people safe.
- Provide access to accredited mental health first aid training and provide assistance to signpost workers to support in their communities.
- Provide support of employees experiencing mental health difficulties.
- Ensure that those people who have experienced mental health problems are not discriminated against when seeking employment.
- Recognise that workplace stress is a health and safety issue.
- Review the Mental Health Policy annually.

MENTAL HEALTH FIRST AIDERS

The role of a Mental health first aider (MHFA) is to help guide a person in distress to the relevant help that they need.

As MHFA, they have the relevant knowledge to be able to spot someone who is developing a mental health problem and will be able to intervene before it escalates.

MHFA are not qualified to provide therapy. They are there to support an individual and help to make their life at work easier and to encourage them to access the professional support that is available.

An important part of the role is assessing the individual, if the person is getting worse and may be moving towards self-harm or suicide the situation may need to be escalated.

With confidentiality is key, just like physical health, critical incidents will be recorded when necessary to help with the individual's progression.

Names of Mental Health First Aiders are displayed in the workplace.

CONSTRUCTION INDUSTRY HELPLINE

As a construction related organisation, all employees automatically have access to the Construction Industry Helpline, at all times of crises. The confidential Construction Industry Helpline can be contacted on 0345 605 1956 and is available 24/7. All employees will be made aware of this resource at induction and throughout the year via posters displayed on site and at toolbox talks.

Areas where the helpline can assist include:

- Emergency financial aid in times of crisis following an illness, accident, injury or bereavement that forces a family into a state of poverty.
- Advice on occupational health and wellbeing issues as an employee or an employer.

- Support and advice for sufferers of stress and addiction-related illnesses.
- Advice on matters ranging from divorce to employment.
- Advice on specific tax-related issues concerning employment within the construction sector.
- Help to manage and reschedule debt.
- Help to understand the benefits system and your entitlement, especially if you are caring for others.
- Support on career changes, especially after accident or injury preventing you from returning to work.

EMPLOYEE ASSISTANCE PROGRAMS, INITIATIVES AND STANDARDS

Senior management will consider the use of independent third party providers of employee assistance programs where necessary; they will take into account any feedback/concerns and reviews raised when implementing mental health and stress arrangements and the results from workplace risk assessments.

Senior management will consider the implementation of mental health at work initiatives that will enhance the organisations arrangements and improve mental health in the workplace.

Senior management will consider the implementation of enhanced standards for example "Thriving at Work" as part of their ongoing strategy to improving mental health.

Section C

Arrangements for Managing Health and Safety in Construction

Shorts Group Ltd may, during the course of its activities, assume roles and responsibilities under the Construction (Design and Management) Regulations (CDM).

In so doing, Shorts Group Ltd shall comply with its duties under the requirements of these regulations in so far as they relate to our work activities and our relations with other duty holders during the course of the works.

Andrew Hope and the Contracts Manager shall ensure that procedures are implemented and monitored in compliance with the Construction (Design and Management) Regulations.

Shorts Group Ltd's assumed roles under CDM are:

Principal Contactor and Contractor

Arrangements for Managing Health and Safety in Temporary Works

Shorts Group Ltd may, during the course of its activities, assume roles and responsibilities under BS5975, the Code of Practice for Temporary Works.

In so doing, Shorts Group Ltd shall comply with its duties under the requirements of the Code of Practice insofar as they relate to our work activities and our relations with other duty holders during the course of the works.

The Director responsible for health and safety shall be appointed as the Designated Individual and ensure that procedures are implemented and monitored in compliance with the Code of Practice.

Shorts Group Ltd assumed roles under the Code of Practice are:

Designated Individual, Temporary Works Co-ordinator and Temporary Works Supervisor

Construction Design and Management

INTRODUCTION

The Construction (Design and Management) Regulations (CDM) aims to focus attention on planning and management throughout all construction projects. The term 'project' includes all planning, design, management or other work until the end of the construction phase.

CDM is divided into five parts, consisting of 39 Regulations, 5 Schedules and 6 Appendices. **With the exception of Part 4, the Regulations apply to construction projects as a whole, from concept to completion.**

Contents

Part 1 deals with matters of interpretation and application.

Part 2 covers the Client's general management duties, appointment of Principal Designer, Principal Contractor, notification and application to Domestic Clients.

Part 3 sets out general duties, duties of Designers and requirements for designs prepared outside of Great Britain, duties of the Principal Designer, Construction Phase Plan and Health and Safety File, duties of the Principal Contractor, duties of Contractors.

Part 4 covers general requirements for all construction sites, setting out a number of provisions that only relate to work carried out on the construction site.

Part 5 covers enforcement in respect of fire, transitional and saving provisions, revocation and amendments, review arrangements, schedules and appendices.

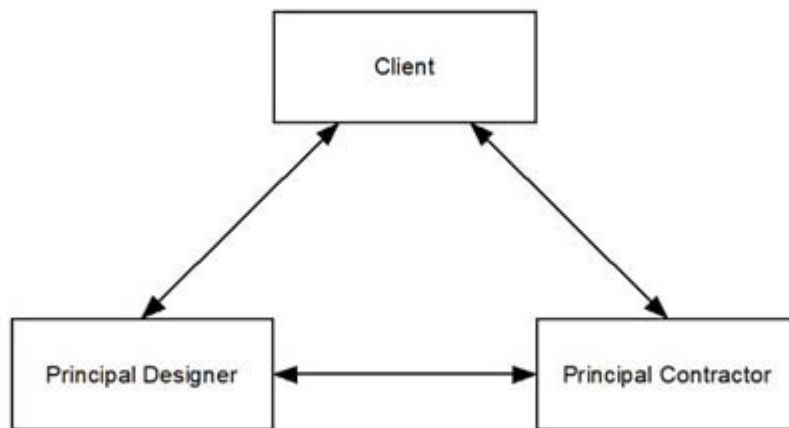
The Definition of Construction work under CDM is the carrying out of any building, civil engineering or engineering construction work and includes:

- The construction, alteration, conversion, fitting-out, commissioning, renovation, repair, upkeep, redecoration or other maintenance (including cleaning which involves the use of water or an abrasive at high pressure or the use of corrosive or toxic substances), decommissioning, demolition or dismantling of a structure.
- The preparation for an intended structure, including site clearance, exploration, investigation (but not site survey) and excavation (but not pre-construction archaeological investigations), and the clearance or preparation of the site or structure for use or occupation at its conclusion.
- The assembly on site of prefabricated elements to form a structure or the disassembly on site of prefabricated elements which, immediately before such disassembly, formed a structure.
- The removal of a structure or of any product or waste resulting from demolition or dismantling of a structure or from disassembly of prefabricated elements which, immediately before such disassembly, formed such a structure.
- The installation, commissioning, maintenance, repair or removal of mechanical, electrical, gas, compressed air, hydraulic, telecommunications, computer or similar services which are normally fixed within or to a structure.

Construction work under CDM does not include:

- The exploration for, or extraction of, mineral resources, or preparatory activities carried out at a place where such exploration or extraction is carried out.

Main Dutyholders under CDM



NOTE: Designers and Contractors will co-ordinate with the above parties.

There are three main dutyholders for managing the health and safety of a construction project.

The Client has the overall responsibility for the successful execution of the project and the Principal Designer and Principal Contractor lead on different phases of the project.

The Principal Designer and Principal Contractor co-ordinate health and safety; the good co-ordination between the three parties enables good information flow and helps to ensure that health and safety is considered when making decisions.

Note: on projects where there is only one Contractor then the Client does not need to appoint a Principal Designer or Principal Contractor: the Contractor will co-ordinate with the Client.

Roles under CDM (for more detailed descriptions refer to individual procedures where applicable).

THE CLIENT - ALL PROJECTS

A Client is any organisation or individual (including Domestic Clients and Commercial Clients) for whom a project is carried out.

A Domestic Client is someone who has construction work done on their own home, or the home of a family member, which is not done in connection with a business.

The CDM Regulations apply in full to Commercial Clients. Domestic Clients can pass on their duties to other dutyholders, in accordance with Regulation 7 of the CDM Regulations.

The Client's key duties are to make suitable arrangements for managing a project, making sure that:

- Other duty holders are appointed.
- Sufficient time and resources are allocated.
- Relevant information is prepared and provided to other dutyholders.
- The Principal Designer and Principal Contractor (where appointed) carry out their duties.
- Welfare facilities are provided.

THE PRINCIPAL DESIGNER - PROJECTS WITH MORE THAN ONE CONTRACTOR

The role of the Principal Designer is to plan, manage, monitor and co-ordinate health and safety in the pre-construction phase of the project, including:

- Identifying, eliminating or controlling foreseeable risks.
- Ensuring designers carry out their duties.
- Prepare and providing relevant information to other duty holders.
- Liaising with the Principal Contractor to help in the planning, management, monitoring and co-ordination of the construction phase.

A Principal Designer must be appointed by the Client for all projects with more than one Contractor (regardless of notification requirements). Appointment should be as early as possible in the design process, if practicable at the concept stage. The duration of the appointment should take into account any design work which may continue into the construction phase or any issues that may arise during construction involving the need to make suitable design modifications.

THE PRINCIPAL CONTRACTOR - PROJECTS WITH MORE THAN ONE CONTRACTOR

The key duties of the Principal Contractor are to plan, manage, monitor and co-ordinate the construction phase of the project, including:

- Liaising with the Client and Principal Designer.
- Preparing the Construction Phase Plan.
- Organising co-operation between Contractors and co-ordinating work.

Ensuring that:

- Suitable inductions are provided.
- Reasonable steps are taken to prevent unauthorised access.
- Workers are consulted and engaged in securing their health and safety.
- Welfare facilities are provided.

A Principal Contractor must be appointed by the Client for all projects with more than one Contractor (regardless of notification requirements). Appointment should be as soon as practicable, and in any event before construction begins.

Principal Contractors must also comply with the duties placed on all Contractors under the Regulations.

Note: Construction Phase Plans are required for ALL construction projects regardless of notification.

DESIGNERS

Designers' responsibilities extend beyond the construction phase of a project. They also need to consider the health and safety of those who will repair, maintain, clean, refurbish and eventually remove or demolish all or part of a structure, as well as the health and safety of the users of workplaces.

When preparing or modifying designs, the Designer must:

- Eliminate, reduce or control foreseeable risks that may arise.
- Provide information to other members of the project team to help them fulfil their duties.

CONTRACTORS

Contractors are those who do the actual construction work, this includes companies that use their own workforce to do construction work on their own premises. The duties on Contractors apply whether the workers are employees or self-employed and also to agency workers.

Contractors can be an individual or a company. Their role is to plan and manage construction work under their control so that it is carried out without risks to health and safety.

For projects involving more than one Contractor their duty is to co-ordinate their activities with others in the project team, in particular to comply with the directions given to them by the Principal Designer or Principal Contractor.

For single-Contractor projects, they must prepare a Construction Phase Plan.

NOTIFICATION

The Executive must be notified by the Client as soon as is practicable before a construction project begins, where the construction work on a construction site is scheduled to:

- Last longer than 30 working days **and** have more than 20 workers working simultaneously at any point in the project. or
- Exceed 500 person days, e.g. 50 people working for over 10 days.

All days on which construction work takes place count towards the period of construction work. Holidays and weekends do not count if no construction work takes place on these days.

If the construction project is not notifiable at first, but there are subsequent changes to its scope so that it fits the criteria for notification, the Client must notify the work to the relevant enforcing authority as soon as possible.

To notify a project use the F10 notification form available on the HSE website www.hse.gov.uk/construction.

The Client must ensure that an up to date copy of the notice is displayed in the construction site office.

SELECTION OF PROJECT TEAM

Having the right people with the right skills, knowledge and experience is essential to any project. Dutyholders must take reasonable steps to satisfy themselves that appointees are able to demonstrate that they can deliver the project in a way that secures health and safety.

They should have:

- The necessary capabilities and resources.
- The right blend of skills, knowledge and experience.
- An understanding of their roles and responsibilities when carrying out the work.

Specific enquiries will be undertaken about the appointee's basic health and safety knowledge. Recognised methods include:

- Evidence from previous construction work (suitable for small jobs).
- Questions based on Public Available Specification (PAS) 91 as part of a prequalification process.
- Membership of independent third party accreditation schemes, including those schemes who are members of the umbrella body Safety Schemes in Procurement (SSIP).

RESOURCES

The timely allocation of sufficient resources to any project is essential. A failure to allocate sufficient resources is likely to have an adverse impact on health and safety during the construction phase and could well result in an increase in accident rates, delays and possibly poor execution of the work. Whichever is the case, it is likely that any handover or completion targets will not be met on time if the project is badly resourced.

- Sufficient time should be allowed between appointing the Contractors and the commencement of works.
- Allow sufficient time for planning and preparation, surveys, construction phase plans, design drawings, setting up the site, assembling the workforce all take time to put in place.
- Ensure adequate arrangements are in place for the provision of welfare facilities before work commences.
- Make sure that a detailed project programme has been drawn up using realistic timescales for all project phases.

CO-OPERATION AND CO-ORDINATION

All duty holders should take a positive approach toward and encourage good co-operation and co-ordination between all parties. A "team spirit" approach toward a project will encourage parties to engage more easily and will go some way in making co-ordination issues easier to foresee. There may be a need to convene special meetings if there is insufficient co-operation between Designers or with other team members, or if adequate regard is not being given to health and safety. It is, however, better for these issues to be addressed in routine project meetings.

The Principal Contractor should take a positive lead in encouraging co-operation and co-ordination between Contractors from the outset of the job. Other parties involved in the work should be positive and constructive toward the Principal Contractor's initiatives.

In some circumstances, such as two neighbouring construction sites, the need to co-operate and co-ordinate may also be necessary. It could be something as simple as co-ordinating delivery times so that the local roads do not become blocked, through to more complex issues such as the co-ordination of the use of tower cranes.

Timely communication, good co-operation and co-ordination of site activities will ensure that information about risks and precautions are shared. Tools such as site meetings, site inductions, method statement and risk assessment briefings, poster campaigns, toolbox talks, etc. can be utilised to communicate, co-ordinate and encourage co-operation. These methods should be set out at the planning stage and should be regularly reviewed and updated. It is also important that accurate and detailed records are maintained, i.e. minutes of meetings, registers to record toolbox talks, site inductions, etc. These arrangements must be monitored and reviewed to ensure their effectiveness.

For low risk projects involving more than one Contractor a low key approach will be sufficient. In a higher risk project a more rigorous approach to co-ordination, co-operation and planning will be required.

INFORMATION

Provision of clear information is a vital part of any CDM project. All dutyholders have a responsibility for providing information or instructions to other dutyholders.

Information flow should assist in the project planning, design, construction stages and assist the end users; it must be provided in good time, and to the people who need it.

Examples include:

- Pre-construction information the Client is required to provide to Designers and Contractors.
- Health and safety information about the design that Designers are required to provide to other dutyholders.
- Information that the Principal Designer must provide to enable preparation of the construction phase plan.
- Site rules that are part of the construction phase plan. and
- Information that Principal Contractors must provide to workers or workers' representatives.

GENERAL REQUIREMENTS FOR ALL CONSTRUCTION SITES

Part 4 of the CDM Regulations sets out a number of provisions that only relate to work carried out on construction sites. Contractors **must** comply with these provisions so far as they affect the Contractor or any worker under their control, or relate to matters under the Contractor's control.

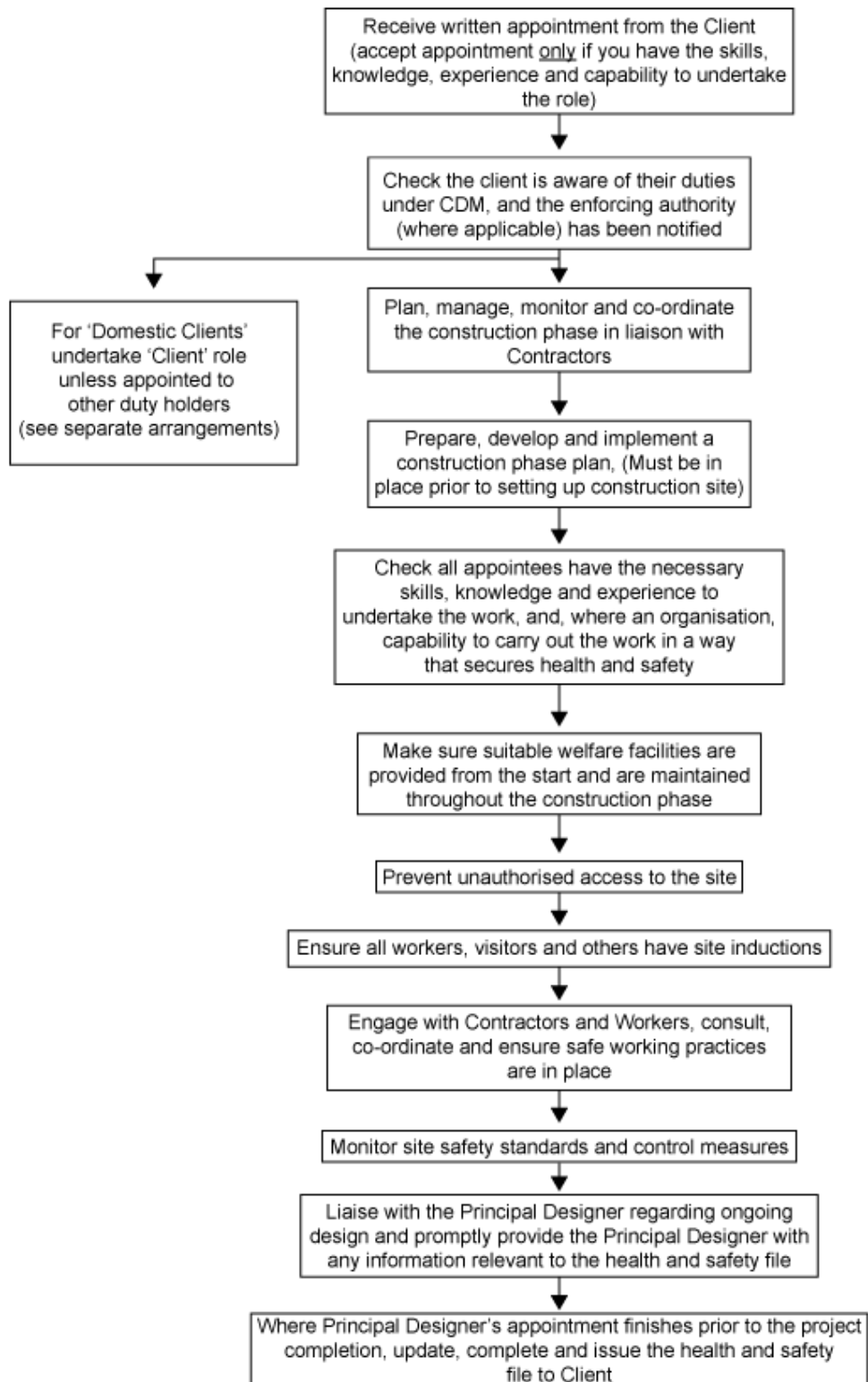
Provisions are required for the following areas:

- Safe places of construction work.
- Good order and site security.
- Stability of structures.
- Demolition or dismantling.
- Explosives.
- Excavations.
- Cofferdams and caissons.
- Reports of inspections.
- Energy distribution installations.
- Prevention of drowning.
- Traffic routes.
- Vehicles.
- Prevention of risk from fire, flooding or asphyxiation.
- Emergency procedures.
- Emergency routes and exits.
- Fire detection and firefighting.
- Fresh air.
- Temperature and weather protection.
- Lighting.

Refer to Guidance Note "CDM part 4 General Requirements for all Sites" for detailed requirements of each provision.

Procedure for Role of Principal Contractor

Projects with more than one Contractor



Principal Contractor

The Principal Contractor

The Principal Contractor (PC) is the Contractor in overall charge of the construction phase and will be appointed by the Client for **all** construction projects where there is more than one Contractor.

As PC our key duty is to properly plan, manage, monitor and co-ordinate work during the construction phase in order to ensure that the health and safety risks are properly controlled, taking into account the general Principles of Prevention when decisions are being taken in order to plan which items or stages of work can take place at the same time or in a sequence and estimating the time that certain items or stages of work will take to complete.

As PC our role involves liaising with the Client and Principal Designer throughout the project. Depending on the nature of the project the PC may be supported by Designers, Contractors and workers. We will also comply with our Contractor duties placed on us under the Construction (Design and Management) Regulations.

PCs are usually the main or managing Contractor. This allows the management of health and safety to be incorporated into the wider management of project delivery, which is good business practice as well as being helpful for health and safety purposes.

Where two or more projects are taking place on the same site at the same time, but are run independently of each other, we shall ensure that it is clearly defined who is in control during the construction phase in any part of the site at any given time. Where it is not possible for one PC to be in overall control, we shall co-operate with each other, co-ordinate the work and take into account any shared interfaces between activities.

Where the Client is a Domestic Client under the Construction (Design and Management) Regulations, the PC will automatically fulfil the role of Client unless there is written agreement with the Principal Designer. (Refer to separate arrangements for Client duties).

PRINCIPAL CONTRACTOR RESPONSIBILITIES

In addition to general Contractor's duties, where this organisation is appointed as Principal Contractor we shall fulfil our role and responsibilities by:

- **Planning:** Preparing a construction phase plan that ensures the work is carried out without risk to health and safety, taking into account any works in occupied premises, the risks likely to arise during the construction work, the measures needed to protect those affected and the resources needed to organise and deliver the work including its management, monitoring and co-ordination.

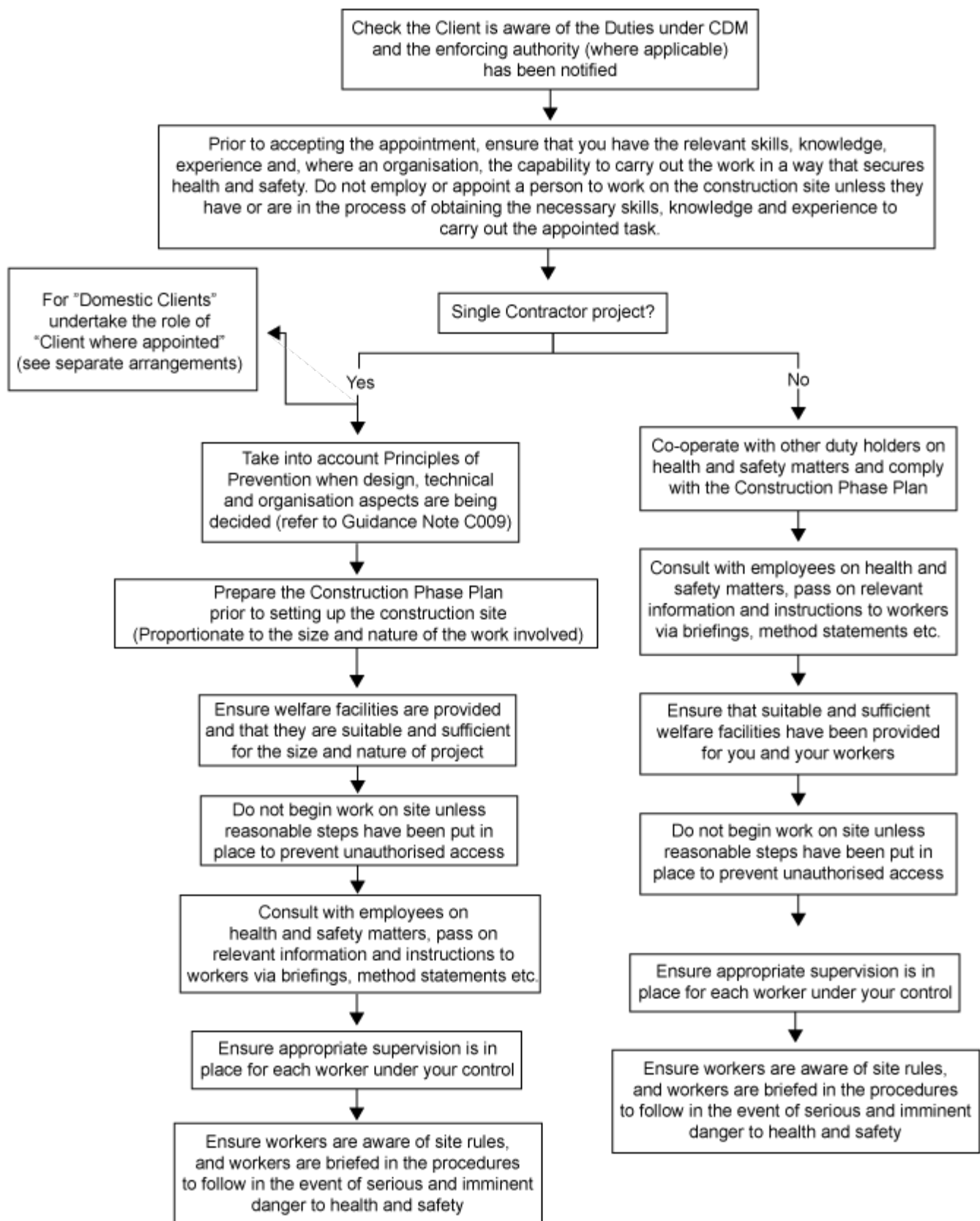
Note: a construction phase plan is required for **all** construction projects, regardless of notification, and must be in place before the construction phase begins. The Client must be satisfied that the plan has been suitably developed.

- **Managing:** Implementing the plan, including facilitating co-operation and co-ordination between Contractors, ensuring that workers understand:
 1. The risks and control measures on the project.
 2. Who has responsibility for health and safety.
 3. That consistent standards apply throughout the project and will be frequently checked.
 4. Where they can locate health and safety information which is easily understandable, well organised and relevant to the site.
 5. That incidents will be investigated and lessons learned.

- **Monitoring:** Reviewing, revising and refining the plan and checking that work is being carried out safely and without risks to health, through active and reactive monitoring techniques.
- **Securing the site:** taking steps to prevent unauthorised access to the site by using fencing and other controls, taking into account existing boundaries, site and surrounding environment, rights of way and any vulnerable groups near to the site.
- Providing welfare facilities: making sure that facilities are provided throughout the construction phase.
- Providing a site specific induction: giving workers, visitors and others information about risks and rules that are relevant to the site work and their work. The induction will be proportionate to the nature of the visit, and take into account whether they are escorted on site or not.
- **Liaising on design:** discussing with the Principal Designer any design or change to design.
- Ensuring that Clients are aware of their duties and that an F10 (where applicable) has been submitted by them to the enforcing authority.
- Ensuring that anyone appointed has the necessary skills, knowledge and experience and, where they are an organisation, the capability to carry out the work in a way that secures health and safety.
- Ensuring that Contractors are informed of the time available for planning and preparation.
- Ensuring that the workforce and the workforce Contractors are provided with relevant health and safety information, instruction and appropriate supervision.
- Managing construction work in a way that ensures it is carried out without risks to health and safety.
- Passing on all relevant information promptly to the Principal Designer to compile the health and safety file.
- Where the Principal Designer's appointment finishes before the end of the project, completing and handing over the health and safety file to the Client.

The time and resource that will be devoted to carrying out our role will be in proportion to the size and complexity of the site and the range and nature of the health and safety risks involved.

Procedure for Role of Contractor



Contractor

Contractors

All Contractors, including utilities, specialist contractors, contractors nominated by the Client and the self-employed, have a part to play in ensuring that the site is a safe and healthy place to work. The key to this is the proper co-ordination of the work, underpinned by good communication and co-operation between all those involved.

Anyone who directly engages construction workers or manages construction work is a Contractor under CDM Regulations. This includes an individual, a sole trader, a self-employed worker, or a business that carries out, manages or controls construction work as part of their business. The duties of a Contractor apply whether the workers under our control are employees, self-employed or agency workers.

Contractor Responsibilities

Where this organisation is an appointed Contractor on a construction project we shall fulfil our role and responsibilities by:

- Checking that the Client is aware of their duties; duty holders have been appointed and the project has been notified to the Executive (where appropriate).
- Ensuring that we have the relevant skills, knowledge, experience and capability to undertake the role.
- Checking that all our appointees and workers have or are in the process of obtaining the necessary skills, knowledge and experience to carry out the appointed task.
- Training our own employees.
- Preparing the construction phase plan prior to setting up the site (for single Contractor projects).
- Ensuring that reasonable steps are in place to prevent unauthorised access to the site.
- Ensuring that there are adequate welfare facilities for our workers.
- Ensuring that appropriate supervision is in place for each worker under our control.
- Managing our work, ensuring that workers and contractors employed by ourselves manage and control health and safety risks.
- Providing information to our workers.
- Complying with the specific requirements in Part 4 of the CDM Regulations (see Guidance Note C011).
- Co-operate with the Principal Contractor (where appointed) in planning and managing work, including reasonable directions and site rules.
- Informing the Principal Contractor (where appointed) of any problems with the construction phase plan.

Documentation

Pre- Construction Information – We recognise that as Contractor we have no specific duties in relation to pre-construction information. However, for projects involving more than one Contractor, we shall co-operate with the Client, Principal Designer and Principal Contractor to ensure that the pre-construction information is right.

Construction Phase Plan - For projects involving more than one Contractor, we will follow the parts of the Construction Phase Plan prepared by the Principal Contractor that are relevant to our works. We shall also liaise with the Principal Contractor to pass on our views on the effectiveness of the plan in managing risks.

Where we are the single Contractor we have responsibility for ensuring the construction phase plan is drawn up, before setting up the construction site. We shall co-operate with the Client and any Designers involved in the project and take into account sources of relevant pre-construction information.

Health and Safety File – As Contractor we have no specific duties in relation to the health and safety file.

Providing information and instructions

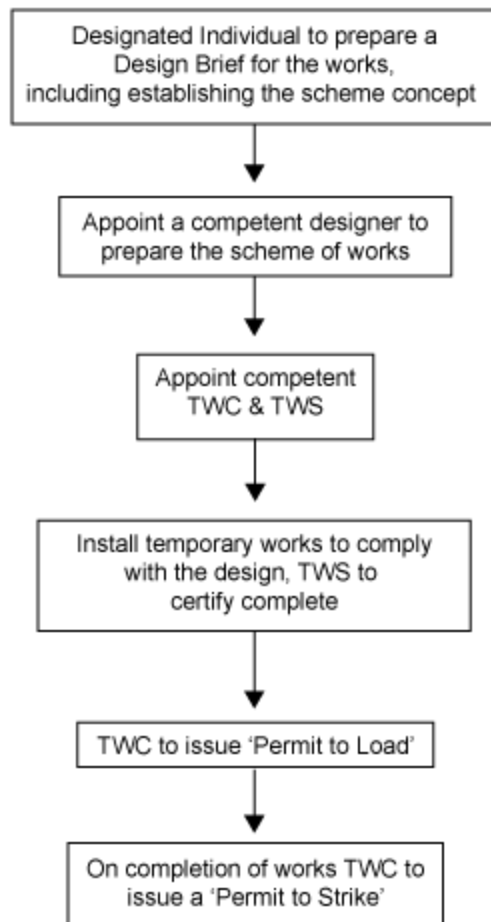
We shall provide our employees and workers under our control, the information they need to carry out their work without risk to health and safety, this includes:

- A suitable site induction (where this has not been provided by the Principal Contractor).
- The procedures to be followed in the event of serious and imminent danger to health and safety, i.e. we shall make sure that workers exposed to any such danger will stop work immediately, report it to the designated person from our organisation for the site and go a place of safety. The emergency procedures will take into account the name of the person whom such instances shall be reported, who has the authority to take whatever prompt action is needed, and existing provisions relating to emergency procedures, emergency routes, exits, fire detection and firefighting.
- Information on the hazards present on the site that are relevant to their works, the risks associated with those hazards and the control measures put in place.

Domestic Client Duties

On projects involving only one contractor, the Client's duties are transferred to the Contractor and they must carry out the Client's duties as well as their own. In practice, this should involve Contractors doing no more than they have done in the past to comply with health and safety legislation. **Compliance with their own duties as a Contractor will be taken as compliance with the relevant Client duties** to the extent necessary given the risks involved in the project.

Procedure for Management of Temporary Works



Temporary Works

Temporary works is an "engineered solution" used to support or protect either an existing structure or the permanent works during construction, or to support an item of plant or equipment, or the vertical sides or side-slopes of an excavation during construction operations on site or to provide access.

The temporary works may be removed or left in place after the completion of the permanent works but in the latter case would not necessarily contribute to the strength of the permanent works.

Where the method of construction of the permanent works differs from that which has been indicated by the permanent works designer, the temporary works solution should include an assessment of the permanent works for the various stages of construction, modification or demolition to determine adequacy of strength and/or stability.

A temporary works study may involve an assessment of excavation stability or necessary supports particularly where the excavation slopes are steep, or are surcharged by other loads.

Work on-site should be the subject of careful direction, supervision and checks to ensure that the temporary works structure is constructed safely in accordance with the agreed design with materials of agreed quality and that only when all checks have proved satisfactory is the structure first loaded, and then dismantled in accordance with an agreed procedure.

Communication tends to be one of the major problem areas of temporary works because of the multiplicity of actions normally required when temporary works is being constructed and put into service.

Such activities may be widely separated in time and place and it is therefore essential that lines of communication and responsibility are explicit.

To facilitate progress, a methodical approach should be adopted and it is recommended that comprehensive records are maintained.

Temporary works include, but are not limited to, the following:

EARTHWORKS:

- Trenches.
- Excavations.
- Temporary slopes and stockpiles.
- Cofferdams.

STRUCTURES:

- Formwork.
- Falsework.
- Propping.
- Facade retention.
- Needling.
- Shoring.
- Edge protection.
- Temporary bridges.
- Site hoarding and signage.
- Site fencing.

EQUIPMENT/PLANT FOUNDATIONS:

- Tower crane bases.
- Supports.
- Anchors and ties for hoists.
- MCWPs.
- Crane and piling platforms.

ROLES AND RESPONSIBILITIES OF ORGANISATIONS**ORGANISATIONAL ASPECTS**

Every organisation involved in temporary works should have a designated individual responsible for:

- Establishing, implementing and maintaining a procedure for the control of temporary works for that organisation, and
- Ensuring that any sub-contractors have adequate temporary works procedures if they are carrying out and managing temporary works. The procedure should cover the management of the design process, and include measures for ensuring that the design function and the roles of the temporary works co-ordinator and temporary works supervisor are carried out by competent individuals.

NOTE 1 Organisations which typically could have an involvement in temporary works include clients, management contractors, contractors, sub-contractors, suppliers, and consultants.

NOTE 2 These Organisations have duties under the Construction (Design and Management) Regulations and are expected to provide and receive relevant information.

NOTE 3 It is expected that the designated individual would generally be the senior person in the organisation with responsibility for the management of temporary works, such as the Chief Engineer or Engineering/Operations Director.

The procedure should include measures to ensure that responsibilities are properly allocated and for controlling the communication of requirements and actions.

The key items are:

- Responsibility for each of the actions set down in this code should be specifically allocated.
- These responsibilities should be clearly defined.
- All instructions should be clear and complete.
- Documented records of responsibilities allocated, instructions given and actions are taken should be maintained.

APPOINTMENT OF THE TEMPORARY WORKS CO-ORDINATOR AND THE TEMPORARY WORKS SUPERVISOR

APPOINTMENT OF THE TEMPORARY WORKS CO-ORDINATOR

The appointment of a temporary works co-ordinator (TWC) should be the first operation in a chain of events culminating in the construction of a temporary works scheme.

The TWC should be appointed by the Designated Individual of the Principal Contractor, or on projects which are not notifiable under CDM 2015, the main Contractor.

It is essential for the TWC to be competent and to have relevant up-to-date training and both the qualifications and the experience appropriate to the complexity of the project. The appointment of the TWC should be made known to all concerned.

The TWC may be proposed by a contracts director/manager or senior manager, but the Designated Individual should be satisfied that the proposed TWC has the necessary competence before confirming acceptance of the proposal.

It is preferable that the TWC is not responsible for the day-to-day progress of the temporary works or other project matters.

If the TWC has responsibility for both checking the temporary works and progress, it is essential that decisions are not compromised by commercial or other pressures.

If the TWC considers that they are under undue pressure from site management to achieve production, then they should be able to seek assistance from the Designated Individual.

It is important that the appointment gives the TWC adequate authority to carry out their tasks, including the authority to stop the work if it is not being carried out satisfactorily.

The TWC should be responsible for the provision of formal permission to load, which when signed would certify that all appropriate steps had been taken.

The TWC should not permit erection to continue beyond any critical stage until it is to the standard specified.

The TWC should ensure that, once the temporary works have been checked and passed, it is not altered until the loading stage has been completed and the design allows for it to be dismantled or altered.

In the case of complex construction, it might be advisable for those checking critical individual items to sign when each of those particular parts of the work is to their satisfaction.

To ensure the independence of checks, if any of the tasks requiring checking have been carried out by the TWC, the TWC should delegate the checking to another individual.

The TWC should define and record the actual responsibilities of each TWS, where appointed.

APPOINTMENT OF THE TEMPORARY WORKS SUPERVISOR(S)

On larger sites or where the site manager or project manager considers it necessary, or where there are one or more sub-contractors carrying out temporary works operations, or where the TWC requests assistance, one or more temporary works supervisors (TWS) may be appointed. The TWS should be appointed by the Designated Individual of the organisation for whose work the TWS is responsible.

It is essential for the TWS to be competent and to have relevant up-to-date training and both the qualifications and the experience appropriate to the complexity of the project.

The TWS may be proposed by a contracts director/manager, TWC or senior manager, but the Designated individual of the organisation for whose work the TWS is responsible should be satisfied that the proposed TWS has the competence before confirming acceptance of the proposal.

A TWS would only be permitted to issue a permit to load (bring into use) or unload (take out of use) if the designated Individual of the Principal Contractor, or on projects which are not notifiable under CDM 2015, the Main Contractor, is satisfied that either:

- An individual TWS is competent and has issued the appropriate authority in respect of that individual, or
- A sub-contractor's procedures for the control of temporary works are satisfactory and that the Designated Individual of that sub-contractor has appointed a competent TWS to be responsible for that sub-contractor's temporary works; in which case the appropriate authority comprises the approval of the sub-contractors procedures by the Designated Individual and the appointment of the named TWS.

Duties of the Designated Individual

The Designated Individual's duties will include:

1. The appointment of a temporary works co-ordinator (TWC).
2. The appointment of a temporary works supervisor (TWS) where required.
3. Specifying the limits of authority of the TWS, where appointed, including any authorisation to issue permits to load (bring into use) or unload (take out of use) the temporary works.

Duties of the Temporary Works Co-ordinator

The Temporary Works Co-ordinator's duties shall be to:

1. Co-ordinate all temporary works activities.
2. Ensure a temporary works register is established and maintained.
3. Ensure that the various responsibilities have been allocated and accepted.
4. Ensure that a design brief is prepared with full consultation, is adequate, and is in accordance with the actual situation on site.
5. Ensure that any residual risks, identified at the design stage, assumed methods of construction or loading constraints identified by the designer of the permanent works are included in the design brief.
6. Ensure that a satisfactory temporary works design is carried out.
7. Ensure that a design check is carried out by someone who was not involved in the original design; this should include checking for:
 - Concept.
 - Structural adequacy.
 - Compliance with the brief.
8. Where appropriate, ensure that the design is made available to other interested parties, e.g. the designer of the permanent works.
9. Register or record the drawings, calculations and other relevant documents relating to the final design.
10. Ensure that those responsible for on-site supervision receive full details of the design, including any limitations and guidance notes associated with it, and prepare a specific method statement.
11. Ensure that checks are made at appropriate stages.
12. Ensure that any proposed changes in materials or construction are checked against the original design and appropriate action taken.
13. Ensure that any agreed changes, or corrections of faults, are correctly carried out on site.
14. Ensure that during use of the temporary works all appropriate maintenance is carried out.
15. After a final check, which is satisfactory, ensure a permit to load (bring into use) is issued by either the TWC or TWS.
16. When it has been confirmed that the permanent structure has attained adequate strength and/or stability, ensure a permit to unload (take out of use) the temporary works is issued by either the TWC or TWS.
17. Ensure that a documented safe system of work is in place and implemented for the dismantling of any temporary works.
18. Ensure that any relevant information for the health and safety file is transmitted to the Principal Designer.
19. In all cases, ensure that the TWS is operating in accordance with the approved procedures.

Duties of the Temporary Works Supervisor(s)

The TWS shall be responsible to the TWC.

The TWS should assist the TWC in the supervision and checking of the temporary works.

This will also include carrying out the checks of the scheme(s) during construction on site and liaising with the TWC to ensure any modifications to the scheme or differences from the envisaged conditions (use or environmental) are drawn to the attention of the Designer.

- They shall ensure that all the equipment for the temporary works is in a serviceable condition prior to installation.
- They shall control the erection of the temporary works and on completion of the installation, they shall undertake an inspection to ensure that the temporary works solution has been installed in accordance with the design.
- They shall record the inspection in the temporary works register.
- They shall complete Part 1 of the 'Permit to Load' and present it to the TWC.
- They shall bring the temporary works into use only when authorised by the TWC.
- When authorised by the TWC that the Temporary Works can be removed, ensuring that the correct dismantling sequence (including any hold points) is followed to ensure compliance with the design.
- They shall ensure that the removed equipment is inspected for damage prior to re-use.

Section D

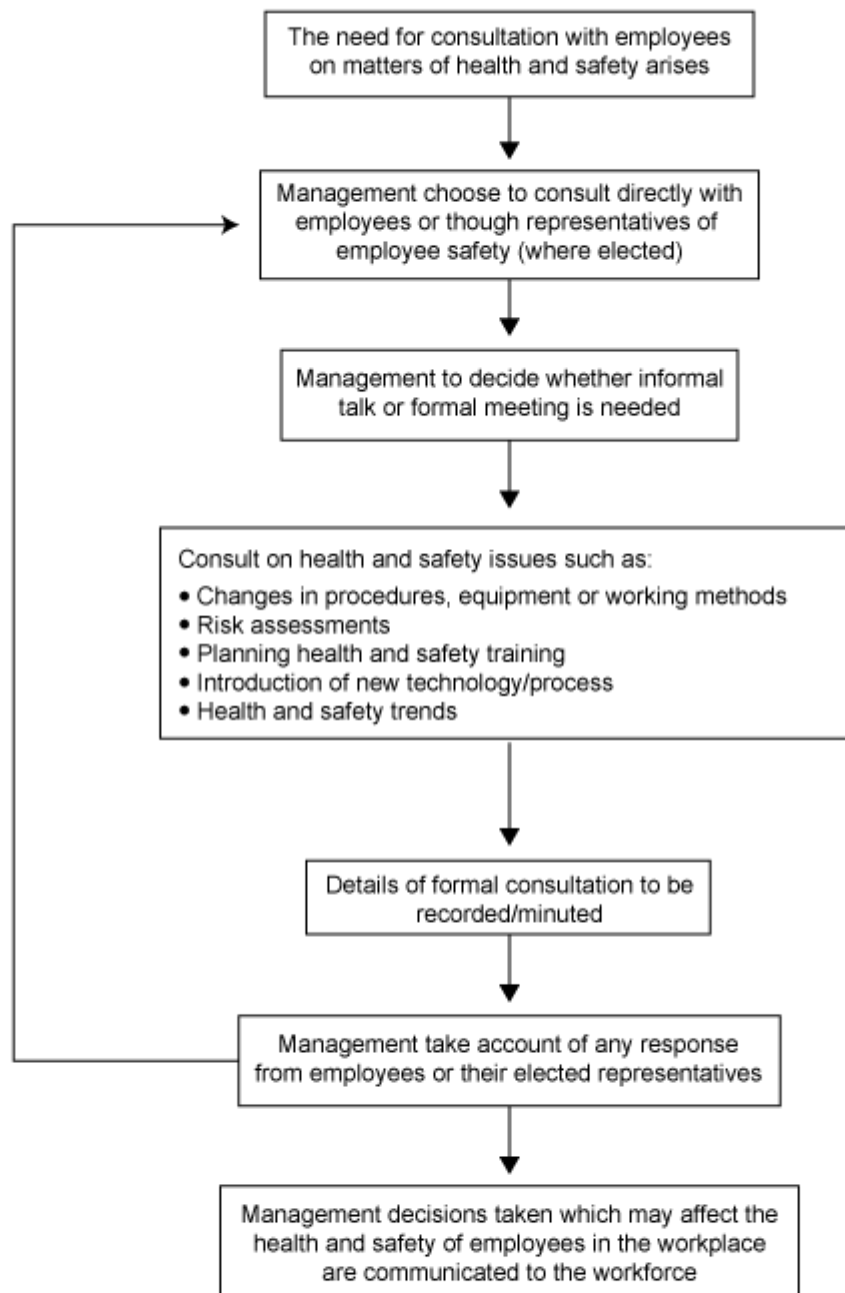
Arrangements for Consultation with Employees

Consultation shall be carried out on all matters to do with the health and safety of our employees at work including:

- Any proposed change which may substantially affect their health and safety at work, e.g. changing a work procedure.
- Appointing a competent person to help Shorts Group Ltd to comply with health and safety laws.
- When introducing new technology, tools or working processes.
- When planning health and safety training.
- Informing employees of the likely risks and dangers arising from their work, measures to remove or reduce these risks and what they should do if they have to deal with a risk or danger.

Gary Short and Bryony Morten-Short will consult directly with individual employees or groups of employees.

Procedure for Consultation with Employees



Consultation with Employees

INTRODUCTION

We will involve our employees in discussions regarding any of the following circumstances:

- Any change which may substantially affect their health and safety at work, e.g. in procedures, equipment or ways of working.
- The organisation's arrangements for appointing competent people to help it satisfy health and safety laws.
- The information that employees must be given on the likely risks and dangers arising from their work, measures to reduce or eliminate these risks and what they should do if they have to deal with a risk or danger.
- The planning of health and safety training.
- The health and safety consequences of introducing new technology.

These discussions will be by the most convenient manner for both parties but will at least involve a letter delivered to all of our staff to ask if they have any input on these matters.

REPRESENTATIVES OF EMPLOYEE SAFETY

Where elected, representatives of employee safety have the following functions:

- To make representations to the employer regarding possible risks and dangerous events in the workplace that may affect employees they represent.
- To make representations to the employer regarding general matters affecting the health and safety of the employees they represent.
- To represent the employees who elected them in consultation with an enforcing authority.

AVAILABILITY OF HEALTH AND SAFETY DOCUMENTATION AT THE WORKPLACE

It is an requirement of the organisation that all necessary health and safety documentation be in place and made available to our employees prior to any works commencing. This will include, as the case may be, the organisation's health and safety policy, relevant method statements, plans of work, safe systems of work and risk assessments, as well as any other health and safety documentation which it is reasonable for the organisation's management to obtain for those works and which have a bearing on health and safety issues for that place of work.

GENERAL COMMUNICATION MEDIA

Health and safety information may also be transmitted by management to employees by way of memos, notice boards on organisation or site premises, minutes of meetings, site safety booklets and other media where deemed appropriate. It will be the responsibility of the senior staff, or their representative, to decide how to transmit health and safety information to the organisation's employees.

Section E

Arrangements for Induction Training

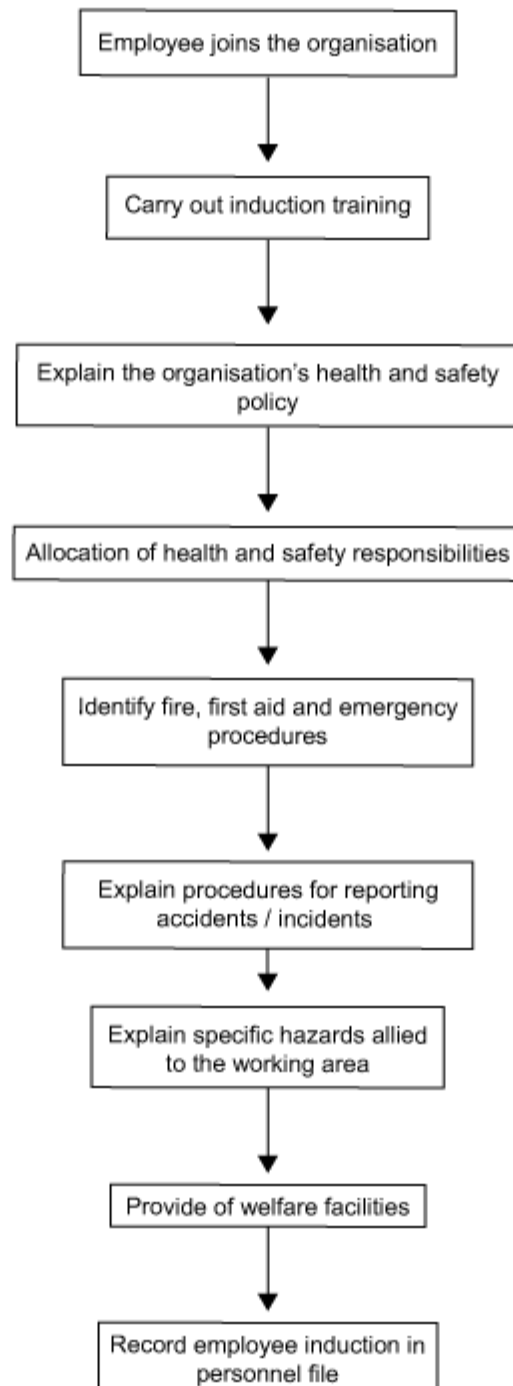
Shorts Group Ltd expects its employees to undergo specific induction training (which may be provided by ourselves or others) prior to works starting, in order that we may address the health and safety hazards associated with that particular area.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Lead Driver will ensure that all employees undergo induction training.

The Contracts Manager and the Demolition Supervisor shall ensure that employees working off-site undergo induction training and that records of this training are kept at the workplace, together with any certificates from off-site courses attended by employees.

Records of induction training will be held at head office by **The Compliance Officer, the Demolition Administrators and Paula Meekins**.

Procedure for Induction Training



Induction Training

INTRODUCTION

All new members of staff should receive health and safety induction training as part of their general induction to the organisation. This should take place as soon as possible after they start, ideally upon arrival. The objective of the training is to ensure that new members of staff are familiar with all fundamental aspects of health and safety which relate to their employment and the contribution that they can make to a safe working environment.

SCOPE OF TRAINING

Areas to be covered:

- The individual's reporting lines, job title, duties and responsibilities.
- The organisation's health and safety policy including:
 - The organisation's commitment to health and safety in the workplace.
 - Legislative background to the health and safety policy.
 - The general statement of policy and its importance.
 - How to get access to the health and safety policy.
 - The organisational structure for managing health and safety.
 - The employee consultation process on health and safety issues.
 - Management and staff responsibilities and rules.
 - Arrangements and procedures.
 - Fire safety and emergency evacuation procedures, raising the alarm, escape routes and assembly points.
 - How the accident and incident reporting system works.
 - First aid arrangements.
 - Disciplinary procedures following breach of staff rules.
- Prohibited and hazardous areas, and smoking arrangements.
- Where to find individuals with special health and safety functions, e.g. health and safety advisers/co-ordinators, first aiders, fire wardens and safety and employee representatives.
- Details of any traffic controls and restrictions.
- Location of specific safety issues.
- Job-specific safety issues and access to relevant risk assessments, work procedures, control measures, etc.
- Details of any further training to be provided.
- The organisation's "smokefree" policy.

It can be helpful for any individuals with health and safety responsibilities to be present during induction training.

REFERENCES

- Health and safety management system.
- Fire notices.
- First aid notices.
- Location and job-specific requirements.
- Guidance relevant to the individual's work.
- Relevant specific/detailed risk assessments.

Induction Sheet

Site/area:

Organisation/person giving induction:

Date of induction:

The following items have been explained to the inductee:

- The organisation's policy for health, safety and welfare.
- The allocation of safety responsibilities on site.
- Site-specific rules.
- Safe systems of work, where applicable.
- General hazards in and around their work area.
- Specific hazards allied to their work area including the detail of the risk assessment and noise implications of that task.
- Fire and emergency procedures, including the location and use of extinguishers.
- The names and locations of first aiders, introduction to them, position of first aid boxes and rules for their use.
- Use, availability and storage of protective clothing and equipment.
- Procedures for reporting accidents, injuries and property damage.
- The location of canteens, toilets, etc. and other welfare matters.
- The importance of hygiene and health.

I have received the site safety induction and understand the safety requirements and obligations placed upon me.

Signed by:

(Upon completion of safety induction)

Print name:

Organisation:

This form is to be held in the site records and then transferred to head office on the completion of the task.

Induction Register

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Section F

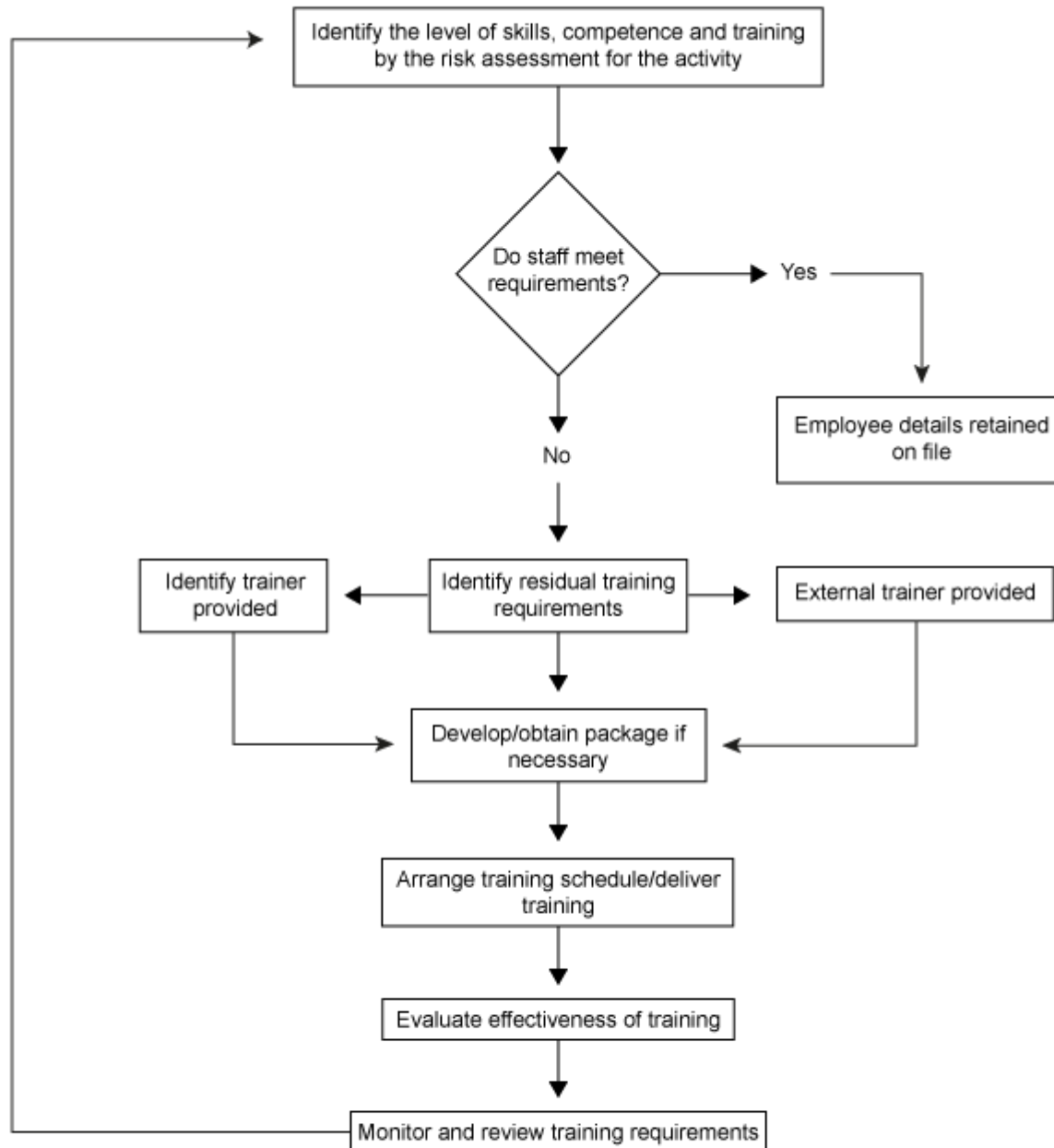
Arrangements for Training

James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Compliance Officer will ensure that all members of staff receive training on health and safety to assist them in undertaking their tasks safely and efficiently. External courses on specific subjects may be utilised along with internal training.

Although **Gary Short and Bryony Morten-Short** maintains a major role within Shorts Group Ltd's health and safety policy, each member of staff in a supervisory role is responsible for ensuring that their subordinates receive appropriate training and instruction and shall, therefore, liaise with **James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Compliance Officer** regarding training needs.

Copies of all training records will be held at head office by **The Compliance Officer, the Demolition Administrators and Paula Meekins**.

Procedure for Training



Training

INTRODUCTION

Training is about providing employees with the skills, knowledge, attitudes and understanding to carry out their jobs effectively. Training is an essential part of any safe system of work; control measures will not work unless employees know how to use them properly and understand the need for them.

LEGAL REQUIREMENTS

There is a general requirement on all employers under the Health and Safety at Work Act to provide employees with adequate information, instruction, training and supervision.

Under the Management of Health and Safety at Work Regulations training must take place during working hours. If this is not possible, the time taken for training must be regarded as an extension to the employee's time at work. This means that, if the employee normally gets paid overtime, the time they spend after hours on training courses for health and safety should be remunerated in the same way as if they were working.

EMPLOYEE COMPETENCE

Employers must take account of employees' capabilities, level of training, knowledge and experience when allocating work.

Competence is a combination of the following:

- Training.
- Knowledge.
- Experience.
- Skill.

Employers must decide the level of competence, i.e. the combination of these four elements, needed to carry out a job safely. There are also specific legal requirements for competence in certain areas of work.

TRAINING NEEDS

Before adequate training can be provided it is necessary to identify individual training needs. General induction training must be given to all employees but, in addition to this, each new and existing worker is likely to require more detailed training to meet the specific needs of their job. Training needs should be identified when a person first begins a job and should be reviewed regularly. In between reviews training needs may become apparent, e.g. if a manager or supervisor notices an employee using work equipment incorrectly.

Training needs may be influenced by:

- Previous experience and training.
- The individual's capability and capacity for learning.
- The level of expertise and competence required for the job.

The training requirements of each particular job should be identified by the risk assessment for the particular activity and should be included in the job specification. Employers must provide employees with adequate safety training if they change jobs or responsibilities and if new equipment or technology is introduced or existing equipment is modified significantly.

METHODS OF TRAINING

There are a variety of different training methods including:

- Training courses - used for briefings, technical training, large audiences, covering new subject areas and general principles.
- Demonstrations - used for demonstrating how to carry out specific activities or methods.
- Toolbox talks - used for passing on information on working procedures to groups of employees.
- On-the-job training - used for teaching an individual how to carry out the tasks they are responsible for.
- Workshops - used for encouraging participation during training courses.

Training may be given by:

- In-house personnel, e.g. line managers or employees with specific competence.
- External trainers delivering a tailored in-house course in the workplace.
- External trainers at an external venue.

TRAINING REQUIREMENTS

Management and supervisory staff should be trained in:

- The requirements of health and safety law in relation to their areas of responsibility.
- The health and safety policy.
- Safety rules, procedures, control measures, monitoring and checking arrangements, etc. relevant to their areas of responsibility.
- Communication with their staff and their managers.
- How to supervise staff in relation to safety procedures, etc.
- Incident investigation.
- Identification of problems or improvements in health and safety arrangements.
- How and when to take disciplinary action against staff breaching safety rules, etc.
- Effective recruitment.
- Recognition of personal limitations in relation to health and safety knowledge.
- How and when to seek specialist advice.

TOOLBOX TALKS

Toolbox talks are an effective way of communicating health and safety information to employees on a regular basis. It is expected that such talks will be presented to employees by management or their authorised representatives at a frequency to be determined by this organisation. An example of the form used by this organisation to record toolbox talks is attached.

REFRESHER TRAINING

Refresher training is necessary to help refresh employees' memories on a particular subject area and to update them on changes in legislation, practice and policy. Competence will generally decline if skills are not used regularly. Refresher training is usually specific to a topic and is particularly relevant to some groups of workers.

The frequency of refresher training will depend on the complexity of the subject, how rapidly it changes and the ability of the individual to retain the information. In order to remember when the individual is due for fixed frequency refresher training, a written reminder should be included in the individual's training records.

If there is a significant change in legislation or practice, refresher training may have to be provided *ad hoc* as well as on a regular basis.

Management staff will need retraining following amendments to the health and safety policy to ensure consistent implementation of any new measures.

TOOLBOX TALK REGISTER

DATE	TOPIC	NUMBER OF ATTENDEES	ATTENDEE LIST NUMBER	TRAINING PROVIDER

TOOLBOX TALK ATTENDANCE FORM

TOPIC OF TALK:		CONDUCTED BY:	
LOCATION:		POSITION:	
DATE:		COMPANY:	

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WORKFORCE FEEDBACK/COMMENTS

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RESPONSE PROVIDED FOLLOWING FEEDBACK/COMMENTS

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Section G

Arrangements for Safe Equipment and Plant

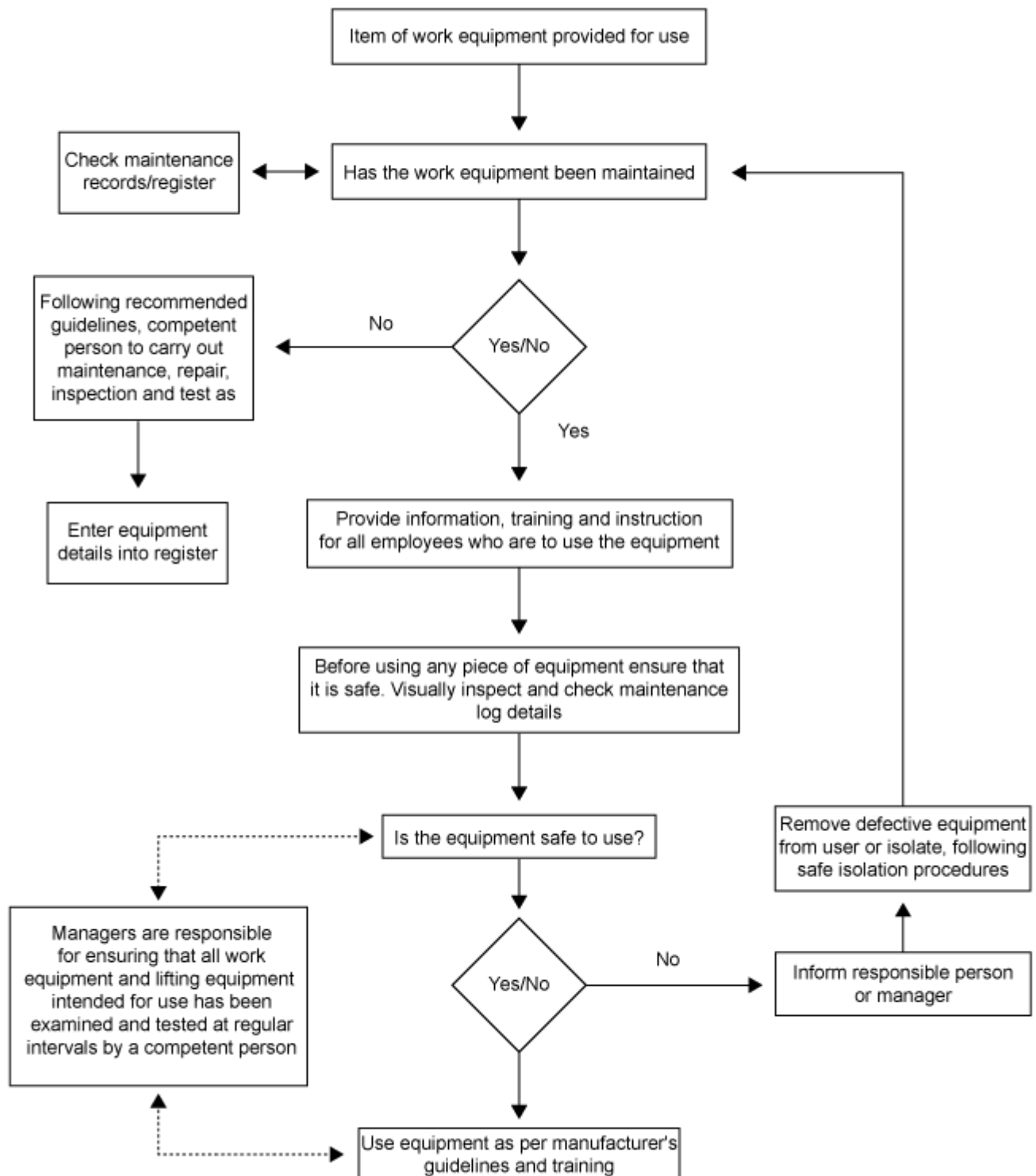
Bryony Morten-Short, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope and the Contracts Manager will ensure that new plant and equipment is suitable for the intended use and meets the safety requirements as laid down in the Provision and Use of Work Equipment Regulations before it is purchased.

Bryony Morten-Short, the Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager, the Demolition Administrators and Damian Ayling will be responsible for appointing competent persons to check, inspect and examine all equipment and plant in accordance with the requirements of relevant legislation and industry best practice.

Commercial Director, Bryony Morten-Short, the Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and Damian Ayling will be responsible for ensuring that effective procedures for the maintenance of equipment and plant are drawn up and implemented (including testing of portable appliances, i.e. PAT).

Faulty plant and equipment should be reported to **the Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Demolition Supervisor and the Workshop Managers**.

Procedure for Safe Equipment and Plant



Vibration - Hand Arm

INTRODUCTION

The Control of Vibration at Work Regulations require employers to take action to prevent their employees from developing adverse health conditions caused by exposure to vibration at work.

HAND-ARM VIBRATION

Most likely to affect those who use hand-held or hand-guided power tools and those workers holding materials that vibrate when fed into machines. Regular and frequent exposure can have permanent and disabling health effects often referred to as Hand-Arm Vibration Syndrome (HAVS). HAVS conditions include:

- Impaired blood circulation and blanching of affected fingers and parts of the hand, generally known as Vibration White Finger (VWF).
- Neurological and muscular damage leading to numbness and tingling in the fingers and hands, reduced grip strength and dexterity, and reduced sensitivity, both to touch and to temperature.
- Other kinds of damage leading to pain and stiffness in the hands and joints of the wrists, elbows and shoulders.

The main symptoms of HAVS are:

- Tingling and/or numbness in the fingers.
- Loss of sensation and manual dexterity.
- Finger blanching.
- Aching digits and limbs.

There is no treatment or recovery from the sensory symptoms (numbness, etc). However, vascular symptoms (blanching, etc.) can exhibit some long-term improvements for mild cases in younger people after removal from exposure.

DUTIES ON THE EMPLOYER

This organisation recognises that, in accordance with the Control of Vibration at Work Regulations, it has a duty to protect employees, and any other person who may be affected by that work, against risks to their health and safety arising from exposure to vibration at work.

The following procedures shall be carried out in respect of the above:

- Assessment of the vibration risk to persons affected.
- Where the daily exposure action value (EAV) is likely to be exceeded:
 - A programme of controls to eliminate or reduce exposure to as low a level as is reasonably practicable shall be introduced.
 - Health surveillance shall be provided to those employees who continue to be regularly exposed to levels above the action value.
- Where the daily exposure limit value (ELV) is likely to be exceeded immediate action shall be taken to reduce their exposure below the limit value.
- Provide information and training on health risks and controls to employees at risk.
- Records of risk assessment and control actions shall be kept for future reference.
- Health records for employees under health surveillance shall also be kept.
- Regular reviews and updates of risk assessments shall be undertaken.

EMPLOYEES' ROLE IN CONTROLLING THE RISKS

Employees should:

- Ensure work tools are in good condition, adequately maintained and free from defect.
- Ensure that cutting tools are kept sharp.
- Report defects to supervisors and request an immediate suitable replacement.
- Refer to the task method statement to ensure that the right tool for the job is being used. "Making do" with the wrong tools can result in increased vibration levels.
- Keep warm at work, especially the hands. Wear warm gloves and extra clothing if working in cold conditions.
- Not smoke, or at least cut down, just before and while at work. Smoking adversely affects blood circulation.
- Exercise and massage hands and fingers during work breaks to improve the blood flow.
- Store tools correctly so that their handles are not very cold when next used.
- Refer to the operating instructions for tools to ensure that no more force than necessary is imposed when operating tools.
- Avoid gripping or forcing tools harder than necessary.
- Reduce continuous exposure time by doing other tasks between sessions of using vibrating tools.
- Not ignore symptoms - if there is a suspicion that fingers or hands could be affected by vibration, this should be reported to a supervisor who will arrange for a medical examination to be carried out.

EXPOSURE ACTION VALUE

The exposure action value (EAV) is a daily amount of vibration above which employers are required to take action to control exposure:

- Hand-arm vibration EAV is a daily exposure of $2.5\text{m/s}^2 A(8)$.

EXPOSURE LIMIT VALUE

The exposure limit value (ELV) is the maximum amount of vibration an employee may be exposed to in a single day:

- Hand-arm vibration the ELV is a daily exposure of $5\text{m/s}^2 A(8)$.

Note: $A(8)$ is the exposure adjusted over a standard reference period of 8 hours.

ESTIMATING HAND-ARM VIBRATION EXPOSURE

The damage caused by vibration depends on its frequency. Low frequency motion from 5-20Hz is potentially more damaging than higher frequency motion. Vibration at frequencies below 2Hz and above 1500Hz is not thought to cause damage. Therefore, a "weighting" system has been developed which adjusts vibration levels according to the frequency, taking more account of the more harmful frequencies and less account of the less harmful frequencies. Measurements of personal vibration exposure should therefore be taken and expressed as weighted values.

The following table indicates the vibration magnitudes and durations required for exposures to reach hand-arm vibration EAV and ELV of 2.5m/s^2 and 5m/s^2 respectively.

Average tool vibration (m/s^2)	1.8	2.5	3.5	5	7	10
Time to reach EAV (hours)	16	8	4	2	1	0.5
Time to reach ELV (hours)	>24	>24	16	8	4	2

Alternatively, daily exposure can be estimated by using the “exposure points” system in the following table. Multiply the points assigned to the tool vibration by the number of hours of daily “trigger time” for the tool(s) and then compare the total with the EAV and ELV points.

Average tool vibration (m/s^2)	3	4	5	6	7	10	12	15
Points per hour (approximate)	20	30	50	70	100	200	300	450

100 Points per day = Hand-arm vibration EAV.

400 Points per day = Hand-arm vibration ELV.

HEALTH SURVEILLANCE

Employees who have been identified as undertaking work involving significant risk of exposure to vibration shall be assessed by the use of an initial screening questionnaire, backed up by a basic medical examination by suitably qualified medical personnel.

Those employees in jobs which have been identified as involving significant risk of exposure to vibration shall be examined annually by suitably qualified medical personnel. In order to ensure that symptoms are effectively identified, examinations are to be carried out during the colder months - between October and April. New employees shall be examined 6 months after commencement of employment and annually thereafter.

Reference should be made to the arrangements and guidance regarding health surveillance/management of occupational illness in Section O of this policy document.

PERSONAL PROTECTIVE EQUIPMENT

Various types of gloves are available but they are not usually effective in reducing the amount of vibration reaching an operator's hands. They will usually provide little or no protection against hand-arm vibration at the most damaging frequencies and poorly selected gloves might even increase the vibration transmitted to the wearer's hands. However, gloves are useful for their ability to keep hands warm and provide physical protection; they will be provided as required.

EQUIPMENT MAINTENANCE

The organisation considers it essential to ensure that all vibration-generating equipment is regularly inspected and serviced in order to minimise vibration levels. Measurements may need to be made to check that vibration levels are not increasing to an unacceptable level. Suitable records shall be kept of the maintenance and of the vibration measurements where possible.

Where equipment is hired from external suppliers, evidence of inspection, testing and servicing shall be obtained from the supplier before the equipment is accepted for use.

VIBRATION GENERATING TOOLS REGISTER

[illegible]

The trigger times shown are only an indication of the time it would take to reach the stated exposure action/limit values and assume only one piece of equipment was used throughout the working day.

To calculate daily personal vibration exposure $\text{m/s}^2 \text{ A}(8)$ the vibration magnitude and exposure duration for each tool operated should be entered into the HSE Vibration Calculator - www.hse.gov.uk/vibration/hav/hav.xls

Vibration Generating Tools – Site Assessment Form

Site address:

Activity/task:

Tool make and model	Tool description	Vibration magnitude (m/s ²)	**Time to reach EAV (2.5m/s ²)	**Time to reach ELV (5m/s ²)	Estimated usage (hh:mm)

These are the tools that will be used to accomplish the task.

*(** Time to reach exposure action value (EAV) and exposure limit value (ELV) can be found by entering the tool vibration magnitude into the HSE Hand-Arm Vibration Exposure Calculator at www.hse.gov.uk)*

ACTIONS		COMMENT
Rotation of workforce Is a system of rotation required?	Yes/ No	If yes include rotation as part of the method statement.
Toolbox talks/training Required/completed? Date of training:	Yes/ No	To include manufacturers' recommendations and advice on usage. Toolbox talk register or copy of certificate of training to be available on site.
Medical surveillance Is the operative a regular user of vibratory tools? Does the operative show signs of or complain of vibration white finger?	Yes/ No Yes/ No	Regular users of vibratory tools to be subject to medical surveillance. If yes refer to organisation safety officer. Do not allow operative to use vibratory tools. Any developing sensation experienced during the period of works is to be reported immediately by the operative to the site manager who is required to inform the organisation safety officer.
Operative Name: NI number:	The operative is to be reminded of the following: <ul style="list-style-type: none"> Not to smoke To keep warm To report as directed To use the tools as directed 	
Reassessment If any tools are to be used other than those listed above a reassessment is required.		
Records Signature of assessor: Name:	Copy to Site safety file Archive (with site report)	
Signature of operative:	Date of assessment:	

Vibratory Tools – Checksheet For Monitoring And Control Of Activities

Site address:

Date:

Name of operative	Task/activity/location	Tool (manufacturer/model)	Estimated exposure time (hours/minutes)

Comments:

Any developing sensation experienced during the period of works is to be reported immediately by operatives to the site manager, who is required to inform the organisation safety officer. Operatives are to be reminded of the following: Not to smoke, to keep warm and to use the tools as directed.

Records Signature of assessor: Name:	Copy to Site safety file Archive (with site report)
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This document is to be used as a tool for both monitoring and controlling operations. The intention is not to check all operatives every day but to check a percentage of the workforce on a regular basis, particularly those operatives who are frequently exposed.

Vibration - Whole Body

INTRODUCTION

The Control of Vibration at Work Regulations require employers to take action to prevent their employees from developing adverse health conditions caused by exposure to vibration at work from equipment, vehicles and machines.

WHOLE BODY VIBRATION

Whole body vibration is the shaking or jolting of the human body through a supporting surface (usually a seat or the floor), e.g. when sitting or standing on industrial machines which are impacting or vibrating, or driving moving vehicles (especially off-road). Exposure to whole body vibration is likely to increase the risk of the operator suffering back pain.

Among those most likely to experience high vibration exposures are regular operators and drivers of off-road machinery.

DUTIES ON THE EMPLOYER

The Control of Vibration at Work Regulations requires you to control the risks from whole body vibration. This should be based on an assessment of the risk and exposure. In most cases it is simpler to make a broad assessment of the risk rather than try to assess exposure in detail, concentrating your main effort on introducing controls.

The requirements of the Regulations are that you must:

- Assess the vibration risk to your employees.
- Decide if they are likely to be exposed above the daily Exposure Action Value (EAV) and if they are: - introduce a programme of controls to eliminate or reduce their daily exposure so far as is reasonably practicable.
- Decide if they are likely to be exposed above the daily Exposure Limit Value (ELV) and if they are: -take immediate action to reduce their exposure below the limit value.
- Provide information and training on health risks and controls to employees at risk.
- Consult your trade union safety representative or employee representative about the risks and what you plan to do.
- Keep a record of your risk assessment and control actions.
- Review and update your risk assessment regularly.

EXPOSURE ACTION VALUE

The Exposure Action Value (EAV) is a daily amount of vibration above which employers are required to take action to control exposure:

- Whole body vibration EAV is a daily exposure of $0.5\text{m/s}^2 \text{ A (8)}$.

EXPOSURE LIMIT VALUE

The Exposure Limit Value (ELV) is the maximum amount of vibration an employee may be exposed to in a single day:

- Whole-body vibration the ELV is a daily exposure of 1.15m/s^2 A (8).

Note: A (8) is the exposure adjusted over a standard reference period of 8 hours.

ASSESSING THE RISKS

A risk assessment should be carried out by observing the work practices and the environment the work is undertaken. You should consult information provided to you by the manufacturer or supplier.

Exposures may be high where you find one or more of the following:

- Machine or vehicle manufacturers warn in the machine/vehicle handbook of risks from whole-body vibration.
- The machines or vehicles you are using are unsuitable for the tasks for which they are being used (check the handbook or ask the supplier).
- Operators and drivers are using poor techniques, e.g. driving too fast or operating the machine too aggressively.
- Your employees are operating or driving, for several hours a day, any of the machines or vehicles described earlier in this leaflet as likely to cause high vibration exposures (though note that the list is not comprehensive).
- Your employees are being jolted, continuously shaken or, when going over bumps, rising visibly in the seat.
- Vehicle roadways or work areas are potholed, cracked or covered in rubble.
- Road-going vehicles are regularly driven off-road or over poorly-paved surfaces for which they are not suitable.
- Operators or drivers report back problems.

Record your findings and assess which groups of your employees might be most at risk.

This kind of broad risk assessment can be done without needing to estimate or measure vibration exposure. Most employers of drivers or operators will not need to do any measurements or employ vibration specialists to help with the risk assessment.

However, it is likely that whole body vibration is not the only cause, or the main cause, of back pain. Employees may, when driving, identify vibration as the source of back pain because it is their exposure to vibration that causes them discomfort. When you investigate you may find that something else is the most likely cause of the back pain.

CONTROLLING THE RISKS

Employees should be trained to:

- Adjust the driver weight setting on their suspension seats, where it is available, to minimise vibration and to avoid the seat suspension 'bottoming out' when travelling over rough ground.
- Adjust the seat position and controls correctly, where adjustable, to provide good lines of sight, adequate support and ease of reach for foot and hand controls.
- Adjust the vehicle speed to suit the ground conditions to avoid excessive bumping and jolting.
- Steer, brake, accelerate, shift gears and operate attached equipment, such as excavator buckets, smoothly.
- Follow worksite routes to avoid travelling over rough, uneven or poor surfaces.

Choose machinery suitable for the job:

- Select vehicles and machines with the appropriate size, power and capacity for the work and the ground conditions.
- Consult your trade association for advice.

Maintain machinery and roadways:

- Make sure that paved surfaces or site roadways are well maintained, e.g. potholes filled in, ridges levelled, and rubble removed.
- Maintain vehicle suspension systems correctly (e.g. cab, tyre pressures, seat suspension).
- Replace solid tyres on machines such as forklift trucks, sweepers and floor scrubbers before they reach their wear limits.
- Obtain appropriate advice (from seat manufacturers, machine manufacturers and/or vibration specialists) when replacing a vehicle seat. Seats need to be carefully matched to the vehicle to avoid making vibration exposure worse.

Other measures:

- Introduce work schedules to avoid long periods of exposure in a single day and allow for breaks where possible.
- Avoid high levels of vibration and/or prolonged exposure for older employees, people with back problems, young people and pregnant women.
- Carry out health monitoring.

INFORMATION AND TRAINING FOR EMPLOYEES

You should provide your employees with information on:

- The possible link to back pain from exposure to whole-body vibration, including from large shocks and jolts.
- The likely sources of hazardous vibration.
- The risk factors (e.g. severity of vibration and length of exposure, increased risk from poor posture or manual handling of heavy objects).
- The findings of your risk assessment including your decisions on which employees' vibration exposures need to be managed.
- The measures you are using to control the risks.
- The role and system of health monitoring.
- How to report back problems.
- The ways they can help you minimise risk.

EQUIPMENT MAINTENANCE

The organisation considers it essential to ensure that all vibration-generating equipment, vehicles and machines are regularly inspected and serviced in order to minimise vibration levels. Measurements may need to be made to check that vibration levels are not increasing to an unacceptable level. Suitable records shall be kept of the maintenance and of the vibration measurements where possible.

Where equipment is hired from external suppliers, evidence of inspection, testing and servicing shall be obtained from the supplier before the equipment is accepted for use.

Work at Height

INTRODUCTION

Each year approximately 50 to 60 workers are killed as a result of falling from height, and around 4,000 workers suffer serious injuries. In order to prevent deaths and injuries, the Work at Height Regulations have been introduced. These regulations impose requirements on employers, the self-employed and those who control persons at work.

Duties are also placed upon people who are working under the control of another person to report to that person any activity or defect relating to work at height which they know is likely to endanger the safety of themselves or another person and to use any work equipment or safety device provided to them for work at height by their employer (or by another person under whose control they work) in accordance with any training or instructions in its use that they may have received.

DEFINITION OF TERMS

The following are definitions of some of the terms used in the Work at Height Regulations:

"Access and egress" includes ascent and descent.

"Fragile surface" means a surface which would be liable to fail if any reasonably foreseeable loading were to be applied to it.

"Personal fall protection system" means a fall prevention, work restraint, work positioning, fall arrest or rescue system, other than a system in which the only safeguards are collective safeguards. The term includes rope access and positioning techniques.

"Work at height" means work in any place where a person could fall a distance liable to cause personal injury, including a place at or below ground level, and obtaining access to or egress from such a place while at work, except by a staircase in a permanent workplace.

"Working platform" means any platform used as a place of work or as a means of access to or egress from a place of work and includes any scaffold, suspended scaffold, cradle, mobile platform, trestle, gangway, run, gantry and stairway which is so used.

PLANNING AND HIERARCHY OF CONTROL MEASURES

A place is deemed "at height" if a person could be injured falling from it, even if it is at or below ground level. In order to identify the measures required to avoid the risks from working at height a site-specific risk assessment will always need to be carried out. Where it is reasonably practicable to carry out the work safely otherwise than at height then work at height must be avoided. Where work is carried out at height, suitable and sufficient measures must be taken to prevent, so far as is reasonably practicable, any person falling a distance liable to cause personal injury.

Risk assessment is key to the proper planning and organisation of all work at height, and should assist in ensuring the selection of appropriate equipment for the task and its correct use.

The hierarchy of control measures is as follows:

Where it is reasonably practicable to carry work out safely and under appropriate ergonomic conditions, then work should be carried out from an existing place of work or, in the case of obtaining access or egress, using an existing means. Where this is not reasonably practicable sufficient work equipment must be provided to prevent a fall occurring.

Where the risk of a fall occurring cannot be eliminated, sufficient work equipment must be provided to minimise both the distance and the consequences of a fall. Where it is not reasonably practicable to minimise the distance, sufficient work equipment must be provided to minimise the consequences of a fall.

Where the risk of a fall occurring cannot be eliminated, additional training and instruction or other additional measures must be taken to prevent, so far as is reasonably practicable, any person falling a distance liable to cause personal injury.

SELECTION OF WORK EQUIPMENT FOR WORK AT HEIGHT

Work equipment for use at work at height must give priority to collective protection measures over personal protective measures and, additionally, take account of:

- The working conditions and the risks to the safety of persons at the place where the work equipment is to be used.
- In the case of work equipment for access and egress, the distance to be negotiated.
- The distance and consequences of a potential fall.
- The duration and frequency of use.
- The need for easy and timely evacuation and rescue in an emergency.
- Any additional risk posed by the use, installation or removal of that work equipment or by evacuation and rescue from it.

Only work equipment which has characteristics, including dimensions, which are appropriate to the nature of the work to be performed and the foreseeable loadings, allow passage without risk and is in other respects the most suitable work equipment is to be selected for work at height.

FRAGILE SURFACES

You must ensure that no one working under your control goes onto or near a fragile surface unless that is the only reasonably practicable way for the worker to carry out the work safely, having regard to the demands of the task, equipment or working environment.

If anyone does work on or near a fragile surface you must:

- Ensure, as far as it is reasonably practicable, that suitable platforms, coverings, guardrails and the like are provided and used to minimise the risk.
- If any risk of a fall remains, do all that is reasonably practicable to minimise the distance and effect of a fall.

If anyone working under your control may go onto or near a fragile surface you must do all that is reasonably practicable to make them aware of the danger, preferably by prominent warning notices fixed at the approaches to the danger zone.

FALLING OBJECTS

Suitable and sufficient steps must be taken to prevent, so far as is reasonably practicable, materials or objects from falling and causing injury to any person. If it is not reasonably practicable to prevent materials falling precautions must be taken to prevent people being struck. Materials or objects must not be thrown from a height if they could injure someone.

DANGER AREAS

Where a workplace contains an area in which there is a risk of any person at work (including members of the public) being injured by falling a distance or being struck by a falling object, the workplace is, so far as is reasonably practicable, to be equipped with devices preventing unauthorised persons from entering that area and that area must be clearly indicated.

INSPECTION OF WORK EQUIPMENT

In addition to any pre-use operator checks, equipment provided for work at height requires regular formal inspection to ensure that it is safe to use.

For most equipment, the nature, frequency and extent of any inspection will be determined by a competent person. However, the following specific requirements apply:

- Where the safety of work equipment depends on how it is installed or assembled it must not be used after installation or assembly in any position until it has been inspected in that position by a competent person.
- Where work equipment is exposed to conditions causing deterioration that is liable to result in dangerous situations it must be inspected by a competent person at suitable intervals and each time that exceptional circumstances that are liable to jeopardise the safety of the work equipment have occurred.
- A working platform that is used for access and from which a person could fall 2.0 metres or more must be inspected at least every 7 days (this includes a mobile working platform).
- With the exception of lifting equipment, which is covered by the requirements of the Lifting Operations and Lifting Equipment Regulations, all work equipment that leaves one organisation for use by another organisation must be accompanied by physical evidence that the last required inspection has been carried out.

Any person who carries out an inspection under Regulation 12 of the Work at Height Regulations shall prepare a report before the end of the working period during which the inspection is completed. A copy of this report must be provided to the person requesting the inspection within 24 hours.

A copy of this report must also be held on site throughout the duration of the work and, after the work at that site is complete, at this organisation's head office for at least 3 months after the work was completed.

The report must be made available, at reasonable times, for inspection by Her Majesty's Inspector of Health and Safety.

The report must incorporate the following particulars:

- The name and address of the person on whose behalf the inspection was carried out.
- The location of the work equipment inspected.
- A description of the work equipment inspected.
- The date and time of the inspection.
- Details of any matter identified that could give rise to a risk to the health and safety of any person.
- Details of any action taken as a result of any matter identified.
- Details of any further action considered necessary.
- The name and position of the person making the report.

INSPECTION OF PLACES OF WORK AT HEIGHT

So far as is reasonably practicable, in order to identify any obvious defects a competent person must check the surface conditions and every parapet, permanent rail or other fall protection measure of every place of work at height on each occasion before work starts. These checks do not have to be recorded.

Work at Height Compliance Checklist

1.	Has a site-specific risk assessment been carried out for this site in order to identify the measures needed to prevent both falls of persons from height and materials falling from height? Is it still relevant to the work being undertaken? <i>If no describe the steps being taken to correct this.</i> 	YES/NO
2.	Could any person work from, pass over or even come near to a fragile surface through which they could fall? <i>If yes describe the steps being taken to prevent this.</i> 	YES/NO
3.	Is it possible for any person, vehicle, plant, equipment or any other material to fall into an excavation? <i>If yes describe the steps being taken to prevent this.</i> 	YES/NO
4.	Is it possible that materials or objects could fall and cause injury? <i>If yes describe the precautions to stop people from being struck.</i> 	YES/NO
5.	Are working platforms wide enough to permit the safe passage of persons and the safe use of plant and materials? Do they provide a safe working area? <i>If no describe the steps being taken to correct this.</i> 	YES/NO
6.	Do working platforms have suitably non-slippery surfaces? <i>If no describe the steps being taken to correct this.</i> 	YES/NO

7.	Do working platforms have gaps through which a person or any object could fall? <i>If yes describe the steps being taken to correct this.</i>	YES/NO
8.	Are working platforms free from slipping or tripping hazards and areas where any person could be caught between the platform and any adjacent structure? <i>If no describe the steps being taken to correct this.</i>	YES/NO
9.	Are working platforms and supporting structures capable of carrying any load that will be placed on them? <i>If no describe the steps being taken to correct this.</i>	YES/NO
10.	Is the scaffold properly erected, with toe-boards, intermediate rail and handrail? Is there an inspection procedure in place? <i>If no describe the steps being taken to correct this.</i>	YES/NO
11.	Where fall arrest systems are in use, have site-specific risk assessments been carried out for their use on this site? Are they still relevant to the work being undertaken? <i>If no describe the steps being taken to correct this.</i>	YES/ NO/ N/A
12.	Where fall arrest systems are in use, have rescue procedures been published? Are there sufficient available persons who have been trained in those rescue procedures? <i>If no describe the steps being taken to correct this.</i>	YES/ NO/ N/A

13.	What system is in place to ensure that ladders will be in good condition, used properly, effectively tied or otherwise stabilised?	
14.	Who is the competent person who will inspect (and record) any working platforms, personal suspension equipment or scaffold?	

Inspection carried out by
Name:

Signed:

Results of inspection passed for action to
Name:

Position:

Date:

WORK AT HEIGHT INSPECTION REPORT

Work at Height Regulations 2005

Report of results of every inspection made in pursuance of Regulation 12

[illegible]

Lifting Operations and Lifting Equipment (LOLER)

INTRODUCTION

The Lifting Operations and Lifting Equipment Regulations (LOLER) apply to all types of lifting operations and lifting equipment, including lifting gear. Lifting equipment is defined as work equipment so in addition to complying with LOLER it must also comply with PUWER, the Provision and Use of Work Equipment Regulations.

DUTIES

The organisation recognises that, as an employer, it has a duty to our employees and self-employed persons working for us to ensure that equipment provided complies with the regulations.

LIFTING EQUIPMENT

LOLER applies to any item of equipment used for lifting or lowering loads and any operation concerned with the lifting or lowering of a load. The definition of lifting equipment and the inclusion of lifting operations will bring equipment not previously considered to be lifting equipment into the scope of the regulations.

The regulations apply to all industries and therefore all lifting equipment must comply with the requirements of LOLER.

Accessories for lifting, commonly known as lifting gear, include chains, ropes, slings and components kept for attaching loads to machinery for lifting, e.g. hooks, eyebolts, lifting beams or frames, etc.

The organisation shall ensure that lifting equipment selected is suitable for the operation or activity it is to carry out. Factors to be considered will include the load to be lifted, the number of people to be carried and the environment it will be used in.

OPERATORS

Operators must be able to competently operate the lifting equipment they are to use. Therefore, before being permitted to operate such equipment they shall have received relevant training, e.g. hold a certificate of training achievement, have experience in operating the equipment and be able to demonstrate their competence in operating the equipment.

Particular regard shall be paid to the judgement and maturity of any person permitted to operate lifting equipment.

Whilst there is no lower age limit for operating lifting equipment the requirement to carry out a risk assessment for a young person (i.e. under the age of 18 years) will still apply.

Operators of lifting equipment shall be provided with a suitable working position and, for mobile lifting equipment, the requirements of PUWER shall be complied with.

Where the environment may affect operators, adequate protection shall be provided. The environment may include the weather and any effects created by work being carried out, e.g. dust or noise. Protection may include the provision of a cab, and heating or ventilation.

The organisation shall ensure that access, egress and a safe place of work is provided for operation, maintenance and inspection purposes.

OPERATING CONDITIONS

A competent person shall be appointed by the organisation to plan and supervise all lifting operations, taking into account the location, the load to be lifted, the duration and the specific operation to be carried out. The level of planning required shall be relevant to the activity.

Loads are to be prevented from being released unintentionally.

Where practicable, loads shall not be carried or suspended above areas occupied by persons.

All lifting equipment and lifting gear shall be clearly marked to indicate the safe working load (SWL). If the SWL is dependent upon the configuration of the equipment this information shall be marked on the equipment for each configuration or shall be available with the equipment.

Equipment with a significant risk of overturning or overloading shall be fitted with a rated capacity indicator, e.g. an automatic safe load indicator (ASLI).

LIFTING EQUIPMENT FOR LIFTING PERSONS

Lifting equipment used for lifting persons must be suitable. Such equipment must be clearly marked that it is equipment for lifting personnel - with the SWL and with details of how many people it can carry.

Persons carried by lifting equipment must be protected from being crushed or trapped, and from falling. This can be achieved by using edge protection or a suitably enclosed car. Gates or doors should not allow any person to accidentally fall from the car.

There must also be a suitable device to prevent the carrier from falling, e.g. an overspeed brake on a passenger hoist.

Where equipment is not suitable for lifting persons but may inadvertently be used, it must be clearly marked as not suitable for lifting persons.

THOROUGH EXAMINATION AND INSPECTION

The thorough examination and inspection requirements under LOLER have replaced the previous testing inspection and examination regimes.

A thorough examination may include visual examination, functional tests and a strip-down of the equipment. The organisation shall seek advice from a competent person and manufacturer's instructions regarding what should be included in a thorough examination for each piece of equipment.

The organisation shall identify any additional inspections of the equipment that may be required. Factors that must be taken into account shall include the work being carried out, any site-specific risks that may affect the condition of the equipment and the intensity at which the equipment is used.

A competent person must undertake all thorough examinations and inspections. The level of competence will depend upon the type of equipment and the level of thorough inspection or examination required.

A thorough examination must be carried out:

- a. When the equipment is put into service for the first time, unless:
 - It is new equipment that has not been used before and it is accompanied by a declaration of conformity made not more than 12 months before the lifting equipment is put into service.
 - The equipment has come from another user and a copy of the previous report of a thorough examination accompanies it.
 - Where safety depends upon the installation conditions to ensure that it has been installed correctly and is safe to operate.
 - After installation and before being put into service for the first time.
 - After assembly and before being put into service at a new site or in a new location.
- b. At least every 6 months if equipment is used for lifting persons.
- c. At least every 6 months in the case of accessories used for lifting (lifting gear).
- d. At least every 12 months in the case of all other lifting equipment.
- e. After exceptional circumstances that are liable to affect the safety of the lifting equipment.

(See columns a-f on the form "Report of Thorough Examination (Section B)" (following).

The inspection intervals detailed above are to be followed except in the case where a nominated, competent person has developed an examination scheme for individual items of plant. However, the thorough examination required after exceptional circumstances (under f). is required even if an individual examination scheme has been developed.

Additionally, unless otherwise indicated by the manufacturer, all lifting equipment will be inspected at weekly intervals, normally by the operator.

REPORTS

Following each thorough examination the person carrying out the thorough examination must make out a report signed by themselves (or someone on their behalf) in the register provided for the purpose, which shall remain with the equipment to which it refers. If the equipment is hired or leased a copy of the report shall be provided to the person from whom the equipment has been hired or leased.

Following each inspection the person carrying out the inspection is to record the results in the register provided for the purpose.

If any defects which could become a danger to people are noted during thorough examination or inspection the equipment must not be used until the defect is rectified.

In the event of a defect involving an existing or imminent risk of serious personal injury being identified during a thorough examination a copy of the report shall be sent to the relevant enforcing authority as soon as possible.

Reports of thorough examinations and inspections shall be kept available for inspection at the place where the lifting equipment is being used and shall be readily available to the Health and Safety Executive or local authority inspectors if required by them.

No lifting equipment shall leave the organisation's undertaking unless accompanied by physical evidence that the last thorough examination has been carried out.

The organisation shall keep reports of thorough examinations:

- In the case of a thorough examination of equipment first put into use by the organisation - until the organisation no longer uses the lifting equipment (except for a lifting accessory).
- In the case of a thorough examination of lifting accessories first put into use by the organisation - for 2 years after the report is made.
- In the case of a thorough examination of equipment dependent upon the installation conditions - until the organisation no longer uses the lifting equipment at that place.
- In the case of all other thorough examinations - either until the next report is made or for 2 years, whichever is the longer.

Reports of inspections shall be kept available at least until the next report is made.

The following information is to be contained in a report of a thorough examination:

- The name and address of the employer for whom the thorough examination was made.
- The address of the premises at which the thorough examination was made.
- Particulars sufficient to identify the equipment including, where known, its date of manufacture.
- The date of the last thorough examination.
- The safe working load of the lifting equipment or, where its safe working load depends on the configuration of the lifting equipment, its safe working load for the last configuration in which it was examined.
- In relation to the first thorough examination of equipment after installation or after assembly at a new site or in a new location:
 - That it is such a thorough examination:
 - If such is the case, that it has been installed correctly and would be safe to operate.
- In relation to a thorough examination of equipment other than a thorough examination to which paragraph 6 relates, whether it is a thorough examination:
 - Within an interval of 6 months under Regulation 9(3)(a)(i).
 - Within an interval of 12 months under Regulation 9(3)(a)(ii).
 - In accordance with an examination scheme under Regulation 9(3)(a)(iii).
 - After the occurrence of exceptional circumstances under Regulation 9(3)(a)(iv).
- In relation to every thorough examination of equipment:
 - Identification of any part found to have a defect, which is or could become a danger to persons and a description of the defect.
 - Particulars of any repair, renewal or alteration required to correct a defect found to be a danger to persons:
- In the case of a defect which is not yet but could become a danger to persons;
 - The time by which it could become such a danger.
 - Particulars of any repair, renewal or alteration required to correct it.
- The latest date by which the next thorough examination must be carried out.
- Where the thorough examination included testing, particulars or any test.
- The date of the thorough examination.
- The name, address and qualifications of the person making the report; that they are self-employed or, if employed, the name and address of their employer.
- The name and address of a person signing or authenticating the report on behalf of its author.
- The date of the report.

Lifting Operations And Lifting Equipment - Report Of Inspection (Section A)

Site Address _____ Inspection carried out for: (Company) _____

Inspection carried out by: _____ (Position) _____

Date of Inspection	Description of Equipment and Means of Identification	SWL	Result of Inspection	Signed

Lifting Operations And Lifting Equipment - Report Of Thorough Examination

Site Address _____ Inspection carried out for: (Company) _____

Inspection carried out by: _____ (Position) _____

Date of Thorough Examination	Description of Equipment and Means of Identification	SWL	Type of Thorough Examination						Details of Any Tests Carried Out	Defects Identified	Repairs, Alterations and Remedies Carried Out	Date of Next Thorough Examination	Signed
			a	b	c	d	e	f					

Provision and Use of Work Equipment (PUWER) General Requirements and Duties

INTRODUCTION

The Provision and Use of Work Equipment Regulations (PUWER) apply to all items of "**work equipment**" provided for "**use**" or "**used**", either by employees or the self-employed.

The following definitions are relevant:

- **Work equipment** covers any equipment which is used by an employee at work.
- **Use** includes its cleaning, repair, modification, maintenance and servicing.

GENERAL REQUIREMENTS AND DUTIES

In general terms, the Regulations require that equipment provided for use at work is:

- Suitable for the intended use.
- Safe for use, maintained in a safe condition and, in certain circumstances, inspected to ensure this remains the case.
- Used only by people who have received adequate information, instruction and training, and
- Accompanied by suitable safety measures, e.g. protective devices, markings and warnings.

Employers have a duty to ensure that equipment provided for employees and self-employed persons working for the employer complies with the regulations.

It is the duty of any self-employed person working for an organisation to ensure that any equipment they provide complies with the regulations.

Where employees are permitted to provide their own equipment, this equipment must also comply with the regulations.

This organisation shall ensure that equipment selected shall be suitable for the particular work it is provided to do, both for the operation concerned and for the conditions under which it will be used, and that equipment shall be maintained in safe working order and in good repair.

The extent of maintenance required may vary with the complexity of the equipment but even the simplest equipment shall be subject to a daily visual check by the user for defects before use. Complex equipment, whilst subject to a pre-user check, is likely to require routine maintenance and planned preventative maintenance, which shall be carried out in accordance with the manufacturer's recommendations.

A register or maintenance log may be required or be considered appropriate for some items of equipment or potentially hazardous equipment. All maintenance records are to be kept up-to-date.

INFORMATION AND INSTRUCTION

All relevant health and safety information and written instructions on the use of work equipment shall be made available to employees at all levels.

The information and written instructions shall cover all the health and safety aspects of use that are likely to arise and any limitations on these uses, together with any foreseeable difficulties that could arise, and the methods to deal with them.

Information may be verbal or in writing but, whichever method is chosen, this organisation shall ensure that the employee properly understand the instructions.

Adequate training in the use of work equipment shall be given, both to "users" and to their supervisors and managers. This organisation shall assess what training is adequate.

SPECIFIC REQUIREMENTS FOR DANGEROUS PARTS OF MACHINERY

PPOWER replaces most of the previous legal requirements for the guarding of equipment and requires effective measures to prevent contact with dangerous parts of such equipment. Such measures must prevent access to the dangerous part or stop the movement of the dangerous part before access is gained.

If the dangerous part of the equipment is in a place that cannot foreseeably be reached by anybody, no further measures are necessary as that part is said to be "safe by design or position". However in such cases access may be needed for maintenance or repair, and, if no guards or other devices are in place, a suitable system of work or permit-to-work system shall be implemented. Effective control measures may include:

1. Fixed, enclosing guards.
2. Other guards or protection devices (trip devices, isolation devices, etc.).
3. In many cases a combination of measures will be needed.

Additionally, employers must provide such information, instruction and supervision as is necessary.

All guards and protection devices must:

- Be suitable for the purpose, i.e. for the nature and use of the machine and the severity of the risks presented. They should also conform to all recognised standards.
- Be of good construction, sound material and adequate strength.
- Be maintained in an efficient state, in efficient working order and in good repair.
- Not give rise to any increased risk to health or safety themselves.
- Not easily be disabled or by-passed.
- Not unduly restrict any necessary view of the operation concerned.
- Be constructed or adapted so that they permit necessary routine repair or maintenance work.

ISOLATION FROM SOURCES OF ENERGY

Where appropriate, work equipment shall be provided with a clearly identifiable and readily accessible means of isolating the equipment from all its sources of energy. Re-connection of any energy source shall not expose a user to risk.

Isolation of equipment from its energy source is often necessary for maintenance or when an unsafe condition develops. Isolation means establishing a break in the energy supply in a secure manner, i.e. so that unintentional re-connection is not possible. The procedure will normally involve some form of permit-to-work system.

LIGHTING

This organisation shall ensure that all places where work equipment is used are suitably and sufficiently lit. The need to provide additional or special lighting shall be assessed, taking due account of the circumstances and types of task to be performed.

MAINTENANCE OPERATIONS

Where there is any risk to health or safety, measures shall be taken, as far as is reasonably practicable, to ensure that work equipment can be maintained whilst it is shut down. If this is not reasonably practicable precautions shall be taken to prevent risks to the health or safety of those carrying out maintenance work. In this context "maintenance" includes cleaning and repair.

MARKINGS AND WARNINGS

This organisation shall ensure that, where necessary, all equipment is marked with the appropriate health and safety warning signs and notices. Examples of markings are:

- Voltage warning.
- Rotating or moving parts.
- Hazard symbols on dangerous substances.

Warnings are normally in the form of notices or signs. The latter shall conform to the Health and Safety (Safety Signs and Signals) Regulations.

Equipment Maintenance Register

Description:

Serial no:

Chassis no:

Identification no:

Purchase date:

Manufacturer's recommended maintenance period:

Due date:			
Actual date:			
Maintenance carried out:			
Defects rectified:			
Electrical integrity:			
Visual check:			
Competent person:			
Signed:			

Provision And Use Of Work Equipment - Report Of Inspection

Site Address : _____

Inspection carried out for: (Organisation) _____

Inspection carried out by: _____

(Position): _____

[illegible]

PUWER (Mobile Work Equipment)

Any work equipment which is intended to travel between different locations for the purpose of carrying out work whilst it is travelling or carrying out work when at its new location is classed as mobile work equipment. Examples include dumpers, forklift trucks, mobile cranes, Land Rovers, ride-on rollers, remote-controlled rollers, concrete wagons, etc.

Equipment that requires manual effort to power it, e.g. pallet trucks, sack barrows, wheelbarrows and bogeys, is not considered mobile work equipment. Portable work equipment that is moved from one place to another but used in a static position, e.g. compressors, concrete pumps and cranes that do not have pick-and-carry duties, is also not considered to be mobile work equipment.

However, some equipment not considered to be mobile work equipment can become classed as mobile if it is towed, e.g. man-riding cars used in tunnelling. The requirements in Part III of PUWER apply to this type of equipment when it is towed and, in each case, this organisation shall consider whether towing this equipment creates an additional risk to the operator and any passengers and shall implement any control measures detailed below that may be necessary.

EMPLOYEES CARRIED BY WORK EQUIPMENT

This organisation is committed to preventing employees falling out of work equipment, whether it is moving or stationary. To this end, provision of the following shall be considered:

- Cabs.
- Work platforms.
- Seating and restraining systems, such as safety belts or handholds.

Where risk assessment shows that there is a need to protect employees from falling objects whilst being carried by work equipment this organisation shall ensure that cabs or falling object protection structures (FOPS) are fitted. The need for this type of protection will depend on the environment and the activities carried out.

RESTRAINING SYSTEMS

Where possible, full-body seat belts, lap belts or a purpose-designed restraining system shall be fitted to all work equipment that requires a restraining system. However, some work equipment will not be suitable for the fixing of restraining systems as there may not be adequate fixing points on the body of the vehicle or the operators may be doing an activity that will increase in risk should they wear a restraining belt.

Road transport vehicles that are also used to transport people around site are considered to be work equipment. The driver and front seat passengers must wear seat belts at all times. Passengers in the back of a van sitting in front-facing seats must wear seat belts if provided. It is considered unsafe to fix seat belts for those sitting in bench seats along the length of the van. Drivers are to ensure that vehicles fitted with this type of seat travel at restricted speeds when carrying passengers.

ROLL-OVER PROTECTION

If equipment that travels whilst being used as work equipment could roll over and injure the operator or passengers, or if it can roll more than 90 degrees, the need to fit a roll-over protection (ROP) structure shall be assessed in order to ensure protection for the operator and passengers.

If it is reasonably practicable to comply with the requirement for ROP, and the situation requires it, then this organisation shall do so. Once the type of ROP most appropriate for the equipment has been determined the remaining risk to anyone carried by the equipment shall be established. If there is the chance of them being crushed by the equipment rolling over then a suitable restraining system shall be fitted.

If equipment cannot be fitted with roll-over protection, as it was not designed for this purpose, this organisation shall ensure that an engineering analysis is carried out by a competent person to determine what control measures can be taken. If the fitting of ROP would increase the risk to safety, i.e. it would destabilise the equipment or affect the integrity of the equipment, then this organisation does not have to comply with this requirement.

Similarly, if it would not be reasonably practicable to operate the mobile work equipment because of the ROP structure this organisation does not have to comply with this requirement. In areas where limited headroom would prevent the use of a ROP structure on a standard machine a smaller machine or specialist equipment shall be considered before a decision is taken to remove the roll-over protection.

If the equipment is stationary whilst carrying out the work the ROP requirement does not apply. However, if the equipment moves around on site between operations the risks to employees shall be assessed. Organisation owned vehicles driving on the road are work equipment and precedence shall be given to road traffic laws when the vehicles are used on the public highway.

SELF-PROPELLED WORK EQUIPMENT

The following requirements apply to mobile work equipment that is propelled by its own motor when in use, e.g. dumpers, forklift trucks, rollers, etc.

This organisation shall ensure that an unauthorised person cannot start up this type of equipment. All such equipment shall require a key or other starter device and only authorised persons shall have access to them.

Effective devices for braking and stopping shall be fitted to all self-propelled equipment. In the event of the main braking device failing, there shall be a secondary facility that is easily accessible or an automatic system to prevent the equipment from running away.

Operators of self-propelled mobile plant must have a good direct field of vision from their operating position. If there are blind areas then consideration shall be given to using mirrors, avoiding reversing, using a banksman and fitting reversing alarms where appropriate.

Where equipment is used in the dark it shall be equipped with suitable and sufficient lighting. Firefighting equipment shall be provided if the work equipment is carrying something that is a fire hazard.

Inspection and Testing of Portable Equipment (Construction)

INTRODUCTION

Each year the Health and Safety Executive (HSE) statistics show there are around 1000 accidents at work involving electrical shock, with approximately 25 of these leading to a fatality.

Electrical injuries can be caused by a wide range of voltages. The risk of injury is generally greater with higher voltages but is dependent on individual circumstances.

Within the UK, The Provision and Use of Work Equipment Regulations (PUWER) states at Regulation 4(1):

"Every employer shall ensure that work equipment is so constructed or adopted as to be suitable for the purpose for which it is used or provided."

The Electricity at Work Regulations states at Regulation 4(2):

"As may be necessary to prevent danger, all systems shall be maintained so as to prevent so far as reasonably practicable, such danger."

This means that employers (and the self-employed) must ensure that all electrical work equipment is safe, suitable for the purpose and properly maintained in good order.

The scope of the legislation covers everything from small portable equipment e.g. hand drills to fixed 400 kV distribution systems.

The requirements apply to fixed and "hard-wired" electrical appliances (or equipment) in addition to portable and hand-held appliances which plug-in, such as drills or vacuum cleaners, both single and three phase. Different inspection and maintenance regimes are recommended for fixed electrical installations and portable electrical equipment.

Note that the term "portable equipment" encompasses the following categories of appliance:

- S - Stationary equipment e.g. refrigerator or cooker.
- IT - Information technology equipment e.g. computer, printer, monitor, photocopier or telecommunications equipment.
- M - Movable equipment 18 kg or less in mass and not fixed e.g. electric heater or shredder.
- P - Portable equipment 18 kg or less intended to be moved while in operation e.g. toaster, microwave, kettle.
- H - Hand-held equipment intended to be held in the hand during normal use e.g. Hoover, soldering irons, heat guns etc.

HAZARDS

One of the issues relating to electricity is that it has no smell, little to no noise or other visible signs that it is present, thus making it a high risk for injury or even death.

Hazards associated with electrocution are as follows:

Fatality

Dependant on the severity of the shock received and the physical condition of the injured person, a fatality is possible due to muscle spasms occurring in the breathing system, interruption of the electrical supply to major organs such as the heart, brain etc.

Burns

As electricity flows through the body the tissue temperature rises, which leads to burns. These burns are frequently full thickness burns leading to the requirement for hospital treatment.

Fire

There is the potential for sparks caused by arcing or faulty electrical equipment to cause a fire if combustible materials are available, i.e. sawdust, off-cuts of wood etc.

Explosion

As with fire, arcing electrics can cause an explosive ignition source in areas where there is sufficient quantities of flammable gases. So care must be taken to ensure that electrical equipment is kept at a safe distance from activities involving gases. i.e. welding, space heaters, roof works involving LPG.

Muscle spasm

Due to the nature of electricity a person receiving an electrical shock often gets severe muscle spasms which can be strong enough to break bones or dislocate joints. This loss of muscle control often means the person cannot "let go" of the tool/equipment concerned or escape the electric shock.

CONTROL MEASURES

The routine inspection and testing of portable, and fixed, electrical appliances (or equipment), especially those used in severe environments such as building sites, is an important safety requirement.

'Portable': Any item of electrical current using equipment that is plugged into a socket outlet.

'Fixed': Any item of electrical current using equipment that is "hard-wired" into a fused connection unit or isolation device.

The HSE strategy suggests user checks, backed up by formal visual inspection and combined inspection and test.

There are no set statutory periods for formal visual inspection and test. The maintenance regime should be appropriate to the environment and duty for which the equipment is used. Electrical testing in a low-risk area would be less frequent than in, say, a harsh industrial environment.

Thus all employers and self-employed persons must undertake a risk assessment to assess their requirements and carry out inspection and testing as deemed appropriate.

Guidance on inspection intervals for construction equipment can be found in the table below:

Type of Equipment	User Checks	Formal Visual Inspection	Combined Inspection & Test
Hire Equipment	N/A	Before issue/after return	Before issue
Construction 110V	Weekly	Monthly	Before first use on site, then 3 monthly
Construction 230V	Daily/every shift	Weekly	Before first use on site, then monthly
Construction Fixed RCDs	Daily/every shift	Weekly	Before first use on site, then 3 monthly (portable RCDs - monthly)
Construction Site Office Equipment	Monthly	6 monthly	Before first use on site, then yearly
Battery operated equipment (less than 40 V)	No	No	No
Extra low voltage (less than 50 V ac), telephone equipment, low-voltage desk lights	No	No	No
Light Industrial	Yes	Before initial use, then 6 monthly	6-12 months
Heavy Industrial - High risk of equipment damage	Daily	Weekly	6-12 months
Office information technology e.g. desktop computers, photocopiers, fax machines	No	2-4 Years	None if double insulated, otherwise up to 5 years
Double insulated equipment NOT hand held e.g. fans, table lamps	No	2-4 Years	No
Hand held, double insulated (Class II) equipment e.g. some floor cleaners, kitchen equipment & irons	Yes	6 Months-1 Year	No
Earthed (Class I) equipment e.g. electric kettles, some floor cleaners	Yes	6 Months-1 year	1-2 Years
Cables, leads and plugs connected to Class I equipment, extension leads and battery charging equipment	Yes	Yes, 6 months-4 years depending on type of equipment it is connected to	Yes, 1-5 years depending on the equipment it is connected to

Records

Although there is no mandatory requirement to produce and keep records on the condition of electrical equipment the HSE Memorandum of guidance on the Electricity at Work Regulations (HS(R)25) advises that records of maintenance, including test results, will enable the condition of equipment and the effectiveness of maintenance policies to be monitored.

It is best practice to maintain a record of Inspection and Testing of Electrical Equipment and that a log is kept of the condition of equipment. These records may be held on paper or in 'electronic' form.

In the event of a prosecution arising from an injury relating to a portable appliance, it would assist the employer's case if they can produce up to date, accurate records to indicate that they had taken reasonable actions to comply with the Electricity at Work Regulations.

SAFE SYSTEMS OF WORK

Due to the nature and dangers of electricity and faulty electrical equipment on construction activities the importance of regular inspection and testing cannot be stressed highly enough. If the following process is carried out it should help to minimise the risk to an acceptable level.

Risk Assessment

As with all work activities the first stage is to carry out a risk assessment of the piece of equipment to be used and the conditions where it will be used and allocate appropriate control measures. Additional information on how to carry out risk assessment is contained in section B of the policy document.

User Checks Pre-Usage Inspection

A visual inspection of portable appliances will detect the majority of defects that can cause danger. This inspection does not have to be performed by an electrician so any operator who has been given sufficient information and training could perform it. A current Portable Appliance Test label is displayed.

The rules for this type of inspection are simple: if it does not look right, it probably is not.

The typical defects to look for are:

- Damage to cable coverings: cuts and abrasions (apart from light scuffing).
- Damage to plugs: casing cracked or pins bent.
- Non-standard joints in cables: taped joints, connector blocks.
- Outer covering (sheath) of the cable not being gripped where it enters the plug or the equipment (look to see if the coloured insulation of the internal wires are showing).
- Equipment being used in conditions where it is not suitable: wet or dusty environments.
- Damage to the outer covers of the equipment or obvious loose parts or screws.
- Overheating: burn marks or staining.

Formal Visual Inspection

The most important component of a maintenance regime is usually the formal visual inspection, carried out routinely by a trained person. Such inspections can pick up most potentially dangerous faults and the maintenance regime should always include this component.

To control the risks and to monitor the user checks, a competent person should carry out regular inspections that include visual checks.

Additional checks could include:

- Removing the plug cover and ensuring that a fuse is being used (e.g. it is a fuse not a piece of wire or a nail etc.).
- Checking that the cord grip is effective.
- Checking that the cable terminations are secure and correct, including an earth where appropriate, and there is no sign of internal damage, overheating or ingress of liquid or foreign matter.

The formal visual inspection should not include taking the equipment apart. This should be confined, where necessary, to the combined inspection and testing.

The trained person can normally be a member of staff who has sufficient information and knowledge of what to look for, and what is acceptable, and who has been given the task of carrying out the inspection. To avoid danger, trained people should know when the limit of their knowledge and experience has been reached. Simple, written guidance relating to the visual inspection can be produced that summarises what to look for and which procedures to follow when faults are found or when unauthorised equipment is found in use. This guidance can also help equipment users.

The formal visual inspections should be carried out at regular intervals. The period between inspections can vary considerably, depending on the type of equipment, the conditions of use and the environment. For example, equipment used on a construction site or in a heavy steel fabrication workshop will need much more frequent inspection than equipment such as floor cleaners in an office. In all cases, however, the period between inspections should be reviewed in the light of experience. Faulty equipment should be taken out of service and not used again until properly repaired. If necessary, it should be tested.

The pattern of faults can help management decide what action to take, depending on whether the faults show:

- The wrong equipment is being selected for the job.
- Further protection may be necessary in harsh environments.
- The equipment is being misused.

Combined Inspection and Test

The checks and inspections outlined in the previous paragraphs will, if carried out properly, reveal most (but not all) potentially dangerous faults. However, some deterioration of the cable, its terminals and the equipment itself can be expected after significant use. Additionally, the equipment itself may be misused or abused to the extent that it can give rise to danger. Some of these faults, such as loss of earth integrity (e.g. broken earth wire within a flexible cable), or deterioration of insulation integrity, or contamination of internal and external surfaces, cannot be detected by visual inspection alone. Periodic combined inspection and testing is the only reliable way of detecting such faults, and should be carried out to back up the checks and inspection regime.

Testing is likely to be justified:

- Whenever there is reason to suppose the equipment may be defective (but this cannot be confirmed by visual inspection).
- After any repair, modification or similar work.
- At periods appropriate to the equipment, the manner and frequency of use and the environment.

The inspection carried out in conjunction with testing should usually include checking:

- The correct polarity of supply cables.
- Correct fusing.
- Effective termination of cables and cores.
- That the equipment is suitable for its environment.

Such combined inspection and testing requires a greater degree of competence than that required for inspection alone, because the results of the tests may require interpretation and appropriate electrical knowledge will be needed.

However, it can often be carried out by a competent employee.

TRAINING & COMPETENCE

People carrying out testing of portable electrical equipment should be appropriately trained for this work. It is the employer's duty to ensure that they are competent for the work they are to carry out. Basically, there are two levels of competency.

1st Level

Is where a person not skilled in electrical work routinely uses a simple 'pass/fail' type of portable appliance tester (PAT), where no interpretation of readings is necessary. The person would need to know how to use the PAT correctly. Providing the appropriate test procedures are rigorously followed and acceptance criteria are clearly defined, this routine can be straightforward.

2nd Level

Is where a person with appropriate electrical skills uses a more sophisticated instrument that gives actual readings requiring interpretation. Such a person would need to be competent through technical knowledge or experience related to the type of work.

Testing can be carried out at minimal cost where an employee has been trained to a suitable level of competence and provided with appropriate equipment.

REFERENCE

Regulations/ACoPs:

The Health and Safety At Work etc. Act.
The Provision and Use of Work Equipment Regulations.
The Electricity at Work Regulations.
Management of Health and Safety at Work Regulations.

HSE Guidance:

HSG107 - Maintaining Portable and Transportable Electrical Equipment.
INDG231 - Electrical Safety and You.
Memorandum of guidance on the electricity at work regulations.

Pressure Systems

INTRODUCTION

The Pressure Systems Safety Regulations apply to all types of pressure systems, with the exception of those listed in Schedule 1 of the regulations, details of which are given at the end of this guidance note. The Provision and Use of Work Equipment Regulations (PUWER) also apply to pressure systems.

DUTIES

Designers of pressure systems must ensure that suitable materials are used, that their designs take account of the need to examine the system and that access to the interior of the pressure system is safe. Designers must also ensure that pressure systems are provided with protective devices and that any such devices release pressure safely. Designers must provide sufficient written information concerning the system's construction, examination, operation and maintenance as may reasonably and foreseeably be needed, to enable the provisions of the regulations to be complied with. This information must be supplied with the design.

When there is a need to modify or repair the system the employer shall provide sufficient written information concerning the modification or repair, as may reasonably and foreseeably be needed, to enable the provisions of the regulations to be complied with. This information should be provided at the time of modification or supply.

The users and owners of installed and mobile systems have duties under the regulations in relation to information and marking, installation, use, examination and reports.

MARKING

All pressure systems must be marked in such a manner that the markings cannot be easily removed. The following must be indicated:

- The manufacturer's name.
- A serial number to identify the vessel.
- The date of manufacture of the vessel.
- The standard to which the vessel was built.
- The maximum allowable pressure of the vessel.
- The minimum allowable pressure of the vessel where it is other than atmospheric.
- The design temperature.

INSTALLATION AND SAFE OPERATING LIMITS

Pressure systems must only be installed or used in areas where it is safe to do so. The safe operating limits must be given to the end user in the form of a written statement, i.e. an operator's handbook or by marking on the machine itself these limits, as noted above.

EXAMINATION

The user or owner must arrange for the system to be examined in accordance with a scheme of examination, which has been drawn up by a competent person. The scheme must include provision for all devices and pipework, or vessels that may give rise to danger. Prior to examination, the user or owner must take all appropriate steps to ensure that the system is prepared safely for examination. On completion of the examination, the competent person must make a written report of that examination.

REPORTS

All reports shall state which parts of the pressure system have been examined and what their condition is following this examination. Details of any repairs, modifications or changes in safe operating limits must be included, with dates for the completion of these modifications or repairs. The date after which the pressure system may not be operated without further examination must also be given, along with comments on the scheme of examination in place at the time of the examination.

The written report must be made as soon as is practicably possible after completing the examination and must be delivered to the user or owner within 28 days from the time of the inspection. All reports must be signed or include the competent person's name, along with the date of the report and examination.

The dates of examination contained in a report may be postponed to a later date by agreement, in writing, between the competent person and the owner/user, providing this postponement does not give rise to danger and only one such postponement is made.

Reports must be kept until the next report is available. If a system changes hands then all reports available must go with the system to the new owner or user.

ACTION IN CASE OF IMMINENT DANGER

If, during an examination, the competent person finds anything that could give rise to imminent danger they must inform the owner/user. This report must identify the system and specify the defect, and be given to the user or the owner immediately. The competent person must also send a copy of this report to the enforcing authority within 14 days of the event. On receipt of such a report, the owner or user must ensure the system is not used until suitable repairs have been completed.

TRAINING

The user of an installed system or the owner of a mobile system must ensure that any person operating the system, or part thereof, has undergone suitable and sufficient training for the safe operation of the system.

Any such training is to include actions to be taken in an emergency.

MAINTENANCE

The system must be maintained in accordance with the manufacturer's instructions and a record of maintenance kept. Any modifications or repairs must not, in any way, impair the effectiveness of any safety devices. These repairs and modifications should be recorded in the maintenance log for the system.

SCHEDULE 1

Systems not covered by the Pressure Systems Safety Regulations

- Any pressure system that forms part of the equipment on a ship, spacecraft, aircraft, hovercraft or hydrofoil.
- Any system which is part of a weapon system.
- Any system, or part of a system, which forms part of the braking, control or suspension system of a vehicle.
- Any part of a system which is only pressurised because it is subject to a leak test or pressurised unintentionally, such pressurisation being not reasonably foreseeable.
- Any pipeline pressurised by a fluid as part of a line test or clearance operation.
- Any system subject to research or which temporarily forms part of a system for research.
- Any plant and equipment used in the course of a diving project.
- Any working chamber, tunnel, man lock or air lock within which persons work in compressed air.
- Any tank to which the Carriage of Dangerous Goods by Rail/Road Regulations apply.
- Any pressure system engaged in an international transport system.
- Any pressure system comprising gas propulsion or a gas-fired heating, cooking, ventilating or refrigerating system fitted to a motor vehicle or trailer.
- Any water-cooling system on an internal combustion engine or compressor.
- Any tyre used, or intended to be used, on a vehicle.
- Any vapour compression refrigeration system incorporating compressor drive motors, including standby compressor motors, having a total installed power not exceeding 25kW.
- Any mobile system of the type known as a slurry tanker and containing or intended to contain agricultural slurry, and used in agriculture.
- Prime movers including turbines.
- Any pressure system which is an electrical or telecommunications cable.
- Any pressure system containing sulphur hex fluoride gas and forming an integral part of high-voltage electrical apparatus.
- Any pressure system consisting of a water-filled fluid coupling and used in power transmission.
- Any portable fire-extinguisher with a working pressure below 25 bars at 60°C and having a total mass not exceeding 23kg.
- Any part of a tool or appliance designed to be held in the hand which is a pressure vessel.

Section H

Arrangements for the Safe Handling and Use of Substances

(PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope and the Contracts Manager will be responsible for identifying all substances that require a COSHH assessment and for checking that new substances can be used safely before they are purchased.

(PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope and the Contracts Manager will be responsible for undertaking COSHH assessments, or they may, at their discretion, delegate this responsibility to another competent employee.

(PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope and the Contracts Manager will be responsible for ensuring that all actions identified in the COSHH assessments are implemented, that all relevant employees are informed about the significant findings, and that assessments will be reviewed every year or when the work activity changes, whichever is sooner.

Arrangements for Non-Licensed Works with Asbestos

Andrew Hope has principal management responsibility for non-licensed asbestos works.

Andrew Hope will also be responsible for determining whether non-licensed works with asbestos will require notification to HSE.

Andrew Hope will be responsible for ensuring an assessment of the likely exposure to asbestos arising from works with asbestos and for drawing up a plan of work is carried out.

Andrew Hope will notify any non-licensed notifiable works using ASBNNLW1 at the earliest possible opportunity prior to beginning works.

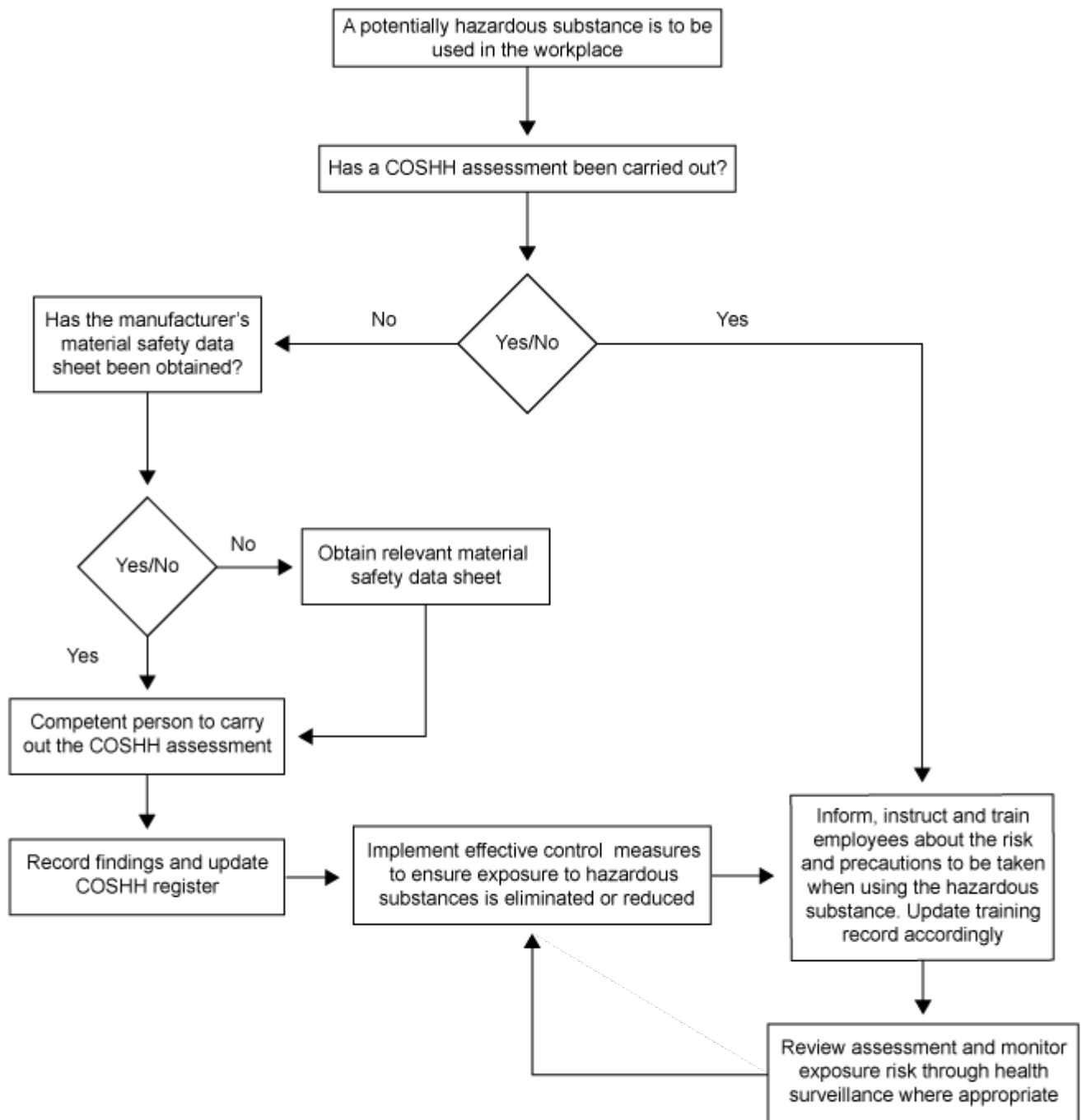
Shorts Group Ltd shall ensure that they:

- Have adequate knowledge of the Health and Safety etc Act, the Control of Asbestos Regulations, its Approved Code of Practice, and other Guidance on work with Asbestos Materials.
- Are competent to undertake the type of work intended with asbestos.
- All available methods are employed to prevent the spread of asbestos fibres.
- Provide adequate equipment and resources to carry out all works with asbestos safely including personal protective equipment and respiratory protective equipment.
- Maintain records of personal exposure for all persons working with notifiable non-licensed asbestos containing materials for a minimum of forty years or until each employee reaches eighty years of age.

Andrew Hope will be responsible for ensuring that all persons working with non-licensed asbestos containing materials have been adequately trained.

Andrew Hope will ensure that all persons working with non-licensed notifiable asbestos containing materials have undergone a medical in line with the Control of Asbestos Regulations.

Procedure for Safe Handling and Use of Substances



Control of Substances Hazardous to Health COSHH

INTRODUCTION

Regulation 6 of the COSHH Regulations requires an employer to formally assess all operations and/or processes which are liable to cause exposure to hazardous substances.

This section provides a logical, step-by-step approach to the carrying out of the assessment and the evaluation of the risks to health caused by exposure to hazardous substances. The objective of the assessment is to ensure that the correct decisions are made on the control of hazardous substances in the workplace.

The assessment also demonstrates that the organisation has considered all the factors relevant to the work and that informed judgements have been made with regard to the risk, the actions necessary to achieve and maintain adequate control of the risk, the requirements for monitoring exposure to the substances, and health surveillance of employees who may be at risk.

In order for the assessment to be considered suitable and adequate, the detail and expertise with which it was carried out must reflect the nature and degree of risk arising out of the work being assessed, as well as the complexity and variability of the processes involved.

SURVEY AND DATA SHEETS

The first process is to survey the site for substances. Once this is done, obtain the Material Safety Data Sheet (MSDS) for each substance and formally assess the use of those substances which are hazardous in use. The Material Safety Data Sheet has the following purposes:

- It acts as a formal system of approval for substances being introduced into the workplace, in that only substances which have a safety data sheet should be purchased or used.
- It provides all the information on a hazardous substance that the employer is required to provide to their employees under Regulation 12 in a standard and rational format.
- It provides all the essential information necessary to carry out the formal assessments as required under Regulation 6.

When the COSHH Assessment is completed, the sheet should be filed in a COSHH Assessment file and be updated if and when the supplier provides further information or there are alterations to the information.

CLASSIFICATION OF SUBSTANCES

Once the data sheets on substances in the workplace have been gathered, it is necessary to classify each substance that has been identified as hazardous to health under the COSHH Regulations. This can be achieved by scrutinising the information gained on the substance using the criteria set out below.

For the purpose of the COSHH Regulations a hazardous substance is defined as any substance, including any mixture, which is:

- A substance listed in Part 1 of the approved supply list as dangerous for supply within the meaning of the CHIP/CLP Regulations and for which the general nature of the risk is given as very toxic, toxic, harmful, corrosive or irritant. This information should be displayed on the labelling on the container of all such substances introduced to the work area.
- A substance which has been assigned a workplace exposure limit (WEL) by the Health and Safety Commission and published in the HSE guidance note EH40 - Occupational Exposure Limits.
- A biological agent which creates a hazard to the health of any person.
- Dust of any kind, except dust which is a substance within paragraph 1 or 2 above, when present at a substantial concentration in the air.
- A substance, other than those already given, which creates a hazard to the health of any person because of its chemical or toxicological properties and the way it is used or is present in the workplace.

For paragraph 5 above it may be possible to reach a decision as to the hazardous nature of the substance using your existing knowledge of exposure experience, process, etc. In other cases it may be necessary to draw upon the experience of others such as a competent occupational hygienist, health adviser or toxicologist.

SUBSTANCES TO BE ASSESSED

Once the classification of substances has been carried out, all substances identified as hazardous will need to be formally assessed in accordance with Regulation 6.

COMPETENCY TO ASSESS

The assessment must be carried out by the person with the duty delegated to them in their responsibilities. Each assessment is required to be done competently, in order to comply with the regulations. Therefore, the decision as to who should carry out that assessment will depend on the knowledge and experience required for the particular assessment and the complexity of the operation and/or process.

In order to carry out a correct assessment, the assessor should have a thorough practical understanding of what occurs, or what might occur, in the workplace. Managers may have this understanding and it is usual for them to do the assessments. Should the decision be taken to seek assistance with the assessment then it should be carried out with a combination of both in-house and outside expertise.

Personnel given the task of carrying out the assessment and any works arising from it will need to be provided with the necessary facilities and authority to do so competently. They will be given sufficient time and authority to gather the necessary information, talk to the appropriate persons, examine any records and inspect the workplace.

The assessor must have an understanding of the COSHH Regulations and their aims, and should have read and understood this manual.

PROCEDURE

In order to carry out a competent assessment the following procedure is to be followed:

1. **Review the information** - A review of the information available on the operation/process/substance should be carried out. This should comprise the supplier's safety data sheets, records of any tests and examinations carried out on control measures and the results of any exposure monitoring and health surveillance previously carried out.
2. **Study the operation and/or process** - Having reviewed the information in 1 above, the operation and/or process itself must be closely studied. It is important to understand exactly what happens during the operation and/or process and to ask questions of those involved in order to appreciate the hazards involved. The supervisor and operator of the operation/process should be in attendance during this study to ensure that all the relevant details are established.
3. **Evaluate the risk** - In order to evaluate the risks to health, the following must be considered:
 - The hazardous properties of the substance (the information reviewed in 1, above, should supply this).
 - Information on health effects provided by the supplier, including information contained in any relevant safety data sheet.
 - The level, type and likely duration of exposure.
 - The circumstances of the work, including the amount of the substance involved.
 - Activities, such as maintenance, where there is potential for a high level of exposure.
 - The effect of preventative and control measures, which have been or will be taken in accordance with Regulation 7.
 - Conclusions regarding the risk.

These factors are dealt with in more detail below.

The possibility of exposure can be broken down into five areas:

1. **Risk of exposure** - Whether it is reasonably foreseeable that an accidental leakage, spillage or discharge of the substance could occur.
2. **Frequency of exposure** - If it is reasonably foreseeable that exposure could occur, how often is that exposure like to be? This can normally be ascertained from past experience and general knowledge.
3. **People at risk** - There is a need to identify the people at risk of exposure to the substance, whether they are exposed by working directly with it or are in the vicinity of the work, or areas, where the substance is handled, transported, processed, collected, packaged, stored, disposed of, or discharged. This includes members of the public and other non-employees.
4. **Routes of entry into the body** - Whether the hazard of exposure is due to inhalation, swallowing, absorption through or contamination of the skin.
5. **The quantity to which people are likely to be exposed** - It is necessary to evaluate and assess the quantities to which people are likely to be exposed. The concentration of the substance can, sometimes, be evaluated with the use of indicator tubes, dust lamps, etc. However, detailed measurements may need to be carried out to confidently establish these levels. Whenever levels are monitored or measured they should always take into account the circumstances that could be expected to give rise to the highest levels of exposure.

The likely duration and concentration of the exposure must always be known precisely in any of the following situations, where:

- Exposure routinely and frequently occurs.
- A high level of exposure can be foreseen.
- The substance has been assigned a workplace exposure limit (WEL).
- The substance is known to be particularly hazardous.

Where the magnitude or significance of the exposure is uncertain, detailed measurements will normally be required to enable the requirements for the prevention or adequate control of exposure to be assessed. The likely duration of exposure can normally be ascertained from past experience and general knowledge.

CONCLUSIONS REGARDING THE RISK

Once all the information has been gathered and collated it should be possible to reach conclusions regarding the risks to health resulting in exposure to the hazardous substance. If it is felt that there is still insufficient information to reach reasonable and valid conclusions further information and advice should be sought.

Where the risk assessment indicates that health monitoring is required for ensuring the maintenance of adequate control of the exposure of employees to substances hazardous to health, or otherwise requisite for protecting the health of employees, it will be necessary to introduce a system of monitoring the exposure of employees to substances hazardous to health. Records of this monitoring must be kept for at least 40 years where the record is representative of the personal exposures of identifiable employees, or for at least 5 years in any other case from the date of the last entry.

EXPOSURE JUDGED NOT TO BE A RISK TO HEALTH

The following examples are considered reasonable grounds for reaching the conclusion that the substance does not present a risk to health:

- The process and/or operation is carried out to the same or better standard as the Health and Safety Executive, Industrial Advisory Committee or trade association guidance on good practice, which give assurance of insignificant exposure.
- The quantities of substances or rate of use are too small to constitute a risk to health under foreseeable circumstances, even if all the control measures fail.
- Measurements have previously been taken of the process and/or operation, including in a “maximum exposure” situation, which have confirmed that exposure is not a risk to health at any time and that the conditions of the process, operation and substances are demonstrably the same.
- The process and/or operation is performed strictly in conformance with well-documented procedures, information and the conditions as detailed by the suppliers of the plant and/or substance in which they give valid assurance that the operation, process and/or substance will not give rise to risks to health.

Risks should not be judged as negligible unless there is certain and valid evidence to back up this judgement. Where this is not available the risks must be identified and precautions instituted to protect the health of those exposed.

EXPOSURE JUDGED TO BE A RISK TO HEALTH

Where exposure is either known, or found to be occurring, in situations where prevention is reasonably practicable the risk must be considered unacceptable.

ASSESSMENT REGISTER

Once an assessment has been carried out for an operation and/or process a copy of that particular assessment record should be filed. To readily identify the operations and/or processes assessed, each assessment should be recorded in the assessment register.

This register should be completed as follows:

- Operation and/or Process - Full details of the operation and/or process should be entered to enable easy identification of that operation and/or process.
- Location - The location within the premises should be clearly identified.
- Record Number - The record number of the assessment.
- Date - The date on which the assessment was completed/revised.

As reassessments are completed, these details should also be entered in the assessment register.

EXPOSURE - PREVENTION OR CONTROL

Regulation 7 requires that exposure to hazardous substances must be either prevented or, where this is not reasonably practicable, adequately controlled.

This section of the manual is concerned with explaining what is considered to be "adequate control" and the approach to be followed in order to achieve it.

Control of Exposure

Workplace exposure limits (WELs) are occupational exposure limits set under the Control of Substances Hazardous to Health Regulations. These limits are set to help protect the health of workers. WELs are concentrations of hazardous substances in the air averaged over a specific period of time referred to as a time-weighted average (TWA). Two time periods are used: long-term exposure limit (LTEL) of 8 hours and short-term exposure limit (STEL) of 15 minutes. STELs are set to help prevent effects, such as eye irritation, which may occur following a few minutes' exposure.

If the exposure to a substance assigned a WEL, as listed in Table 1 of the HSE guidance note EH40, is reduced as far as is reasonably practicable and is in any case below that WEL, it shall be considered to be adequately controlled.

When considering how far the exposure should be reduced below the WEL the nature of the risk likely to be caused by the substance must be weighed against the cost, the amount of time needed and the trouble required in taking the measures necessary to reduce that risk.

The non-assignment of a WEL does not necessarily signify that the substance is safe and without risk to health.

The routes of exposure to substances include inhalation, ingestion or absorption through the skin or mucous membranes.

In any of the above, exposure should be controlled to a standard where the level of exposure is such that nearly all the population could be repeatedly exposed daily without any adverse effect. The information necessary to set this standard may be available from a variety of sources, such as the manufacturer or supplier of the substance, occupational health publications or industrial and trade associations.

Prevention and Control Measures

The initial approach to the prevention and control of exposure to harmful substances should always explore the utilisation of operational, process and engineering measures. If it is found that these measures are not reasonably practicable or cannot adequately prevent or control exposure then the provision and use of personal protective equipment should be considered. The provision and use of personal protective equipment should be considered as a last option for achieving the required levels of control.

The measures necessary for the prevention or control of any exposure could be any combination of the following and should be considered in the order given:

1. Prevention of exposure:
 - The elimination of the substance, removing the risk in total.
 - The substitution of the substance with a less hazardous substance, a less hazardous form of the substance or dilution of the substance.
2. Control of exposure:
 - The total enclosure of the operation and/or process.
 - The alteration, modification or replacement of the plant, process and/or operation, or safe system of work to minimise the generation of, or suppress or contain, hazardous substances and to restrict the area of contamination in the event of any spills or releases, both routine and accidental, of those substances.
 - The provision of local exhaust ventilation to totally remove the airborne hazardous substance at source and dispose of it safely.
 - The provision of partial local exhaust ventilation to reduce the exposure to airborne hazardous substances.
 - The provision of sufficient general ventilation to reduce the exposure to airborne hazardous substances.
 - The reduction of the number of persons exposed.
 - The reduction of the length of exposure.
 - The prohibition of smoking, eating or drinking in the workplace.
 - The provision and use of suitable personal protective equipment.
 - The provision of adequate facilities for the cleaning, maintenance and repair of personal protective equipment.
 - The provision of adequate welfare facilities as already outlined.
 - The regular and effective cleaning of the workplace and/or plant to remove contamination.
 - The provision of suitable arrangements for the safe storage and safe disposal of hazardous substances.

Existing Control Measures

The control measures already in existence are to be re-examined and re-evaluated on a regular basis. If these control measures are then considered inadequate consideration will be given to improving, extending or replacing them to ensure that adequate control measures are achieved and maintained.

Control measures include, but are not restricted to, the following:

- Hygiene Facilities - Adequate washing facilities are provided for use by all persons likely to be exposed to hazardous substances. The facilities reflect the nature and the likely levels of any exposure and are sufficient to permit the user to achieve a standard of personal hygiene commensurate with the adequate control of the exposure and the need to prevent the spread of the substance. Eye wash facilities may need to be provided in case of an emergency.
- Personal Protective Equipment - Where protective clothing is used or there is a risk of contamination of personal clothing and effects then accommodation for that clothing and personal effects, and changing facilities, will be provided. Changing facilities are designed to ensure that personal clothing does not become contaminated with hazardous substances from the workplace, the risk of cross contamination between contaminated clothing and clean clothing is minimised and that they can be easily and effectively cleaned.
- Eating, Drinking and Smoking - Personnel are prohibited from eating, chewing, drinking or smoking in any area which is likely to be contaminated with any harmful substance.
- Eating and Drinking Facilities - Where it is necessary to reduce the risk of exposure by prohibiting the consumption of food or drink in the workplace facilities for this will be provided outside the contaminated area. These facilities will be conveniently placed in relation to the workplace and the hygiene facilities and will be so designed as to ensure that they will not become contaminated with substances emanating from the workplace and can be easily and effectively cleaned.

Maintenance of Personal Protective Equipment

You must ensure that personal protective equipment, including protective clothing, is properly stored, checked at suitable intervals, and when discovered to be defective, repaired or replaced before further use.

PPE which may be contaminated by a substance hazardous to health must be removed and kept apart from uncontaminated clothing and equipment and it must be ensured that contaminated clothing is decontaminated and cleaned or, if necessary, destroyed.

COSHH ASSESSMENT SHEET		Sheet Number:
This assessment is generic in nature and must be specifically adapted to meet particular site requirements or conditions by site management/user.		
COMPANY NAME:		
OPERATION / PROCESS:		
LOCATION:		
PRODUCT/SUBSTANCE USED:		DATA SHEET NO:
HAZARDOUS CONTENT:		WORKPLACE EXPOSURE LIMIT (WEL):
		<div style="display: flex; justify-content: space-between;"> <u>LTEL (8-hr TWA)</u> <u>STEL (15-Min)</u> </div>
EXPOSED PERSONS:		
FREQUENCY OF EXPOSURE:		DURATION OF EXPOSURE:
HAZARDS:		
CONTROL MEASURES TO BE PUT IN PLACE:		
 Very Toxic	 Irritant / Sensitiser	 Corrosive
 Highly or Extremely Flammable	 Oxidising	 Explosive
 Serious longer term health hazards	 Contains gas under pressure	 Dangerous for the environment
EXPOSURE ASSESSMENT: OPERATORS AND OTHERS		
Acceptable if the procedures outlined to minimize risk of exposure are adhered to.		
ASSESSOR:	POSITION:	DATE:

SITE SPECIFIC ASSESSMENT

On each site and each location, the generic assessment overleaf must be reviewed to ensure that all significant hazards and their risks are identified and controlled. Completion of this side will ensure that your assessment is both appropriate and complete.

Maximum number of people involved in activity:		
Additional specific hazards identified:		
Additional control measures required:		
Assessment of remaining risks:		
Is residual risk level acceptable?		
Serious or imminent danger risks identified:		
Emergency action required:		
Name(s) of competent person(s) appointed to take action:		
Circumstances which will require additional assessment:		
Circulation of Assessment (tick)		
Contractor	Site Copy	Employees
Subcontractor	Other	Client
On-Site Assessment Signed:	Print Name:	Date:

COSHH Assessment Register

Operation / Process / Substance	Location	Record Number	Date

Dangerous Substances and Explosive Atmospheres (DSEAR)

INTRODUCTION

The Dangerous Substances and Explosive Atmospheres Regulations (DSEAR), set minimum requirements for the protection of workers from the risks of fire and explosion arising from dangerous substances and potentially explosive atmospheres in the workplace.

Further to the requirements of the Management of Health and Safety at Work Regulations to manage risks, Regulation 5 of DSEAR requires that where a dangerous substance is or is liable to be present at the workplace, a suitable and sufficient assessment shall be made of the risks to employees and other persons that arise from the substance. DSEAR does not address the health risks from substances; these are dealt with by the COSHH Regulations.

This section provides a logical, step-by-step approach to the carrying out of the assessment and the evaluation of the risks that arise from dangerous substances. The objective of the assessment is to provide enough information to ensure that the correct:

- Measures are taken to eliminate the identified risks, or reduce them as far as is reasonably practicable.
- Equipment and procedures are put in place to deal with accidents and emergencies.
- Information and training are provided to employees.
- Classification into zones is made of places where explosive atmospheres may occur, the zones to be marked where necessary.
- Co-ordination is carried out between employers sharing a workplace regarding the implementation of measures to protect employees from any risk from the explosive atmosphere.

In order for the assessment to be considered suitable and adequate, the detail and expertise with which it was carried out must reflect the nature and degree of risk arising out of the work being assessed, as well as the processes complexity and variability.

INTERPRETATION

The regulations give a detailed definition of “dangerous substance”, which you should refer to for more information, but it includes any substance or preparation, which because of its properties or the way it is used could cause harm to people from fires and explosions.

Dangerous substances include petrol; liquefied petroleum gas (LPG); paints; varnishes; solvents; and dusts which when mixed with air could cause an explosive atmosphere (e.g. dusts from milling and sanding operations). Dangerous substances can be found in varying quantities in most workplaces.

An explosive atmosphere is an accumulation of gas, mist, dust or vapour, mixed with air, which has the potential to catch fire or explode. An explosive atmosphere does not always result in an explosion, but if it caught fire the flames would quickly travel through it and if this happened in a confined space (e.g. in plant or equipment) the rapid spread of the flames or rise in pressure could also cause an explosion.

SURVEY AND DATA SHEETS

The first process is to survey the site for dangerous substances. Once this is done, the safety data sheets for each substance must be obtained from the manufacturer and a formal assessment made of the use of those substances which either:

- Are explosive, oxidising, extremely flammable, highly flammable or flammable.
- Create a risk at the workplace because of their physico-chemical or chemical properties and the way they are used.
- Can form an explosive mixture with air or an explosive atmosphere.

The safety data sheet has the following purposes:

- It acts as a formal system of approval for substances being introduced into the workplace, in that only substances which have a data sheet should be purchased or used.
- It provides all the information on a dangerous substance that the employer is required to provide to their employees under Regulations 8 and 9 in a standard and rational format.
- It provides some of the essential information necessary to carry out the formal assessments required under the DSEAR Regulations.

The completed sheet should be filed in a DSEAR data sheet file and be updated if and when the supplier provides further information or alterations to the information.

CLASSIFICATION OF SUBSTANCES

Once the data sheets on substances in the workplace have been obtained, it is necessary to classify each substance that has been identified as dangerous under the DSEAR Regulations. This can be achieved by scrutinising the information gained on the substance, using the criteria set out below.

For the purpose of the DSEAR Regulations, a dangerous substance is defined as any substance, including any mixture, which is:

- A substance or preparation which meets the criteria in the approved classification and labelling guide for classification as a substance or preparation which is explosive, oxidising, extremely flammable, highly flammable or flammable, whether or not that substance or preparation is classified under the CLP Regulations.
- A substance or preparation which, because of its physico-chemical or chemical properties and the way it is used or is present at the workplace, creates a risk, not being a substance or preparation falling within the classification above.
- Any dust, whether in the form of solid particles or fibrous materials or otherwise, which can form an explosive mixture with air or an explosive atmosphere, not being a substance or preparation falling within either of the above classifications.

The above definition would include such substances as petrol, liquefied petroleum gas, paints, varnishes and certain types of combustible and explosive dusts produced in, for example, machining and sanding operations.

An explosive atmosphere is defined as a mixture, under atmospheric conditions, of air and one or more dangerous substances in the form of gases, vapours, mists or dusts in which, after ignition has occurred, combustion spreads to the entire unburned mixture.

A workplace means any premises or part of premises used for or in connection with work, and includes:

- Any place within the premises to which an employee has access while at work.
- Any room, lobby, corridor, staircase, road (other than a public road) or any other place used as a means of access to or egress from that place of work or where facilities are provided for use in connection with that place of work.

However, the requirements concerning classification into explosive atmosphere zones do not apply to some workplaces because there is other legislation fulfilling these requirements, for example:

- Areas used for the medical treatment of patients.
- Where gas appliances are used for cooking, heating, hot water production, refrigeration, lighting or washing and the normal water temperature does not exceed 105°C (unless the appliance is specifically designed for use in an industrial process carried out on industrial premises) and gas fittings located in domestic premises.
- The manufacture, handling, use, storage and transport of explosives or chemically unstable substances.
- Activities at mines, quarries, borehole sites and offshore installations.

COMPETENCY TO ASSESS

The assessment must be carried out by the person with the duty delegated to them in their responsibilities. Each assessment is required to be done competently, in order to comply with the regulations. Therefore, the decision as to who should carry out that assessment will depend on the knowledge and experience required for the particular assessment and the complexity of the operation and/or process.

In order to carry out a correct assessment, the assessor should have a thorough practical understanding of what occurs, or what might occur, in the workplace. Managers may have this understanding and it is usual for them to do the assessments. Should the decision be taken to seek assistance with the assessment, then it should be carried out with a combination of in-house and outside expertise.

Personnel given the task of carrying out the assessment and any works arising from it will need to be provided with the necessary facilities and authority to do so competently. They will be given sufficient time and authority to gather the necessary information, talk to the appropriate persons, examine any records and inspect the workplace.

The assessor must have an understanding of the DSEAR Regulations and their aims and should have read and understood this manual.

PROCEDURE

In order to carry out a competent assessment the following procedure is to be followed:

• 1. Identify the Hazards

The risk assessment should identify the hazards associated with the flammables and explosives and their handling, storage and use in the workplace. This information can be obtained from the substance supplier's Material Safety Data Sheet or information provided in the HSE's Approved Supply List. When identifying the hazards it is necessary to consider:

- Where flammables and explosives are used, stored or generated.
- The way in which they are used, stored or generated.
- The potential for hazardous or explosive atmospheres occurring.
- Potential ignition sources.

2. Hazardous Work Activities

Employers should consider all work activities that involve dangerous substances, such as loading and unloading operations, dispensing and decanting, the movement of dangerous substances around a site and dealing with spillages and leaks.

Additional information can include:

- Skills, knowledge and experience of employees.
- Training and supervision of employees.
- Activities in adjacent areas or on adjacent premises, particularly where this could present an ignition risk.
- Possible misuse of dangerous substances, e.g. burning waste.

3. Evaluate the Risk

An assessment of any safety risks from dangerous substances carried out under DSEAR will not need to be repeated for a risk assessment under the Management of Health and Safety at Work Regulations (MHSWR). Similarly, provisions in DSEAR concerning arrangements for emergencies involving dangerous substances will fulfil the corresponding requirements for these procedures in MHSWR.

A recorded risk assessment must be undertaken before any new work activity involving dangerous substances begins.

The risk factor of an explosion or fire incident occurring and the nature and likely degree of the severity of the harm to people or property resulting from such an incident should be evaluated. Issues that should be considered are:

- The hazardous properties of the substance.
- The possibility and likelihood of fire or explosion, including the likelihood that ignition sources, e.g. electrostatic discharges, will be present.
- The quantity of dangerous substance(s) stored, used or generated, including any risks from substances used in combination.
- The scale of any anticipated fire or explosion.
- The structures and property that could be affected.
- The number of people on site.
- The potential and severity of the damage to people and property.
- Connections via openings to places in which explosive atmospheres may occur.
- Arrangements for the safe handling, storage and transport of dangerous substances, including waste.
- The effect of control measures.
- Any existing safety or control measures.
- The competency of people in the workplace.
- Any accident and emergency procedures in place, including fire precautions, e.g. means of detection and providing warning.
- Safety-related information provided by the supplier.
- Activities where there is a potentially higher risk, e.g. maintenance.
- Who, and how many people, may be at risk from dangerous substances (e.g. production or office workers, night cleaners, visitors).
- Any additional safety information is available to employees and other people on site.
- The identification of hazardous zones. For the purposes of DSEAR, hazardous places are classified in terms of zones on the basis of the frequency and duration of the occurrence of an explosive atmosphere, as follows:

Zone 0 - A place in which an explosive atmosphere consisting of a mixture with air of dangerous substances in the form of gas, vapour or mist is present continuously or for long periods or frequently.

Zone 1 - A place in which an explosive atmosphere consisting of a mixture with air of dangerous substances in the form of gas, vapour or mist is likely to occur in normal operation occasionally.

Zone 2 - A place in which an explosive atmosphere consisting of a mixture with air of dangerous substances in the form of gas, vapour or mist is not likely to occur in normal operation but, if it does occur, will persist for a short period only.

Zone 20 - A place in which an explosive atmosphere in the form of a cloud of combustible dust in air is present continuously or for long periods or frequently.

Zone 21 - A place in which an explosive atmosphere in the form of a cloud of combustible dust in air is likely to occur in normal operation occasionally.

Zone 22 - A place in which an explosive atmosphere in the form of a cloud of combustible dust in air is not likely to occur in normal operation but, if it does occur, will persist for a short period only.

Hazardous areas should be clearly marked to ensure that everyone on the premises is aware of the dangers and working procedures required if they are to enter the zone. A sign should be placed at the entrance to the hazardous area, as shown below, or the hazardous area should be marked with a line on the floor. People entering the zone should work in accordance with established work procedures.

Examples of procedures to be used in marked zones are as follows.

- Any fixed equipment should be of an explosion-protected design.
- Portable or mobile equipment should be of an explosion-protected design or used only with a permit to work after appropriate precautions have been taken.
- Restricted access.
- No smoking.

Where necessary, places classified as hazardous must be marked at their points of entry with triangular warning signs with black letters (EX) and black edging on a yellow background, the yellow part to take up at least 50% of the area of the sign:



THE SELECTION OF EQUIPMENT AND PROTECTIVE SYSTEMS

For all places in which explosive atmospheres may occur, equipment and protective systems must be selected according to the requirements set out in the Equipment and Protective Systems Intended for Use in Potentially Explosive Atmospheres Regulations unless the risk assessment finds otherwise. In particular, the following categories of equipment must be used in the zones indicated, provided they are suitable for gases, vapours, mists, dusts, or mists and dusts, as appropriate:

- In Zone 0 or Zone 20, category 1 equipment.
- In Zone 1 or Zone 21, category 1 or 2 equipment.
- In Zone 2 or Zone 22, category 1, 2 or 3 equipment.

Category 1 equipment is designed to be capable of functioning in conformity with the operational parameters established by the manufacturer and must ensure a **very high** level of protection. It is intended for use in areas in which explosive atmospheres caused by mixtures of air and gases, vapours or mists or by air/dust mixtures are present continuously, for long periods or frequently. The requisite level of protection must be ensured, even in the event of rare incidents relating to equipment, such that either in the event of failure of one means of protection, at least an independent second means provides the requisite level of protection or the requisite level of protection is assured in the event of two faults occurring independently of each other. (Equipment provides no source of ignition if two independent faults develop).

Category 2 equipment is designed to be capable of functioning in conformity with the operational parameters established by the manufacturer and must ensure a **high** level of protection. It is intended for use in areas in which explosive atmospheres caused by gases, vapours, mists or air/dust mixtures are likely to occur. The requisite level of protection must be ensured, even in the event of frequently occurring disturbances or equipment faults which normally have to be taken into account. (Equipment provides no ignition source with single fault).

Category 3 equipment is designed to be capable of functioning in conformity with the operational parameters established by the manufacturer and must ensure a **normal** level of protection. It is intended for use in areas in which explosive atmospheres caused by gases, vapours, mists or air/dust mixtures are unlikely to occur or if they do occur, are likely to do so only infrequently and for a short period only. The requisite level of protection must be ensured during normal operation. (Equipment provides no ignition source in normal operation).

Marking of Equipment in Hazardous Areas

All equipment used in hazardous areas and which meet the requirements of EPS (Equipment and Protective Systems Intended for Use in Potentially Explosive Atmospheres Regulations) should be marked with:

- A CE mark.
- The explosion protection symbol.
- The equipment group and category.
- For equipment of Group II, a G for an explosive atmosphere caused by gases or vapours or a D for explosive atmospheres caused by dusts.
- The name and address of the manufacturer.
- The designation of series or type.
- The serial number, if any.
- The year of construction.

The same timescale as for identifying and marking hazardous zones applies, although equipment already in use before July 2003 can continue to be used indefinitely provided that the risk assessment shows that it is safe to do so.

ASSESSMENT REGISTER

Once an assessment has been carried out for an operation and/or process in a specified work area a copy of that particular assessment record is to be filed in a central record. To readily identify the work areas, operations and/or processes assessed, each assessment is to be recorded in the assessment register.

This register should be completed as follows:

- Operation and/or Process - Full details of the operation and/or process should be entered to enable easy identification of that operation and/or process.
- Location - The location within the premises should be clearly identified.
- Record Number - The record number of the assessment.
- Date - The date on which the assessment was completed/revised.

As reassessments are completed, these details should also be entered in the assessment register.

RISKS - ELIMINATION OR CONTROL

Regulation 6 of DSEAR requires that risks from dangerous substances must be either eliminated or, where this is not reasonably practicable, adequately controlled. Control measures need to be consistent with the risk assessment and appropriate to the nature of the activity or operation. Special measures may be needed to ensure co-ordination of safety procedures when employers share a workplace.

This section of the manual is concerned with explaining what is considered to be "adequate control" and the approach to be followed in order to achieve it.

The initial approach to the elimination and control of risks from dangerous substances should always explore the utilisation of operational, process and engineering measures. If it is found that these measures are not reasonably practicable or cannot adequately eliminate or control risks, the provision and use of personal protective equipment should be considered. The provision and use of personal protective equipment should be considered as a last option for achieving the required levels of control.

The measures necessary for the elimination or control of any risks could be any combination of the following and should be considered in the order given:

1. Elimination or reduction of risks:

- The elimination of the substance, removing the risk in total
- The substitution of the substance with a less dangerous substance or a less dangerous form of the substance.

2. Control of risks:

- The reduction of the quantity of dangerous substances to a minimum.
- The avoidance or minimising of the release of a dangerous substance.
- The control of the release of a dangerous substance at source.
- The prevention of the formation of an explosive atmosphere, including the application of appropriate ventilation.

- The avoidance of ignition sources, including electrostatic discharges.
- The avoidance of adverse conditions which could cause dangerous substances to give rise to harmful physical effects.
- The segregation of incompatible dangerous substances.

3. Mitigation of detrimental effects:

- The reduction to a minimum of the number of persons exposed.
- The avoidance of the propagation of fires or explosions.
- The provision of explosion pressure relief arrangements.
- The provision of explosion suppression equipment.
- The provision of plant which is constructed so as to withstand the pressure likely to be produced by an explosion.
- The provision of suitable personal protective equipment.

EXISTING CONTROL MEASURES

The control measures already in existence should be re-examined and re-evaluated on a regular basis. If these control measures are then considered inadequate consideration should be given to improving, extending or replacing them to ensure that adequate control measures are achieved and maintained.

STORAGE OF FLAMMABLE MATERIALS

Information provided by manufacturers and suppliers in the form of labels and safety data sheets should always be consulted for advice on how to store flammable materials correctly.

Rules and working procedures to be followed in the case of a leak or spillage should be provided, communicated and understood by all relevant staff members.

All relevant personnel should be trained in the use of first-aid equipment or facilities.

There are five basic principles to follow when storing flammable materials safely.

1. The need to use flammable substances should be eliminated if possible. If this is not an option, they should be substituted or exchanged for less flammable substances.
2. Sufficient ventilation is essential to dissipate any vapours given off from spillages, leaks or releases of gas.
3. All obvious sources of ignition should be removed. These include sparks from electrical equipment, welding and cutting tools, hot surfaces, open flames from heating equipment, smoking materials, etc.
4. Flammable substances should be suitably contained, e.g. in lidded containers, on catchment trays, etc. to prevent leakages or spillages spreading to other parts of the working area.
5. Flammable substances should be stored separately from work processes, using physical barriers, walls or partitions, e.g. purpose-built rooms and outside buildings.

Flammable Liquids

- Flammable liquids should be stored in a separate storage area, purpose-made bin or cupboard.
- They should only be dispensed and used in a ventilated area where there are no sources of ignition.
- Containers should be closed when not in use. If possible, safety containers with purpose-made self-closing lids should be used.
- Liquids should be dispensed over a tray and absorbent materials, e.g. granules, should be kept nearby so that spills can be mopped up immediately.
- Contaminated materials should be disposed of safely. Waste disposal firms can provide advice on the disposal of contaminated materials.
- If petrol is stored in quantity, a petroleum storage licence should be obtained via the local authority.

Flammable Dusts

- The operational plant should be kept free from dust.
- Working areas should be kept dust-free by good housekeeping, regular cleaning and vacuuming of spillages.
- A purpose-built dust-handling plant, e.g. local exhaust ventilation, should be used to keep levels of dust to a minimum.
- All equipment should be well maintained.

Flammable Solids

- Materials such as plastic foam, packing materials, polyester wadding and textiles should not be stored close to heaters or electrical equipment.
- Gangways and exits from the working and storage areas should be kept clear of packing materials and finished products containing flammable solids.

Flammable Gases

- Cylinders should be locked or chained to a purpose-made rack and their valves protected from possible damage.
- Correct valves, fittings and hoses should be fitted on gas cylinders. The manufacturer or supplier should provide instructions on the correct components to be fitted and how they should be used.
- Hoses should be protected from cuts and scuffs, examined regularly, and be replaced as and when necessary.

Oxygen

Oxygen is used in controlled burning activities, e.g. oxy-acetylene cutting and welding equipment. If oxygen is misused it can result in serious consequences. The following points should be considered if oxygen is stored in the workplace.

- Oxygen should never be used instead of compressed air as it can dramatically enhance the way certain flammable materials burn.
- Oxygen should never be used to sweeten the air in working areas and confined spaces.
- Grease or oil should never be used on equipment containing oxygen.

Reactive Chemicals

Certain substances contain chemicals with oxygen chemically combined, e.g. organic peroxides. These can explode if not handled and stored correctly. Other substances may react vigorously with incompatible materials or contaminants, for example sodium or potassium react violently with water and may ignite. When storing reactive chemicals the following should be considered.

- Temperature conditions for storage and processing activities should be strictly controlled to prevent dangerous decomposition or other reactions occurring.
- Labels and safety data sheets should be checked for physical properties and incompatibility with other materials and substances.
- Employers should ensure that employees know not to mix incompatible chemicals together.




Substances Corrosive to Metal or Gases

The substance may contain chemicals which are corrosive to metals and gases, and as such these can cause structural damage and reduce the integrity of the receptacle if not suitably contained. An assessment of the substance needs to be undertaken, and the necessary suitable and mitigating measures need to be in place to prevent damage. Information on the properties of the substance and how it may affect the storage container can be obtained from the supplier.

TRAINING

The organisation shall provide employees and other people in the workplace who might be at risk with suitable information, instruction and training on precautions and actions they need to take to safeguard themselves and others, including:

- Names of the substances in use and the risks they present.
- Access to any relevant safety data sheet.
- Details of legislation that applies to the hazardous properties of those substances.
- The significant findings of the risk assessment.
- The control measures to be in place, including the use of Personal Protection Equipment (PPE) if relevant.
- Safe working practices to be in place.
- Equipment to be used and how to use it.
- The use of Permit to Work Systems if applicable.
- PPE.
- In-house rules, e.g. the avoidance of activities that could cause sparks generated by friction, etc.
- Accident and emergency procedures.

DSEAR ASSESSMENT SHEET				Sheet Number:		
This assessment relates specifically to the location identified						
ORGANISATION NAME						
LOCATION OF WORK AREA						
OPERATION / PROCESS CARRIED OUT						
PRODUCT/SUBSTANCE USED				QUANTITY OF SUBSTANCE USED / STORED		
IGNITION SOURCES IDENTIFIED				EXPOSED PERSONS		
FREQUENCY OF EXPOSURE				DURATION OF EXPOSURE		
						
Explosive	Flammable	Highly Flammable	Extremely Flammable	Oxidising	Compressed Gas	Dangerous Substance
HAZARDOUS ZONE CLASSIFICATION						
CONTROL MEASURES TO BE PUT IN PLACE						
EMERGENCY MEASURES TO BE PUT IN PLACE						
ASSESSOR			POSITION		DATE	

DSEAR Assessment Register

[illegible]

Asbestos Management

INTRODUCTION

Breathing in air containing asbestos fibres can lead to asbestos related diseases, mainly cancers of the lung and chest lining. Past exposure to asbestos is currently believed to kill 4,500 people a year in this country and this number is expected to increase over the next 10 years. There is no cure for asbestos related disease.

Asbestos is only a risk to health if asbestos fibres are released into the air and breathed in.

Although it has been illegal to use asbestos in the construction or refurbishment of any premises for several years, many thousands of tonnes were used in the past and much of it remains in place. If these materials remain in good condition and are not disturbed there is no risk to the health of the premise's occupants or visitors. However, if damaged or disturbed, asbestos fibres can be released into the air and breathed in.

THE DUTY TO MANAGE ASBESTOS

The Control of Asbestos Regulations requires all persons who have maintenance or repair responsibilities for non-domestic premises to manage the risk from asbestos.

If you are this duty holder you must:

1. Find out whether your building contains asbestos and what condition it is in.
2. Assess the risk.
3. Prepare and implement a plan to manage that risk.

IDENTIFYING AND LOCATING ASBESTOS

The first step to preparing a suitable management plan is to take all reasonable steps to locate any asbestos-containing materials (ACMs) on the premises. This can be done in several ways:

- Inspect any building plans or other relevant documents such as builders' invoices or the health and safety file for details of materials used in construction or refurbishment.
- Carry out a thorough inspection of the premises both inside and out to identify ACMs.
- Consult architects, employees or safety representatives, who may have further information and who have a duty to co-operate and make this information available.

Should the age of the building or the information obtained provide strong evidence that no ACMs are present the duty holder needs only to record why this evidence indicates no asbestos is present.

It should always be presumed that a material contains asbestos unless there is strong evidence to the contrary.

Prior to carrying out any inspection or survey, a risk assessment must be carried out of the likely hazards, such as from the use of any access equipment and exposure to asbestos.

In some cases where the premises are small and no maintenance work is planned it may be appropriate for the duty holder to carry out their own inspection. In all other cases a trained and competent person should be employed to carry out a survey.

The organisation instructed to carry out this survey should be able to produce evidence of their training, suitable liability insurance and confirmation that HSE guidance HS(G)264 "Asbestos: the survey guide" is to be followed.

Where asbestos or materials presumed to contain asbestos are found this must be recorded and kept available to all persons on the premises. There may be areas inaccessible to the surveyor, such as ceiling voids, ducts or roofs; these areas should be recorded as presumed to contain asbestos unless there is strong evidence to the contrary.

Asbestos: The Survey Guide

There are two levels of asbestos surveys referred to within the HSE guidance HS(G)264 "Asbestos: the survey guide":

- Management surveys.
- Refurbishment or demolition surveys.

The type of survey will vary during the lifespan of the premises and several may be needed over time.

A management survey will be required during the normal occupation and use of the building to ensure continued management of asbestos containing materials in situ. A refurbishment or demolition survey will be necessary when the building (or part of it) is to be upgraded, refurbished or demolished.

In most cases the survey will have three main aims:

- It must as far as reasonably practicable locate and record the location, extent and product type of any presumed or known ACMs.
- It must inspect and record information on the accessibility, condition (except in refurbishment and demolition surveys where ACM's are to be removed within three months of the survey) and surface treatment of any presumed or known ACMs.
- It should determine and record the asbestos type, either by collecting representative samples of suspect materials for laboratory identification, or by making a presumption based on the product type and its appearance.

There are two levels of presumption

Strong Presumption: The material looks as if it is an ACM, or that it might contain asbestos. This conclusion can be reached through visual inspection by a competent surveyor familiar with the range of asbestos products.

Default Presumption: Where a material is presumed to contain asbestos because there is insufficient evidence to confirm that it is asbestos free or where the dutyholder/surveyor decides that it is easier under the planned management arrangements to presume certain materials contain asbestos. The default applies to areas which cannot be accessed or inspected.

MANAGEMENT PLAN

Once identified, the condition of the ACMs must be assessed. The duty holder should check whether the materials have become detached from their base, been damaged or have their coatings peeled and broken off, and if debris or dust can be found nearby.

The duty holder must next decide whether, due to the amount, condition and location of the ACMs identified there is a risk to people working on or near it. Factors to consider include:

- The amount and condition of the asbestos.
- The location of the asbestos.
- Whether there is easy access to the asbestos.
- Whether the asbestos is likely to be disturbed by work processes or accidentally.
- The number of persons working nearby.
- Whether work or maintenance is planned in the vicinity.

If the asbestos is in good condition, not likely to be damaged, worked on or disturbed it is usually safer to leave it in place and manage it.

If it is decided to leave ACMs in place, a register should be drawn up detailing where all ACMs are to be found, including an annotated plan of the premises. Each ACM should be labelled and persons working within the premises advised of their presence. Furthermore a permit-to-work system should be adopted to prevent ACMs being disturbed during any future works.

If the asbestos is in poor condition or likely to be disturbed in any way it must either be repaired, encapsulated or removed by a competent contractor. This may need to be carried out by a licensed contractor.

The final steps are to check what has been done and regularly review and monitor the effectiveness of the plan. The duty holders must satisfy themselves that the ACMs have not deteriorated or are unlikely to be disturbed by a change in the type of occupancy or forthcoming works.

CHECKLIST

Find	You must check if materials containing asbestos are present.
Condition	You must check what condition the material is in.
Presume	You must assume the material contains asbestos unless you have strong evidence to the contrary.
Identify	If you are planning maintenance or refurbishment or if the material is in poor condition, you may wish to arrange for the material to be sampled by a specialist.
Record	You must record the location and condition of the material on a plan or drawing.
Assess	You must decide if the condition or location means the material is likely to be disturbed.
Plan	You must prepare and implement a plan to manage these risks.

ACTION PLAN

The following table indicates the recommended action to be taken should asbestos-containing materials be located within the premises:

Minor Damage <ul style="list-style-type: none"> • The material should be repaired and/or encapsulated. • The condition of the material should be monitored at regular intervals. • The material should be labelled. • All persons should be informed of the presence of asbestos. 	Good Condition <ul style="list-style-type: none"> • The condition of the material should be monitored at regular intervals. • The material should be labelled. • All persons should be informed of the presence of asbestos.
Poor Condition <ul style="list-style-type: none"> • Asbestos in poor condition should be removed. 	Asbestos Disturbed <ul style="list-style-type: none"> • Asbestos likely to be disturbed should be removed.

All work must be carried out in accordance with the Control of Asbestos Regulations and may require a licensed contractor to undertake it.

Asbestos Management (Site)

INTRODUCTION

Any structure built or refurbished before the year 2000 may potentially contain asbestos. As long as the asbestos-containing material (ACM) is in good condition and is not being or going to be disturbed or damaged, there is negligible risk. Asbestos is only a risk to health if it is disturbed, and asbestos fibres are released into the air and breathed in. This can affect building occupants, visitors and trade contractors.

Although it has been illegal to use asbestos in the construction or refurbishment of any premises for several years, many thousands of tonnes were used in the past and much of it remains in place.

Who is at risk?

The more asbestos fibres breathed in, the greater the risk to health. Therefore, workers who may be exposed to asbestos when carrying out demolition, maintenance and repair jobs are at particular risk.

Where is Asbestos found in buildings?

Asbestos was used in many parts of buildings, below is a sample of uses and locations where asbestos can be found:

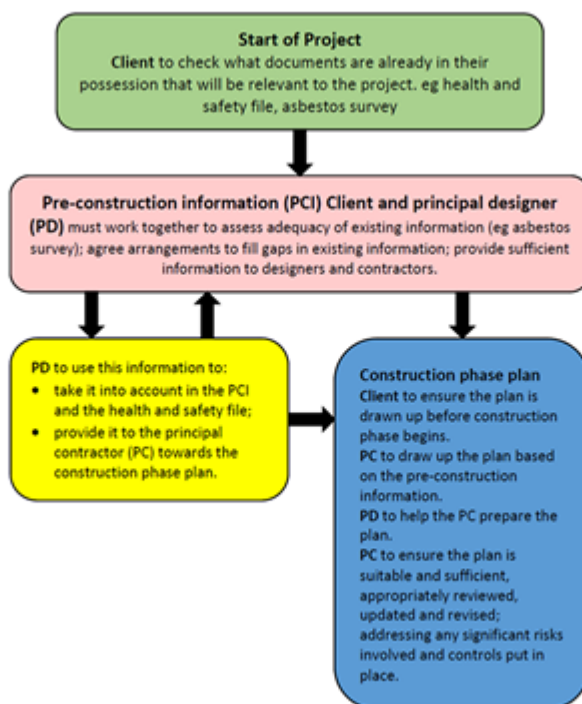
Asbestos product	What it was used for	Higher Risk Materials
Sprayed asbestos (limpet)	Fire protection in ducts and to structural steel work, fire breaks in ceiling voids etc	
Lagging	Thermal insulation of pipes and boilers	
Asbestos insulating boards	Fire protection, thermal insulation, wall partitions, ducts, soffits, ceiling and wall panels	

Asbestos cement products, flat or corrugated sheets	Roofing and wall cladding, gutters, rainwater pipes, water tanks	Lower Risk Materials
Certain textured coatings	Decorative plasters, paints	
Bitumen or vinyl materials	Roofing felt, floor and ceiling tiles	

MANAGEMENT OF ASBESTOS DURING CONSTRUCTION WORK

Regulation 4. The Control of Asbestos Regulations is the duty to manage asbestos in non-domestic premises. It requires Dutyholders to identify the location and condition of asbestos in non-domestic premises and to manage the risk to prevent harm to anyone who works on the building or to building occupants. It also explains what is required of people who have a duty to cooperate with the main Dutyholder to enable them to comply with the regulation.

The Construction (Design & Management) Regulations require arrangements to be in place to deal with asbestos during construction work, including refurbishment and demolition. Where construction or building work is to be carried out, the CDM client must provide designers and contractors with project-specific information about the presence of asbestos, so that the risks associated with design and construction work, including demolition, can be addressed.



IDENTIFICATION AND LOCATION OF ASBESTOS CONTAINED MATERIALS FOR CONSTRUCTION

A refurbishment/demolition survey is to be used to locate and describe, as far as reasonably practicable, all asbestos-containing materials in the area where refurbishment or demolition work is to take place. (subject to age of the structure).

Refurbishment/demolition surveys are technically more challenging than management surveys, as their purpose is to identify all ACMs within a particular building area or within the whole premises, so they can be removed.

The HSE recommends engaging UKAS accredited surveying organisations as they have been independently audited to confirm compliance with HSG 264 (Asbestos: The survey guide) guidance, as well as demonstrating suitable quality control standards and staff training processes.

The information in the survey report should be used to form the asbestos register. The survey report itself will generally not be the asbestos register. The asbestos register will be a simpler document and will not contain most of the information in the survey report, e.g. the bulk analysis results or survey site information.

The asbestos register can be a paper or electronic document/database. It must be up to date and accessible, irrespective of the form. The asbestos register must be available to those who plan or initiate maintenance and construction related work, so it can be consulted before the work commences. The asbestos register should be consulted for all work which may disturb the fabric of the building or involve the building services. The dutyholder should ensure that the contractor acknowledges the presence of ACMs.

TRAINING

The Control of Asbestos Regulations, Regulation 10 (Information, Instruction and Training), requires employers to make sure that anyone liable to disturb asbestos during their work, or who supervises such employees, receives the correct level of information, instruction and training to enable them to carry out their work safely and competently and without risk to themselves or others.

There are three main types of information, instruction and training. These relate to:

- Asbestos awareness.
- Non-licensable work with asbestos including>NNLW
- Licensable work with asbestos.

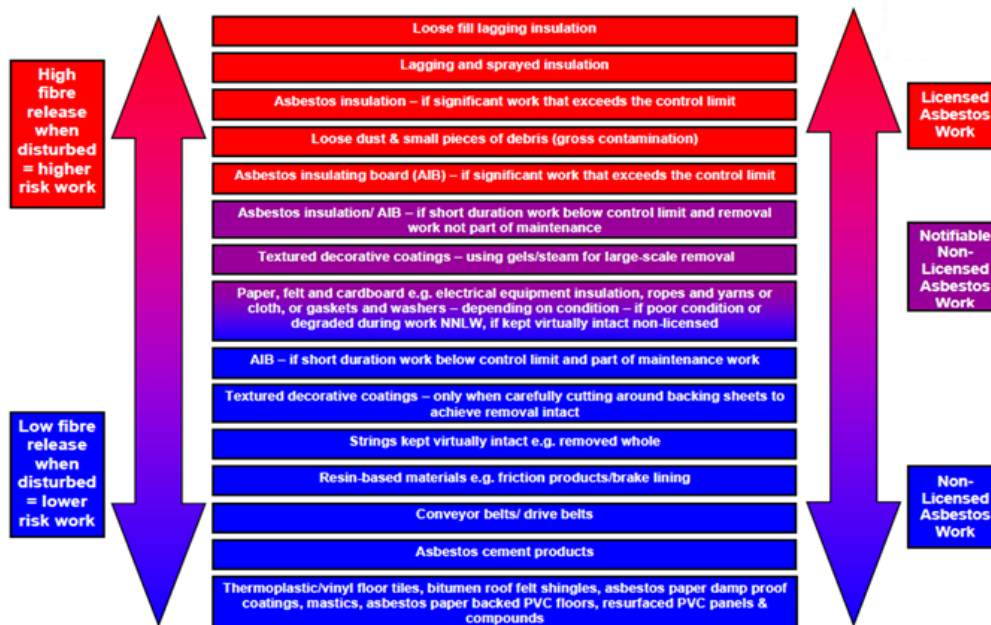
All information, instruction and training given should include an appropriate level of detail, be suitable to the work being done, and use written materials, oral presentation and practical demonstration as necessary.

ASBESTOS REMOVAL

Depending on the type, quantity and condition of the asbestos containing materials to be removed, the works will fall into one of three categories:

- Licensed Work.
- Notifiable Non-Licensed Work.
- Non – Licensed Work.

The decision on who will undertake the works can be made through consultation with the asbestos surveying organisation and by comparing the survey findings with the HSE Illustration of Asbestos Work Categories



diagram

Whether the work is to be removed using inhouse employees or using third organisations, all personnel involved in the planning and removal of the asbestos must be able to demonstrate suitable competence and are to have had received appropriate training.

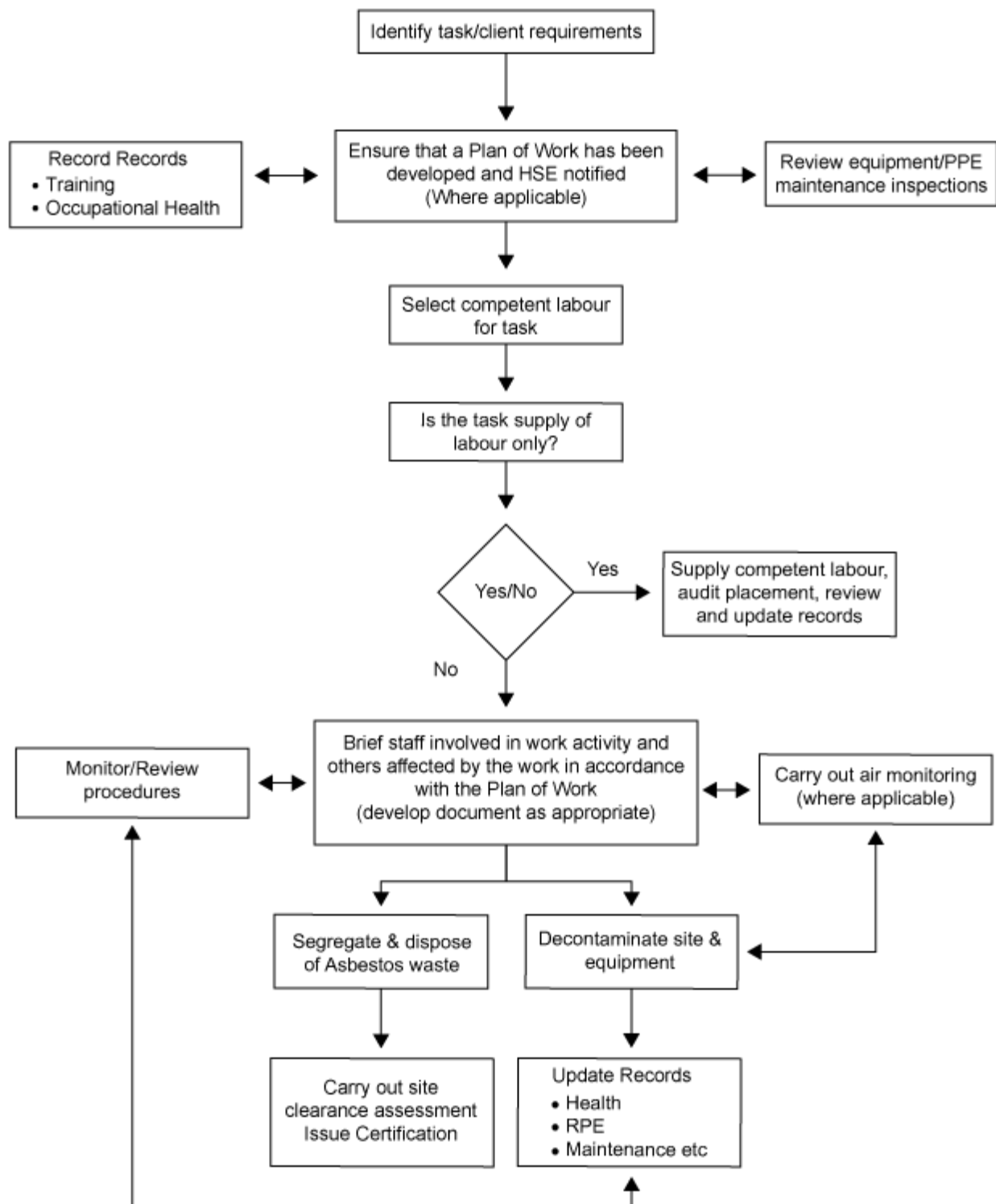
DEALING WITH SUSPICIOUS MATERIALS

On discovery or disturbance of ACMs, or any other suspicious material, the following procedure must be followed:

1. Stop work.
2. Inform others locally not to further disturb the material.
3. Where appropriate, seal and cordon off the area and post appropriate warning signage.
4. Inform the senior person on site who will assess the situation and call for advice and assistance where appropriate.
5. Do not return to task until the area is given the all clear and you are instructed to do so.
6. If it does not contain asbestos then work can continue.

The work area must be quarantined (with measures being taken to ensure that there is no further contamination) until such time as the material has been analysed to establish its nature and appropriate remedial action is taken.

Procedure for Managing Non - Licensed Asbestos Work



GUIDANCE

Non-licensable Work

The HSE has recognised that certain works of a minor nature can be carried out by people other than licensed contractors. The Control of Asbestos Regulations introduced two categories of non-licensable work:

- non-licensable notifiable work.
- non-licensable non-notifiable work.

Non-licensed notifiable work does not need a licensed contractor but the enforcing authority (the HSE or the local authority) must still be notified.

Work does not require notification if:

- the exposure of employees to asbestos is sporadic and of low intensity.
- it is clear from the risk assessment that the exposure of any employee to asbestos will not exceed the control limit.
- the work involves:
 - short, non-continuous maintenance activities in which only non-friable materials are handled.
 - removal without deterioration of non-degraded materials in which the asbestos fibres are firmly linked in a matrix.
 - encapsulation or sealing of asbestos-containing materials which are in good condition.
 - air monitoring and control, and the collection and analysis of samples to ascertain whether a specific material contains asbestos.

Work that is not notifiable also does not require designated areas and health records and medical surveillance.

MINOR WORKS

Typical non-notifiable work with asbestos is that work carried out during maintenance operations, plumbing and electrical installations. However, for all such work, a risk assessment must be carried out prior to the work taking place and steps must be taken to protect against exposure to asbestos.

The HSE has published HSG210 Asbestos Essentials Task Manual which offers practical guidance on the way minor works should be carried out.

For licensable material, minor works are defined as work that can be carried out by an individual working for no more than one hour in seven consecutive days, or work where the time spent by all those involved does not exceed two hours.

Tasks covered by the manual include drilling holes in asbestos insulating board, removal of a single asbestos insulating board ceiling tile, and drilling holes in asbestos cement and other bonded materials.

Examples of notifiable non-licensed work (NNLW) with asbestos include:

- large-scale removal of textured decorative coatings using steaming or gelling methods (e.g. beyond that required for maintenance activities such as installation/replacement of smoke alarms and fittings).

Minor, short duration work:

- to remove asbestos insulating board as part of a refurbishment project
- involving asbestos insulation (e.g. repairing minor damage to a small section of pipe insulation where the

exterior coating has been broken or damaged).

Removal of:

- asbestos cement products (e.g. roof sheeting) where the material has been substantially damaged or broken up (e.g. as a result of fire or flood damage).
- asbestos cement products (e.g. roof sheeting) where the removal activity will mean that the material will be substantially broken up, creating significant quantities of dust and debris (e.g. 'dropping' an asbestos cement roof).
- asbestos paper and cardboard products if not firmly bonded in a matrix.

TRAINING

Staff should be trained to be aware of their duties under the Control of Asbestos Regulations

Staff whose duties may bring them into contact with asbestos should be fully trained in safety procedures and protection. This should include maintenance staff or site managers.

Training should focus on:

- how to recognise asbestos.
- the hazards posed by the substance.
- the precautions you should take to prevent exposure.
- how to use protective measures.
- known location of asbestos in the premises.
- action to be taken if asbestos is discovered.
- the significant findings of the risk assessment.

DESIGNATING AREAS

All areas where there is NNLW taking place must be designated and marked with a suitable warning notice. These areas must be restricted to those carrying out the work.

Medical surveillance

All workers carrying out NNLW will need to have had a medical examination. Workers carrying out NNLW for the first time will have to have an examination before they can start such work:

- medical examinations must include an examination of the chest and a lung function test.
- they need to be carried out by a licensed medical practitioner, e.g. a GP those workers already under surveillance via a licensed contractor and in possession of a valid certificate do not need to have the NNLW medical.
- medical examinations should be carried out in work time at the employers' expense.
- the fee should be agreed with the doctor before the examination is carried out- HSE can accept no responsibility for remuneration matters.
- the doctor must issue a certificate to confirm the examination has taken place and on what date - the employer needs to keep this certificate for 4 years.

Examinations will then need to be repeated at least every 3 years, as long as the worker continues to do NNLW.

Record keeping

Employers need to keep a register (health record) of>NNLW with asbestos for each employee exposed to asbestos:

This must include:

- the nature and duration of work with asbestos and estimated exposure for each individual worker.
- dates of the worker's medical examinations.

Record keeping may be as simple as writing down the names of workers on the job on your copy of the notification or keeping copies of the notification form for each person carrying out>NNLW work, as the notification copy will document the nature of the job and type of asbestos from which likely exposure can be estimated.

More detailed medical records will be kept by the doctor.

Registers of work (health records) must be kept for 40 years (and offered to HSE or the individual concerned should the business cease trading).

The need to record exposure does not mean that every non-licensed task must have air sampling. There will often be published exposure figures or knowledge within the industry about exposures found at similar lower risk work done in the past. If a task is unusual, then sampling may be required.

Arrangements for Securing the Health and Safety of Workers whilst working with Lead

INTRODUCTION

The organisation acknowledges the health hazards arising from exposure to lead and will protect those employees and other persons potentially exposed to lead as far as is reasonably practicable. This will be achieved by minimising exposure through the use of suitable control methods and work practices supported by training of employees.

Respiratory protective equipment will only be used to control exposure where other means cannot provide adequate control. This policy requires the full co-operation of staff and management at all levels.

No work with lead or lead containing materials will begin without a thorough assessment of the potential exposure of employees and others to lead. The risk assessment will be recorded and include details of the methods of work to be adopted, the controls to be used, and the risks posed by any potential failure of these controls. The assessment will also consider exposure to women of child-bearing capacity and exposure to young persons.

Before starting work with lead or materials containing lead, all employees will be required to undergo training, so they understand the:

- Health hazards of work with lead.
- Correct work methods.
- Use of control measures.
- Importance of good personal hygiene in reducing exposure.
- Procedures for reporting any defects in control measures.
- Arrangements to deal with accidents, incidents and emergencies.

If, as a result of the risk assessment, engineering control measures are provided to reduce exposure, they will be adequately maintained to ensure their continued effectiveness.

Facilities will be provided for:

- Changing protective clothing.
- Clean storage of personal clothing.
- Washing.

If, as a result of the risk assessment, it is deemed necessary, these facilities will include baths or showers and clean and dirty areas for clothing to prevent cross-contamination.

Areas in which lead or its compounds are used will be segregated and designated as lead contaminated areas. These areas will be kept as clean as is reasonably practicable. Smoking, eating and drinking will not be permitted in these areas.

The effectiveness of the control measures will be monitored by workplace air monitoring and medical surveillance by an appointed doctor at appropriate intervals. Employees will be made aware:

- That records are being kept.
- Of the reasons that records are being kept.
- That they have the right of access to their own record and are entitled to discuss its accuracy.

PROCEDURES FOR DEALING WITH HEALTH AND SAFETY ISSUES

Where an employee raises a problem related to health and safety issues in the use of lead, the management will take all necessary steps to:

- Investigate the circumstances.
- Introduce corrective action where appropriate.
- Advise the individual employee of the actions taken.

Where an employee identifies a problem in the use of lead at work or a defect in any of the control measures provided, the employee must immediately inform a responsible person; this is usually the supervisor or line manager.

ARRANGEMENTS TO DEAL WITH ACCIDENTS, INCIDENTS AND EMERGENCIES

Where there is work with lead, the risk assessment will include an assessment of the likelihood of accidents, incidents or emergencies related to the presence of lead. Events which will be considered are any:

- Serious process fire involving lead or its compounds.
- Serious spillage of molten lead, uncontrolled release of lead dust or fumes, or spillage of a lead alkyl.
- Acute process failure that could lead to a sudden release of lead fume, vapour or dust.
- Threatened significant excursion, over an occupational exposure limit.

Unless the quantity, type and form of the lead would create no more than a slight risk, or existing control measures and general emergency arrangements are not sufficient to control risk, specific emergency procedures will be put in place. These will include special arrangements to deal with situations that the general emergency procedures do not cover.

The plans to deal with situations with significantly greater risks would include:

- Identity of the type and form of lead present at the workplace.
- Foreseeable types of accident, incident or emergency.
- Special arrangements taken to mitigate the effects.
- Isolation of plant or equipment.
- Safety equipment and PPE to be used.
- First-aid facilities sufficient to deal with an incident until the emergency services arrive.
- Role, responsibilities and authority of the people nominated to manage the emergency.
- Procedures for employees to follow.
- Procedures for clearing up spillages.
- Regular safety drills.
- Special needs of any disabled employees.

If appropriate, these procedures will be displayed in a prominent position. Suitable communication systems for warning employees who are liable to be affected by the emergency will be provided. Employees will be informed and trained in these procedures.

This will be followed up by safety drills. Copies of the emergency arrangements procedures will be made available to the relevant internal accident and emergency services.

The procedures will be reviewed after any significant event, or if there are changes in the work activities with lead.

SUMMARY POLICY STATEMENT

Lead can be hazardous if not used correctly. Employees can protect themselves and others by:

- Using the correct work methods.
- Using the control measures provided.
- Maintaining high standards of personal hygiene.
- Complying with the training they have received.

Section I

Arrangements for Providing Information, Instruction and Supervision

In compliance with our legal duties under the Health and Safety Information for Employees Regulations; either a health and safety law poster shall be displayed in a prominent position in each workplace, or the equivalent leaflet will be provided to each worker outlining British health and safety laws.

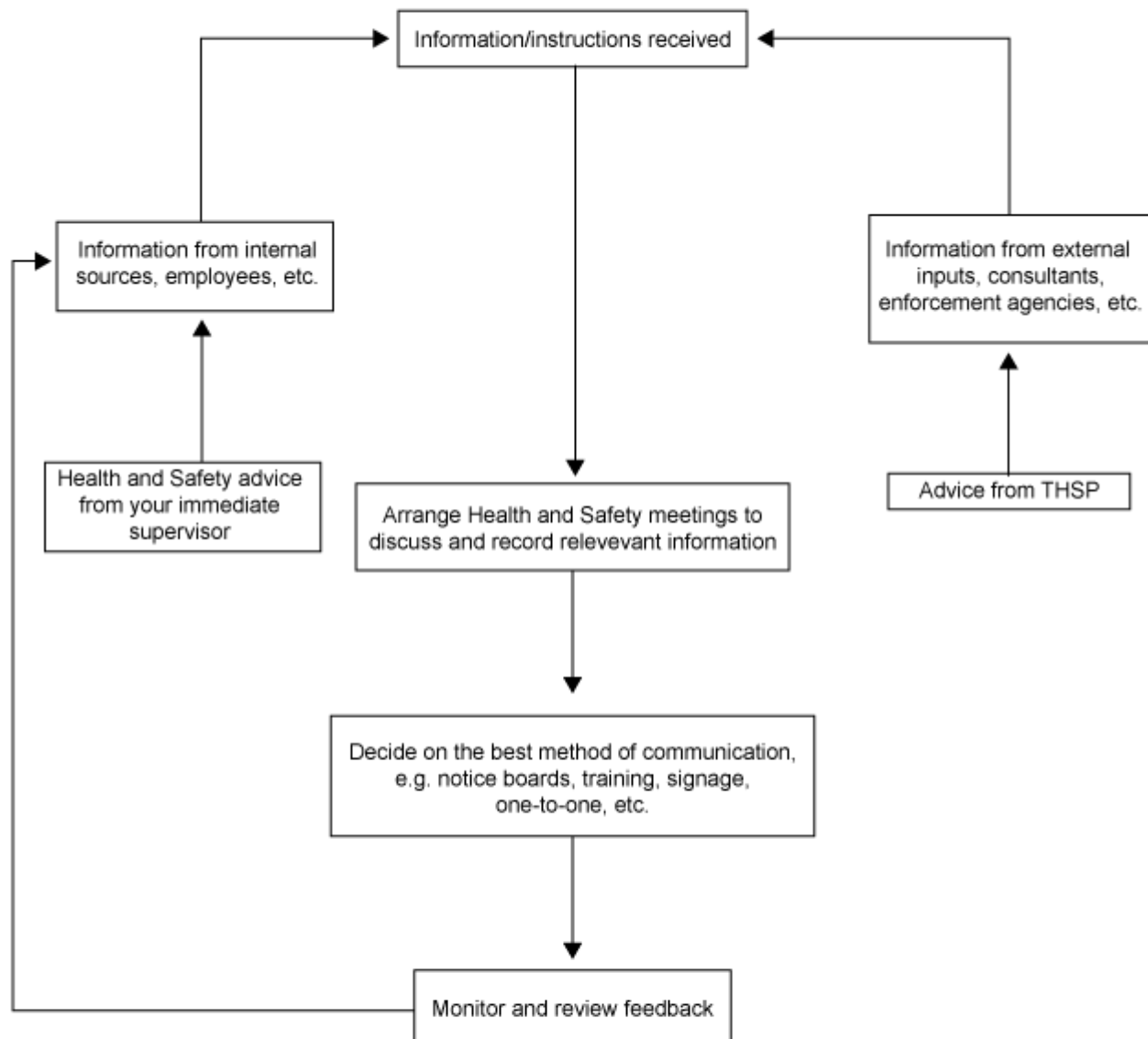
Health and safety advice is available from your immediate supervisor or from THSP Risk Management on 03456 122 144.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope and the Workshop Managers shall ensure that adequate supervision of trainee workers is provided. Day-to-day supervision shall be carried out by the relevant workplace manager or supervisor.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope and the Workshop Managers shall ensure that adequate supervision of vulnerable groups is provided. Day-to-day supervision shall be carried out by the relevant workplace manager or supervisor.

The Contracts Manager and the Demolition Supervisor shall be responsible for ensuring that any of our employees working at locations under the control of other employers are given relevant health and safety information.

Procedure for Providing Information, Instruction and Supervision



Providing Information, Instruction and Supervision

SAFETY SIGNS AND SIGNALS

The Health and Safety (Safety Signs and Signals) Regulations apply to all work premises and activities but do not apply to signs relating to the supply of dangerous substances, the transport of dangerous goods by road or rail, or to signs regulating road or rail traffic.

The regulations cover the provision and use of safety signs and signals which are required to be displayed or used when a risk assessment shows that, in spite of protective measures, the risk cannot be eliminated or sufficiently reduced and a significant risk remains.

Safety Signs

Safety signs must conform to the requirements overleaf. Signs should be illuminated where appropriate and must be kept clean and properly maintained.

Signals

These include:






- Acoustic signals and/or verbal communication to signal danger, e.g. to call for emergency evacuation. Such signals shall be tested at frequent intervals.
- Hand-signals or verbal communication to guide persons carrying out hazardous or dangerous manoeuvres, e.g. reversing vehicles.

Training

Employees shall be given sufficient information, instruction and training about the meaning of safety signs and signals and on the relevant action that must be taken.

Further Guidance

Further information is given in the HSE booklet L64 "Safety Signs and Signals: Guidance on Regulations".

TYPE OF SIGN	SHAPE	SYMBOL/COLOUR	
Prohibitory: (e.g. "NO SMOKING")	Round	Black pictogram on white background, red edging and diagonal line	
Warning: (e.g. "ELECTRICAL RISK")	Triangular	Black pictogram on yellow background with black edging	
Mandatory: (e.g. "EAR PROTECTION MUST BE WORN")	Round	White pictogram on blue background	
Emergency escape or first aid:	Rectangular or square	White pictogram on green background	
Fire fighting: (e.g. "EMERGENCY FIRE HOSE")	Rectangular or square	White pictogram on red background	

SMOKEFREE WORKPLACES

The "**smokefree**" law applies to virtually all "enclosed" and "substantially-enclosed" public places and workplaces, including both permanent and temporary structures.

Premises are considered enclosed if they have a ceiling or roof and (except for doors, windows or passageways) are wholly enclosed either on a permanent or temporary basis.

Premises are considered substantially-enclosed if they have a ceiling or roof but have an opening in the walls which is less than half the total area of the walls.

SMOKEFREE VEHICLES

Work vehicles must be smokefree if they are used in the course of paid or voluntary work by more than one person, regardless of whether they are in the vehicle at the same time.

SMOKEFREE HOME WORKING

Any part of a private dwelling used **solely** for work purposes must be smokefree if:

- It is used by more than one person who does not live at the dwelling.
- Members of the public attend to deliver or to receive goods and/or services.

SMOKEFREE SIGNAGE

"No smoking" signs need to be displayed in a prominent position at every entrance to smokefree premises. Signs must meet the following minimum requirements:

- At least one must be a minimum of A5 in area (210mm x 148mm) and display the words "**No Smoking - It is against the law to smoke in these premises**".
- Each must display the international no smoking symbol at least 70mm in diameter.

Smokefree vehicles need to display a "no smoking" sign in each compartment of the vehicle in which people can be carried. It must show the international no smoking symbol illustrated opposite.

SMOKE FREE LAW ENFORCEMENT

Failure to comply with the smokefree law is a criminal offence. Local councils are responsible for enforcing the smokefree law in England and have the legal power to enter premises or board vehicles to determine if anyone is breaking the law.

Employers who control or manage smokefree premises and vehicles have a legal responsibility to prevent people from smoking in them and to ensure that the required "no smoking" signs are in place. Employers should ensure that their employees are aware of the law and that they now work in a smokefree environment.

Notwithstanding the requirements of the smokefree law, employers retain a general duty of care under the Health and Safety at Work Act to protect their employees from the effects of second-hand smoke where exposure to it may be considered unavoidable in their workplace.

For further information on the smokefree law visit the Department of Health website: www.smokefreeengland.co.uk.

WORKPLACE DOCUMENTATION

Notices

The following notices will be displayed in a prominent position in the workplace:

- Health and Safety law placard.
- A copy of your employer's liability insurance.
- Copy of the organisation's health and safety policy statement.

Prescribed Registers

- Weekly record of inspection as required by the Health and Safety Legislation for example work at height.
- Record of inspection and/or thorough examination as required by The Provision and Use of Work Equipment Regulations (PUWER) or The Lifting Operations and Lifting Equipment Regulations (LOLER) for all other equipment.
- Accident book - record of injuries incurred.

Documents

- Assessments required:
 - Risk.
 - COSHH.
- *Where appropriate*
 - Noise.
 - Manual handling.
 - Specialist.
 - Health and Safety Management Plans.
 - Method Statements.
 - Specialist, e.g. asbestos, RPE.
- Evidence/certificates of competence (including training) for any equipment used/tasks carried out.

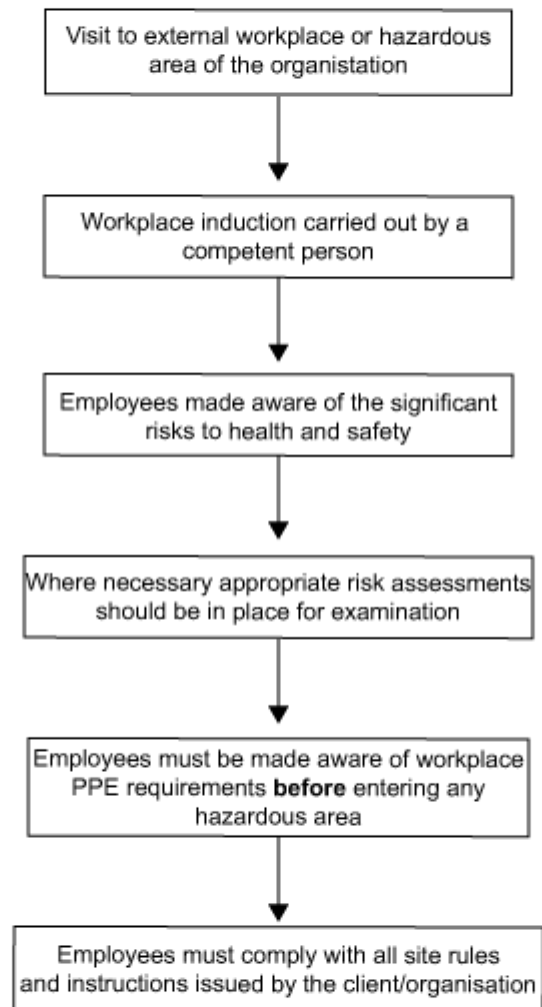
Section J

Arrangements for Staff Visiting Hazardous Areas/Workplace

If Shorts Group Ltd employees are required to visit an external workplace or parts of this organisation's premises are deemed to be hazardous then there will either be a specific risk assessment or safe system of work produced to ensure their safety. This may include the use of a permit-to-work system.

It will be for **the Contracts Manager and the Demolition Supervisor** to ensure that a safe working procedure is generated and adhered to. Employees are required to comply with the requirements of that safe working procedure.

Procedure for Staff Visiting Hazardous Areas/Workplace



Organisation Staff Visiting Hazardous Areas and Sites

INTRODUCTION

"Hazardous areas" in the context of this section relates to areas within this organisation's premises or on external work sites, where the organisation's employees are required to work/visit on the organisation's business.

It is the policy of this organisation that in the event of any of our employees being required to periodically work at or visit external work sites, or parts of the premises that are deemed to be hazardous, the following health and safety rules and procedures shall be put into effect:

HAZARDOUS AREAS WITHIN THIS ORGANISATION'S PREMISES

The manager/supervisor in control of the hazardous area(s) must ensure that:

- Written procedures are in place for the effective monitoring and/or supervision of staff required to work in or visit hazardous or restricted areas.
- A risk assessment is made of the hazardous area in question to identify staff at risk and control measures required to reduce that risk. The risk assessment must be recorded and be readily available for inspection purposes and must take the provision of first aid into account.
- Staff who are at risk are made aware of hazardous or restricted areas on the premises through provision of information, instruction or training (this may include induction training as the case may be), before entering such areas.
- The area is adequately signed to indicate the nature and severity of the hazard and the precautionary measures required (this may include display of a safe system of work for the area, symbolic safety signs requiring personal protective equipment to be worn in the affected area, etc.).
- There is an adequate provision of personal protective equipment readily available for use by staff before entering the hazardous area and that such staff are aware of where that equipment is located.
- A suitable and effective emergency and evacuation system is in place for the area concerned, which is tested at regular intervals.

In the case of external personnel (e.g. cleaners, members of public, visitors, etc.) entering the hazardous area the precautions above must still be taken as if that person were an employee.

HAZARDOUS EXTERNAL SITES

Where it is necessary for employees to visit or work at external sites that present a significant risk to their health and/or safety the following procedures must be in place prior to any works being carried out:

- Employees must be made aware of the significant risks to health and safety of the site concerned (such information may be in the form of induction training and should be provided either by the client or by this organisation), as well as arrangements in place/required to be taken to adequately reduce such risks to the lowest levels. Where the degree of hazard or risk warrants such action, risk assessments and/or safe systems of work must be drawn up, be put in place and be made available to employees. The responsibility for determining the level of risk, the appropriate action to be taken and liaison to help determine risk will be a management function of this organisation.
- Any personal protective equipment required to be worn on site must be provided (either by the client or this organisation as the case may be) and worn **before** entering the hazardous area.
- All safety rules and instructions relating to the hazard/s or risk which are displayed or provided by the client/this organisation **must** be complied with at all times.

Arrangements for Working in Confined Spaces

INTRODUCTION

It is the policy of the organisation to take all reasonable steps to secure the health and safety of employees, or contractors, who are required to enter into confined spaces.

The organisation acknowledges that health and safety hazards may arise when entry into confined spaces is required. It is the intention of the organisation to ensure that any risks are reduced to a minimum.

The implementation of this policy requires the total co-operation of all members of management and staff. There will be full consultation with employee representatives through existing channels of communication.

Supervisors authorised to issue permits to work in confined spaces are responsible for the correct implementation of the safety arrangements of the system.

All those involved in working in confined spaces are responsible for their own duties in relation to the Permit to Work and for ensuring that their activities do not harm the health and safety of others.

The organisation will, in consultation with employees and their representatives:

- Provide such information, instruction and training as is necessary to enable the appointment of "competent persons" capable of carrying out risk assessments when entry into confined spaces is planned.
- Maintain a documented permit-to-work system, which must be used whenever entry into confined spaces is required.
- When entry into confined spaces is required for employees, the organisation will:
 - Maintain sufficient serviceable sets of appropriate breathing apparatus or respiratory protective equipment, and other safety equipment, to ensure safe entry where there is danger from gases, fumes, vapours, etc or where there could be a deficiency of oxygen.
 - Provide training in the use of breathing apparatus, or other safety equipment, for those employees who may be required to use such equipment when working in confined spaces.
- When entry into confined spaces by contractors and sub-contractors (including the self-employed) is required, the organisation will:
 - Ensure that only serviceable sets of approved breathing apparatus, respiratory protective equipment and other safety equipment are used, so as to allow safe entry into confined spaces where there is danger from gases, fumes, vapours, etc or where there is a deficiency of oxygen.
 - Ensure that users of such equipment have received adequate training in their use.

Section K

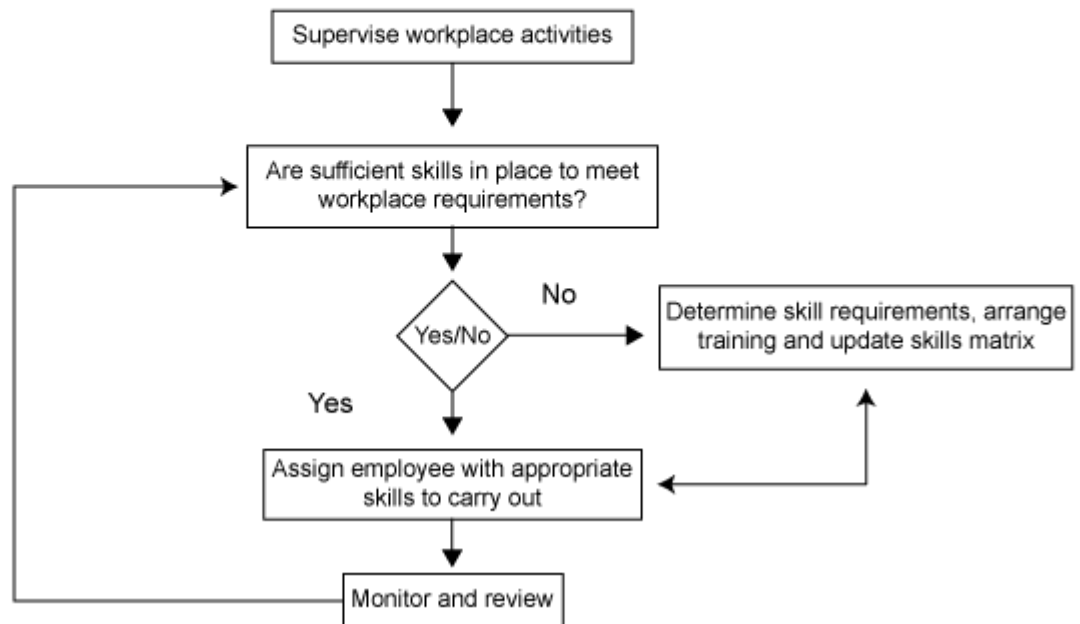
Arrangements to Assess Employee Competency for Tasks and Training

James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Compliance Officer will deem who is competent to carry out tasks including:

- Supervising and monitoring workplace activities.
- Advising on risk assessment.
- Use of equipment, its maintenance and repair.
- Administering first aid.
- Working at height.

James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Compliance Officer will identify, arrange and monitor training provided either in-house or by external providers.

Procedure for Assessing Employee Competency for Tasks and Training



Assessing Employee Competency

INTRODUCTION

Frequently there is a need to deem competence to carry out a task or oversee a task and convey authority to use a particular piece of equipment. Competence is not defined precisely in any current regulation or act. The nearest we get is from the Management of Health and Safety at Work Regulations:

"A person shall be regarded as competent where he has sufficient training and experience or knowledge and other qualities to enable him properly to assist in undertaking the measures."

When in doubt a judge would often turn to a renowned dictionary. From the Cambridge International Dictionary of English <http://uk.cambridge.org/elt/cide>:

"- competence, competency *noun* the ability to do something well."

Modern regulations insist that it is for the employer to deem competency and so to be able to carry out a (dangerous) task to a level that is acceptable we need to demonstrate that the individual has "training and experience or knowledge and other qualities" to enable them to carry out that task safely.

In some circumstances there is a qualification that helps. Generally we accept that the person who has passed a driving test and holds a driving licence is competent to drive. Or a training course, e.g. attendance at a safety awareness course, may be sufficient to think that a person is competent to be in a certain area and not cause harm to themselves or others. In other circumstances the knowledge that the operative has carried out this task safely for the last 10 years, without danger, may be sufficient to deem competence. Where there is a legal requirement for training then satisfying that requirement will be a necessary part but perhaps not the whole reason for deeming competence.

Where a person is deemed competent or given authority to carry out a task then it would be wise to record that fact.

Competence may be required in overseeing or supervising, advising on safety-critical matters, using particular equipment or working in certain environments.

An incomplete guide list follows:

- **Overseeing or Supervising:**
 - Supervising personnel.
 - Supervising activities.
 - Supervising use of machinery.
 - Supervising young persons or trainees.
- **Advising on Safety-Critical Matters:**
 - Advising on risk assessment.
 - Carrying out occupational health monitoring.
 - Carrying out equipment maintenance/repair.
 - Operating equipment.
 - First aid.

Competency/Authorisation Register

Name:

Competency :	Training:	Date deemed competent:	Signed: (Management)
	Experience:		
	Knowledge:	Date of retraining/ reassessment:	Signed: (Competent person)
	Supervision:		
Competency:	Training:	Date deemed competent:	Signed: (Management)
	Experience:		
	Knowledge:	Date of retraining/ reassessment:	Signed: (Competent person)
	Supervision:		
Competency:	Training:	Date deemed competent:	Signed: (Management)
	Experience:		
	Knowledge:	Date of retraining/ reassessment:	Signed: (Competent person)
	Supervision:		

Section L

Arrangements for Manual Handling Operations

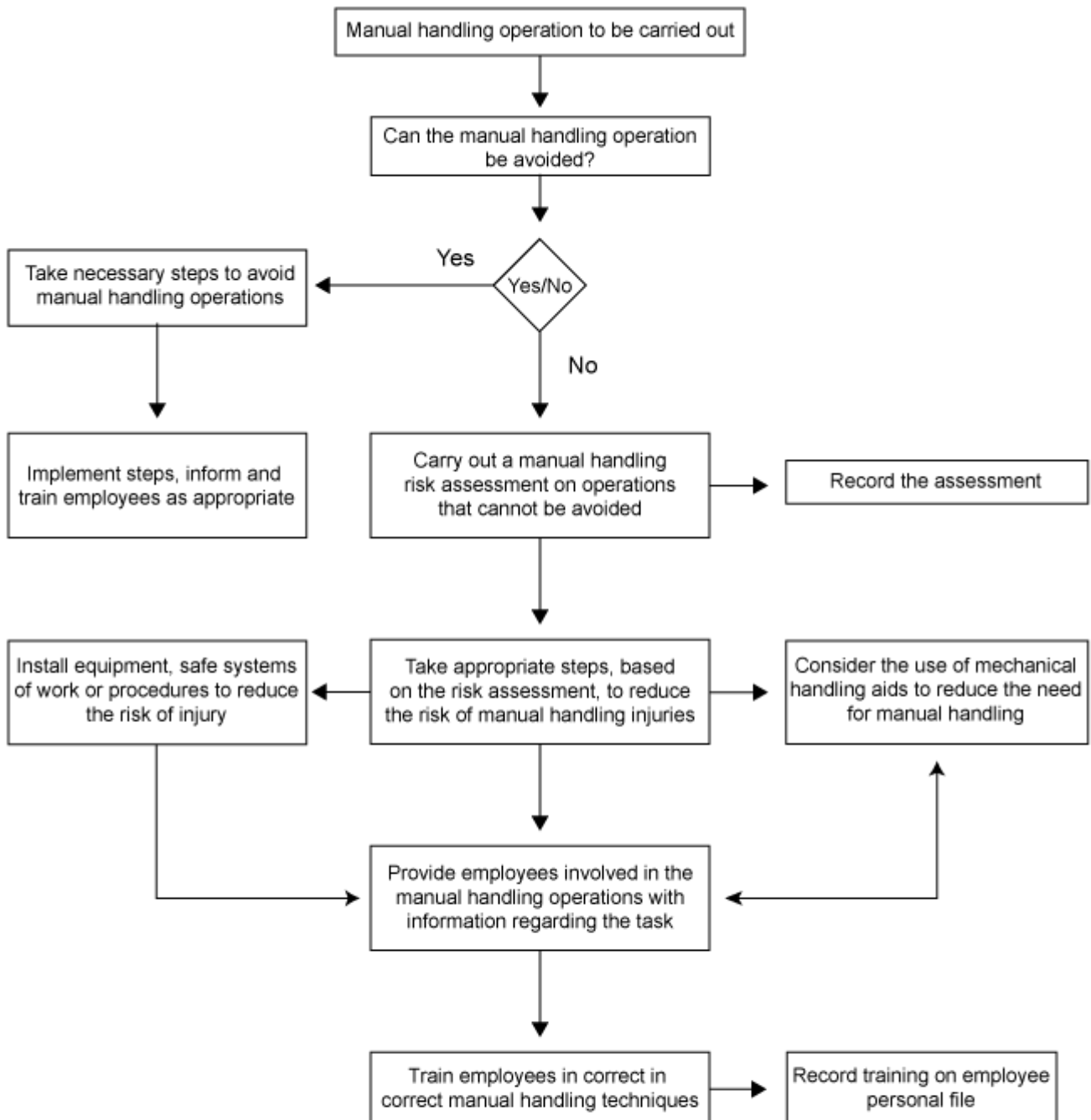
Manual handling means any transporting or supporting of a load including lifting, putting down, pushing, pulling, carrying or moving by hand or by bodily force.

In accordance with the Manual Handling Operations Regulations Shorts Group Ltd will endeavour to avoid the need for employees to undertake manual handling operations that involve a risk of injury. If this is not reasonably practicable then Shorts Group Ltd will make a suitable and sufficient assessment of the task and reduce the risk to the lowest level that is reasonably practicable. This will include, where possible, the provision of information and general indications on the weight of each load and the heaviest side of any load whose centre of gravity is not positioned centrally.

Assessments will be recorded and reviewed if no longer valid or there is significant change in the matter to which it relates.

The requirement that the employee has a duty to make full and proper use of any system of work provided by Shorts Group Ltd (as their employer) to alleviate or reduce the risk of manual handling operations will be communicated to employees.

Procedure for Manual Handling Operations



Manual Handling Operations

INTRODUCTION

The Manual Handling Operations Regulations apply to any manual handling operation that may cause injury at work. These operations will be identified by the risk assessment carried out under the Management of Health and Safety at Work Regulations.

They will include not only lifting but also lowering, pushing, pulling, carrying or moving loads by hand or other bodily force.

As an employer, the organisation is required to take three key steps:

1. Avoid hazardous manual handling operations where reasonably practicable.
2. Adequately assess any hazardous operations that cannot be avoided. Ergonomic assessment looks at the weight, shape and size of the load, the handler's posture, the working environment and the individual's capability. Unless the assessment is very simple, a written record will be needed.
3. Reduce the risk of injury as far as is reasonably practicable.

AVOIDING MANUAL HANDLING

Avoiding manual handling operations that may cause injury may be achieved by:

- Redesigning the task to avoid moving the load.
- Doing the job in a different way e.g. breaking the load down to smaller, more manageable units.
- Automation.
- Mechanisation.
- The use of mechanical manual handling aids.

PRINCIPLES

The correct method of lifting makes the job easier, less tiring and is less likely to lead to back injuries. Lifting is to be done using the correct muscles - back and abdominal muscles are weak, the leg and thigh muscles are strong. A good posture at the start of the lift is essential; slight bending of the back, hips and knees is preferable to fully flexing the back (stooping) or fully flexing the hips and knees (squatting). If the load can be kept close to the body a person can act as a human elevator - resulting in far heavier loads being lifted with far less effort.

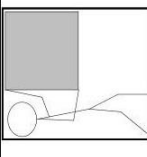
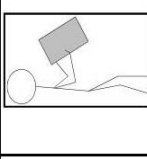
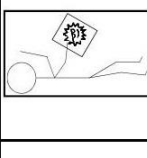
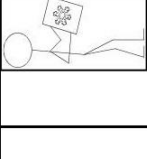
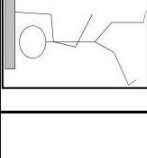
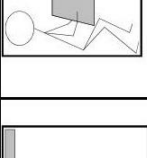

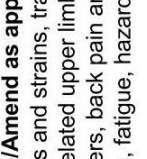
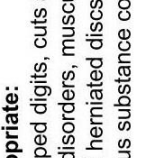
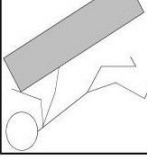
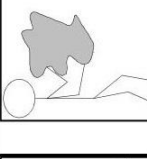
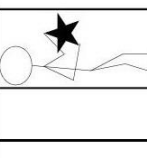




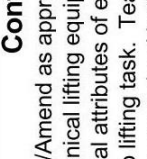
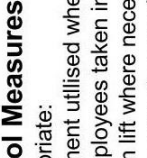


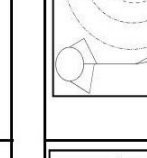
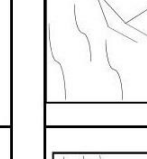
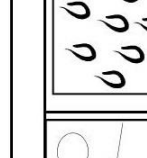


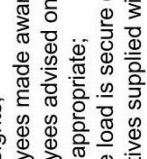
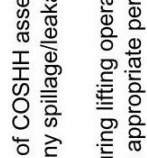
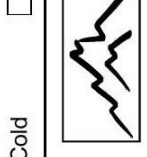
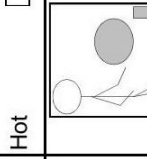
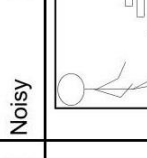
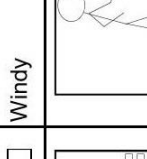
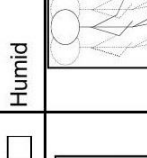
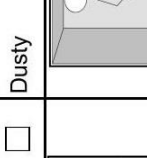
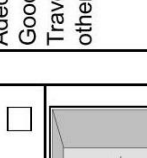
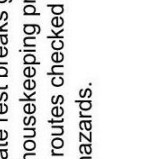

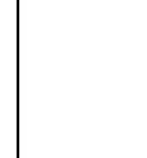
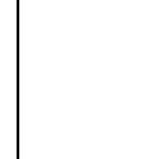

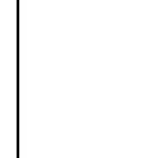
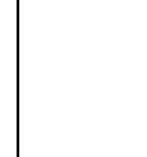
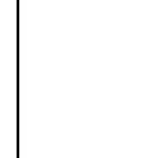

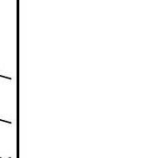









There are six significant points in manual handling:

1. **Grip** - A good grip makes maximum use of the palm of the hand, the ball of the thumb and the base of the fingers. Considerable damage can be caused by using the sensitive fingertips; continued use of them leads to strained fingers and forearms.
2. **Back** - The back should be slightly bent, as should the hips and knees, in order to get close to the load and then to raise it, pushing upwards with the leg muscles. The back should not be flexed any further while lifting, as can happen if the legs begin to straighten before starting to raise the load. Avoid twisting the back or leaning sideways, especially when the back is bent.
3. **Head** - Keep the head up when handling. Once the load is held securely, look ahead, not down at the load.
4. **Feet** - The correct position of the feet is approximately the width of the hips apart, with one foot slightly in front of the other in order to maintain balance. This position provides a stable base as the load is lifted. Be prepared to move the feet during the lift to maintain stability - turning by moving the feet is better than twisting and lifting at the same time.
5. **Arms** - Where possible, the load should be hugged as close to the body as possible so that the body does not become unbalanced.
6. **Body** - Keep the load close to the body for as long as possible while lifting and keep the heaviest side of the load next to the body.

OTHER PRECAUTIONS

- A person should always be able to see where they are going.
- It is good practice to look over the route before lifting to ensure that there are no obstructions or obstacles in the way.
- Stacking is only to be as high as it is possible to go with the elbows still tucked into the sides.
- Hand hooks or other lifting aids are to be used if loads are unwieldy or irregular in shape.
- If there is uncertainty as to the weight of the object to be lifted, or the person who is to do the lifting is unsure of their capabilities, help is to be sought.

Company Name	Manual Handling Risk Assessment				
Form Ref:	Project:				Contract No:
Activity:	Location:				
Materials to be Handled:	Hazardous Contents:				
Can Manual Handling be Eliminated? Yes <input type="checkbox"/> No <input type="checkbox"/> Tick all Applicable Activities <input type="checkbox"/>					
Party: Management <input type="checkbox"/> Supervisor <input type="checkbox"/> Operative <input type="checkbox"/> Third Party <input type="checkbox"/> Client <input type="checkbox"/>					
TASK					
 Carrying	 Pulling	 Pushing	 Twisting	 Repetition	 Stooping
 Reaching High	 Reaching Low	 Lifting High	 Lifting Low	 Handling While Seated	 Bending Sideways
Risk Factor			Residual Risk Factor		
Severity ()	Likelihood ()	HML ()	Severity ()	Likelihood ()	HML ()
INDIVIDUAL					
 Training Required?	 Medical Condition or History?	 Need for Unusual Strength or Height?	 PPE to be Worn?	 Team Lift?	 S - Severity 1 = Trivial Injury/ies 2 = Minor Injury/ies 3 = Major Injury/ies 4 = Major Injuries/ies to several people 5 = Death
					 L - Likelihood 1 = Improbable Occurrence 2 = Remote Occurrence 3 = Possible Occurrence 4 = Probable Occurrence 5 = Likely Occurrence
					 R - Risk = SxL 15-25 = High Risk 8 - 12 = Medium Risk 1-6 = Low Risk

Manual Handling Operations Record (ctd.)									
LOAD	Estimated Size: mm	Estimated Weight:kg	Likely Harm						
									Delete/Amend as appropriate: Sprains and strains, trapped digits, cuts and abrasions, work related upper limb disorders, musculoskeletal disorders, back pain and herniated discs, trapped nerves, fatigue, hazardous substance contamination.
									Control Measures Delete/Amend as appropriate: Mechanical lifting equipment utilised where possible; Physical attributes of employees taken into consideration prior to lifting task. Team lift where necessary; Employees trained in the correct manual handling techniques (Kinetic lifting) and employees made aware of size/weights; Employees made aware of COSHH assessment findings; Employees advised on any spillage/leakage procedures where appropriate; Ensure load is secure during lifting operations. Operatives supplied with appropriate personal protective equipment eg., gloves and safety footwear. Task rotation employed as appropriate. Adequate rest breaks given. Good housekeeping practices employed. Travel routes checked and cleared of obstructions and other hazards.
									
ENVIRONMENT									
									
									
Produced By: Name:	Signature:							Date: / /	

Section M

Arrangements for Fire and Emergencies (Premises and Site)

It is the policy of Shorts Group Ltd that suitable and sufficient fire and emergency procedures be in place at our **premises** and **on site** in order to facilitate effective evacuation or other appropriate action, and to ensure that employees' personal health and safety is not put at risk unduly during the course of such action.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), the Contracts Manager, the Demolition Supervisor and the Compliance Officer will ensure that the procedures are put in place, implemented and maintained.

In the event of a fire, explosion or damage to services (water, electric or gas) occurring, full details of the incident are to be passed to **Gary Short and Bryony Morten-Short** as soon as possible.

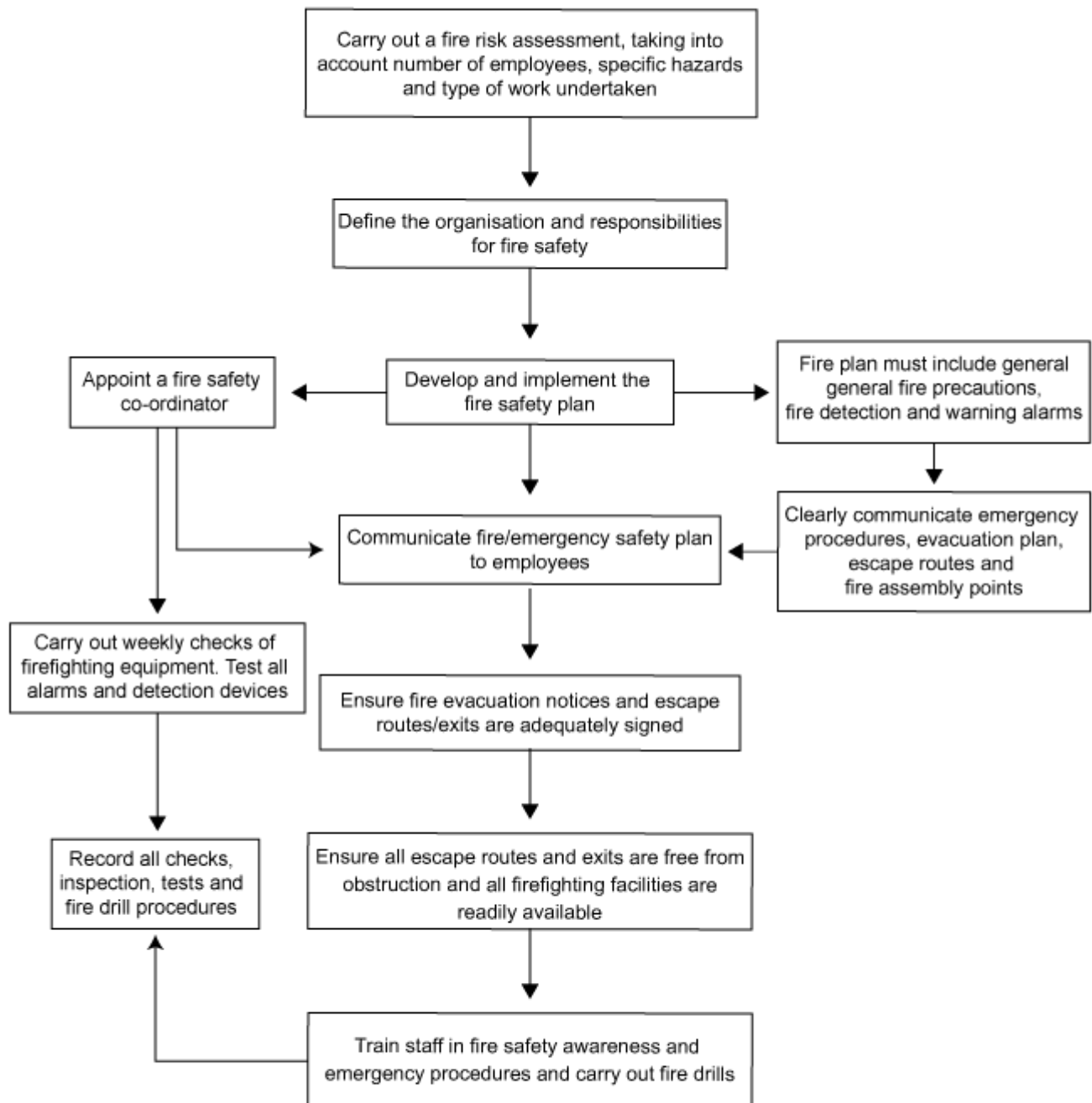
Suitable and sufficient fire and emergency procedures should be in place at the premises and on site in order to facilitate effective evacuation or other appropriate action and to ensure that employees' health and safety is not put at risk unduly during the course of such action.

FIRE PRECAUTIONS

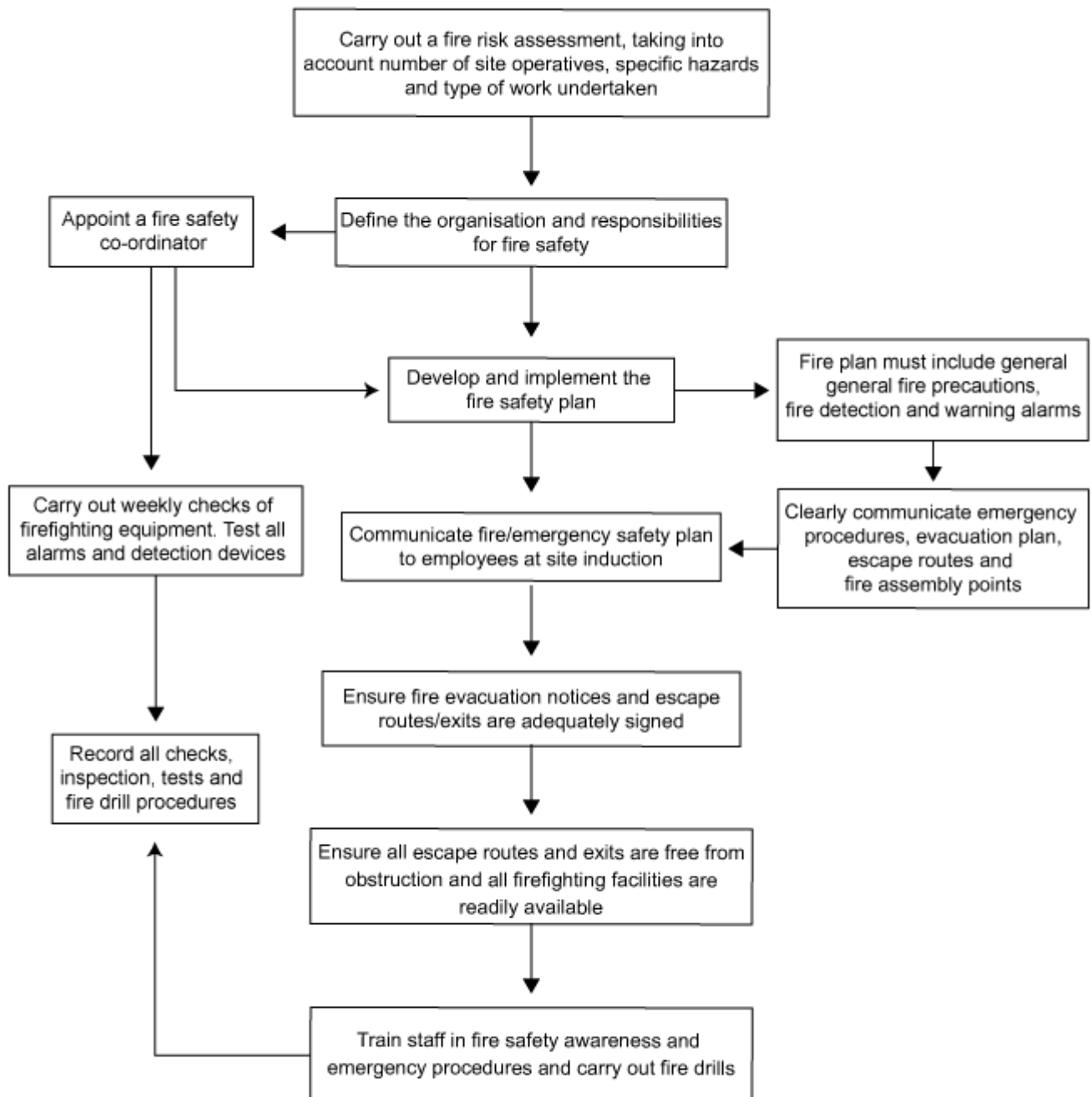
The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), the Contracts Manager, the Demolition Supervisor and the Compliance Officer shall ensure that:

1. Sufficient firefighting equipment is available on the premises and site, that it is serviced/maintained at least once a year.
2. Training and instruction are given to staff in respect of means of escape, the use of the firefighting equipment and the fire drill procedure.
3. The fire drill procedure is tested periodically.
4. Records are kept of items 1 to 3 above.
5. The following check is made of the premises and site, either personally or by a designated member of staff, when work ceases:
 - Electric, gas and oil equipment not required to operate overnight is switched off.
 - Equipment in use overnight is safe.
 - No evidence of smouldering materials.
 - Fire doors and smoke stop doors are closed.
 - Windows are closed, outside doors locked and the premises are secure against intruders.

Procedure for Fire and Emergencies (Premises)



Procedure for Fire and Emergencies (Site)



Premises Fire and Emergency Procedure

Suitable and sufficient fire and emergency procedures should be in place at the premises in order to facilitate effective evacuation or other appropriate action and to ensure that staff's health and safety is not put at risk unduly during the course of such action. The following is an example of the type of procedures that would be put in place, although it is possible that these procedures may be more detailed or complicated depending on the nature, extent and complexity of the premises.

FIRE PRECAUTIONS

The designated Fire Co-ordinator is to ensure that:

1. Sufficient fire-fighting equipment is available on the premises and that it is serviced/ maintained at least once a year.
2. Training and instruction are given to staff in respect of means of escape, the use of the fire-fighting equipment and the fire drill procedure.
3. The fire drill procedure is tested periodically.
4. Records are kept of items 1 to 3 above.
5. The following check is made of the premises, either personally or by a designated member of staff, when work ceases:
 - Electric, gas and oil equipment not required to operate overnight is switched off.
 - Equipment in use overnight is safe.
 - No cigarettes are left smouldering.
 - Fire doors and smoke stop doors are closed.
 - Windows are closed, outside doors locked and the premises are secure against intruders.
6. Fire Exit

This will require that a fire patrol is carried out 1 hour after the end of any hot-works.

A suitable fire assembly area will be designated in compliance with routine orders issued by this organisation's representative or defined in the health and safety plan.

TEMPORARY BUILDINGS

Temporary buildings should be at least 10.0 metres away from the permanent structure to create a fire gap. Where the break is less than 6.0 metres then the temporary building should not add to the spread of fire or the creation of smoke/toxic fume. In order to ensure this the following standards apply:

- Internal ceiling and all wall surfaces to BS 476 part 7.
- External roof surface to BS 476 part 3.
- Walls and roof 30 minute fire resistance to BS 476 parts 20 and 22.
- Doors and windows 30 minute fire resistance to BS 476 parts 20 and 22.
- Supporting members 30 minute fire resistance to BS 476 parts 20 and 21.
- Metal tread staircases to be used (SFRP).

Where the temporary building is located within another building, fire access and escape routes should be clearly marked.

Site Fire and Emergency Procedures

Suitable and sufficient fire and emergency procedures should be in place at each site in order to facilitate effective evacuation or other appropriate action and to ensure that operatives' health and safety is not put at risk unduly during the course of such action. The following is an example of the type of procedures that would be put in place at the site, although it is possible that these procedures may be more detailed or complicated depending on the nature, extent and complexity of the site, and if there are any existing emergency/fire procedures in place for the site.

FIRE PRECAUTIONS

The site manager is to ensure that:

1. Sufficient fire-fighting equipment is available on the site and that it is serviced/ maintained at least once a year.
2. Training and instruction are given to staff in respect of means of escape, the use of the fire-fighting equipment and the fire drill procedure.
3. The fire drill procedure is tested periodically.
4. Records are kept of items 1 to 3 above.
5. The following check is made of the site, either personally or by a designated member of staff, when work ceases:
 - Electric, gas and oil equipment not required to operate overnight is switched off.
 - Equipment in use overnight is safe.
 - No cigarettes are left smouldering.
 - Fire doors and smoke stop doors are closed.
 - Windows are closed, outside doors locked and the premises are secure against intruders.

This will require that a fire patrol is carried out 1 hour after the end of any hot-works.

A suitable fire assembly area will be designated in compliance with routine orders issued by the organisation's representative or defined in the health and safety plan.

UNDERGROUND SERVICES

In the event that any underground services are struck contact is to be made with the organisation to which the underground services belong. All work in the area is to cease until such time as the services have been examined and the area is made safe. A list of the relevant organisations is to be retained on site.

TEMPORARY ACCOMMODATION

Site accommodation presents a series of hazards that vary with usage. Temporary site huts see service as offices, workshops, canteens, drying rooms, tool stores, restrooms and other uses. Frequently they are many of these things at the same time and the site manager should ensure that:

- Fire exits are conspicuously marked, easily and immediately able to be opened from the inside, and have unobstructed access and a suitable means of escape.
- Adequate fire-fighting equipment is available.

Temporary buildings should be at least 10.0 metres away from the permanent structure to create a fire gap. Where the break is less than 6.0 metres then the temporary building should not add to the spread of fire or the creation of smoke/toxic fume. In order to ensure this the following standards apply:

- Internal ceiling and all wall surfaces to BS 476 part 7.
- External roof surface to BS 476 part 3.
- Walls and roof 30 minute fire resistance to BS 476 parts 20 and 22.
- Doors and windows 30 minute fire resistance to BS 476 parts 20 and 22.
- Supporting members 30 minute fire resistance to BS 476 parts 20 and 21.
- Metal tread staircases to be used (SFRP).

Where the temporary building is located within another building, fire access and escape routes should be clearly marked.

Fire Risk Assessment
to comply with the requirements of
The Regulatory Reform (Fire Safety) Order 2005

Company Name:				Date:					
Workplace Address:				Contact Name: Contact Number:					
Nature of Occupancy:				Use of Remainder of Building: (e.g. multiple occupancy)					
Construction of Building:									
Which areas of the Building are covered by this Assessment?:									
Are any areas of the Building not covered by this Assessment?:									
N° of Floors in the Building:			N° of Staircases in the Building available as Exit Routes from the Workplace:				N° of Final Exits:		
Maximum N° of Employees at Risk in the Workplace:					Maximum N° of other Persons at Risk in the Workplace:				
Action Required	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Indicate by ✓									
Assessor			Position				Review Date		

STEP 1 – FIRE HAZARDS	FIRE HAZARDS IDENTIFIED
<p>What are the possible sources of ignition within the workplace? Consider the following:</p> <ul style="list-style-type: none"> • smoking materials • faulty electrical equipment / overloaded electrical sockets • heat from processes • some chemicals (should be identified as oxidizing materials) • oxygen supplies from cylinder storage • arson 	
<p>What sources of fuel may present a fire hazard in the workplace? Consider the following:</p> <ul style="list-style-type: none"> • flammable liquid-based products (e.g. paints, varnishes, thinners, adhesives) • flammable liquids /solvents (e.g. alcohol (spirits), white spirit, methylated spirit, cooking oils, cigarette lighters) • flammable chemicals (e.g. cleaning products, photocopier chemicals) • flammable gases (e.g. liquefied petroleum gas (LPG), acetylene) • displays and stands • drapes, hangings, decorations • packaging materials, stationery, advertising material • plastics and rubber (e.g. video tapes, polyurethane foam-filled furniture, polystyrene-based materials, exercise mats) • upholstered seating and cushions, soft furnishings, textiles • litter and waste products (particularly shredded paper, wood shavings, timbers, offcuts, dust accumulation) • fireworks and pyrotechnics 	
<p>What situations may assist the spread of fire and smoke? Consider the following:</p> <ul style="list-style-type: none"> • vertical shafts, e.g lifts, open stairways, dumb waiters • false ceilings, especially if they are not fire stopped above walls • voids behind wall panelling • large roof cavities • unsealed doors (missing infumescent strip etc) • unsealed holes in walls and ceiling (caused by pipework, cables etc). 	
<p>What hazardous processes generally take place within the workplace? (e.g. welding, cutting, grinding, refuelling of vehicles, etc)</p>	

STEP 2 – PERSONS / GROUPS AT RISK		PERSONS / GROUPS IDENTIFIED	
Who are the persons at significant risk in the event of a fire? <ul style="list-style-type: none"> • employees / helpers who are unfamiliar with the premises • lone workers (e.g. cleaners) • visitors / casual users • less able persons (e.g. those with mobility, hearing or vision impairment) • unaccompanied children • emergency services (i.e. fire fighters, ambulance crews) 			
STEP 3 – EVALUATING THE RISKS			
(a) Are all the identified hazards adequately controlled? If no, record finding in Part A			
(b) From the hazards identified in Step 1, what is the likelihood of a fire occurring in the area being assessed?		(✓ or circle as appropriate): Low / Medium / High	
(c) Taking into consideration the hazards identified in Step 1 and the persons identified as being at significant risk in Step 2, what is the likely severity of a fire that may occur in the area being assessed?		(✓ or circle as appropriate): High Low / Medium /	

PART A

Existing significant hazards / risks that are not adequately controlled	
Further Action required?	
Action By:	By When:

STEP 4 - FIRE DETECTION, FIRE WARNING & EMERGENCY LIGHTING

(a) Type of fire detection system (describe):

Are detectors of the right type / in appropriate locations?

Does the detection system ensure that a fire warning is raised in time for all occupants to escape to a place of total safety?

(b) Type of fire warning system (describe):

Is the warning system sufficient for the risks involved?

(c) Can the means for giving a warning be clearly understood throughout the whole site?

(d) If the fire detection and warning system is electrically powered, does it have a back-up power supply?

(e) Is an emergency lighting system installed?

Is an emergency lighting system required? (Will the premises be used in hours of darkness?)

(f) If installed, is the emergency lighting system independent of the main power supply?

(g) Have employees been informed about the fire alarm system?

Do they know how to operate it?

Do they know how to respond to it?

(h) Are there sufficient numbers of Fire Action signs displayed (i.e. what to do in the event of a fire)?

Have the relevant details been filled in?

(i) Are there any areas, particularly unoccupied ones, where there could be a delay in detecting the start of a fire?

Further Action required?

Action By:

By When:

STEP 5 – MEANS OF ESCAPE

(a) Are all persons in the workplace able to react quickly in the event of a fire?

If not, who is affected?

(b) Is a refuge area needed to protect those unable to react quickly in the event of a fire?

If so, has one been established?

(c) Do exits lead to a place of safety?

(d) Are all gangways and escape routes free from obstruction?

(e) Are there enough exits?

Are they in the right place and wide enough?

(f) Are all escape routes / final exits correctly signed?

(g) Are fire doors kept closed (not 'wedged' in the open position)?

(h) Are self-closing devices on fire doors working properly?

(i) Where appropriate, do doors used for means of escape open in the direction of travel?

(j) Can all final exit doors be opened easily and immediately if there is an emergency?

Further Action required?

Action By:

By When:

STEP 6 – FIRE DRILLS, WHAT TO DO IN THE EVENT OF A FIRE

(a) Are regular fire drills carried out? At what frequency?	
(b) Are the results of the fire drills recorded?	
(c) Are Fire Marshals / Fire Wardens nominated and suitably trained?	
(d) Where is the Assembly Point situated? Is it clearly identified?	
(e) Do employees know what to do in the event of a fire?	
(f) Do contractors / visitors to the site know what to do in the event of a fire?	
(g) Is a roll call carried out? By whom?	
Further action required?	
Action By:	By When:

(a) Are sufficient fire extinguishers sited throughout the workplace?	
(b) Are fire extinguishers: The correct type? Located correctly? Easily accessible? Mounted on a wall or stand? Appropriate signage displayed?	
(c) Have persons likely to use the fire extinguishers been given adequate instruction and training? If yes, when?	
Further action required?	
Action By:	By When:

STEP 8 – CHECKS, TESTING AND MAINTENANCE

(a) Are the following checked:

Escape routes (recommended daily)?

(at what frequency?):

Fire fighting equipment (recommended weekly)?

(at what frequency?):

Emergency lighting system (recommended monthly)?

(at what frequency?):

Are the results recorded?

(b) Is the fire detection and warning system checked?

At what frequency (recommended weekly)?

Are the results recorded?

(c) Have the fire detection and warning / emergency lighting systems been tested and maintained by a competent person within the last six months?

Are the results recorded?

(d) Have the fire extinguishers been tested and maintained by a competent person within the last year?

Are the results recorded?

Further action required?**Action By:****By When:**

STEP 9 – EMERGENCY PLAN**(a) Has an emergency plan been developed?**

(Existing clients' Policies contain emergency plans - is the plan being used?)

(b) Is the emergency plan displayed in prominent locations around the site?

(This could be provided by fire action notices, or in more complex premises may need to be more detailed)

Further action required?**Action By:****By When:**

Fire/Emergency Action

(To be displayed at all places of work)

The fire alarm device for this workplace consists of:

Alarm call points are located:

The assembly point is located:

Action in the event of a fire or explosion:

The following action is to be taken in the event of a fire or explosion occurring:

1. Raise the alarm. If you are not near an alarm device shout **"FIRE"** and give the **location**.
2. Inform who will alert the Fire Brigade by telephone and inform anyone else in the building.
3. Put the fire out if that is possible without putting yourself in danger/report your presence to at the assembly point.

Full details of the incident are to be passed to as soon as possible.

Action in the event of discovering a bomb (real or hoax):

The following action is to be taken in the event of a bomb (real or hoax) being discovered or threatened:

1. Raise the alarm. If you are not near an alarm device shout **"FIRE"**.
2. Inform who will summon the Police by telephone and inform anyone else in the building.
3. Report your presence to at the assembly point.

Full details of the incident are to be passed to as soon as possible.

Action on hearing the alarm:

On hearing the emergency alarm the following action is to be taken:

1. Evacuate the premises quickly and quietly. Do not wait to finish a phone call or to collect personal belongings.
2. Report your presence to at the assembly point.
3. Do not re-enter the building until the senior fire officer declares that it is safe to do so.

Summoning the Fire Brigade:

The information that shall be required is:

1. **Organisation Name**
2. **Address**
3. **Telephone Number**
4. **BRIEF DETAILS OF THE EMERGENCY, e.g. FIRE IN THE GROUND FLOOR**

Fire wardens:

Names of fire wardens and areas they control:

.....
.....
.....
.....

Due to the nature of the workplace it will not always be possible to have a designated fire warden in each area. It is imperative, therefore, that each member of staff ensures that their area is evacuated and that everyone, including visitors, is alerted and cleared from the workplace. That information should be reported to the senior person in charge at the fire assembly point.

Fire Safety Inspection Fire Safety Inspection Checklist

Company name:

Area inspected/site address:

No	ITEM	YES/NO/ N/A	REMEDIAL ACTION REQUIRED (INCLUDE LOCATION)	ACTION DATE
01	All combustibles and rubbish being removed regularly from work areas?			
02	Fire procedures included in safety plan. Fire/emergency procedures displayed?			
03	Fire extinguishers locations correctly signed?			
04	Fire extinguishers in good condition, in correct locations and serviced within last 12 months?			
05	Fire extinguishers appropriate quantity and type for fire risk?			
06	Fire extinguishing equipment being inspected weekly for damage?			
07	Fire extinguishers located at fire points?			
08	Fire alarm used?			
09	Fire procedures part of induction procedure?			
10	Fire drill conducted within the last 6 months or sooner where applicable?			

No.	ITEM	YES/NO/ N/A	REMEDIAL ACTION REQUIRED (INCLUDE LOCATION)	ACTION DATE
11	Fire marshals appointed?			
12	Employees trained in use of extinguishing equipment?			
13	Fire escapes and emergency routes correctly signed?			
14	Fire doors open outwards and unobstructed on both sides?			
15	Fire escape routes kept clear?			
16	Fire escape routes adequately illuminated?			
17	Emergency lighting required in any work areas to facilitate evacuation if main supply fails?			
18	Emergency lighting tested?			
19	"No Smoking" and similar warning signs displayed in areas of flammable materials storage?			

Person completing checklist:

Job title:

Date:

Section N

Arrangements for First Aid, Medical Emergencies, Accidents/Incidents

FIRST AID

The Transport Manager, James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and Damian Ayling shall ensure that there are sufficient first aiders available at all workplaces.

Details of the first aid kit locations and names of first aiders shall be displayed on designated notice boards within the workplace.

The responsibility for ensuring first aid kits are kept fully stocked at all times rests with the designated first aiders/appointed persons:

First aid kits kept in Shorts Group Ltd's vehicles are the responsibility of the driver of the vehicle.

MEDICAL EMERGENCIES

In the event of an injury or sudden illness the following action is to be taken:

1. First aid assistance is to be obtained, if appropriate.
2. The injured or ill person is to be conveyed to hospital by the quickest possible means, or an ambulance is to be summoned, ensuring that the address is given accurately.
3. The full details of the injured or ill person and the details of the injuries or illness are to be passed to the workplace supervisor and **Gary Short and Bryony Morten-Short** as soon as possible.

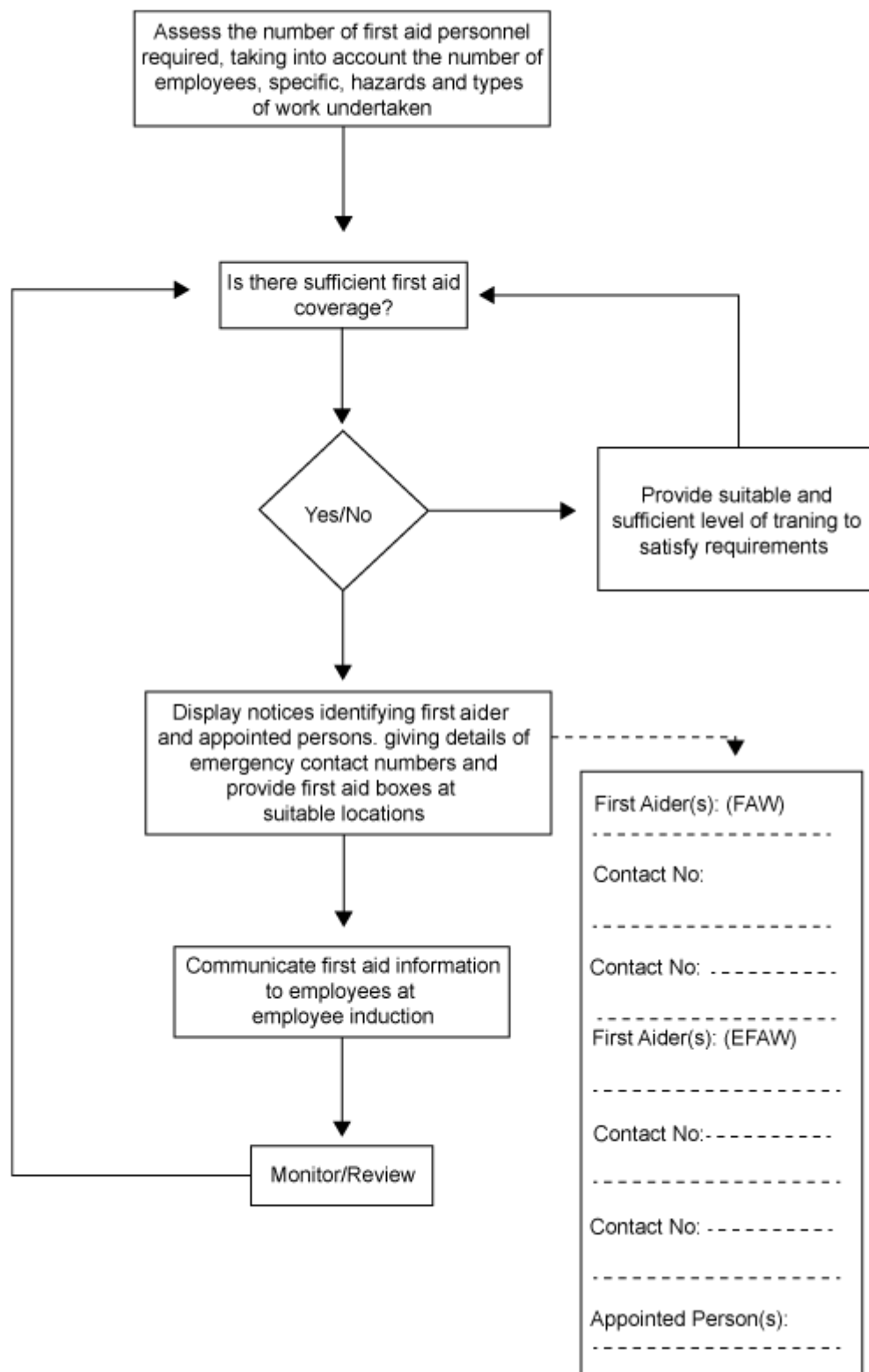
ACCIDENTS/INCIDENTS

All accidents and cases of work-related ill-health are to be recorded in the designated Shorts Group Ltd accident book.

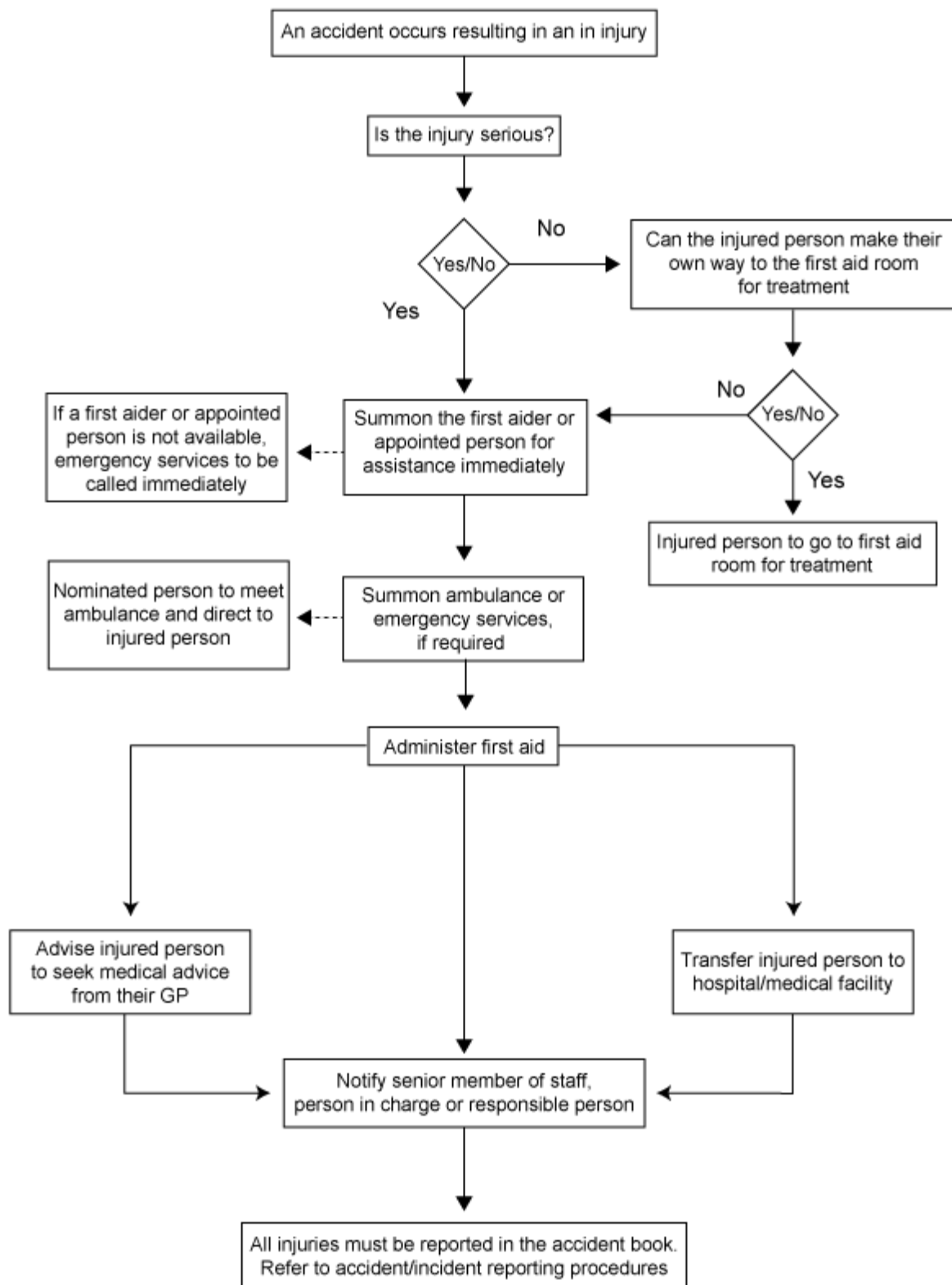
Gary Short and Bryony Morten-Short shall be responsible for reporting accidents, diseases and dangerous occurrences to the enforcing authority if necessary.

Gary Short and Bryony Morten-Short shall be responsible for investigating accidents/incidents, ill health and dangerous occurrences. At their discretion they may call on THSP Risk Management to assist with the investigation.

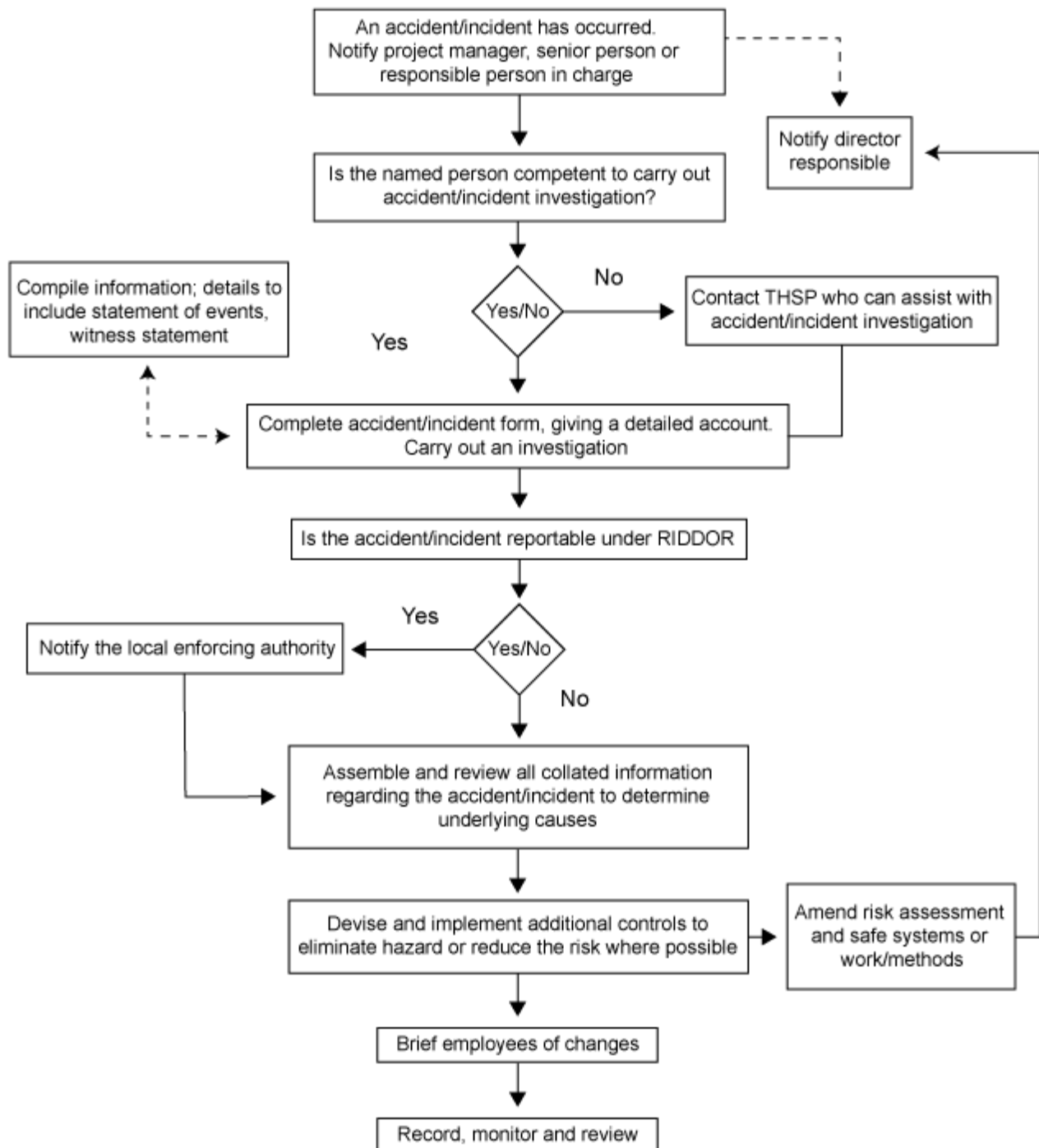
Procedure for Assessing First Aid Requirements



Procedure for Dealing with Medical Emergencies



Procedure for Accident/Incident Investigation and Reporting



Assessing First Aid Requirements

In accordance with the Approved Code of Practice (ACoP) relating to first aid provision, this organisation recognises that numbers of first aiders and their skills level will only be adequately addressed if a suitable assessment is carried out on the first aid requirements of the organisation. The ACoP states that if the assessment identifies a need for first aiders then employers should ensure that they are provided in "sufficient numbers at appropriate locations".

It is recognised by this organisation that the assessments carried out need not be recorded but, as employers may have to justify their decisions, it should look at the following:

ASPECTS TO CONSIDER	IMPACTS ON FIRST AID PROVISION
Hazards (use the finding of your risk assessment and take account of any parts of your workplace that have different work activities/hazards which may require different levels of first aid provision)	
Does your workplace have low-level hazards, like you might find in offices and shops?	The minimum provision is: <ul style="list-style-type: none"> • An appointed person to take charge of first aid arrangements. • A suitably stocked first aid box.
Does your workplace have higher level hazards, such as chemicals or dangerous machinery? Do your work activities involve special hazards, such as hydrofluoric acid or confined spaces?	You should consider: <ul style="list-style-type: none"> • Providing first aiders. • Additional training for first aiders to deal with injuries caused by special hazards. • Additional first aid equipment. • Precise siting of first aid equipment. • Providing a first aid room. • Informing the emergency services.
Employees	
How many people are employed on site?	Where there are small numbers of employees, the minimum provision is: <ul style="list-style-type: none"> • An appointed person to take charge of first aid arrangements. • A suitably stocked first aid box. Where there are large numbers of employees you should consider providing: <ul style="list-style-type: none"> • First aiders. • Additional first aid equipment. • A first aid room.
Are there inexperienced workers on site, or employees with disabilities or particular health problems?	You should consider: <ul style="list-style-type: none"> • Additional training for first aiders. • Additional first aid equipment. • Local siting of first aid equipment. Your first aid provision should cover work experience trainees.

ASPECTS TO CONSIDER	IMPACTS ON FIRST AID PROVISION
Accidents and ill-health record	
What injuries and illness have occurred in your workplace and where did they happen?	Make sure your first aid provision caters for the type of injuries and illness that might occur in your workplace. Monitor accidents and ill health and review your first aid provision as appropriate.
Working arrangements	
Do you have employees who travel a lot, work remotely or work alone?	You should consider: <ul style="list-style-type: none"> • Issuing personal first aid kits. • Issuing personal communicators/mobile phones to employees.
Do any of your employees work shifts or work out of hours?	You should ensure there is adequate first aid provision at all times people are at work.
Are the premises spread out, e.g. are there several buildings on the site or multi-floor buildings?	You should consider provision in each building or on each floor.
Is your workplace remote from emergency medical services?	You should: <ul style="list-style-type: none"> • Inform the emergency services of your location. • Consider special arrangements with the emergency services.
Do any of your employees work at sites occupied by other employers?	You should make arrangements with other site occupiers to ensure adequate first aid provision. A written agreement between employers is strongly recommended.
Do you have enough provision to cover for your first aiders or appointed persons when they are absent?	You should consider: <ul style="list-style-type: none"> • What cover is needed for annual leave. • What cover is needed for unplanned and exceptional absences.
Non-employees	
Do members of the public visit your premises?	Under the Regulations, you have no legal duty to provide first aid for non-employees, but HSE strongly recommends that you include them in your first aid provision.

CATEGORIES OF FIRST AIDERS

A first aider is someone who has undertaken training and holds a valid certificate of competence in either:

- First aid at work (FAW). Or
- Emergency first aid at work (EFAW).

EFAW training enables a first aider to give emergency first aid to someone who is injured or becomes ill while at work. FAW training includes EFAW and also equips the first aider to apply first aid to a range of specific injuries and illness.

APPOINTED PERSONS

If you decide that you don't need a first aider in your workplace, you should appoint someone to take charge of first aid equipment and facilities and calling the emergency services when required.

TABLE OF SUGGESTED NUMBERS OF FIRST AID TRAINED PERSONS

Where there are special circumstances, such as remoteness from emergency medical services, shift working or sites with several separate buildings, there may be a need for more trained first aid personnel than set out below. Increased provision will be necessary to cover for absences.

CATEGORY OF RISK	NUMBERS EMPLOYED AT ANY LOCATION	SUGGESTED NUMBER OF FIRST AID PERSONNEL
Lower risk e.g. shops, offices, libraries	Fewer than 25	At least one appointed person.
	25-50	At least one first aider trained in EFAW.
	More than 50	At least one first aider trained in FAW for every 100 employed (or part thereof).
Higher risk e.g. light engineering and assembly work, food processing, warehousing, extensive work with dangerous machinery or sharp instruments, construction, chemical manufacture	Fewer than 5	At least one appointed person.
	5-50	At least one first aider trained EFAW or FAW depending on the type of injuries that might occur.
	More than 50	At least one first aider trained in FAW for every 50 employed (or part thereof).

FIRST AID ASSESSMENT CHECKLIST

The minimum first aid provision for each work site is:

- A suitably stocked first aid container.
- A person to take charge of first aid arrangements.
- Information for employees on first aid arrangements.

FIRST AID MATERIALS, EQUIPMENT AND FACILITIES

When the assessment of first aid requirements has been completed, this organisation will provide the materials, equipment and facilities needed to ensure that the level of first aid cover identified as necessary will be provided for all staff at all relevant times. This will include ensuring that first aid equipment, suitably marked and easily accessible, is available in all places where working conditions require it.

FIRST AID CONTAINERS

The minimum level of first aid equipment is a suitably stocked and properly identified first aid container. There will be at least one first aid container supplied with a sufficient quantity of first aid materials at each work site, suitable for the particular circumstances.

It will be ensured that first aid containers are easily accessible and placed, if possible, near to hand washing facilities. First aid containers should protect first aid items from dust and damp and should only be stocked with items useful for giving first aid.

Tablets and medication should not be kept.

As there is no mandatory list of items that should be included in a first aid container this organisation will decide on what to include from information gathered during our assessment of first aid needs. We will use the requirements of BS 8599, detailed below as a guide.

Content	First aid kit size (As recommended below)			
	Small	Medium	Large	Travel
Guidance card	1	1	1	1
Contents list	1	1	1	1
Medium dressing	4	6	8	1
Large dressing	1	2	2	1
Triangular bandage	2	3	4	1
Safety pins	6	12	24	2
Sterile eyepad	2	3	4	0
Sterile dressings	40	60	100	10
Alcohol-free wipes	20	30	40	4
Adhesive tape	1	1	1	1
Nitrile gloves	6	9	12	1
Sterile finger dressing	2	3	4	0
Resuscitation faceshield	1	1	2	1
Foil blanket	1	2	3	1
Burn dressing	1	2	2	1
Shears	1	1	1	1
Conforming bandage	1	2	2	1
Eyewash 250ml	0	0	0	1

Hazard	Recommended first aid kit size		
	Small	Medium	Large
Low hazard Workplace	Fewer than 25 employees	25 - 100 employees	Over 100 employees
High hazard Workplace	Fewer than 25 employees	5 - 25 employees	Over 25 employees

This is a suggested contents list only; equivalent but different items will be considered acceptable.

Accident Investigation and Reporting

In the event of an employee of this organisation suffering any of the following:

- Fatal injury.
- Specified Injury (including fractures, amputations, loss of eyesight, hospitalisation for a period of 24 hours or more, etc).
- An injury resulting in the employee being absent from work for more than 7 days.
- Occupational illness or disease (including dermatitis, occupational deafness, vibration white finger, etc). or
- Any other accident resulting in damage to property or injury to employees and/or members of public

Certain procedures must be followed as described below.

Initially, the accident **must** be reported to your supervisor as soon as possible and be reported in the accident book held on the premises. Those working on sites away from the organisation's premises are to ensure that the accident is reported to head office for entry in the accident book.

The details that must be recorded in the accident book are:

- Name of the person suffering the injury.
- Date and time of the injury.
- Name of person reporting the injury.
- Cause of the injury.
- Any action taken as a result of the injury.
- Whether or not the injury is reportable to the enforcing authority (the Health and Safety Executive or local authority). and
- Nature of the injury (e.g. part of the body affected).

The supervisor is required to report the incident to head office management who will decide if it is reportable to the enforcing authority. If it is, an appointed member of management will complete the online report within the time period specified by law. Details of the accident reporting telephone line are given overleaf. Over-seven-day injuries must be reported within 15 days to the HSE office (or the Local Authority Environmental Health Department) that serves the location of the accident. Deaths and specified injuries, which are reportable immediately, should be reported by the quickest possible means, then must be followed up by the official reporting form within 10 days via the Internet.

Management will take the appropriate steps to ensure that the incident is investigated as soon as possible, that the results of that investigation are recorded on the internal accident investigation form, and that remedial measures are put into place to prevent a recurrence.

If there is no supervisor in the area at the time of the incident then the employee suffering the injury **must** report the accident in the accident book and to management as soon as possible. A work colleague can undertake this responsibility if the injured person is unable to do this themselves.

If a member of the public (or other person who is not an employee) is injured as a result of a work activity by one of our employees and that member of the public is taken to hospital for treatment, the accident/injury must be reported to management **without delay**.

Where an incident has occurred that is classified as a dangerous occurrence it must be reported to management **without delay** - even if no one was injured.

ACCIDENT REPORTING TELEPHONE LINE

Fatal and Specified Injuries may be notified by telephone to the National Incident Contact Centre between the hours of 8.30 a.m. and 5.00 p.m. on weekdays, a report must be received by the enforcing authority within 10 days.

Telephone the Incident Contact Centre on:

0345 300 9923

ONLINE REPORTING

Reporting of all other incidents under RIDDOR must be submitted via the relevant online interactive form, available on the HSE Website - www.hse.gov.uk/riddor.

- F2508IE Report of an Injury.
- F2508DOE Report of a Dangerous Occurrence.
- F2508AE Report of a Case of Disease.
- OIR9BIE Report of an Injury Offshore.
- OIR9BDOE Report of a Dangerous Occurrence Offshore.
- F2508G1E Report of a Flammable Gas Incident.
- F2508G2E Report of a Dangerous Gas Fitting.

OVER THREE -DAY INJURIES

There is no need to report over-three-day injuries; a record of them must be kept, this will be in the form of a record within the accident book.

ACCIDENT/INCIDENT INVESTIGATION FORM

Part 1 Overview

 Ref no.

The purpose of this form is to record all adverse events. The term **accident** is used where injury or ill health occurs. The term **incident** included **near-misses** and **undesired circumstances**, where there is the potential for injury. Part 1 should be filled out immediately by the manager or supervisor for the work actually involved. Part 2 should be completed by the person responsible for health and safety. Part 3 should be completed, where appropriate, by the investigation team. Part 4 should be completed by the investigating team, together with managers who have the authority to take decisions.

Part 1 Overview

Reported by:			Date of adverse event:	
			Time:	
Incident	Ill health	Minor Injury	Serious injury	Major injury
Brief details (What, where, when, who and emergency measures taken)				

 Forwarded to:

 Date:

 Time:

Part 2 Initial Assessment (to be carried out by the person responsible for health and safety)

Type of event

Accident	
Ill health	
Near-miss	
Undesired circumstance	

Actual/potential for harm

Fatal or major	
Serious	
Minor	
Damage only	

RIDDOR reportable?		
Entry in accident book		

Investigation level

High level		Low level	
Medium level		Basic	

Initial assessment carried out by:		Date:
Further investigation required?		Priority:
For investigation by:		

Part 3 Investigation information gathering

1. Where and when did the adverse event happen?

2. Who was injured/suffered ill health or was otherwise involved with the adverse event?

Injured Person -

Witnesses to Incident -

Other Witness –

3. How did the adverse event happen? (Note any equipment involved.)

4. What activities were being carried out at the time?

5. Was there anything unusual or different about the working conditions?

6. Were there adequate safe working procedures and were they followed?

7. What injuries or ill health effects, if any, were caused?

8. If there was an injury, how did it occur and what caused it?

9. Was the risk known? If so, why wasn't it controlled? If not, why not?

10. Did the organisation and arrangement of the work influence the adverse event?

11. Was maintenance and cleaning sufficient? If not, explain why not.

12. Were the people involved competent and suitable?

13. Did the workplace layout influence the adverse event?

14. Did the nature or shape of the materials influence the adverse event?

15. Did difficulties using the plant and equipment influence the adverse event?

16. Was the safety equipment sufficient?

17. Did other conditions influence the adverse event?

Analysis and further action

18. What were the immediate, underlying and root causes?

19. What risk control measures are needed/recommended?

20. Do similar risks exist elsewhere? If so, what and where?

21. Have similar adverse events happened before? Give details.

Part 4 The risk control action plan

22. Which risk control measures should be implemented in the long and short term?

Control measure	Completion date	Person responsible

23. Which risk assessments and safe working procedures need to be reviewed and updated?

Name of risk assessment safe working procedure	Completion date	Person responsible

24. Have the details of the adverse event and the investigation findings have been recorded and analysed? Are there any trends or common causes which suggest the need for further investigation? What did the adverse event cost?

25. Signed on behalf of the investigation team**Name****Signature****26. Members of the investigation team**

Name	Position

27. The findings of this investigation need to be communicated to the following managers, and PC representatives

Person	Signature	Date

SUPPORTING INFORMATION

INJURED PERSON'S STATEMENT

Full Name of Person Making this Statement: *(Please print)*

Signed.....

Date.....

WITNESS STATEMENT

Full Name of Witness: *(Please print)*

Name of Employer:

Contact Telephone Number:

Signed.....

Date.....

PHOTOGRAPHS

DOCUMENTATION

Section O

Arrangements for Health Surveillance/Management of Occupational Illness

Health surveillance is the application of systematic, regular and appropriate procedures to detect early signs of work-related ill-health in employees who are exposed to certain health risks and acting on the results. It provides information to allow for the detection of harmful health effects at an early stage and checks that control measures are working, highlighting what and where further action might be needed. It also provides an opportunity to train and instruct employees and gives employees the opportunity to raise any concerns.

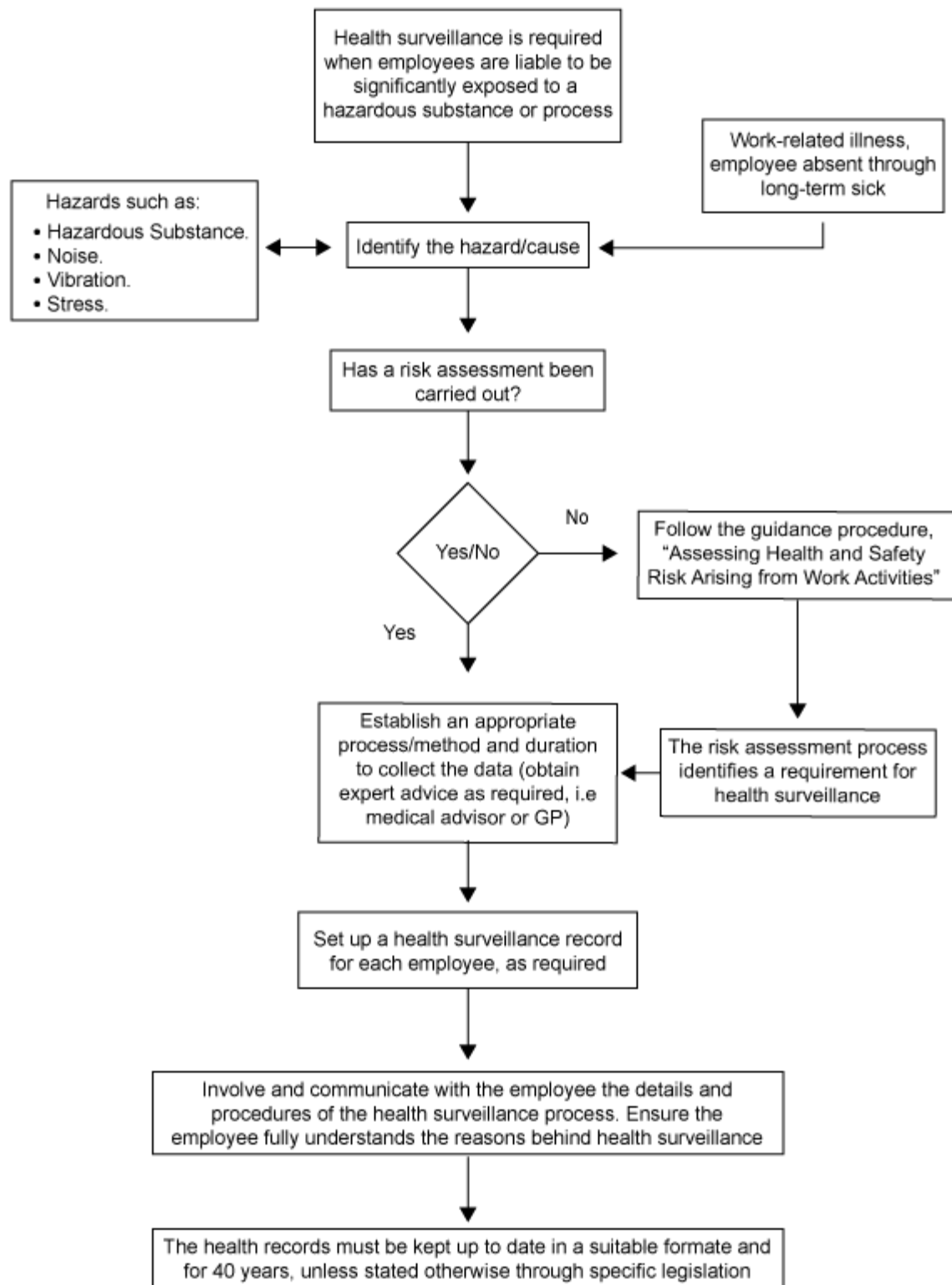
We shall consult with the employees concerned before introducing health surveillance, so that they understand the aims and the importance of their co-operation, in order to ensure that any health surveillance is to be effective.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, Paula Meekins and Damian Ayling will identify when one of those circumstances exists and will then seek assistance from a competent individual or body, e.g. occupational nurse/doctor or other suitable occupational health service provider.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, Paula Meekins and Damian Ayling will keep all records generated as a result of health surveillance. Medical questionnaires will be treated as confidential and kept securely in personnel files.

Gary Short and Bryony Morten-Short shall be responsible for investigating work-related causes of sickness absences and is/are responsible for acting upon investigation findings to prevent a recurrence.

Procedure for Health Surveillance/Management of Occupational Illness



Health Surveillance

INTRODUCTION

Health surveillance includes:

- Collecting, maintaining and reviewing health records for individual employees (personal information about individual employees shall be kept confidential).
- Checks for signs of readily detectable conditions by a responsible person, e.g. a specially trained supervisor or first aider.
- Enquiries, inspections and examinations by a qualified person such as an occupational health nurse or appointed doctor.
- Medical surveillance under the supervision of a doctor. In certain cases the doctor must be an employment medical adviser or a "relevant" doctor.

The Control of Substances Hazardous to Health Regulations require health surveillance to be undertaken where employees are exposed to substances hazardous to health, there is an identifiable disease or adverse health effect related to the exposure and there are valid techniques for detecting indications of the disease or the effect.

The Control of Asbestos Regulations require employers to ensure that health records are kept for employees who undertake licensable work and that adequate medical surveillance is provided through a relevant doctor.

The Control of Lead at Work Regulations requires that where exposure to lead is significant employees are to be under medical surveillance.

The Control of Vibration at Work Regulations require employers to provide health surveillance for all employees who are likely to be regularly exposed to vibration levels at or above the daily exposure action value or are considered to be at risk for any other reason.

The Control of Noise at Work Regulations require the provision of health surveillance for all employees who are likely to be regularly exposed to noise levels at or above daily upper exposure action values or are at risk for any other reason, e.g. they already suffer from hearing loss or are particularly sensitive to hearing damage.

Additionally, the Management of Health and Safety at Work Regulations require that employees are provided with such health surveillance as appropriate having regard to the risk to their health and safety as identified by risk assessments, including the risks associated with work related stress, fatigue and mental health.

WHY CARRY OUT HEALTH SURVEILLANCE?

The benefits of health surveillance are that it can:

- Provide information to detect harmful health effects at an early stage, thereby protecting employees and confirming whether they are still fit to do their jobs.
- Check that control measures are working well by giving feedback on risk assessments, suggesting where further action might be needed and what that might be.
- Provide data, by means of health records, to detect and evaluate risks.
- Provide an opportunity to train and instruct employees further in safe and healthy working practices.
- Give employees the chance to raise any concerns about the effect of their work on their health.

WHEN IS HEALTH SURVEILLANCE APPROPRIATE?

Health surveillance is required where you answer yes to all of the following:

- Is the work known to damage health in some particular way?
- Is it reasonably likely that damage to health may occur under the particular conditions at work?
- Are there valid ways to detect the disease or condition? (Health surveillance is only worthwhile where it can reliably show that damage to health is starting to happen or becoming likely. A technique is only useful if it provides accurate results, is safe and practicable.)
- Is surveillance likely to benefit the employee?

For example, these criteria would be met in the following circumstances:

- High noise levels are known to cause hearing loss.
- A valid technique - hearing tests - can detect the effect of noise on the hearing of individuals who work in noisy conditions.
- Hearing tests will benefit employees by identifying those at risk so that measures can be taken to protect them and improve working conditions.

Other tips for assessing whether health surveillance might be appropriate include:

- Known previous cases of work-related ill-health in the workplace.
- Reliance on personal protective equipment (PPE) as an exposure control measure.
- Evidence of ill-health in the jobs found within the industry.

Health surveillance is likely to be required for employees who are significantly exposed to:

- Hazardous substances such as chemicals, solvents, fumes, dusts, gases, vapours, aerosols, biological agents and carcinogenic materials (under the Control of Substances Hazardous to Health (COSHH) Regulations).
- Asbestos (under COSHH and the Control of Asbestos Regulations).
- Lead (under COSHH and the Control of Lead at Work Regulations).
- Noise (under the Control of Noise at Work Regulations).
- Hand-arm and whole-body vibration (under the Control of Vibration at Work Regulations).
- Ionising radiation (under the Ionising Radiation Regulations).
- Compressed air work environments (under the Compressed Air Regulations).
- Ultraviolet radiation, i.e. direct sunlight.
- Stress.

HAZARDOUS ACTIVITIES/PROCESSES NOT REQUIRING HEALTH SURVEILLANCE

Many activities may be carried out by employees that, although potentially hazardous to health, do not require formal health surveillance. In such cases exposures are so rare, short or slight that there is only a minimal risk to the employee. Employers must ensure that under these circumstances all employees are provided with information, instruction and training on how to protect their health from these hazards.

KEEPING RECORDS

Employers must keep an up-to-date health record for each individual employee placed under health surveillance. It should contain at least the following particulars which are approved by the HSE:

- Identifying details:
 - Surname and forename.
 - Permanent address.
 - Sex.
 - Date of birth.
 - National Insurance Number.
 - Date of commencement of present employment.
 - A historical record of jobs in this employment involving exposure to identified substances requiring health surveillance.
- Results of all other health surveillance procedures, including medical surveillance, and the date on which and by whom they were carried out. The conclusions should relate only to the employee's fitness for work and will include, where appropriate:
 - A record of the decisions of the medical inspector or appointed doctor.
 - Conclusions of the medical practitioner, occupational health nurse or other suitably qualified or responsible person.

Individual health records must be kept for a considerable period. Under Regulation 11(3) of COSHH regulations this period is 40 years following the last entry; other regulations may or may not prescribe other specific requirements. Health records should not include confidential clinical data and may be kept in any format, e.g. paper or electronically. Where records are kept electronically, employers should ensure that they have a suitable back-up system in the event of a serious computer failure.

MONITORING

Health surveillance is only appropriate and worthwhile if you can act upon the results. If employees are suffering from an adverse health effect, e.g. respiratory diseases or dermatitis, then you must prevent further exposure to the substance. This may be by a change of process or material, by relocating the worker or by the provision of respiratory protective equipment (RPE) or personal protective equipment (PPE). RPE and PPE are only suitable where exposure to the substance constitutes a small part of the work, i.e. for short periods of time.

CONCLUSION

In assessing the need for health surveillance remember the following:

- Health surveillance is not a substitute for preventing or controlling exposure; rather it is a way of seeking to protect employees' health.
- Using the right technique in the right way at the right time is critical. Getting it wrong can be expensive. Also remember that some tests are themselves not free from risk, e.g. x-rays, and the results, if inaccurate or badly explained, could add additional stress to employees.
- Whichever technique is used, you should carry out health surveillance systematically and regularly.
- Simply carrying out health surveillance procedures is not enough; it is essential you act upon the results.

HEALTH SURVEILLANCE FORMS/GUIDANCE

Further information on specific health surveillance appropriate to Shorts Group Ltd is contained within the guidance notes.

Section P

Arrangements for Personal Protective Equipment

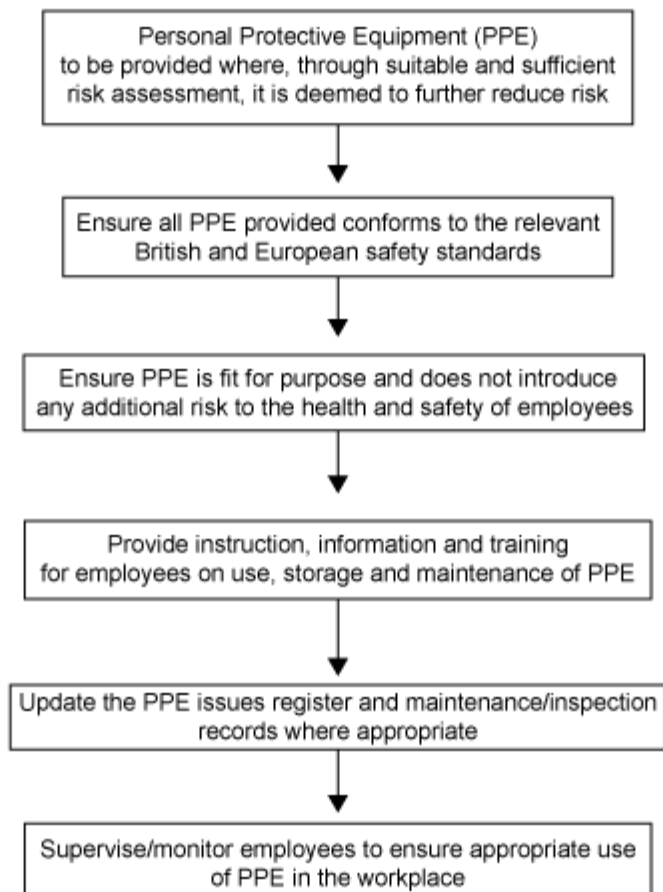
Personal protective equipment (PPE) requirements will be defined by the risk assessment process. Whatever is defined will be communicated to employees and any PPE needed to make the task safe will be supplied to employees by this organisation, free of charge.

The Transport Manager, James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA) and the Contracts Manager will ensure appropriate PPE is issued to all employees.

It will be for supervisors to ensure that all employees have been shown how to use, store check and use their PPE.

Faulty PPE shall be reported to **the Transport Manager, James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA) and the Demolition Supervisor** for replacement.

Procedure for Personal Protective Equipment



Personal Protective Equipment (PPE)

INTRODUCTION

This organisation is required by Section 2 of the Health and Safety at Work etc. Act to provide a safe place of work. The provision of personal protective equipment (PPE) may assist this organisation in attaining this requirement.

Under Section 7 of the same Act employees are required to co-operate with their employer and to look after their own health and safety. It is, therefore, a legal requirement that the employee uses the protective equipment provided by ourselves.

The need to utilise PPE will become apparent as part of the risk assessment process. Where a risk assessment defines the need for PPE this organisation will ensure that the PPE is suitable for the task, suitable for the operative to wear, is properly maintained and that the operative is properly trained to use it.

As well as identifying when employees need PPE, consideration of who else might be at risk is necessary. For instance, are there visitors, maintenance contractors or cleaners who may need to wear PPE to protect them from risks? If there are, decisions must be made on how best to protect them.

PPE is the last resort when choosing how to control risks at work as it protects only the person who is wearing it. The PPE regulations require the use of controls that protect everyone, wherever possible; if this is not possible then PPE should be considered.

Employers must provide suitable PPE to employees who may be exposed to risk to their health while at work, this includes limb (b) workers.

The HSE definition of limb (b) workers - workers who:

- Carry out casual or irregular work for one or more organisations.
- After 1 month of continuous service, receive holiday pay at their normal day rate and protection against discrimination, but not other employment rights such as the minimum period of statutory notice or rights to unfair dismissal.
- Only carry out work if they choose to.
- Have a contract or other arrangement to do work or services personally for reward (the contract doesn't have to be written, although it is strongly advised) and only have a limited right to send someone else to do the work, for example swapping shifts with someone on a pre-approved list (subcontracting).
- Are not in business for themselves (they do not advertise services directly to customers who can then also book their services directly).

LIMITATIONS OF PPE

PPE can restrict the people wearing it by limiting their mobility and ability to see or hear properly. It only provides effective protection if it is correctly fitted, maintained and used.

Whichever type of PPE is selected, it must be remembered that:

- Even if used together with other control measures, PPE must be capable of providing adequate protection should other controls be ineffective or fail.
- No PPE will provide 100% protection.
- The effectiveness of PPE may be affected by being worn with other items of PPE, such as face masks with goggles, or ear muffs with spectacles.

- Personal factors such as physical characteristics (shape, size, height, facial hair, etc) will affect the fit of PPE.
- Existing health factors of the user, such as asthma or ear infections, may restrict the use of some types of PPE.

If people have to wear more than one type of PPE at the same time, the equipment must be compatible.

Compatibility should be checked with the PPE suppliers wherever possible. Staff should try out PPE in combination with any other PPE they need to wear. Many suppliers now provide PPE that combines different types of protection in one piece of equipment.

SUITABILITY OF PPE

The nature of the task and the demands it places upon the worker must be taken into account. This should include the physical effort required, methods of work, length of time the PPE is to be worn and the requirements for visibility and communication.

When considering the suitability of the PPE ask the following questions:

- What hazards do people need protection against?
- What is the nature of the job and what demands does it place on the people doing it?
- What part of the body needs to be protected?
- Who will be using the PPE? What is the range of sizes and styles required to make sure it will fit all of them?
- Do any of the PPE users have any health conditions which could affect their ability to use the equipment?
- Is there any way the PPE might increase the overall risk?
- What other PPE does it need to be compatible with?
- Do i need to review/retest the fit with the operative?

PPE suppliers should be consulted to obtain information on the suitability and the levels of protection provided by their equipment. Information should also be sought on sizes in the range and the comfort levels afforded.

Where the PPE relies on close fit, then it is important the fitment is reviewed regularly for example the providing of close fitting respiratory equipment, it is important that it is face fit tested to the individual and retested following any gains or losses in weight, the individual undergoes any significant dental work, has significant facial changes or at set intervals depending on the level of risk.

USERS

Employees should be encouraged to participate in the risk assessment process and be involved in choosing the types of PPE they will have to use.

PPE samples should be provided to staff in order for them to try it out; if possible allowing them to compare different styles, sizes and suppliers, etc. Feedback provided by them can assist you in identifying how effective the PPE is likely to be, how practical it is to use and it is more likely to be accepted in the workplace.

PPE STORAGE

PPE must be stored in a place that makes it readily accessible. The storage may also contain spare replacement parts and cleaning materials (although they should be separate from the PPE to avoid contamination). Employees should receive adequate instruction and training on the correct storage and cleaning procedures.

Suitable storage that protects PPE from contamination, loss or damage, to be provided. This could simply be pegs for hanging up waterproof clothing or a case for safety glasses. PPE that could be contaminated by hazardous substances will need special storage arrangements.

PPE MAINTENANCE

It is necessary to establish a system for properly maintaining PPE, so that it continues to provide effective protection.

The maintenance programme will depend on the type of PPE and how it is used, but it should include:

- Cleaning.
- Disinfection.
- Examination.
- Replacement.
- Repair.
- Testing.

Before PPE is used, it should be examined to ensure it is in good working order. This includes when it is first issued and before it is put in to use. Staff are trained to examine PPE, carry out simple maintenance and report any losses or defects to a supervisor or manager immediately.

The decision may be made to provide disposable PPE, thereby removing the need for maintenance procedures. If so, those responsible will ensure the users know when and how it should be discarded and replaced.

UKCA/CE MARKING

Ensure that any PPE purchased prior to 31st December 2021 is either "UKCA" or "CE" marked and complies with the requirements of the Personal Protective Equipment Regulations. The UKCA and CE marking signifies that the PPE satisfies certain basic safety requirements and, in some cases, will have been tested and certificated by an independent body. From 31st December 2024 CE marking will not be recognised in Great Britain. However, a product bearing the CE marking would still be valid to be purchased in the UK so long as it was also UKCA marked and complied with the relevant UK rules.

PPE GUIDANCE

Further information on the specific PPE issued to employees is contained within Section P Guidance Notes.

PPE REGISTER

When PPE is issued to an individual it is to be recorded on the form provided. A copy of this form is contained overleaf.

Personal Protective Equipment (PPE) Register

Name:

Site:

Item	Type	Date issued	Signed	Date returned	Signed

PPE - European Standard Compliance

Item	Type	Standard	Comment
Eye protection	General purpose Impact grade 1 Impact grade 2 Chemical goggles Dust goggles Lens filters for welding	BS EN 166S BS EN 166B BS EN 166F BS EN 166-3 BS EN 166-4 BS EN 169	Recommended for construction
Hearing protection	All types	BS EN 352	Protection must also match the attenuation of the sound source
Foot protection	General purpose safety General purpose protective	BS EN ISO 20345 BS EN ISO 20346	Supersedes BS EN 345 Supersedes BS EN 346
Hand protection	General purpose industrial gloves Rubber gloves for electrical purposes Chemical resistant gloves Protective gloves for chainsaw users Heat resistant for welders/burners	BS EN 374/407/420/388 BS EN 60903 BS EN 464 BS EN ISO 11393-6 BS EN 470	Supersedes BS 1651 Supersedes BS 2653
Protective clothing	General clothing High-visibility clothing Protective clothing for chainsaw users Protective clothing for welders	BS EN ISO 13688 BS EN ISO 20471 BS EN 381 BS EN ISO 11611 BS EN 384	Supersedes BS EN 340 Supersedes BS EN 471
Head protection	Industrial hard hats - heavy duty	BS EN 397	
Respiratory protective equipment	Full-face masks Self-contained open-circuit compressed-air breathing apparatus Fresh-air hose breathing apparatus Compressed-air line breathing apparatus Half-masks and quarter-masks Gas filters and combined filters Particle filters Self-contained closed-circuit breathing apparatus Power-assisted filtering devices incorporating helmets or hoods Power-assisted filtering devices incorporating full-face, half- or quarter-masks Filtering half-masks against particles Power- assisted fresh-air hose breathing apparatus incorporating a hood Compressed-air line breathing apparatus incorporating a hood Compressed-airline or	BS EN 136 BS EN 137 BS EN 138 BS EN 14593/14594 BS EN 140 BS EN 14387 BS EN 143 BS EN 145 BS EN 12941 BS EN 14594 BS EN 149 BS EN 269 BS EN 14594 BS EN 14594	Supersedes BS EN 139 Supersedes BS EN 141 Supersedes BS EN 146 Supersedes BS EN 147 Supersedes BS EN 270 Supersedes BS EN 271 For use in abrasive blasting operations
Safety harnesses	Full body harness Pole belts Rescue harness Retractable fall arrester Guided type fall arrester Shock	BS EN 361 BS EN 358 BS 3367 BS EN 360 BS EN 353 BS EN 355 BS EN 354	e.g. Sala Block

Section Q

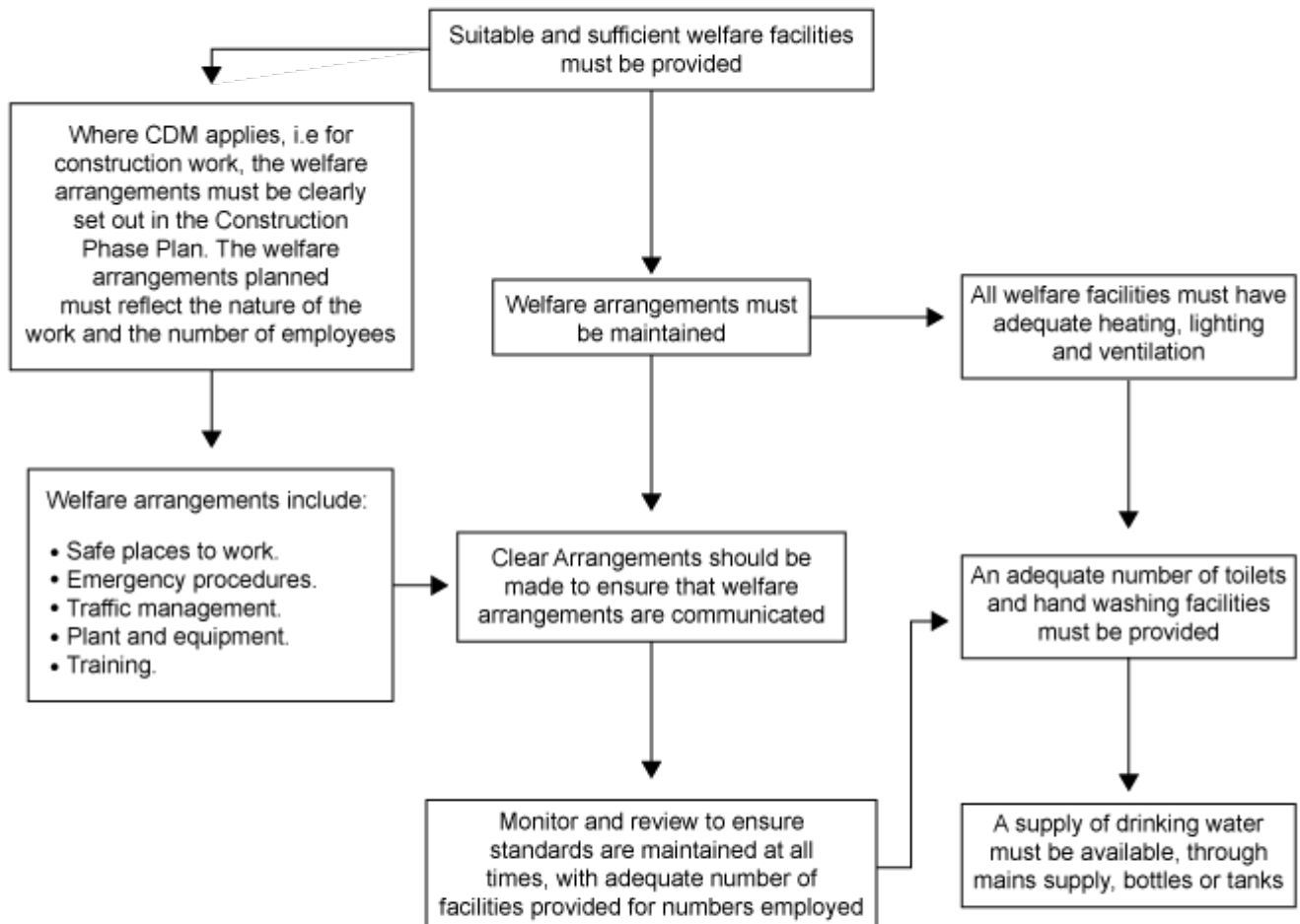
Arrangements for Employee Welfare, Safety and Health

Welfare facilities are provided for the use of employees. **The Transport Manager, James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and Damian Ayling** will be responsible for ensuring facilities on Shorts Group Ltd's premises comply with the requirements of the Workplace (Health, Safety and Welfare) Regulations and that a regular cleaning and maintenance regime is implemented.

Where appropriate, and in accordance with our duties under the Construction (Design and Management) Regulations, **the Transport Manager, James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and Damian Ayling** will be responsible for ensuring sufficient site welfare facilities are provided for all "notifiable" and "non-notifiable" construction projects.

Contract or site managers will be responsible for ensuring the necessary site-specific arrangements are in place prior to deployment to site.

Procedure for Employee Welfare, Safety and Health



Health, Safety and Welfare

THE WORKPLACE (HEALTH, SAFETY AND WELFARE) REGULATIONS

The Workplace (Health, Safety and Welfare) Regulations require, as far as is reasonably practicable, the following:

MAINTENANCE OF WORKPLACE, EQUIPMENT, DEVICES AND SYSTEMS

All equipment, devices and systems which fall under the scope of these Regulations, including the workplace itself, will be maintained (including cleaned as appropriate) in an efficient condition and in a good state of working order and repair. Where appropriate this will include such items being subject to a suitable system of maintenance. Guidance on safe equipment and plant, including maintenance requirements and procedures is dealt with in Section G of this manual.

VENTILATION

In order to comply with ventilation requirements, effective and suitable provision will be made to ensure that every enclosed workplace is ventilated by a sufficient quantity of fresh- or purified-air. For health and safety purposes any plant used to achieve this purpose will include an effective device to give visible or audible warning of any failure of the plant.

TEMPERATURE IN INDOOR PLACES

Although no values are accorded to temperatures in the regulations this organisation will ensure that, during working hours, the temperature inside buildings is reasonable, i.e. has achieved 16° C within 1 hour of work commencing. However, in order to achieve a reasonable indoor temperature this organisation will not use a method of heating or cooling which results in the escape into the workplace of fumes, gas or vapour which could be injurious or offensive to any person. A provision under this section is that this organisation must provide a sufficient number of thermometers in the workplace to enable employees to determine the temperature inside the workplace.

LIGHTING

Every workplace inside the organisation's premises will have suitable and sufficient lighting. Such lighting will, as far as is reasonably practicable, be natural. Emergency lighting will be provided in any room in circumstances where employees would be exposed to dangers in the event of the failure of artificial lighting.

CLEANLINESS, FLOORS, TRAFFIC ROUTES AND WASTE MATERIALS

It is a requirement of the regulations and the organisations policy that every workplace and all furniture, furnishings and fittings be kept sufficiently clean. Surfaces of walls, floors and ceilings of all indoor workplaces will be capable of being kept sufficiently clean. As far as is reasonably practicable, waste materials will not be allowed to accumulate in a workplace except in suitable receptacles.

The construction of all floors and traffic routes will be suitable for the purpose for which they are used, including the absence of unevenness, holes (unless suitably guarded to prevent falls), slopes (unless fitted with suitable handrails) and slippery surfaces that constitute a risk to health and safety. All floors will have an adequate means of drainage where necessary.

So far as is reasonably practicable, all floors and traffic routes will be free of obstructions, articles and substances that may cause a person to slip, trip or fall.

All traffic routes which are staircases will be fitted with suitable and sufficient handrails and (where appropriate) guardrails, unless a handrail cannot be provided without obstructing the traffic route.

WORKSTATIONS AND SEATING

Every workstation will be so arranged so that it is suitable both for the person undertaking the work and the work being performed.

Where a workstation is outdoors it will be, as far as is reasonably practicable, protected from adverse weather conditions in such a way that it can be evacuated swiftly in the event of an emergency and so that any person at the workstation is not liable to slip or fall.

A suitable seat will be provided for each person at work in the workplace whose work includes operations of a kind that the work (or a substantial part of it) can or must be done seated. A suitable footrest will be provided where necessary.

A workstation assessment checklist can be found in Section B.

FALLS OR FALLING OBJECTS

So far as is reasonably practicable, suitable and effective measures will be taken to prevent either of the following events:

- Any person falling a distance liable to cause personal injury.
- Any person being struck by a falling object liable to cause personal injury.

Any area where there is a risk to health and safety as a result of the above will be clearly indicated where appropriate.

So far as is practicable, every tank, pit or structure where there is a risk of a person in the workplace falling into a dangerous substance in the tank, pit or structure will be securely covered or fenced. Any traffic route over, under or in an uncovered tank, pit or structure - as mentioned above - will be securely fenced. A "dangerous substance" in this context means:

- Any substance likely to scald or burn.
- Any poisonous substance.
- Any corrosive substance.
- Any fume, gas or vapour likely to overcome a person.
- Any granular or free-flowing solid substance or any viscous substance which, in any case, is of a nature or quantity which is liable to cause danger to any person.

WINDOWS AND TRANSPARENT OR TRANSLUCENT DOORS, GATES AND WALLS

Where necessary for reasons of health and safety, any window or other transparent or translucent surface in a door or gate will be of safety material or be protected against breakage, and be appropriately marked or incorporate features so as to make it apparent.

WINDOWS, SKYLIGHTS AND VENTILATORS

It is our policy to provide on our premises only windows, skylights or ventilators that can be opened, closed or adjusted in a manner which does not expose any person performing such an operation to a risk to their health or safety. Furthermore, no window, skylight or ventilator will be permitted to be in a position that, when open, exposes any person in the workplace to a risk to their health and safety.

It is our policy of this organisation to provide on our premises only windows and skylights that are designed and constructed so as to be able to be cleaned safely. Where this cannot be achieved alternative arrangements will be devised so as to render the window cleaning operation safe and without risks to health and safety.

TRAFFIC ROUTES

It is our policy to organise every workplace in such a manner that pedestrians and vehicles can circulate in a safe manner. Traffic routes will, as far as is reasonably practicable, be suitable for the persons or vehicles using them (including taking into account the separation of pedestrians and traffic using the same routes, and distance of doors, gates and pedestrian access points leading to vehicular traffic routes), sufficient in number, in suitable positions and of sufficient size. All traffic routes will be suitably indicated where necessary for reasons of health and safety.

DOORS AND GATES

Doors and gates will be suitably constructed (including being fitted with safety devices where appropriate) and the following devices or features will be included if required:

- Any sliding door or gate will be fitted with a device to prevent it coming off its track during use.
- Any upward opening door or gate will have a device to prevent it falling back.
- Any powered door or gate will have suitable and effective features to prevent it causing injury by trapping any person and, where necessary for reasons of health and safety, will be able to be operated manually unless it opens automatically in the event of a power failure.
- Any door or gate which is capable of opening by being pushed from either side will, when closed, have a built-in feature to enable a clear view of the space close to both sides.

ESCALATORS AND MOVING WALKWAYS

Where provided, such equipment will be equipped with any necessary safety devices and be fitted with one or more emergency stop controls, which are easily identifiable and readily accessible.

SANITARY CONVENIENCES

Suitable and sufficient sanitary conveniences will be provided at readily accessible places. The rooms containing the sanitary conveniences will be adequately ventilated and lit, and be kept in a clean and orderly condition. Separate rooms containing sanitary conveniences will be provided for men and women. In a situation where a part of or the whole workplace is not new, or is a modification or alteration, and was in existence prior to these regulations coming into force in 1993 (and thus fell under the provisions for sanitary facilities in the Factories Act 1961) then sanitary facilities will be deemed acceptable provided that there is at least one suitable water closet for every 25 females and one water closet for every 25 males.

WASHING FACILITIES

Suitable and sufficient washing facilities, including showers where appropriate, will be provided at readily accessible places if required by the nature of the work or for health reasons.

Such washing facilities will be sited in the immediate vicinity of every sanitary convenience and changing room. Facilities will include a supply of clean hot and cold running water, soap or other suitable means of cleaning as well as drying facilities (towels, paper dispenser or hot air dryer). The rooms containing the washing facilities will be well-lit and ventilated and will be kept in a clean and orderly state.

Separate shower facilities will be provided for men and women unless the room is capable of being secured from the inside and the facilities inside the room are intended for the use of only one person at a time.

DRINKING WATER

An adequate supply of wholesome drinking water will be provided for all persons at work in the workplace. Such drinking water will be readily accessible at suitable places and be conspicuously marked by an appropriate sign where necessary for reasons of health and safety. Additionally, suitable and sufficient cups or other drinking vessels will be provided unless the supply of drinking water is in a jet from which persons can drink easily.

ACCOMMODATION FOR CLOTHING

Suitable and sufficient accommodation will be provided in a suitable location for the clothing of any person at work which is not worn during working hours and for special clothing which is worn at work but which is not taken home. This will involve separate accommodation for clothing worn at work and for other clothing. Such accommodation will be secure. So far as is reasonably practicable, the accommodation will include facilities for the drying of clothing.

FACILITIES FOR CHANGING CLOTHING

Suitable and sufficient facilities will be provided for any person at work in the workplace to change clothing in all cases where the person has to wear special clothing for the purpose of work and that person cannot, for reasons of health or propriety, be expected to change in another room. Separate changing facilities for males and females will be provided as required.

FACILITIES FOR REST AND TO EAT MEALS

Suitable, sufficient and readily accessible rest facilities shall be provided. Rest areas or rooms shall have sufficient tables and seats with backrests for the number of workers likely to use them at any time. They shall include suitable facilities to eat meals where meals are regularly eaten in the workplace and the food would otherwise be likely to become contaminated. Where provided, eating facilities shall include a facility for preparing or obtaining a hot drink and workers shall be provided with a means for heating their own food where hot food cannot be obtained in or reasonably near to the workplace.

Where required, rest facilities for pregnant women or nursing mothers shall be provided.

DOCUMENTATION

Documentation required by health and safety legislation to be kept and/or displayed on the production facility/office premises will be as follows:

- **Notices:**

- Health and safety law placard.
- Fire and emergency plan.
- A copy of this organisation's employer's liability insurance certificate.
- A copy of this organisation's health and safety policy statement.

Any other abstracts of regulations that are relative to works being carried out within the workplace will be displayed as applicable.

- **Prescribed Registers:**

- Record of inspection and/or thorough examination of equipment as required by PUWER or LOLER.
- Accident book - record of injuries occurring in the workplace.

The Workplace (Health, Safety And Welfare) Compliance Checklist

1.	Are all places of work safe and free from risk? If no describe the steps that are being taken to correct this.	YES/NO
2.	What steps have been taken to prevent access to places that are not free from risk?	
3.	What steps have been taken to ensure that fresh or purified air is available at every workplace? What system is in place to detect a failure of this air?	
4.	Can all windows, skylights and ventilators be opened from a safe position? If no, what steps are being taken to remedy the situation?	YES/NO
5.	Has suitable provision been made so that windows and skylights can be cleaned safely? If no, what steps are being taken to remedy the situation?	YES/NO
6.	What steps have been taken to ensure that the temperature at any indoor place of work is reasonable?	
7.	Has suitable and sufficient lighting been provided at every workplace and traffic route? If no describe the steps being taken to correct this.	YES/NO

Workplace Health Safety and Welfare Compliance Checklist Cont..

8.	Is there a system in place for a secondary lighting system? If no describe the steps being taken to correct this.	YES/NO
9.	Is there a traffic route(s) on the premises? If yes describe the steps being taken to ensure that persons near a traffic route will not be harmed.	YES/NO
10.	Are areas around workplaces clear from items that may cause a slip, trip or fall? Are floors sufficiently clean and dry? If no, what steps are being taken to ensure workers' safety, particularly in emergency evacuation situations?	YES/NO
11.	Is it possible that materials or objects could fall and cause injury? If yes describe the precautions to stop people from being struck.	YES/NO
12.	Are there a sufficient number of suitable emergency routes? If no describe the steps being taken to correct this.	YES/NO
13.	Are all doors and gates suitably constructed and have safety devices been fitted where necessary? If no, what steps will be taken to correct this?	YES/NO
14.	Have maintenance checks been carried out to escalators or moving walkways? If no, what steps will be taken to ensure such checks are done?	YES/NO

Workplace Health Safety and Welfare Compliance Checklist Cont..

15.	Is it possible for any structure to collapse? If yes what steps will be taken to ensure that this does not occur?	YES/NO
16.	Is it possible for people to fall into water or other liquid where there is a risk for them to drown? If yes describe the steps being taken to prevent this.	YES/NO
17.	Is there a possibility that fire, explosion, flooding or asphyxiation could occur? If yes describe the steps that are being taken to prevent the risk of this.	YES/NO
18.	Are there suitable and sufficient fire fighting equipment, fire detection and alarm systems, suitably located and are employees trained to use such equipment? If no describe the steps being taken to correct this.	YES/NO
19.	Are there sufficient toilets, washing facilities and areas to change clothing or rest, close to the work place? If no describe the steps being taken to correct this. How will they be cleaned and maintained?	YES/NO
20.	Is all statutory documentation and prescribed registers displayed clearly or easily accessible? If no, what steps will be taken to correct this?	YES/NO

Inspection carried out by (Name) (Signed)

Results of inspection passed to (Name) (Position) for action

Date.....

Construction Design and Management Welfare

The Construction (Design and Management) Regulations (CDM) apply to both "notifiable" and "non-notifiable" construction projects. These regulations require that welfare facilities sufficient to comply with the requirements of Schedule 2 are provided throughout the construction phase of all projects. Site welfare facilities should include:

SANITARY CONVENIENCES

Suitable and sufficient sanitary conveniences shall be provided or made available at readily accessible places. So far as is reasonably practicable, rooms containing sanitary conveniences shall be adequately ventilated and lit.

So far as is reasonably practicable, sanitary conveniences and the rooms containing them shall be kept in a clean and orderly condition.

Separate rooms containing sanitary conveniences shall be provided for men and women, except where and so far as each convenience is in a separate room, the door of which is capable of being secured from the inside.

WASHING FACILITIES

Suitable and sufficient washing facilities, including showers if required by the nature of the work or for health reasons, shall, so far as is reasonably practicable, be provided or made available at readily accessible places.

Washing facilities shall be provided:

- In the immediate vicinity of every sanitary convenience, whether or not provided elsewhere.
- In the vicinity of any changing rooms, whether or not provided elsewhere. (Further information regarding changing rooms and lockers is provided below.)

Washing facilities shall include:

- A supply of clean hot and cold, or warm, water (to be running water so far as is reasonably practicable).
- Soap or other suitable means of cleaning.
- Towels or other suitable means of drying.

Rooms containing washing facilities shall be sufficiently ventilated and lit.

Washing facilities and the rooms containing them shall be kept in a clean and orderly condition.

Separate washing facilities shall be provided for men and women, except where such facilities are provided in a room the door of which is capable of being secured from the inside and the facilities in each such room are intended to be used by only one person at a time. This proviso shall not apply to facilities which are provided for washing hands, forearms and the face only.

DRINKING WATER

An adequate supply of wholesome drinking water will be provided or made available at readily accessible and suitable places.

Every supply of drinking water shall be conspicuously marked by an appropriate sign where necessary for reasons of health and safety.

Where a supply of drinking water is provided there shall also be provided a sufficient number of suitable cups or other drinking vessels unless the supply of drinking water is in a jet from which persons can drink easily.

CHANGING ROOMS AND LOCKERS

Suitable and sufficient changing rooms shall be provided or made available at readily accessible places if:

- A worker has to wear special clothing for the purposes of their work.
- They cannot, for reasons of health or propriety, be expected to change elsewhere.

Where necessary for reasons of propriety, separate rooms or separate use of rooms by men and women shall be provided.

Changing rooms shall:

- Be provided with seating.
- Include, where necessary, facilities to enable a person to dry any such special clothing, their own clothing and personal effects.

Suitable and sufficient facilities shall, where necessary, be provided or made available at readily accessible places to enable persons to lock away:

- Any such special clothing which is not taken home.
- Their own clothing which is not worn during working hours.
- Their personal effects.

FACILITIES FOR REST

Suitable and sufficient rest rooms or rest areas shall be provided or made available at readily accessible places.

Rest rooms and rest areas shall:

- Be equipped with an adequate number of tables and adequate seating with backs for the number of persons at work likely to use them at any one time.
- Where necessary, include suitable facilities for any woman at work who is pregnant or a nursing mother to rest lying down.
- Include suitable arrangements to ensure that meals can be prepared and eaten.
- Include the means for boiling water.
- Be maintained at an appropriate temperature.

Working Time Regulations

INTRODUCTION

The Working Time Regulations deal with workers' rights in relation to hours of work, night-time working, breaks from work and paid holidays. Some of these rights can be amended if an employer comes to a "collective" or a "workforce" agreement with their workers.

- A collective agreement is one that has been negotiated through a trade union.
- A workforce agreement is one that has been agreed by the employer and their workers or workers' representatives.

In general, a worker is someone for whom an employer provides work, controls when and how the work is done, and pays tax and national insurance contributions. The majority of agency workers and freelance workers are likely to be "workers" but not the genuinely self-employed as they are paid on the basis of an invoice rather than with wages.

The regulations apply to trainees over school-leaving age engaged on work experience or on training for employment, other than that provided on courses run by educational institutions or training establishments. An adult worker is a worker who has attained the age of 18 years. A young worker is a worker who is older than the minimum school-leaving age but is under 18 years of age.

HOURS OF WORK

We shall ensure that all reasonable steps are taken so that workers do not work more than an average of 48 hours a week (including overtime) in any reference period - which will normally be a period of 17 weeks. If a worker is absent from work on annual, sick or maternity leave during a reference period the calculation of average weekly hours for that period shall include the total number of hours worked immediately after the reference period during the number of working days which equals the number of days of absence.

An individual worker may agree with us to work more than the 48-hour average weekly limit. Any agreement, which must be in writing, may relate to a specified period or apply indefinitely. A worker has the right to terminate any agreement they have made, but only after giving us at least 7 days' written notice of their intention to do so. An agreement may specify the period of notice a worker is required to give ourselves if they wish to terminate the agreement. This period must not exceed 3 months.

However, under no circumstances must a young worker's working time exceed 8 hours a day or 40 hours a week.

NIGHT-TIME WORKING

The term "night-time" is defined in the regulations as meaning a period, determined by a collective or workforce agreement, of at least 7 hours including the period between midnight and 5.00 a.m. Where there is no agreement night-time means the period between 11.00 p.m. and 6.00 a.m.

A "night-worker" is a person who normally works at least 3 hours of their daily working time during night-time but this arrangement can be altered through a collective or workforce agreement.

The "restricted period" in relation to a worker means the period between 10.00 p.m. and 6.00 a.m. or, where the worker's contract provides for them to work after 10.00 p.m., the period between 11.00 p.m. and 7.00 a.m.

A night-worker's normal hours of work are not to exceed an average of 8 hours in each 24-hour period over a 17-week period. Averaging is not permitted where a night-worker's work involves special hazards or heavy physical or mental strain. There is a limit of 8 hours on the worker's actual daily working time. The work of a night-worker shall be regarded as involving special hazards or heavy physical or mental strain if it is identified as such in a collective or workforce agreement or if it is recognised in a risk assessment as involving a significant risk. The night-time limits and the reference period may be modified or excluded by a collective or workforce agreement.

This organisation shall ensure that free health assessments are offered to any workers who are to become night-workers and night-workers shall also be given the opportunity to have further assessments at regular intervals. The frequency of repeat assessments will vary between individuals according to the type of night-work, its duration and the age and health of the individual worker.

Young workers shall be entitled to a health and capacities assessment if they work during the period between 10.00 p.m. and 6.00 a.m. Issues that shall be included in this assessment are physique, maturity and experience, and the type of work that is to be undertaken by the young person.

REST PERIODS

In each 24-hour period an adult worker is entitled to a rest period of at least 11 consecutive hours whilst a young worker is entitled to a rest period of at least 12 consecutive hours.

In addition to their daily rest periods, workers are entitled to weekly periods of rest. This organisation shall ensure that adult workers are able to take 24 hours uninterrupted rest in each 7-day period or, alternatively, either one 48-hour rest period or two 24-hour rest periods in each 14-day period.

This organisation shall ensure that young workers are able to take rest periods of not-less-than 48 hours in each 7-day period.

Where an adult worker's daily working time exceeds 6 hours they are entitled to an uninterrupted rest break of at least 20 minutes. Young workers are entitled to a rest break of at least 30 minutes if their daily working time exceeds 4 hours.

A collective or a workforce agreement may modify the rest breaks of adult workers. The rest breaks of young workers must not be modified.

ANNUAL LEAVE

The current minimum annual leave entitlement for full-time employees, i.e. those who work a 5-day week, is 5.6 weeks (28 days), calculated on the basis of one-twelfth of their annual entitlement for each complete month of service.

There is no statutory entitlement to bank and public holidays. These are simply days on which a worker may receive leave under the terms of their contract. As with other contractual leave, these days may be used by the company as part of the leave it is required to provide under these regulations. If a worker is paid for a public holiday that day may count towards their entitlement to annual leave.

Leave may be taken only in the leave year in which it is due. It may not be replaced by a payment in lieu, except where a worker's employment is terminated.

A collective or workforce agreement may contain the date on which the leave year begins. Where no such date is agreed a worker's leave year will begin on one of the following dates:

- On 1st October, if the worker started with the company on or before October 1st 1998.
- On the date the worker started employment ,if that employment started after October 1st 1998.

RECORDS

This organisation shall keep adequate records to show whether the limits on weekly hours of work and night-time work are being achieved for each of its workers.

Workers who have opted out of the 48-hour limit on their working week shall be identified. The terms on which they have opted out shall be recorded and the hours worked during each reference period specified. This organisation shall also keep, where appropriate, records showing that the requirements concerning health and capacity assessments are being complied with. The company shall determine the form in which records are kept but all records must be maintained for 2 years from the date on which they are made.

Section R

Arrangements for Drugs, Alcohol and Other Substances

To assist in the safe performance of our duties, Shorts Group Ltd operates a strict policy of **no alcohol, drugs or psychoactive substances** in the workplace.

No alcohol, drugs or psychoactive substances will be tolerated in the workplace. Anyone who presents themselves for work under, or apparently under, the influence of psychoactive substances, drugs or alcohol will be refused entry to the workplace.

For their own safety, that of their workmates and members of the public, any member of staff believing that another member of staff is under the influence of psychoactive substances, drugs or alcohol should report this immediately to their direct manager.

Drugs supplied by a medical practitioner or chemist may still affect safety performance and the employee's direct manager must be informed of that circumstance.

Shorts Group Ltd will, in consultation with workers and their representatives:

- Advise all existing employees and all persons starting work of the risks to health arising from the effects of alcohol, psychoactive substances, or drugs (including some legitimately prescribed medications).
- Encourage employees who may have alcohol, psychoactive substances or drug-related problems which affect their work to take advantage of this organisation's referral procedure for diagnosis and treatment.
- Enable supervisors and managers to identify job performance problems that may be attributable to the effects of alcohol, psychoactive substances or drugs and to consult with the appropriate organisation specialist to determine whether there is sufficient concern to warrant a medical evaluation.
- In cases where the effects on work of misuse of alcohol, psychoactive substances or drugs is confirmed or admitted, agree upon a programme of treatment in consultation with the Shorts Group Ltd's medical advisor and the employee.
- Instruct Shorts Group Ltd's medical advisor to co-ordinate, monitor and, if necessary, participate in the treatment, which may involve recourse to, or liaison with, the general practitioner (GP), counsellor, hospital outpatient department or in-patient care.

Shorts Group Ltd will establish policy rules relating to an employee who is found to have misused alcohol, psychoactive substances or drugs or admits to the same.

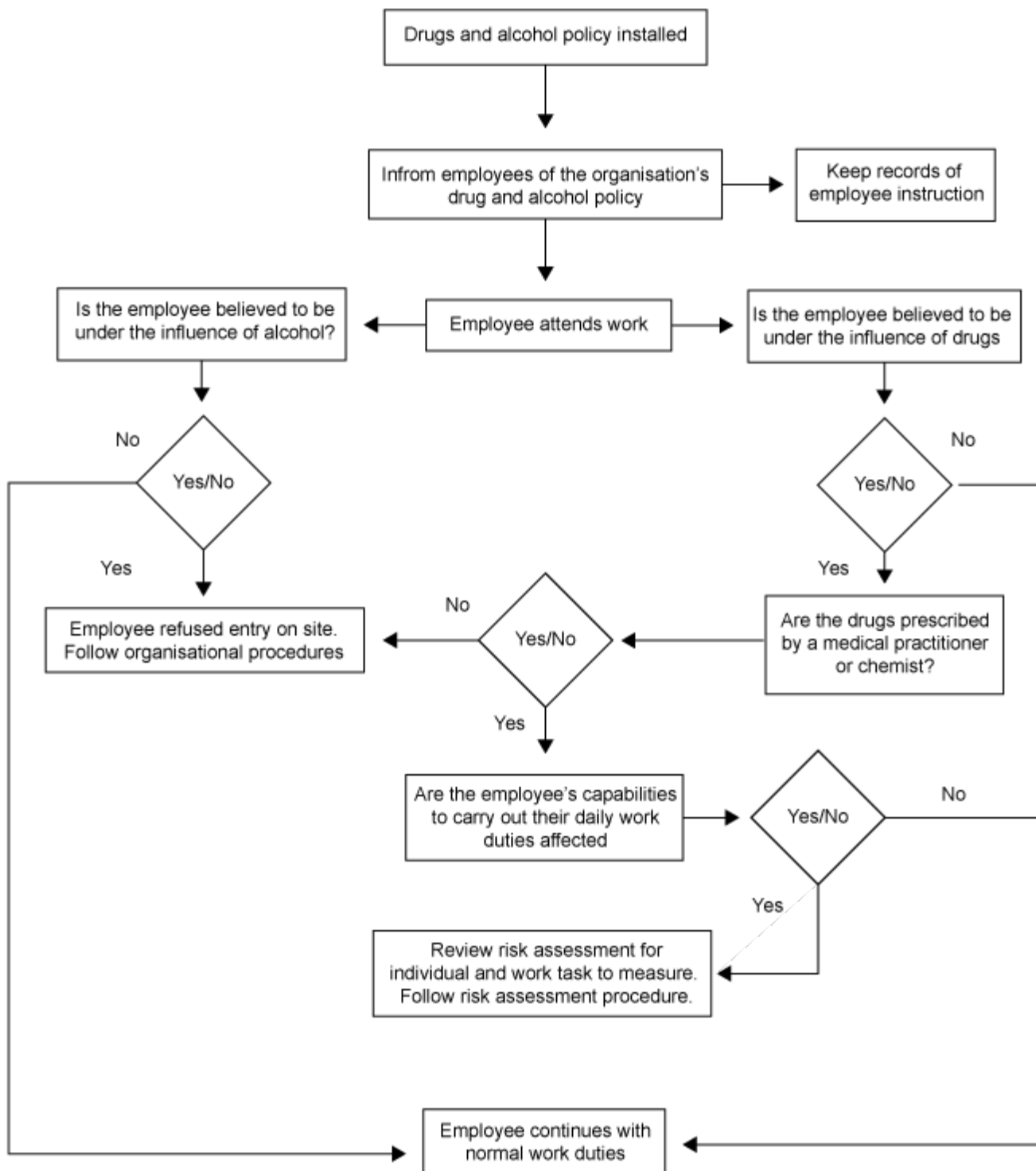
Information and Training

Shorts Group Ltd will provide sufficient information, instruction and training as is necessary to ensure that all employees have the knowledge required:

- To understand the dangers associated with the effects of alcohol, psychoactive substances or drugs at work and the organisation's policy regarding this.
- To understand the organisation's procedures that will be adopted where there is found to be a deterioration in work performance from these effects.
- To understand the legal consequences of their actions.

Managers and supervisors will be given additional training as necessary to enable them to deal with any physiological problems that may arise as a result of the effects of alcohol, psychoactive substances or drugs upon work performance.

Procedure for Drugs, Alcohol and Other Substances



Drugs, Alcohol and Other Substances

Drugs & Alcohol - Workplace Guidance

These notes for guidance are to assist management in implementing a Drugs, Alcohol and Other Substances Policy.

As a Manager you have a responsibility for monitoring the performance and conduct of employees and for providing a safe and healthy working environment for them and for others. Changes in behaviour or performance that may result from drug, alcohol or substance misuse should be monitored and managed according to individual circumstances.

The Legal Framework

As an employer there is a duty under:

- **The Health & Safety at Work etc. Act**

To ensure, as far as reasonably practicable, the health, safety and welfare at work of our employees and to protect others who might be affected by employee actions. Employees also have a personal responsibility to take reasonable care of themselves and others that could be affected by what they do at work.

- **The Management of Health & Safety at Work Regulations**

Assess and control the risks to the health and safety of our employees.

If an employer were to knowingly allow an employee under the influence of drugs or alcohol to continue working and that employee's behaviour put that individual or others at risk, an organisation could be held liable.

- **The Road Traffic Act**

States that any person who, when driving or attempting to drive a motor vehicle on a road or other public place, is unfit to drive due to alcohol or drugs, is guilty of an offence.

- **The Misuse of Drugs Act**

Is the principal legislation for controlling drugs? Almost all drugs with the potential for dependency or misuse are covered by it. This act makes the production, supply and possession of these controlled drugs unlawful except in certain specified circumstances i.e. when prescribed by a doctor. If you knowingly permit the production or supply of any controlled drugs, the smoking of cannabis or certain other activities to take place on your premises you could be committing an offence.

- **The Psychoactive Substances Act**

Is the principal legislation for the control of Psychoactive Substances. This legislation makes it an offence to produce, supply, offer to supply, possess with intent to supply, import or export (including over the internet) any psychoactive substances. Products such as nicotine, alcohol, caffeine, food and medicinal products are exempt from the Act.

Definitions

Drugs - any substance which affects the way in which the body functions physically, emotionally or mentally and includes solvents, over the counter and prescribed medicines as well as illegal substances.

Drug Abuse - drug use that harms social functioning, including dependent use (physical or psychological) or use as part of a wider spectrum of problematic or harmful behaviour.

Dependency - a compulsion to continue taking a drug in order to feel good or avoid feeling bad.

Psychoactive substances - often known as 'legal highs', 'illegal legals' or 'illegal highs', are substances designed to produce the same, or similar effects, to drugs such as cannabis, cocaine and ecstasy, but are structurally different enough to avoid being controlled under the Misuse of Drugs Act. They are controlled under the Psychoactive Substances Act and are just as dangerous as controlled drugs.

Safety Critical role or activity includes:

1. Designated driver function e.g. plant operatives, delivery drivers, forklift operatives, etc., as distinct from intermittent driving for business purposes/personal transport.
2. Working with machinery or work in hazardous/industrial type environments e.g. construction, workshop/warehouse, working at height, on live highways, etc.
3. Where employees have access to work materials which might be used as drugs or to any drugs medically prescribed for other persons, which could be misused.
4. Working with children or dependent/vulnerable adults, where employees have a primary role in ensuring their health, safety, wellbeing and/or development.

Alcohol

Employees must not consume any alcohol whilst at work and if found to be under the influence of alcohol will be liable to disciplinary action.

Drugs

Employees must not possess, consume, sell or give to another, any illegal drugs or psychoactive substances whilst at work.

Employees that are found to be under the influence of illegal drugs or psychoactive substances will be liable to disciplinary action.

Employees on prescribed medication which affects their ability to perform their duties must notify their manager who will seek advice, before deciding if it is safe for them to perform those duties.

Any employee who is unable to satisfactorily perform their duties due to alcohol, psychoactive substances or drug consumption will be required to leave work at once. It may be necessary to provide someone to accompany an employee in extreme cases. Investigation will be undertaken to consider whether immediate disciplinary action is necessary.

Frequently Asked Questions

Q. What are my responsibilities?

A. You are responsible for ensuring that all employees are fit for work and that any behaviours that impact on their performance, attendance, conduct or relationships with their colleagues are investigated and dealt with accordingly.

Q. What are the likely signs that someone is misusing drugs, psychoactive substances or alcohol?

A. There are many signs that may indicate someone is misusing drugs, psychoactive substances or alcohol, such as:

- Deterioration in work performance.
- Lateness and casual absenteeism.
- Becoming slower in completing tasks, not meeting deadlines.
- Making regular mistakes.
- Previously unnoticed unreliability.
- Irritability with colleagues and/or customers.
- Slurred speech, tremors.
- Deterioration in physical appearance.
- Significant changes in and/or highly erratic performance.

NB: It should be noted that all of the above could also be due to other causes i.e. illness, personal problems, reaction to stress.

Q. What should you do if you suspect that an employee is abusing drugs, psychoactive substances or alcohol?

A. Firstly you should speak to the employee to find out if there are other causes for their behaviour. This should be done discreetly in a confidential environment in which they should feel comfortable in disclosing any issues.

Q. What if another employee informs management that they suspect someone is abusing drugs, psychoactive substances or alcohol?

A. Although a more difficult situation to deal with this should be dealt with in the same way. Speak to the employee and tell them you have concerns. Again, remember that there may be other causes for their behaviour.

Q. What if an employee admits to misusing/dependence on drugs, psychoactive substances or alcohol?

A. Find out the extent of the problem and reassure them that you want to support them in dealing with it. Consider and discuss other options i.e. National Drugs Helpline, Alcoholics Anonymous etc.

Q. What if they do not admit to abusing drugs, psychoactive substances or alcohol and do not offer acceptable alternative reasons for their behaviour?

A. Request their consent to be referred to an Occupational Health Specialist.

Q. What if an employee refuses to agree to a referral an Occupational Health Specialist?

A. You can still seek general advice from Occupational Health without an employee's permission. Advise the employee that you will do this and that it would be to their advantage to be involved, as it will give them the opportunity to give information you may not be aware of to Occupational Health. Otherwise, the advice you receive from Occupational Health will be given on the basis of what information is available to you at the time.

Q. What you do if an employee advises me that they have been prescribed drugs that may affect their performance at work?

A. Seek Occupational Health Specialist advice as to what can be expected of someone taking the medication they have been prescribed. Carry out a risk assessment and consider temporary changes to duties or alternative work whilst they are taking the medication.

Q. What do I do if an employee turns up for work appearing to be under the influence of drugs, psychoactive substances or alcohol?

A. Depending on their state, send them home and arrange to meet with them once the effects of the alcohol or drugs are likely to have worn off. Meet with them and discuss the issue in detail. Advise them that it could be considered gross misconduct and inform them that you may consider taking disciplinary action.

Q. How do I decide if it is a health or misconduct issue?

A. Unless there has been serious misconduct or the individual represents a threat or risk to others, the issue would usually be treated, in the first instance, as a health issue. However, where there is no co-operation or satisfactory improvement in performance or behaviour, disciplinary sanctions should be considered.

Q. What if there has been serious misconduct or gross incompetence?

A. Acts that could be considered gross misconduct or gross incompetence, that are as a result of drug or alcohol misuse may result in dismissal and are dealt with under this organisation's Disciplinary Procedure. Gross misconduct can include, but is not limited to, assault or other violent behaviours, possession, use, supply or offer to supply of illegal drugs or psychoactive substances whilst at work.

Q. What if an employee is found taking or supplying illegal drugs or psychoactive substances at work?

A. This would be considered gross misconduct and they should be sent home immediately. Permission to suspend should be sought from senior management.

Q. Where can I go for more information?

A. There are several agencies that provide advice and information on this subject. The following list gives details and contact numbers.

Contacts

Alcoholics Anonymous
0800 9177 650

Drinkline
0300 123 1110

National Drugs Helpline
0800 776600

Section S

Arrangements Concerning Trade Contractors' Safety Information

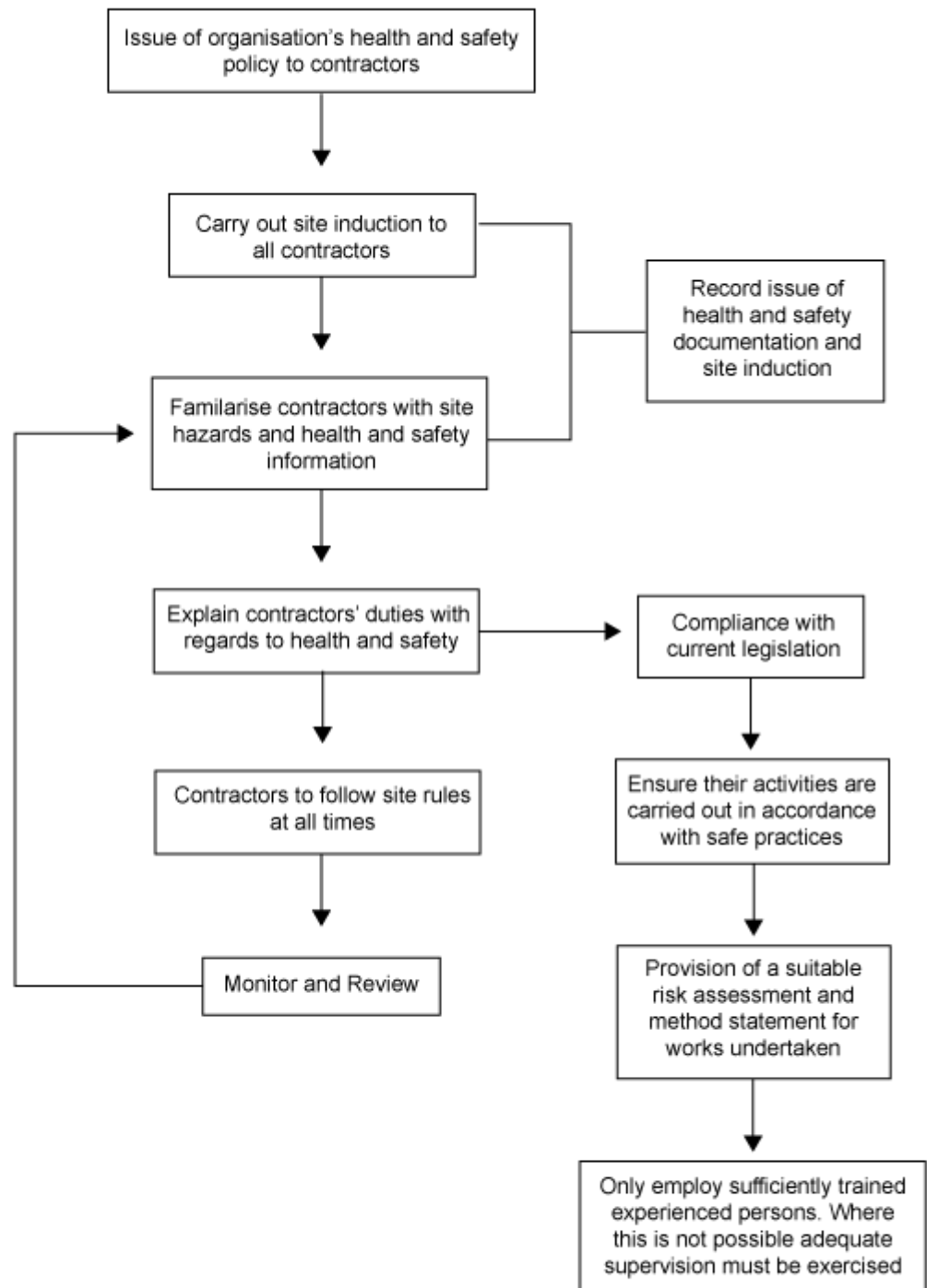
Safety information, which forms an integral part of Shorts Group Ltd's health and safety policy, is applicable to all trade contractors and persons under their control and forms part of the terms of contract. Trade contractors are required to ensure that:

- They, and all persons under their control, familiarise themselves with the site and any hazards to be found on the site.
- Their activities are conducted in accordance with the safe practices as detailed in this policy, taking precautions to protect all employees and others who may be affected by their actions or failures to act.
- They comply with all the relevant legislation applicable to the workplace.
- They provide the correct protective equipment and clothing to their employees at the contractor's expense.
- Employees remain within the designated areas of their work.
- They only employ persons who are sufficiently trained and experienced in the performance of their duties. If persons under training are employed the contractor is to ensure that they are adequately supervised.

Nothing in the above information relieves trade contractors of their duties and obligations under statute or common law. Failure to comply with Shorts Group Ltd's health and safety policy or any legal requirements will lead, at Shorts Group Ltd's discretion, to suspension of the contractor's work, at no cost to the employer, or to termination of the contract.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope and the Lead Driver shall ensure that the competency of tendering/appointed contractors is assessed to ensure that they have allocated adequate resources to meet their health and safety obligations.

Procedure for Providing Trade Contractors' Safety Information



Trade Contractors' Safety Information

VETTING HEALTH AND SAFETY COMPETENCE

In order to assess whether a contractor has allocated adequate resources to fulfil their health and safety obligations in terms of health and safety law it will be necessary for the contractor to complete this organisation vetting questionnaire.

The responses obtained from the contractor, and thorough evaluation and rating of this return will also serve to gauge the contractor's commitment to health and safety and adherence to recognised standards of competence.

Each contractor tendering for work with this organisation will be required to complete the vetting questionnaire and a decision will be taken by this organisation's management, based on the evaluation of the questionnaire responses, as to the suitability of the contractor and their proposed works for this organisation.

In order to rate or assess any item it is necessary to have a scoring system. This is an operational system:

Score	Rating	Example
0	Zero	Topic not covered, no action/evidence.
1	Very poor	Topic badly covered, no action/evidence.
2	Poor	Topic badly covered, some action/evidence.
3	Good	Topic covered, some action/evidence.
4	Very good	Topic well covered, procedure well followed.
5	Excellent	Procedure in place, evidence of compliance.

Thus a contractor will develop an average score. A contractor ought to be competent if they can average more than a score of 3. It is borne in mind that the degree of competence necessary for a simple task carried out in a "safe" environment is less than that required for a complex task in a more dangerous workplace.

VETTING A SMALLER CONTRACTOR'S HEALTH AND SAFETY COMPETENCE

Assessing a contractor who employs less than five people will not be as simple. Their legal requirement is to obey the legislation but without the burden of writing these things down.

The responses obtained from the contractor and thorough evaluation of this return will serve to gauge the contractor's commitment to health and safety and adherence to recognised standards of competence.

Each contractor tendering for work with this organisation will be required to complete the vetting questionnaire and a decision will be taken by this organisation's management, based on the evaluation of the questionnaire responses, as to the suitability of the contractor and their proposed works for this organisation.

Contractor Health And Safety Competence Assessment (Non Construction)

Name of organisation:

Address:

Tel:

Fax:

Email address:

Nature of business:

Does your organisation have five or more direct employees? <i>If yes please answer all questions. If no please answer all questions except 1 and 2</i>	YES/NO	
Does your organisation have/operate the following: <i>If yes please attach evidence</i>	Rating	
1. A health and safety policy? <i>Please attach your policy statement, describe the health and safety responsibilities of management, and provide an index listing of your general arrangements, and health and safety procedures</i>	YES/NO	
2. An environmental policy? <i>Please attach your policy statement</i>	YES/NO	
3. A procedure for making risk assessments? <i>Please attach an example of a completed assessment</i>	YES/NO	
4. A procedure for making COSHH assessments? <i>Please attach an example of a completed assessment</i>	YES/NO	
5. A person appointed in accordance with Regulation 7 of the Management of Health and Safety at Work Regulations? <i>Please provide details and evidence of health and safety training and qualifications or CV</i> Name: Position: Company:	YES/NO	
6. A health and safety training programme for employees? <i>Please supply details of courses attended in last 5 years</i>	YES/NO	
7. A health and safety training programme for management/ supervisory staff? <i>Please supply details of courses attended in last 5 years</i>	YES/NO	
8. An accident investigation procedure? <i>Please provide details</i>	YES/NO	

<p>9. An accident recording system? <i>Please provide the number of accidents in the last 3 years</i></p> <p>“Over-seven-day” reportable:</p> <p>Major/Specified:</p> <p>Fatal:</p>	YES/NO	
<p>10. A plant/equipment selection and maintenance procedure? <i>Please provide details</i></p>	YES/NO	
<p>11. A vetting procedure for contractors or sub-contractors to ensure that they are competent to carry out their work? <i>Please provide details</i></p>	YES/NO	
<p>12. A procedure for informing staff about health and safety matters? <i>Please provide details</i></p>	YES/NO	
<p>13. A procedure for discussing/consulting staff about health and safety? <i>Please provide details</i></p>	YES/NO	
<p>14. Access to health and safety information? <i>Please provide details</i></p>	YES/NO	
<p>Any other comments that you wish to bring to our attention regarding health and safety:</p>		

Name of person completing questionnaire:

Job title:

Date of completion:

Required action (for assessor's use only):

Grading:

Evaluated by:

Date:

Contractor Assessment Form For Sub-Contracted Construction Work

Competency Assessment For Contractors/Designers/Principal Designers

Name of Organisation:	
Project:	
Project No:	
Date:	

Party/Role	Tick as Appropriate
Designer	
Contractor	
Principal Designer	

Stage 1 Assessment

If your organisation meets the criteria identified in one of the statements below, and you can provide supporting evidence, you do not need to complete questions 1-15:

- You have, within the last twelve months, successfully completed a prequalification application undertaken by an assessment provider able to demonstrate that its information gathering process conforms to PAS91;
- You have, within the last twelve months, successfully met the assessment requirements of a construction-related scheme in registered membership of the Safety Schemes in Procurement (SSIP);
- You hold a UKAS or equivalent accredited independent third party certificate of compliance with BS ISO 45001.

Note 1:

Organisations with fewer than five employees are not legally required to have a documented policy statement. If a supplier is in this category it does not have to write down its policy, organisation or arrangements. However it does need to be able to demonstrate that its policy and arrangements are adequate in relation to the type of activity likely to be undertaken and assessment of competence will be made easier when procedures are clear and accessible.

Ref	Question	Example of the type of information in support of responses which will be taken into account in the assessment	Yes	No	Supplier's unique reference to relevant supporting information (Please attach on separate sheets)	Score (Internal use only)
1	Are you able to demonstrate that you have a policy and organisation for health and safety (H&S) management?	Please provide evidence of a periodically reviewed H&S Policy, endorsed by the Chief Executive/Managing Director. The policy should be relevant to the anticipated nature and scale of activity to be undertaken and set out responsibilities for H&S management at all levels of the organisation. (Organisations with fewer than 5 employees: see Note 1).				
2	Are you able to describe your arrangements for ensuring that your H&S measures are effective in reducing/preventing incidents, occupational ill-health and accidents?	Please provide details of the arrangements for H&S management that are relevant to the anticipated nature and scale of activity to be undertaken and show clearly how these arrangements are communicated to the workforce. (Organisations with fewer than 5 employees: see Note 1).				
3	Do you have access to competent H&S advice/assistance-both general and construction sector related?	Please provide evidence of how your organisation obtains access to competent H&S advice. Note: Access to competent in-house advice, in whole or part, is preferred. It is essential that the advisor(s) are able to provide general H&S advice and that (from the same source or elsewhere) advice relating to construction H&S issues is accessible as required.				
4	Do you have a policy and process for providing your staff/workforce with training and information appropriate to the types of activity that your organisation is likely to undertake?	Provide evidence that your organisation has in place and implements training arrangements to ensure that its staff/workforce has sufficient skills and understanding to discharge their various duties. This should include refresher training (e.g. a CPD programme) that will keep the workforce updated on good H&S practice applicable throughout the company.				

Ref	Question	Example of the type of information in support of responses which will be taken into account in the assessment	Yes	No	Supplier's unique reference to relevant supporting information (Please attach on separate sheets)	Score (Internal use only)
5	Does your staff/workforce have H&S or other relevant qualifications and experience sufficient to implement your H&S policy to a standard appropriate to the activity that your organisation is likely to undertake?	You will be expected to demonstrate and provide evidence on request that your staff/workforce possesses suitable qualifications and experience for the tasks assigned to them, unless there are specific situations where they need to work under controlled and competent supervision e.g. trainees.				
6	Do you check, review and where necessary improve your H&S performance?	Please provide evidence that your organisation has in place and implements an ongoing system for monitoring H&S procedures on an ongoing basis and for periodically reviewing and updating that system as necessary.				
7	Do you have procedures in place to involve your staff/workforce in the planning and implementation of H&S measures?	Please provide evidence that your organisation has in place and implements a means of consulting with its staff/workforce on H&S matters and show how staff/workforce comments, including complaints, are taken into account.				
8	Do you routinely record and review accidents/incidents and undertake follow-up action?	Please provide access to records of accident rates and frequency for all RIDDOR reportable events for at least the last three years. Demonstrate that your organisation has in place a system for reviewing significant incidents and recording action taken as a result, including action taken in response to any enforcement.				
9	Do you have arrangements for ensuring that your suppliers apply H&S measures to a standard appropriate to the activity for which they are being engaged?	You will be expected to demonstrate and provide evidence on request that your organisation has and implements arrangements for ensuring that H&S performance throughout the whole of your organisation's supply chain is appropriate to the work likely to be undertaken.				
10	Do you operate a process of risk assessment capable of supporting safe methods of work and reliable project delivery where necessary?	You will be expected to demonstrate and provide evidence on request that your organisation has in place and implements procedures for carrying out relevant risk assessments and for developing and implementing safe systems of work (method statements). You should be able to provide indicative examples. The identification and control of any significant occupational health (not just safety) issues should be prominent. (Organisations with fewer than 5 employees: see Note 1).				
11	Do you have arrangements for co-operating and co-ordinating your work with others (including other suppliers, notably contractors)?	Please provide explanation of how co-operation and co-ordination of the work is achieved in practice, and how other organisations are involved in drawing up method statements/safe systems of work etc. including arrangements for response to emergency situations. This should include details of how comments and input from your suppliers will be taken into account and how external comments including any complaints will be responded to.				

Ref	Question	Example of the type of information in support of responses which will be taken into account in the assessment	Yes	No	Supplier's unique reference to relevant supporting information (Please attach on separate sheets)	Score (Internal use only)
12	Do you have arrangements for ensuring that on-site welfare provision meets legal requirements and the needs/expectation of your employees?	You will be expected to demonstrate and provide evidence on request about how you ensure suitable welfare facilities will be in place before starting work on site, whether provided by a site-specific arrangement or your own organisational measures.				
13 (Designers Only)	Do you ensure that you and your workforce have the appropriate capabilities to enable you and them to discharge your/their legal duties under health and safety legislation?	Provide evidence of your CPD programme and/or examples of training and development plans (which may include in house training). Please provide evidence of how your organisation obtains H&S information, including how you maintain your technical knowledge and understanding of developments in construction. Provide commentary on how you match individual capabilities with the work undertaken.				
14 (Designers Only)	Do you have and implement arrangements for meeting the Designer duties under the Construction Design and Management Regulations?	Please provide evidence showing how you address 14.1 – 14.4. Please provide examples for each, showing how risk was reduced through design. 14.1 Ensure co-operation and co-ordination of design work within the design team and with other designers/contractors. 14.2 Ensure hazards are eliminated and show how remaining risks are managed (with reference to buildability, maintainability and use). 14.3 Ensure that any structure that will be used as a workplace will meet relevant requirements of the Workplace (Health, Safety and Welfare) Regulations. 14.4 Manage design changes.				
15 (Designers Only)	Do you check, review and where necessary improve your H&S performance?	Please provide evidence that your organisation has in place and implements an ongoing system for monitoring H&S procedures and for periodically reviewing and updating that system as necessary, for example through project design review (during and post completion).				
16 (Principal Designers Only)	Are you able to provide evidence of your field of knowledge and experience in the design and construction process?	Please provide evidence, in the form of real examples rather than by generic documents, of actual attainments, which should indicate competence as in the case of: <ul style="list-style-type: none"> Professionally qualified to Chartered level; Membership of a relevant construction institution. 				
17 (Principal Designers Only)	Are you able to provide evidence of your knowledge and experience of H&S in construction?	Please provide examples of actual attainments which should indicate competence as in the case of validated CPD in this field and typical additional qualifications e.g. NEBOSH Construction Certificate, membership of health and safety register administered by ICE, membership of Association for Project Safety, membership of Institution of Construction Safety.				
18 (Principal Designers Only)	Do you review and develop your effectiveness at delivering the co-ordination role?	Please provide evidence that your organisation has in place and implements an ongoing system for monitoring performance, including post project review.				

Stage 2 Assessment						
Work experience						
Ref	Question	Example of the type of information in support of responses which will be taken into account in the assessment	Yes	No	Supplier's unique reference to relevant supporting information (Please attach on separate sheets)	Score (Internal use only)
1	Are you able to provide details of relevant experience in the field of work for which you are applying?	A simple record of recent projects/contracts should be kept, with the phone numbers/addresses of contacts who can verify that work was carried out with due regard to health and safety. This should be sufficient to demonstrate your ability to deal with the key health and safety issues arising from the work you are applying for. Where there are significant shortfalls in your previous experience, or there are risks associated with the project which you have not managed before, an explanation of how these shortcomings will be overcome.				

Required action (for Assessor's use only):

Note 1

Grading:

Evaluated by:

Date:

Self Employed Contractor Competence Assessment

Name:

Address:

Tel:

Mob:

Email:

Trade / Skill:

		Rating
<p>Training</p> <p>Have you recently undertaken any of the following types of training courses?</p> <ul style="list-style-type: none"> • Site Safety for Operatives • Site Safety for Supervisors • Asbestos Awareness • Trade or Skill (refresher) • First Aid (4 day full or 2 day refresher) • Other health and safety related training (e.g. fire) <p><i>If yes please indicate which and provide course details, dates and copies of certificates where possible</i></p>	YES/NO	
<p>Qualifications/memberships</p> <p>Are you working towards or do you currently hold any of the following qualifications or individual memberships?</p> <ul style="list-style-type: none"> • CSCS card (trainee, operative, experienced, supervisory) • CCNSG safety passport • CPCS or equivalent plant operators card • CISRS, Gas Safe, IPAF, SKILLcard, other • NVQ, C&G or certificates • Trade or professional associations <p><i>If yes please indicate which and provide a photocopy of cards, certificates or relevant correspondence as appropriate</i></p>	YES/NO	

		Rating
Experience Do you have relevant work experience? <i>If yes please provide details such as a list of some recent projects or contracts on which you have worked along with contact details of the person who can verify that the work was carried out with due regard for health and safety</i>	YES/NO	
Insurance Do you have any of the following insurance cover? <ul style="list-style-type: none"> • Public and product liability • Employers liability • Personal accident <i>If yes please indicate which and provide a copy of your current insurance schedules which should contain the level of cover held, policy numbers and expiry dates</i>	YES/NO	
Signed: Date of completion:		
Required action (assessor's use only):		
Grading:		
Evaluated By:		

Section T

Arrangements for Safety Monitoring, Audit and Inspection

Progressive improvement in health and safety can only be achieved through the constant development of policy, approaches to implementation and techniques of risk control.

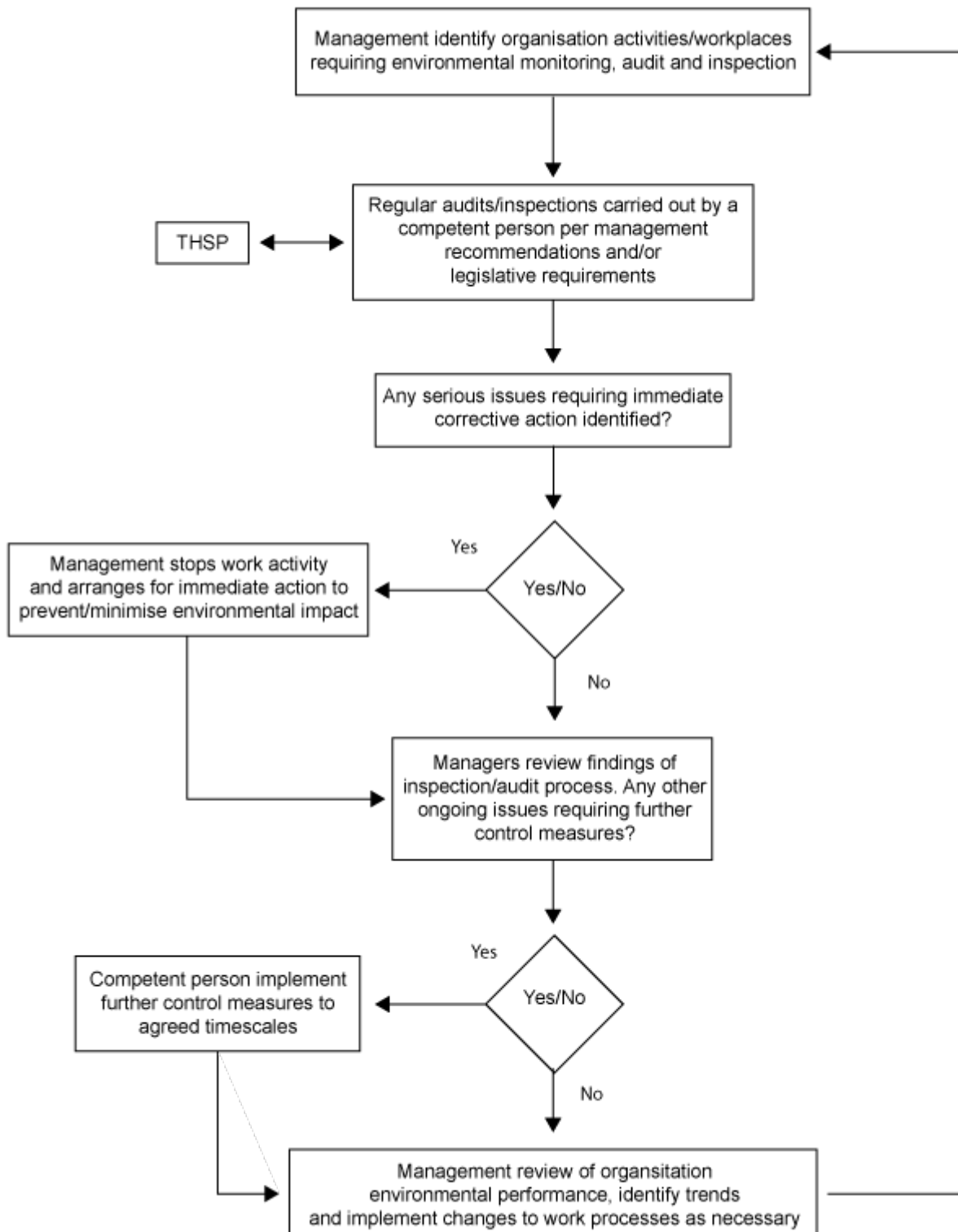
Gary Short and Bryony Morten-Short will ensure that a systematic audit of all safety arrangements will be carried out on a regular basis.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope and the Compliance Officer will ensure that places of work are inspected regularly and in accordance with statutory requirements.

Where requested, Shorts Group Ltd's health and safety advisors, THSP Risk Management, will visit the workplace to carry out safety inspections and audits.

Records of safety inspections and audits will be kept in order that management of Shorts Group Ltd can monitor our performance and improve the overall safety culture within the workforce.

Procedure for Safety Monitoring, Audit and Inspection



Safety Monitoring, Audit and Inspection

INTRODUCTION

Workplace monitoring, and health and safety performance checks are key management responsibilities for ensuring ongoing health and safety standards within the workplace remain at an acceptable level. Regular workplace audits, inspections and management reviews go some way to help ensure those standards are maintained.

WORKPLACE INSPECTIONS

Inspections should only be carried out by a competent person, such as a health and safety manager or an external safety advisor. Any issue posing a significant risk to health and safety requires immediate management action and should, where possible, be rectified there and then. All issues are to be recorded and reasonable timescales specified for rectifying/addressing any outstanding issues.

Where required, a formal report shall be completed before the end of the working period with a copy issued to the person for whom the inspection was carried out. The safety manager or appointed person shall regularly check that any outstanding issues have been suitably addressed and rectified.

Statutory inspection reports shall be kept at the workplace for at least 3 months after the date of the report.

SAFETY AUDIT CHECKLIST

The following should be checked when carrying out an inspection:

- Organisation health and safety policy is being adhered to.
- Relevant documentation such as risk assessments, method statements, safety plans, etc. is specific to the works being carried out.
- Workplace inductions have been carried out for all personnel.
- All personnel are adequately trained to carry out their tasks safely.
- All protective clothing and equipment is in good order and is being used correctly.
- All equipment is in good order, suitably guarded and inspected/maintained at the required intervals by a competent person.
- Any potentially hazardous substances used have been COSHH assessed, are being handled and stored correctly, and relevant safety information, where appropriate, is readily available.
- All places of work, including access routes, are safe and have been inspected in due time by a competent person.
- The provision of adequate lighting, including secondary lighting systems.
- The provision of adequate first aid facilities.
- The provision of adequate fire precautions.
- The provision of adequate welfare facilities.
- The provision of adequate emergency arrangements.
- The provision of safe pedestrian and vehicular traffic routes.
- That all statutory notices are displayed in the workplace.

Premises Safety Inspection Check Sheet

Location:

Date:

Carried out by:

	Satisfactory / Unsatisfactory Y/N	Action Date
SAFETY MANAGEMENT		
Policy available to employees?		
Registers being completed?		
HEALTH AND WELFARE		
Toilets adequate?		
Rest facilities adequate?		
Drying space adequate?		
First Aid facilities adequate?		
Washing facilities adequate?		
Drinking water and cups provided?		
FIRE PRECAUTIONS		
Alarm system/detection system?		
Extinguishers adequate?		
Fire procedures understood?		
RISK		
Hazards identified?		
Assessments produced?		
Effectiveness monitored?		
Assessments complied with?		
COSHH		
Substance survey?		
Data sheets collected?		
Assessments produced?		
Assessments complied with?		
NOISE		
Monitoring?		
Hearing protection in use?		
Hearing Protection Zones established?		
TRAINING		
Induction carried out for all?		
Task training OK?		
Fire training carried out for all?		

	Satisfactory / Unsatisfactory Y/N	Action Date
MANUAL HANDLING		
Risks assessed?		
Staff trained?		
Good practice observed?		
POWER TOOLS		
Trained operators?		
Maintenance register up to date?		
MACHINERY		
Trained operators?		
Maintenance forms signed/ up to date?		
Sufficient space?		
ELECTRICS		
Circuits earthed?		
Trip switches in use?		
All tools/equipment checked?		
Maintenance register held?		
EMERGENCY PLANS		
Published?		
Tested?		
Secondary lighting in place?		
TRAFFIC ROUTES		
Signed?		
Separation working?		
GASES		
Properly stored?		
Trained users?		
PPE		
Being used properly?		
In good repair?		
Correct equipment?		
HOUSEKEEPING		
Site tidy?		
Traffic routes clear?		
Material stacking OK?		
Waste removal OK?		

Workplace (Construction) Safety Inspection Check Sheet

Location:

Date:

Carried out by:

	Satisfactory / Unsatisfactory Y/N	Action Date
SAFETY MANAGEMENT		
Policy available to employees?		
Registers being completed?		
Safety plan adhered to/updated?		
HEALTH AND WELFARE		
Toilets adequate?		
Rest facilities adequate?		
Drying space adequate?		
First aid facilities adequate?		
Washing facilities adequate?		
Drinking water and cups provided?		
FIRE PRECAUTIONS		
Alarm system/detection system?		
Extinguishers adequate?		
Fire procedures understood?		
Hot-works permits?		
Flam store?		
RISK		
Hazards identified?		
Assessments produced?		
Effectiveness monitored?		
Assessments complied with?		
COSHH		
Substance survey?		
Data sheets collected?		
Assessments produced?		
Assessments complied with?		
NOISE		
Monitoring?		
Hearing protection in use?		
Hearing protection zones established?		
TRAINING		
Induction carried out for all?		
Task training OK?		
Fire training carried out for all?		
POWER TOOLS		
Trained operators?		
Maintenance register up-to-date?		
PLANT		
Trained operators?		
Maintenance forms signed/up-to-date?		
Sufficient space?		
Properly used/loaded?		
LIFTING OPERATIONS		
Trained operators?		
Trained banksmen?		
All equipment tested?		
Certificates seen?		
Maintenance forms signed?		

	Satisfactory / Unsatisfactory Y/N	Action Date
MANUAL HANDLING		
Risks assessed?		
Staff trained?		
Good practice observed?		
ELECTRICS		
Circuits earthed?		
Trip switches in use?		
All 110 volts?		
All tools checked?		
Maintenance register held?		
EMERGENCY PLANS		
Published?		
Tested?		
Secondary lighting in place?		
TRAFFIC ROUTES		
Signed?		
Separation working?		
SCAFFOLDS		
Plumb and level?		
All boards there?		
Toe-boards/guardrails OK?		
Ladders sound and tied?		
Competent inspection?		
EXCAVATIONS		
Shored/battered?		
Barriers/warnings?		
Access/egress safe?		
Underground services checked?		
Competent inspection?		
GASES		
Properly stored?		
Trained users?		
PPE		
Being used properly?		
In good repair?		
Correct equipment?		
HOUSEKEEPING		
Site tidy?		
Traffic routes clear?		
Material stacking OK?		
Fencing secure/signed?		
Waste removal OK?		
Timber dewatered?		

Name and address of the Company/Person on whose behalf the inspection was carried out:

CONSTRUCTION DESIGN AND MANAGEMENT
INSPECTION REPORT

Address of the place of work inspected:

Construction (Design and Management) Regulations 2015
Report of results of every inspection made in pursuance of regulation 24

Description of the place of work or part of that place inspected (i.e. excavations, cofferdams and caissons)	Date & Time of Inspection	Details of any matter identified that could give rise to a risk to the health or safety of any person	Can work continue?	If not, name of person notified	Details of any action taken as a result of any matter identified	Details of any further action considered necessary	Name and position of the person making report	Date report handed over

Section U Specialist Arrangements

Arrangements for Commercial Vehicle Driving at Work

This organisation recognises that the use of commercial vehicles for business use requires additional health and safety measures to protect both employees and third parties.

The main hazards associated with driving at work have been identified as:

- Fatigue.
- Stress.
- Driver competence.
- Vehicle roadworthiness (fitness for purpose).
- Shift working and total hours worked.
- Lone working.
- The nature of goods or materials being transported.
- Distraction due to interaction with handheld and other devices.

This organisation is committed to developing, implementing and maintaining all reasonable measures to protect the health and welfare of those driving on the organisation's business.

The organisation will:

- Implement procedures to assess, remove, reduce and manage the risks involved in driving on the organisation's business.
- So far as reasonably practicable ensure all drivers are competent.
- Ensure all vehicles are fit for the purpose as far as is reasonably practicable.
- Monitor and regulate driver hours and performance.
- Ensure all staff are aware of their duties under health and safety and road traffic legislation.
- Provide training and information on the occupational risks of driving on the organisation's business.
- Promote a positive attitude towards driving safely.

Gary Short and Bryony Morten-Short shall ensure that a company induction is completed and that information is communicated regarding driving on company business (Drivers Handbook). **The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA) and Andrew Hope** shall ensure that risk assessments are carried out and that control measures are implemented and communicated to employees through their designated line manager.

Risk assessments will be undertaken by **the Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA) and Andrew Hope** with the advice and assistance of THSP, should it be requested. Any significant findings of risk assessments will be reported to the management team.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA) and Andrew Hope shall ensure that a regular review of the effectiveness of control measures introduced through the risk assessment process is carried out. They shall ensure that all risk assessments are reviewed at least annually or when the work activity changes, whichever is sooner.

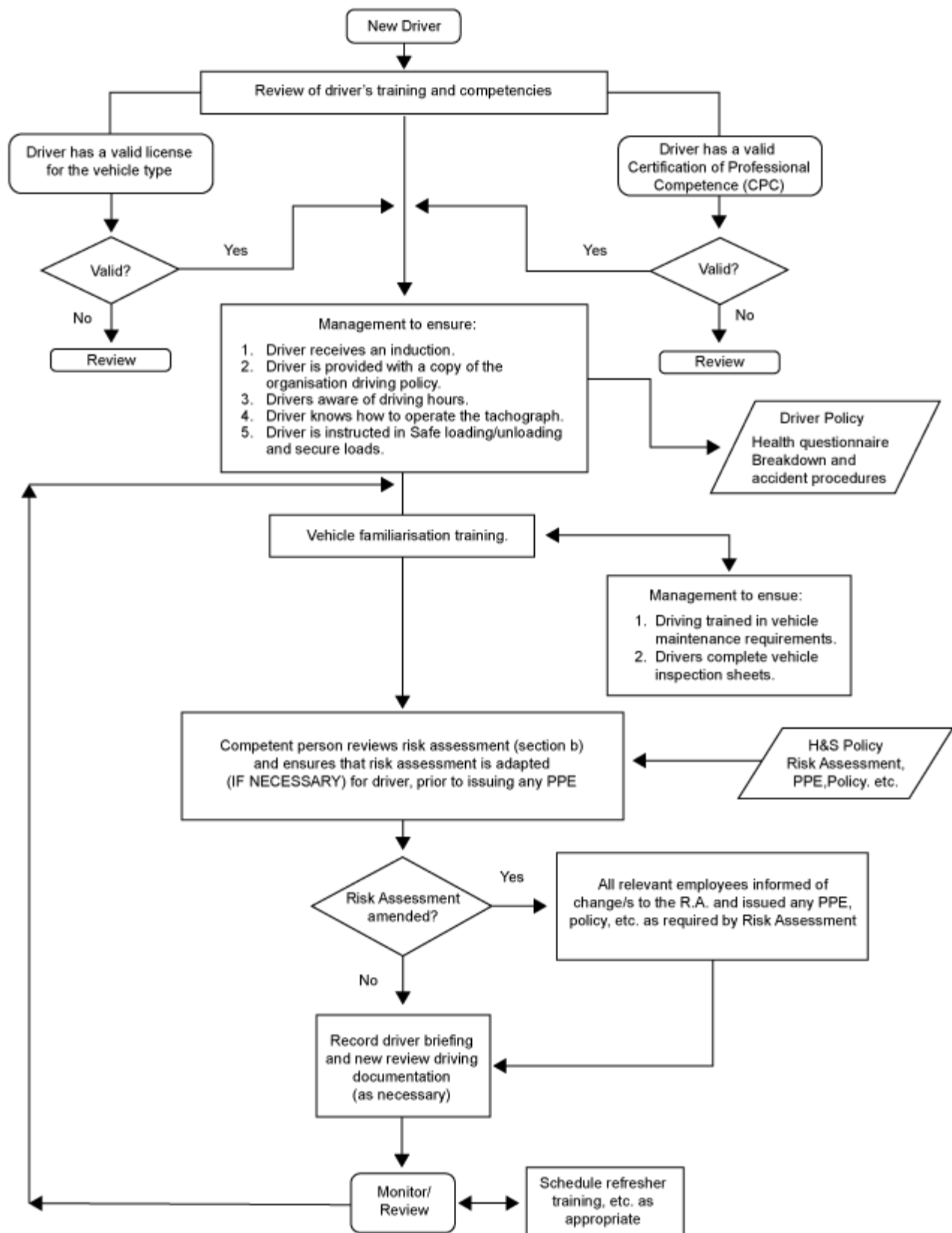
Gary Short and Bryony Morten-Short shall ensure that the employee has the relevant driving qualifications and driving licence for the vehicles they will be driving. This must also include a check of the Driver Certificate of Professional Competence which will be reviewed annually. **Gary Short and Bryony Morten-Short** shall also ensure that employees have the appropriate training for the vehicles, safe loading, retention of loads, weights, received information regarding drivers' hours and the correct use of tachographs. A health questionnaire will be completed to ensure that the employee is medically fit to drive the vehicle (copies of health documentation may be required).

Gary Short and Bryony Morten-Short shall ensure that employees are fully conversant with breakdown and accident procedures.

Gary Short and Bryony Morten-Short shall ensure that the employee has completed a controls and instruments familiarisation of the vehicle and a vehicle maintenance familiarisation. **Gary Short and Bryony Morten-Short** shall ensure that the employee has been issued with any PPE appropriate to working with the vehicle and a record of this issue has been recorded. The employee will also be shown how to complete a vehicle inspection sheet.

The Transport Manager or their delegate may be required to complete a test drive with the employee to ensure that they are fully conversant with the controls and instruments and can drive and operate the vehicle safely.

Procedure for Driving on Company Business



Arrangements for Ensuring the Health and Safety of Drivers

This organisation will develop, implement and maintain safe systems of work for all employees who are required to drive as part of their employment.

This organisation will put procedures in place to ensure the following:

GENERAL HEALTH AND SAFETY CONSIDERATIONS

The organisation will ensure that all health and safety procedures take into account the needs of all employees who drive vehicles as part of their employment.

Before deciding on a journey by road, the organisation and driver should consider if the journey is necessary, it is achievable within the EU and UK driver's hours rules and Working Time Directive and that it does not impose undue pressure on employees.

No employee driving on the organisation's business will be encouraged to drive in a manner that may increase the risks to themselves or to other road users, including vulnerable groups, cyclists, pedestrians, motorcyclists and highway workers.

DRIVER COMPETENCE

This organisation will take all reasonably practicable measures to ensure that those who drive as part of their employment are eligible and competent to do so. This will require periodic checking of driver documents.

Non UK Driving Licences

If drivers hold a non-UK driving licence, they will have their licence checked and the organisation will retain a copy. If they have presented their licence for checking, they are legally required to inform the DVLA that they are working within the UK and therefore will appear on the DVLA database.

DVLA regulations state international licence holders do not have to exchange their licences for a UK version until they have lived here for 3 years (or more in certain circumstances).

DRIVER CPC (CERTIFICATE OF PROFESSIONAL COMPETENCE)

Driver CPC is short for "Driver Certificate of Professional Competence". The EU passed the Driver CPC EU Directive in 2003. This affects all professional Large Goods Vehicle (LGV) and Passenger Carrying Vehicle (PCV) drivers. For new drivers it introduces a new initial qualification, the Driver CPC, which increases the level of knowledge that drivers need before they can drive.

All drivers, new and existing, have to undertake 35 hours of training every five years to ensure that their Driver CPC remains valid. This is known as Periodic Training.

Periodic Training is designed to confirm, and expand on, the existing knowledge and skills of each driver to ensure that they continue to be safe, courteous and fuel-efficient drivers.

This will also enable drivers to keep up-to-date with ever changing regulations and to benefit from training throughout their whole career.

The qualification is EU-wide and affects anyone driving a vehicle which requires you to have a C1, C1+E, C or C+E licence, and who is transporting goods you might sell.

It was brought in to help drive up skills, and is in two parts; an initial qualification for new drivers, and periodic training of 35 hours every five years which involves all drivers. The periodic training covers safe and fuel efficient driving, legal requirements, as well as health and safety including first aid and manual handling.

Anyone who passed their test before September 9, 2009 will have acquired (grandfather) rights. However, you still have to complete the 35 hours of training every five years to obtain your Driver CPC before September 9, 2014 so you can obtain a Driver Qualification Card (DQC).

Each of the modules is seven hours long. There is no exam involved and so no pass or fail.

Drivers who have a photocard licence, will get their DQC when they have completed either their initial qualification or 35 hours of periodic training. If they have an old-fashioned paper licence, they will need to swap it for a photocard licence before they can get a DQC. They must carry their DQC while driving an LGV or passenger carrying vehicle.

Anyone passing their test since the 2009 date completes four separate parts in order to gain their LGV licence and Driver CPC:

Part 1 - theory test (this includes two separate tests - multiple-choice and hazard perception);

Part 2 - Driver CPC case studies test, which is a computer-based exercise with seven studies based on real-life situations - e.g. driving in icy conditions;

Part 3 - driving ability test;

Part 4 - Driver CPC practical demonstration test. This takes 30 minutes and will show that you can keep your vehicle safe and secure, e.g. loading your vehicle safely.

Part 1 must be passed before part 3 can be taken, and part 2 must be passed before part 4 can be taken. Parts 1 and 2 can be taken in any order, as can parts 3 and 4, according to the Driver and Vehicle Standards Agency (DVSA).

FITNESS FOR PURPOSE OF THE VEHICLE

This organisation will ensure that vehicles used in journeys are matched with the purpose of the journey and that they are suited to any load being transported, terrain to be covered and delivery conditions.

The organisation will also ensure that any vehicles provided are suited to the needs of the driver and those involved in loading and unloading.

Additional tools and equipment will be provided for loading and unloading vehicles where required.

BREAKDOWN AND REPAIR

This organisation will ensure that drivers have adequate access to technical and personal support in the case of breakdown or accident. These services will be provided in a prompt and reliable manner by competent persons.

VEHICLE MAINTENANCE

This organisation will ensure that competent personnel maintain all vehicles registered for use on the organisation's business. This organisation will ensure that necessary repairs are made in a reasonable timeframe and that no vehicle in an unfit state will be knowingly used on the organisation's business.

Repairs, maintenance and defect reporting

Daily checks

Drivers are responsible for ensuring daily checks are carried out on their vehicle and that the vehicle is roadworthy prior to being used.

Defect reporting

Drivers are to report defects as soon as they arise so that the appropriate action can be taken. If the vehicle is not roadworthy, it should not be driven until either defects have been rectified and/or a qualified person has stated otherwise.

Warning lights

RED LIGHT: if the vehicle's dashboard displays a red warning light, the vehicle is to be stopped as soon as it is safe to do so and the transport manager or the lease/ maintenance provider is to be contacted.

AMBER LIGHT: if the vehicle's dashboard displays an amber warning light, the transport manager or the lease/ maintenance provider is to be contacted at the earliest convenience.

Smoking policy

Smoking is not permitted in vehicles belonging to or leased by the organisation. This includes electronic cigarettes.

A "No Smoking" sticker is displayed in all company owned and leased vehicles.

SAFE WORKING HOURS

This organisation recognises the importance of guarding against fatigue and stress to safeguard the health and safety of those driving on the organisation's business, and to that of other road users. The organisation will ensure that effective and robust procedures are in place to manage the hours worked by those driving on the organisation's business. These procedures will ensure that drivers do not drive more than the permitted hours in any 24-hour period, and that drivers receive sufficient time off and rest breaks over the working week to avoid excessive fatigue and stress.

Drivers not covered by statutory regulation of hours will be required to maintain their driving hours within sensible limits. In addition, the organisation will take all reasonably practicable measures to develop and maintain a culture of risk awareness in all drivers, particularly among younger drivers and those who manage their own driving activities.

DRIVER HOURS

EU and UK Domestic

Employees driving a vehicle with a gross weight of more than 3.5 tonnes must, by law, record all driving and working time along with rest periods taken.

The drivers' hours' rules are probably the most important controls affecting drivers and failure to comply has serious consequences.

The company takes compliance with driver's hours' rules (EU or UK) extremely seriously and failure to comply could result in disciplinary action being taken.

There are two sets of drivers' hour's rules:

- EU rules: applies to most drivers of goods vehicles over 3.5 tonnes (even if you only drive in the UK).
- UK domestic rules: only applies to drivers of vehicles, or on tasks that are exempt from EU rules.

Drivers must confirm with their transport manager as to which set of driver's hours legislation they are required to comply with.

Working Time Directive Regulations 2005

Running in conjunction with drivers' hours is the Working Time Directive Regulations. Drivers must comply at all times with all drivers' hours (EU and UK rules) and the Working Time Directive Legislation.

In order to accurately record the driver's working day, manual entries must be entered on tachographs, including other work carried out when the tachograph is not in use.

Driver breaks under UK domestic hours and Driver Working Time Directive 2005

The law requires that adequate rests are given and taken.

Rest periods should be sufficiently long and continuous to ensure that workers do not harm themselves, fellow workers or members of the public.

The Driver Working Time Directive 2005 states:

- Drivers should not work more than six consecutive hours without taking a break.
- If working a period of between 6 and 9 hours, drivers should take a break(s) totalling at least 30 minutes with at least 15 minutes taken within the first six hours.
- Where periods of work exceed nine hours, drivers should take a break(s) totalling at least 45 minutes.

Only breaks of at least 15 minutes' duration qualify towards these break periods detailed above. Any duration less than 15 minutes will therefore not contribute towards a qualifying break.

EU DRIVER RULES: when driving under EU drivers' hours, drivers must use EU approved tachographs to record their periods of driving, work and rest, the vehicle's speed and distance covered.

DOMESTIC DRIVER RULES: a tachograph chart can also be used as an alternative to written records of domestic drivers' hour's rules. Drivers' hours books are only to be used when no tachograph equipment is present and prior approval has been given by the transport manager.

SCHEDULING JOURNEYS

This organisation will take all reasonably practicable measures to ensure that:

- Journeys are sensibly scheduled.
- Unnecessary travel is reduced to the minimum.
- Sufficient time is allowed for both the journey and any loading/unloading.
- No driver will be penalised for delays due to circumstances beyond their reasonable control or encouraged to extend their working hours in a manner that may increase their own risks of accident or injury or those of other road users.
- Journeys are rostered so that drivers' working hours are kept at the levels recommended by best practice wherever possible and to ensure that drivers get sufficient rest breaks during their working hours.
- Tracking devices are installed and maintained where required and statutory limits on driving hours and driver rest will be rigorously enforced.

LONE WORKER PROTECTION PROCEDURES

This organisation recognises that drivers may face additional occupational risks related to lone working.

The organisation will ensure that there are procedures for ensuring that emergency communications channels are provided and maintained for staff working alone. In addition, the organisation will take all reasonably practicable measures to ensure that drivers have adequate information on the hazards of lone working and measures required to reduce these hazards.

Drivers will be informed where reasonably practicable of any specific requirements and restrictions at the destination including security and loading/unloading procedures. The organisation will take all reasonably practicable steps to protect employees from violence and/or harassment resulting from their employment as drivers.

RESPONSIBLE ROAD USE:

Anticipating Hazards

Drivers should be constantly aware of what is happening around them by scanning the road ahead and checking their mirrors. They should pay attention to other road users, signals given by other road users, road signs and markings and road conditions.

Drivers should take particular care during the rush hour, near schools, parked cars and road works. Special attention should be paid to cyclists, motorcycles, pedestrians, animals and emergency vehicles. Other factors such as the road and the weather conditions will also affect drivers' ability to anticipate what might happen. Driving at night or in poor weather will also make anticipation more difficult as visibility will be reduced.

Drivers should use fuel efficient driving techniques where possible to cut fuel costs and reduce the wear and tear on the vehicle, e.g. switching off the engine when stationary for more than a minute or two, using a higher gear as soon as possible, driving smoothly and avoiding excessive speed.

Drivers should be aware of vulnerable road users such as learner drivers, children, elderly people or those with disabilities.

The organisation will ensure that drivers understand their duties under road traffic legislation to:

- Comply with drivers' hours regulations (where applicable).
- Never drive under the influence of alcohol and drugs.
- Wear seat belts at all times.
- Never use mobile phones while driving.
- Comply with road speed restrictions.

DRIVER TRAINING

The organisation will provide driver training and education to ensure that drivers are equipped to manage the situations and circumstances likely to be involved in journeys undertaken on the organisation's business. The organisation will also ensure that all drivers receive training on their duties under the road traffic legislation and drivers' hours regulations (where applicable).

This training should include information regarding:

- First-aid procedures.
- Breakdown procedures.
- Emergency procedures (accident, fire, losing load, leakage, etc.).
- Loading and unloading equipment and techniques.
- The consequences of alcohol and drug use.
- The effects of speed and traffic levels.
- The effects of fatigue and stress.

LINE MANAGERS' RESPONSIBILITIES

Line managers have a responsibility to:

- Periodically monitor and review the suitability and acceptability of staff to drive on company business.
- Give consideration to the driving records of prospective employees.
- Investigate vehicle incidents involving staff, whether there is injury or not.

A programme for improving the safety performance of all staff driving on company business should be included in the regular review of the safety policy.

TRANSPORTING HAZARDOUS SUBSTANCES

The organisation will ensure that:

- Chemicals or articles are properly packed and labelled in accordance with relevant legislation.
- No more than five litres of any hazardous chemicals will be carried in company cars.
- Containers are secured in the vehicle to prevent movement during transport.
- Adequate secondary containment is provided within the vehicle to contain any release of material in the event of unexpected package rupture or a collision.

All hazardous goods must be physically separated from the occupants in the vehicle, i.e. the use of booted vehicles is preferable to hatchback types.

SAFETY AUDITS

A nominated person will perform regular safety audits on vehicles. These may be performed on a random basis.

The audit will examine for:

- External vehicle damage.
- Obvious tyre damage.
- Internal housekeeping of the vehicle.
- Service history of the vehicle.
- The presence and condition of ancillary safety equipment issued.

Housekeeping

Drivers are responsible for keeping their vehicles clean and tidy at all times. They should ensure that there are no loose items which could fall under heavy braking and that their view is not obscured. Only essential equipment should be carried.

Fitness to Drive

Medical condition guidance

It is a criminal offence for a driver not to report to the DVLA any condition which affects their ability to drive safely. It may also invalidate insurance cover.

Conditions leading to surrender of licence

Some medical conditions mean that drivers are required to surrender their driving licence and not drive until passed as fit to do so again by the DVLA.

Drivers shall advise the organisation of such instances as soon as practicably possible.

Eyesight

All drivers are required to meet current DVLA eyesight standards for driving. Drivers who need glasses or contact lenses for driving must ensure they are worn at all times.

LGV drivers are required by law to carry a spare pair of sight correction glasses if they have the restriction code 01 on their driving licence.

Licences can be revoked immediately if an individual is stopped by the police and they cannot successfully demonstrate their eyesight meets the standards set for driving. Current DVLA standards state an individual driving a vehicle must be able to read a standard UK number plate at a distance of 20.5 metres.

Drivers should have their eyes tested at least every two years or more frequently if advised by an optician or ophthalmologist. If they notice any problem with their eyes or believe they have sight deterioration, they must advise their manager and/or HR of the problem. They should also arrange an eye test to investigate the matter. An authorised company representative may also carry out random spot checks to check eyesight conformity.

Usage of mobile phones while driving

The law requires that drivers are, at all times, in full control of their vehicle and that they are driving with due care and attention.

Under current legislation, it is a criminal offence to use a hand-held mobile device while driving or if parked with the key in the ignition. The definition of “parked” also includes waiting at traffic lights or other hold-ups that may occur during a typical journey when a vehicle can be expected to move off after a short while.

Drivers should not therefore use hand held mobile phones while driving any vehicle used for company business. The only exception to this is to call 999 in a genuine emergency when it is unsafe or impractical to stop.

Using hands-free equipment could distract drivers’ attention from the road; it is therefore far safer not to use any telephone whilst driving.

Usage of other technological devices while driving

The law requires that drivers are, at all times, in full control of their vehicle and that they are driving with due care and attention.

There is a danger of drivers being distracted due to in-vehicle systems. The company advises therefore that drivers should not operate a PDA, satellite navigation system, congestion warning systems, or in-cab technology (PCs, multi-media etc.), while the vehicle is moving.

Breakdowns

Should a driver break down on a motorway in the UK, they should park the vehicle as far to the left on a hard shoulder as possible, with the wheels pointed towards the hard shoulder. There are breakdown phones on the motorway approximately every mile. The marker posts every 100 yards will give an indication of the nearest phone. The identification number on the marker post can be used as a location indicator should they use their mobile phone to call for assistance. Lone women travellers should state this when reporting the breakdown, and they should be given priority.

Drivers should not wait in the vehicle for the recovery services (even in bad weather), but retire to a safe distance off the hard shoulder wearing a reflective jacket, where they can observe the oncoming traffic. This jacket should be carried in the vehicle at all times.

EMPLOYEES' RESPONSIBILITIES

The organisation will make employees aware that:

- Fines relating to speeding and parking are the driver's responsibilities. Employees are also responsible for legal costs if prosecuted (such as being under the influence of alcohol, drugs or reckless driving).
- They must report to their manager and personnel all formal cautions and impending prosecutions resulting from their driving, whether on company business or not, or in a non-company vehicle to their manager and UK Depot.
- They must never use mobile phones while driving, even hands-free.
- They must drive in a safe and appropriate manner, observing speed limits, one-way systems and pedestrian crossings, etc.
- They must check the safe operation of a vehicle prior to its use.
- There are appropriate arrangements in place, particularly if carrying hazardous substances.
- They and their passengers must wear seat belts at all times.
- They must not drive at any time while their judgment and/or physical ability are impaired by illness, the use

of alcohol, drugs, medicine, or tiredness.

- All accidents are required to be reported on an accident report form.
- They must not put themselves at undue personal risk, (e.g. in adverse weather conditions) It is acceptable to cease a journey as soon as possible and wait until the weather subsides. This may involve checking in to a hotel.
- They should carry any required safety equipment at all times.
- They must abide by The Highway Code and give due care and consideration to vulnerable groups at all times.

Personal Safety

The organisation will make employees aware of their personal safety when driving. It is recommended that they:

- Travel on main roads as much as possible.
- Communicate the route and approximate time of travel.
- Always try to have at least a quarter of a tank of fuel.
- Are alert to the condition of the vehicle. If a fault is suspected, they should stop somewhere appropriate, such as a garage, and seek assistance.
- Carry sensible clothing in the vehicle, e.g. coat and suitable shoes, to change into if necessary.
- They call ahead when travelling to an unfamiliar location to check the parking arrangements. On arrival they should drive to the front entrance and, if appropriate, request assistance.
- Park in well-lit areas whenever possible and check around the vehicle and the interior, especially the back seats, before re-entering.
- Always try to look confident.
- Do not stop if another driver is in difficulty, drive on and report it by phone as soon as possible.
- Always carry a mobile phone, but never use it while driving.
- Always have the doors locked while driving, especially at night and in busy areas.
- Should, in the event of a breakdown on a motorway, telephone the emergency services, put on a reflective jacket, get out of the vehicle by the nearside door and wait a safe distance off the hard shoulder. It is advisable to leave the passenger door open, so that in the event of a threatening situation it is possible to get into the vehicle and lock the doors.
- Do not give lifts to strangers.
- Never read maps while driving.

Confrontation - 'road rage'

Drivers and passengers must avoid road rage and any such aggressive confrontation with other drivers.

Any complaints regarding road rage made by a member of the public should be investigated by the organisation.

If a problem is encountered with another driver/vehicle, employees should take the registration number and report to their line manager, who in turn may request them to file a report with the police.

Fatigue

A journey should never be started if an employee is feeling tired or unwell. It is the employee's responsibility to judge their own fitness to drive.

Wherever possible drivers are to:

- Set flexible appointment times — take the pressure off by not having to meet exact deadlines.
- If running late, stop in a safe place and phone to explain — do not take risks to arrive on time.
- Avoid peak time travel.
- Choose the most practicable, least congested route.
- Add a generous margin to expected travelling time.
- Take regular breaks, at least 15 minutes after about two hours driving (this also gives the opportunity to check for mobile phone messages).
- Limit driving periods to reasonable time or distance.
- Share driving.

In certain situations, it will be more appropriate to arrange overnight accommodation rather than continue a journey, e.g. in the cases of extreme weather, later than anticipated departure, or tiredness.

Employees driving Light Commercial Vehicles (LCV)

Commercial vehicles are supplied for use in connection with company business only, or for travel from drivers' homes to their place of work in line with company policies and tax regulations. No other use is permitted unless set out in the operative's terms and conditions of employment or authorised by their line manager.

Under the Health & Safety at Work Act 1974, all persons must take reasonable care of themselves and others who may be affected by their acts or omissions at work.

On the allocation of any vehicle, an assessment of competency should be undertaken to ensure that the employee is comfortable to drive. On the allocation of a new vehicle drivers will be instructed on specific controls and instruments by the vehicle delivery driver.

Daily checks

Drivers are to ensure that daily checks are carried out and a defect sheet is completed.

It is their responsibility to report all defects to their company representative, who will in turn arrange rectification.

Vehicles that drivers believe/have concerns that they are not roadworthy should not be driven.

Vehicles that have been taken off the road are not to be driven until authorisation is given and a qualified individual has assured the driver that the vehicle is roadworthy.

Modifications to vehicles

The vehicle supplied must not be modified mechanically, electrically or structurally in anyway.

Vehicle loading

All goods that are liable to move, either whilst moving or in the event of an accident, should be positioned and/or restrained to prevent them becoming projectiles. Once loading is complete, it is the driver's responsibility to carry out a brake test prior to driving onto a main road, by driving the vehicle up to 5mph and then applying the brakes hard. If the load moves or the vehicle does not brake in a straight line, the vehicle should be reloaded.

Drivers are required to check their load regularly. The first check (following the brake test) should be carried out after a few miles of driving. In addition, drivers are required to recheck their load after heavy braking or another abnormal situation during driving.

Drivers are to remove any items that are not required for their daily task from the load compartment.

Overloading of the vehicle is prohibited by law. The maximum legal axle or Gross Vehicle Weight (GVW) is shown on the vehicle's Vehicle Identification Number (VIN) plate, which is normally located on the door pillar. The weight is to include the driver and any passengers along with a full tank of fuel.

Material storage

The organisation will ensure that vehicles are suitable for use and have adequate storage capacity.

Only storage systems approved by the company are to be used and must not be altered or tampered with.

Regular checks are to be made to the load compartment floor, racking and tie down hooks to ensure they are secure and free from damage.

Drivers are required to carry out regular checks and remove any unused stock from the vehicle. Stock held within a vehicle should be kept at a minimum to reduce risk in an incident and also to deter theft.

Restraints

All equipment used to secure the load must be "fit for purpose". This includes ratchet straps, ropes, nets etc. It is the drivers' responsibility to check their equipment and ensure it is in a serviceable condition.

Bungee cords are not to be used to restrain loads.

Securing and placing items

Drivers must secure and evenly distribute all items carried within/on the vehicle in order to stop movement.

When securing loads, only recognised tie-down points are to be used e.g. rings on the floor.

Roping hooks are not to be used when using ratchet straps as they are not load tested and therefore could result in an unstable load and failure in an accident/ incident. Drivers could also be fined for usage on a roadside check.

When it is not possible to tie down items, drivers should pack or lock them into place. This should only be carried out in caged or enclosed vehicles.

If possible, heavier items should be placed up against the headboard; however, care must be taken not to overload the front axle.

Items should be stowed as low as possible. All small items are to be kept in drawers or even a bucket. Place a net, sheet or similar over the top if the container has no lid. Never carry any loose articles in the rear load compartment or in the cab.

Roof-racks

Drivers are to check the security/stability of the vehicle's roof-rack. All materials/equipment carried on roof-racks must be securely attached.

Employees are prohibited from climbing on a vehicle in order to gain access to roof-racks.

Employees driving Large Commercial Goods Vehicles (LGV)

Driver Licence

All LGV drivers are to hold a valid driver CPC from 9 September 2014. LGV drivers who already hold a valid driver CPC are required to carry their card at all times.

On the allocation of any vehicle, an assessment of competency should be undertaken to ensure that the employee is comfortable to drive. Upon the allocation of a new vehicle drivers will be instructed on specific instruments and controls by the delivery driver.

Drivers will be inducted by the organisation's designated transport manager and/or a member of the fleet team. In certain circumstance this may include a drive prior to vehicle handover.

This assessment will also include:

- Familiarisation of controls and instruments.
- How to complete an effective daily vehicle check.
- Knowledge of Gross Vehicle and axle weights.
- Vehicle height.

Use of banksman

Where possible (e.g. in depots), drivers are required to use a banksman for reversing or manoeuvring in confined spaces.

Driving a minibus

Drivers may be able to drive a minibus if they hold a car driving licence and follow certain conditions - otherwise they will need to apply for a minibus licence.

If the minibus is not for 'hire or reward'

Drivers may be able to drive a minibus with up to 16 passenger seats using their current car driving licence as long as it is not for 'hire or reward' - i.e. there's no payment from or on behalf of the passengers.

Conditions drivers must meet

Drivers can drive a minibus within the UK as long as the following conditions apply:

- They are 21 or above.
- The minibus is used for social purposes by a non-commercial body.
- They have had their driving licence for at least 2 years.
- If they are over 70 they meet the 'Group 2' medical standards: they should check with their GP if they are not sure whether they meet the standards.
- They are driving on a voluntary basis and the minibus is used for social purposes by a non-commercial body.
- The maximum weight of the minibus is not more than 3.5 tonnes, or 4.25 tonnes including specialist equipment for disabled passengers, e.g. a wheelchair ramp.
- They are not towing a trailer.

Drivers holding a driving licence issued before 1 January 1997 are permitted to drive a minibus in the UK and on temporary visits abroad.

Driving a minibus for profit

To drive a minibus commercially, or if the above conditions do not apply, drivers will need to [apply for a minibus provisional entitlement](#), also known as a Passenger Carrying Vehicle (PCV) licence.

SELF-EMPLOYED DRIVERS

If a self-employed driver is required to provide their own vehicle this should be no more than five years old and in good condition.

VEHICLE INSURANCE FOR SELF-EMPLOYED DRIVERS

Self-employed drivers delivering items on behalf of the organisation will need insurance to cover the Carriage of Goods for Hire and Reward. The driver's insurance documents must be provided before they can start work for the organisation. The cost of this cover is considerably more than just taking out insurance for a private vehicle. If drivers have private vehicle insurance they should consider transferring the no claim bonus from that vehicle and using it on the commercial vehicle. If the commercial vehicle is sign-written (not magnetic) this should be pointed out when getting a quote. Drivers may also need to take out Goods in Transit cover to cover loss to goods while in the vehicle. Drivers will also need Public Liability insurance.

Part 3 - Environmental Arrangements

Section A

Arrangements for Managing Aspects, Impacts; Environmental Risks Arising from Work Activities

Shorts Group Ltd will establish and maintain (a) procedure(s) to identify the environmental aspects of its activities, products or services that it can control and those over which it can be expected to have an influence, in order to determine those which have significant impacts on the environment.

Shorts Group Ltd will ensure that all aspects related to the significant impacts from its activities, products and services are considered when setting its environmental objectives.

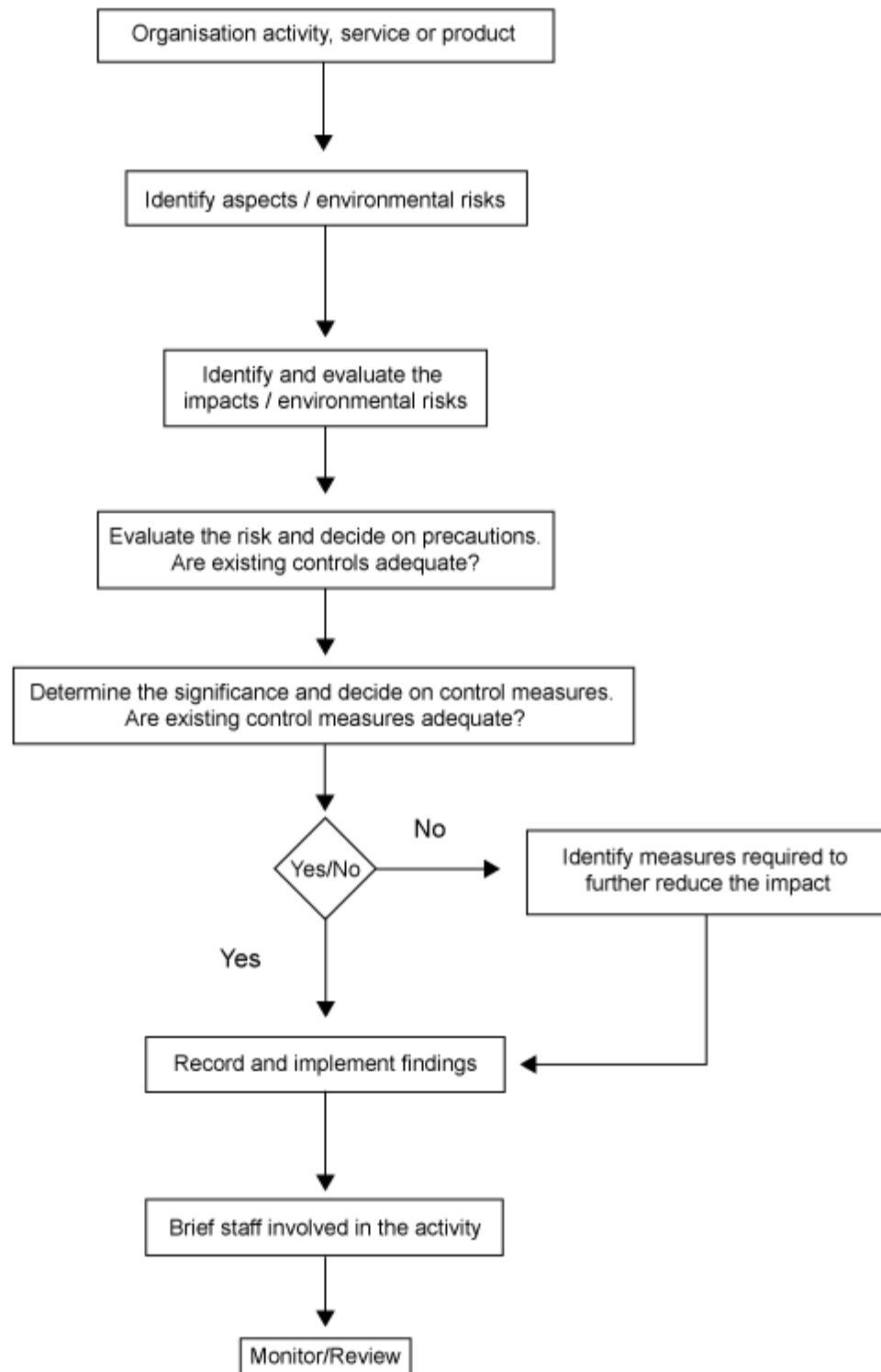
Procedures to identify all environmental aspects of the organisation's activities, services and products will be developed by **the Transport Manager, James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager, the Compliance Officer and Damian Ayling.**

The Transport Manager, James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager, the Compliance Officer and Damian Ayling shall be responsible for ensuring procedures are in place to determine which environmental aspects (past, present and potential) have had, have and can have a significant impact on the environment.

The Transport Manager, James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager, the Compliance Officer and Damian Ayling shall be responsible for ensuring that the organisation's aspects, impacts and environmental risks are identified and for ensuring that the control measures are implemented and communicated to employees.

The Transport Manager, James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager, the Compliance Officer and Damian Ayling shall ensure the information on significant environmental aspects is continually updated, taking into account new activities, products, services etc.

Procedure for Managing Aspects and Impacts; Environmental Risks



Environmental Aspects and Impacts

INTRODUCTION

Before an organisation introduces any new environmental management measures, an environmental review must be carried out. This involves analyzing current working practices to assess how all the organisation's activities interact with and can affect the environment.

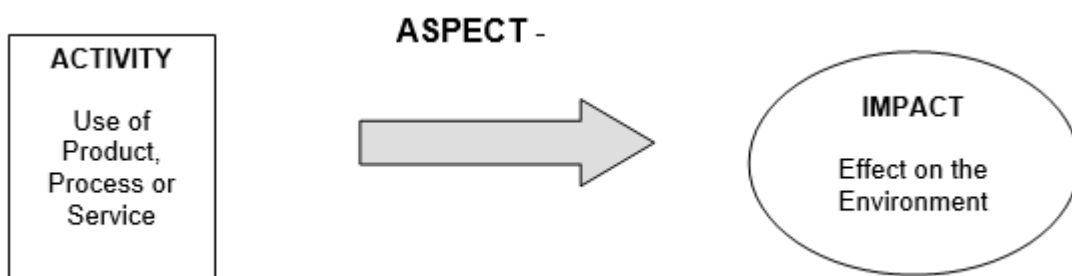
The purpose of an environmental review is to gather information about the environmental aspects of an organisation and their impact on the environment. The information helps the organisation decide which aspects are the most important and what measures, if any, should be taken to reduce harm to the environment.

Definitions:

Environmental Aspects – any part of an organisation's activities, products or services that can interact with the environment;

Significant Environmental Aspects – the most important aspects which an organisation should concentrate on improving;

Environmental Impacts – an effect on the environment whether adverse or beneficial that results entirely or partly from an organisation's activities.



CONDUCTING A REVIEW

The review must include the environmental aspects associated with the inputs, operations, outputs and management of an organisation. The organisation must also identify aspects associated with potential; accidents, emergencies and incidents, those associated with abnormal operations, such as start-up and shut-down procedures, maintenance, and any other relevant environment legislation, regulations or codes of practice.

ENVIRONMENTAL ASPECTS

An organisation's environmental aspects are those activities, products or services that can interact with the environment. They include but are not limited to transport choice, energy usage, water consumption and waste disposal. Aspects can be categorised into two types, Direct Aspects and Indirect Aspects.

Direct Aspects are those over which an organisation has a high degree of control or can reasonably expected to have an influence, such as:

- Gaseous emissions.
- Effluent discharges.
- Energy consumption.

- Water consumption.
- Materials handling and storage.
- Waste management.
- Transportation.
- Noise and other nuisances.

Indirect aspects are those which are largely beyond the control of the organisation. Although they are generally harder to identify and quantify, they must still be considered in an environmental review. They may include:

- Aspects of suppliers' or subcontractors' activities.
- Organisation investments.
- Use and disposal of products.
- Some aspects of service activities.

The methodology is similar to the approach used for managing occupational health and safety risks and relates to the way these can be managed. There are four stages in the process;

1. Select an activity, product or service (Categorise operating conditions);
2. Identifying any environmental aspects associated with the selected activity, product or service;
3. Identifying any actual potential, positive or negative, environmental impacts associated with each identified environmental aspect;
4. Evaluate the significance of each identified environmental impact.

Activity/Product/Service	Aspect	Impact
Activity – Handling of Hazardous Chemicals	Potential for Accidental Spillage	Contamination of soil or water
Product – Product Refinement	Reformation of the product to reduce volume	Conservation of natural resources
Service – Vehicle maintenance	Exhaust emissions	Reduction of air emissions

1. Selecting an activity, product or service (categorise operating conditions)

The organisation should select categories of activities, products or services to identify those aspects most likely to have significant impact. This should be as broad as possible initially and relies on the experience and knowledge of participating employees, because many aspects will not be known by managers.

In order to make the task manageable, activities or services may be classed or grouped into areas such as;

- Geographical areas within/outside the organisation's premises.
- Stages in a production process, or in the provision of services.
- Planned work and reactive work (e.g. work carried out that is reacting to an unplanned event).
- Defined tasks (e.g. driving, waste disposal).
- Identified working groups.

The process should not be restricted to core manufacturing or service activities and should consider support activities (cleaning) and administrative activities (energy and resource use). Past, current and planned activities, products and services should be considered.

Categorising operating conditions

Consideration should be given to the type of operating conditions, normal and abnormal, and any potential emergency situations;

- Normal.
 - The day to day operation of a business/plant.
- Abnormal.
 - Shutdown and start-up situations (stop-start).
 - Maintenance situations.
 - Periodic increases in production capacity or the frequency of service delivery.
- Emergencies.
- Situations arising, from a chemical spill, fire or flood.

2. Identifying environmental aspects of the activity, product or service

The aim is to identify as many interactions as possible with the environment, both beneficial and adverse, associated with the selected activity, product or service. Where relevant, the organisation should consider;

- Emissions to the air.
- Releases to water.
- Waste management.
- Contamination of land.
- Uses of raw materials and natural resources.
- Other local environmental and community issues.

3. Identifying environmental impacts

The relationship between an environment aspect and impact can be summarised as ‘cause’ and ‘effect’ – with an aspect leading to an impact (positive or negative). The aim is to identify as many actual or potential, positive or negative, environmental impacts as possible with each associated aspect.

Environmental impacts can be categorised by environmental magnitude. In the list below, globalised impacts are at the top whereas localised impacts are at the bottom. This list is non-exhaustive and there are further impacts that could be considered:

- **Greenhouse effect** - the stratospheric accumulation of some gases that may lead / contribute to climate change.
- **Ozone Depletion** - degradation products of CFC's, react and destroy the ozone layer.
- **Natural resources** - consumption of non-renewable resources.
- **Acid rain** - reaction of acidic ions with water in the atmosphere.
- **Surface water** - pollution of watercourses, rivers etc.
- **Local air quality** - local accumulation of airborne pollutants.
- **Waste burden** - air/water/soil pollution caused by waste disposal.
- **External noise** - amenity impact on neighbours of noise and vibration.
- **Soil and Ground water** - pollution of soil and groundwater.
- **Ecological habitat** - loss of flora (plant life) and fauna (animal life).
- **Bioaccumulation of toxins** - some compounds persist in the environment leading to possible bioaccumulation and toxic effects.

4. Determining the significance of environmental impacts

The relative significance of the same environmental impact can vary between organisations and locations. What may be considered significant in one organisation may be considered minor in another.

Evaluating the significance of environmental impacts is subjective and involves considering both environmental issues and business concerns:

Typical environmental issues:

- The scale of the impact.
- The severity of the impact.
- The probability of occurrence.
- Duration of the impact, and

Typical business concerns:

- Potential regulatory and legal exposure.
- Difficulty in changing the impact.
- Cost of changing the impact.
- Effect of change on other activities or processes.
- Concerns of interested parties.
- Effect on the public image of the organisation.

Ideally, significance should be determined with reference to a combination of three factors:

1. Environmental assessment of the impact.
2. Liability considerations.
3. Stakeholder priorities.

Financial considerations cover business and commercial repercussions for the organisation arising from environmental impacts (actual and potential). Stakeholders include regulators, customers, investors, the local community and pressure groups. The organisation will need to evaluate which stakeholder priorities are likely to be the most important to them.

The requirements of regulators should be considered as a priority. Critical operational priority, because in many circumstances business operations can be forced to cease where they are shown to have a negative impact that is not appropriately mitigated. You will often need to contact the regulator in advance of conducting certain operations or activities that cause negative environmental impacts.

All three factors are subject to constant change. Scientific advances are increasingly identifying environmental issues that drives changes in environmental law and methods of best practice. Stakeholder priorities are likely to respond to changing social attitudes and the level of environmental information available.

For determining significance, you may wish to review all applicable evidence:

- Regulatory permit/consent/authorisations and emission controls.
- Sector application guides.
- Guidance notes from regulators and industry associations.
- Environmental impact assessment reports and statements.
- Occupational health and safety reports and audits.
- Stakeholder evaluation surveys.
- Independent audits and assessments.

- Public registers.
- Local authorities.
- Scientific journals.

Quantification can aid judgement. Scoring systems can be used to define any criteria and ensure the system remains consistent. Scoring systems can be used in conjunction with risk assessment techniques to identify significant environmental impacts and the extent to which these are controlled.

Environmental Aspect/Impact Assessment

INTRODUCTION

Environmental aspects are things that cause an environmental impact. For example, one of the environmental aspects of driving a car (activity) is the emission of exhaust fumes (environmental aspect). The reason this is an environmental aspect is because fumes cause air pollution (environmental impact). At the other end of the scale, gas consumption from a gas boiler operation is an environmental aspect because its use in heating (activity) results in a reduction of a non-renewable resource (environmental impact).

The environmental aspects of the organisation must be identified and assessed to determine those that are the most significant. This then enables resources to be focused on addressing specific aspects. This is an on-going process, therefore the aspects must be reviewed on a regular basis to ensure that all current aspects have been identified and that they are correctly prioritised (continuous improvement).

IDENTIFICATION

Identify the inputs and outputs to and from the organisation's activities and then identify the environmental aspects and impacts that arise from these inputs and outputs. This should include (where applicable) identification of direct and indirect environmental aspects with awareness of organisational control or influence, and those aspects arising from normal, abnormal or reasonably foreseeable emergency conditions.

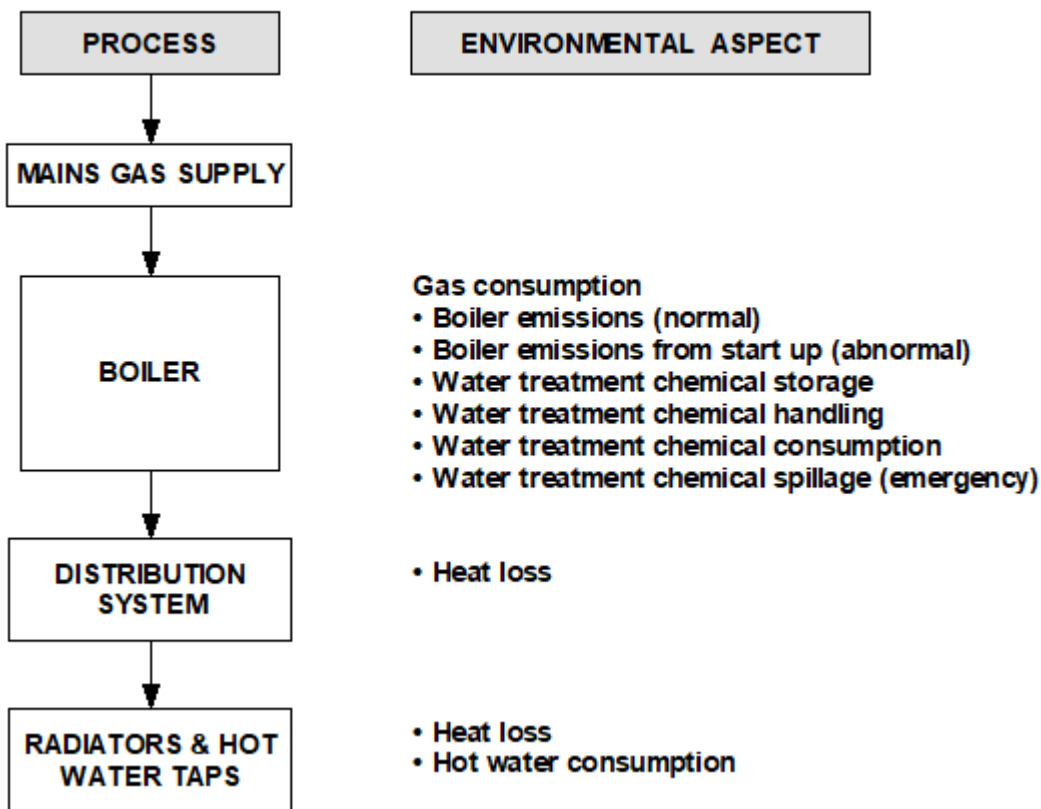
To assist in the identification of the organisation's environmental aspects process flow diagrams can be used. If they are to be used, a diagram will be required for each activity, e.g. handling of hazardous chemicals, maintenance of equipment and heating etc. It should be noted that these are general activity groups and further flow diagrams may be required for specific activities within each of these groups.

The identification process shall cover the aspect categories listed in the following bullet points and shall consider the findings of the Preliminary Environmental Review. It should be noted that not all categories will necessarily be applicable to all parts of the organisation or all stages of a process. Consideration should also be given to the indirect environmental aspects such as the supply of materials.

Aspects Categories:

- Air emissions.
- Energy.
- Materials (Procurement).
- Materials (Storage and Use).
- Releases to Water.
- Waste Management.
- Water.
- Other issues.

Record each environmental aspect in the Significant Aspect / Impact Register, with the required information. Where appropriate, group together similar aspects of a minor nature as a single aspect for further consideration.

HEATING - Example**Aspect / Impact Assessment**

The aim of an aspect / impact assessment is to determine which of the identified environmental aspects are significant. In many circumstances, professional judgement will play an important role in determining how to address significance and this can be helped through consultation with appropriate stakeholders. It is the significant aspects that will be controlled within the Environmental Management System (EMS). Significance is determined by identifying the level of control on each environmental aspect and the severity of the environmental impact related to each aspect.

Method - Taking each aspect in turn, identify a Control and Severity rating. This is a subjective exercise and the results may require review during the process. The Rating Matrix can be used as a guide for determining relative significance.

Control - Identify a Control rating from the 'Control scale' on the Rating Matrix.

To do this consider:

- The details provided in the Environmental Aspect / Impact Register.
- The descriptions in the Control Rating Assessment Table.
- The list of Control Factors, or any other options that may be relevant.
- The ratings given to other Environmental Aspects.

Control Rating Assessment Table

Rating	Description
5 Negligible or no control	Control of the aspect is nonexistent or totally ineffectual. There are no controls and knowledge of the environmental impact is negligible.
4 Slight degree of control	There are some controls in place (either procedures or physical) and there is some awareness of a control requirement. Such controls only have limited effect on reducing the relevant environmental impact.
3 Low degree of control	There is recognisable control on the aspect. This may include procedures, management controls or physical controls, but they are not totally effectual and implementation / use of them are not comprehensive.
2 Medium degree of control	There is significant control on the aspect through procedures, management control and physical controls. Relevant parties are aware of such controls and they are generally affectively applied.
1 High degree of control	All (or practically all) necessary procedures, management controls and best practice have been implemented and compliance with such procedures and best practice is high. The impact has been minimised to very significant extent.

Control Factors

- Compliance with Environmental Legislation and other requirements etc.
- Environmental control procedures (e.g. waste handling, energy consumption through lights and appliances).
- Compliance with environmental control procedures.
- Environmental control, e.g. bunded storage facilities, handling apparatus, abatement technology, spill kits etc.
- Knowledge of an impact.
- Maintenance of associated machinery, plant and equipment.
- Records of an Environmental Impact.
- Environmental awareness training including competency.
- Accident and emergency training e.g. simulated spillage response training etc.
- Monitoring of environmental aspects and impacts.
- Compliance with minimisation initiatives.

Severity

Identify a Severity rating from the 'Severity scale' on the Rating Matrix.

Consider:

- The details provided in the Environmental Aspect / Impact Register.
- The descriptions in the Severity Rating Assessment Table, the list of Aspect Impact Parameters, or any other options that may be relevant.
- Comparison to the ratings given to other Environmental Aspects.

Rating	Description
5 Severe	The parameters of the aspect / impact are comparatively high and combined in a manner that causes, or can cause, severe environmental damage, major pollution, e.g. permanent / long-term environmental damage / impacts.
4 High	The parameters of the aspect / impact exist at a level that does or will cause environmental damage, but the damage is not permanent or is only medium term.
3 Medium	The parameters of the aspect / impact all exist at recognisable levels and are / can cause environmental damage, but such damage is short term and always repairable.
2 Low	Some of the parameters exist at recognisable levels and are (can) result in environmental change, but the effect of such change is easily recoverable or self recovering, and there is no lasting impact.
1 Insignificant / positive	None of the relevant parameters exist at a level that can cause environmental change, or the aspect results in a positive environmental effect.

Aspect / Impact Parameters

- Quantity (volume and / or rate of emission or consumption).
- Toxicity (e.g. environmental threat).
- Existence of applicable legislation.
- Frequency of occurrence (normal operating conditions only).
- Likelihood of occurrence (abnormal / emergency situations only).
- Transmission effectiveness of pathway.
- Sensitivity of environmental receptor (an environmental target that could be degraded by the escape of the hazard).
- Public perception of environmental aspects.
- Number of complaints received.
- Completion of environmental improvement programmes.
- Size, nature, frequency, likelihood and duration of the environmental impact.
- The sensitivity of the receiving environment and the extent to which the impact is reversible.
- The extent to which the impact (or the activity, product or service which causes it) is covered by environmental laws and regulations, or contractual requirements; and,
- The importance of the impact to interested parties - e.g. employees, neighbours, regulators.

Significant Aspect/Impact Register

ACTIVITY / PRODUCT / SERVICE	ASPECTS	IMPACTS	SEVERITY (S)	CONTROL (C)	RATING (S x C)	COMMENTS

Figure 1 Significant Aspect / Impact Register

Significance Assessment Coding

To ensure that the assessment is auditable specify the reason for significance, based on both the control and rating, in the Environmental Aspect / Impact Register;

To enable significance to be determined calculate a Rating Number for each Environmental Aspect. This is the product of its Control and Severity ratings e.g. Control of 5 and Severity of 3 gives a Rating Number of 15 (significant aspect as detailed in the rating matrix).

Record the Rating Number in the Significant Aspect / Impact Register.

Rating Matrix

A 'traffic light' system has been developed to prioritise the impacts. **Red** indicates that the aspect is significant; **amber** indicates that the impact could become significant and **yellow** indicates that the impact is not deemed significant.

			CONTROL				
			Negligible	Slight	Low	Medium	High
			5	4	3	2	1
SEVERITY	Severe	5	25	20	15	10	5
	High	4	20	16	12	8	4
	Medium	3	15	12	9	6	3
	Low	2	10	8	6	4	2
	Insignificant / Positive	1	5	4	3	2	1

Section B

Arrangements for Sustainable Evaluation and Development

Shorts Group Ltd take into account the principles of sustainable development in conducting its administrative, commercial and social activities, using the procurement of materials from local, sustainable sources.

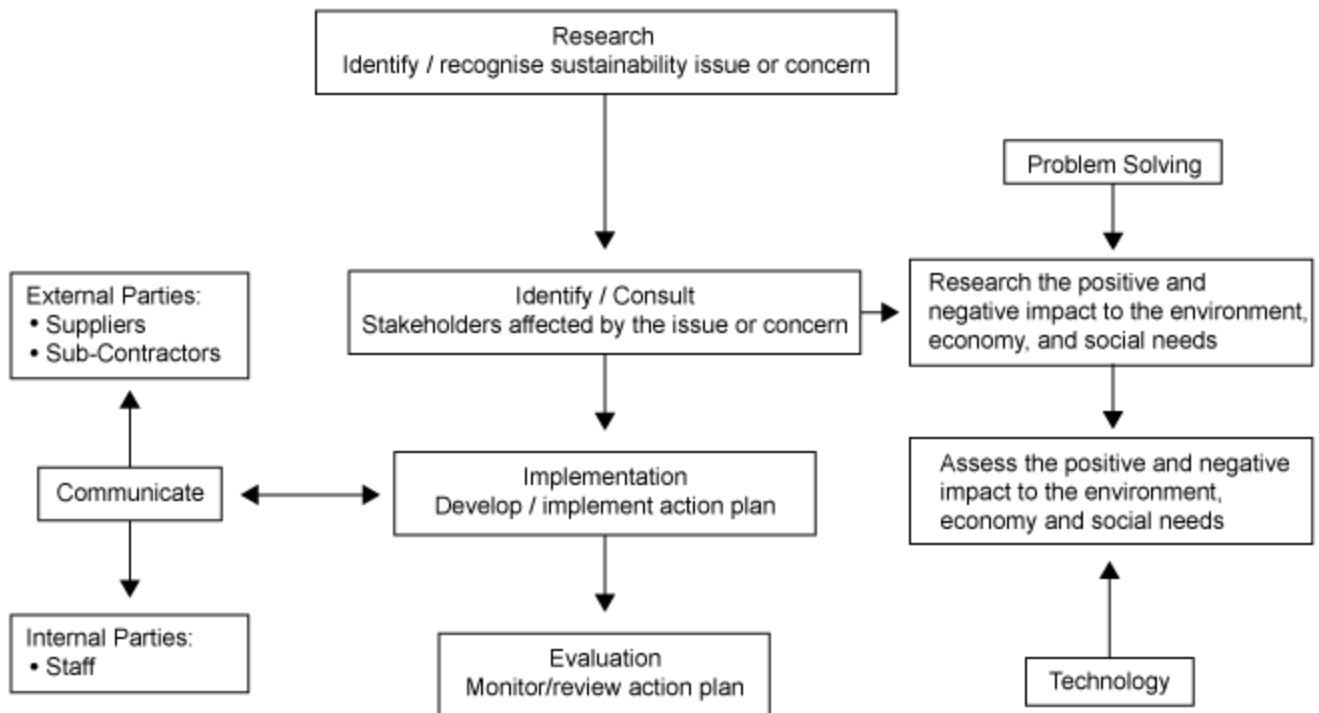
It is the aim of Shorts Group Ltd to prevent pollution, minimise our inputs of utilities and resources and the outputs of emissions to the atmosphere, effluents to waters/sewers and wastes to disposal facilities; endeavouring to re-use, recover or recycle materials where practicable, or safe disposal where not.

Gary Short, Commercial Director and Bryony Morten-Short shall be responsible for identifying the strengths, weaknesses, opportunities and threats of the organisation to develop and implement strategies (action plans) for sustainable development.

Monitoring and measuring of sustainable development and strategies will be carried out by **(PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager, the Compliance Officer and Damian Ayling.**

Gary Short and Bryony Morten-Short has overall responsibility for the performance and management of strategies for sustainable evaluation and sustainable development, including the provision of resources essential to their implementation.

Procedure for Sustainable Evaluation and Development



Sustainable Evaluation and Development

INTRODUCTION

The guiding principle of sustainable development is; development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Sustainable development recognises the interaction and dependence of environmental, social and economic needs.

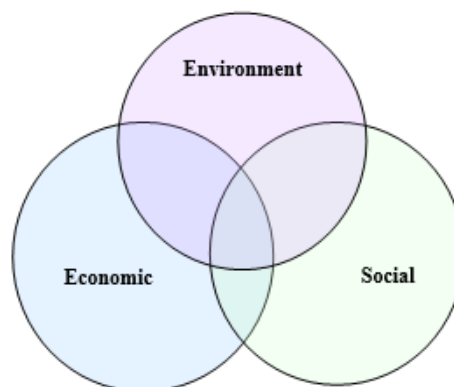
Definitions:

Environmental Sustainability: The rates of renewable resource harvest, pollution creation, and non-renewable resource depletion that can be continued indefinitely. If they cannot be continued indefinitely then they are not sustainable.

1. For renewable resources, the rate of harvest should not exceed the rate of regeneration (sustainable yield).
2. For pollution the rates of waste generation from projects should not exceed the assimilative capacity of the environment (sustainable waste disposal); and
3. For non-renewable resources the depletion of the non-renewable resources should require comparable development of renewable substitutes for that resource.

Social Sustainability: The ability of a social system, such as a country, to function at a defined level of social well-being indefinitely: individual needs such as those for health and well-being, nutrition, shelter, education and cultural expression should be met.

Economic Sustainability: The ability of an economy to support a defined level of economic production indefinitely.



Three main components of sustainability:

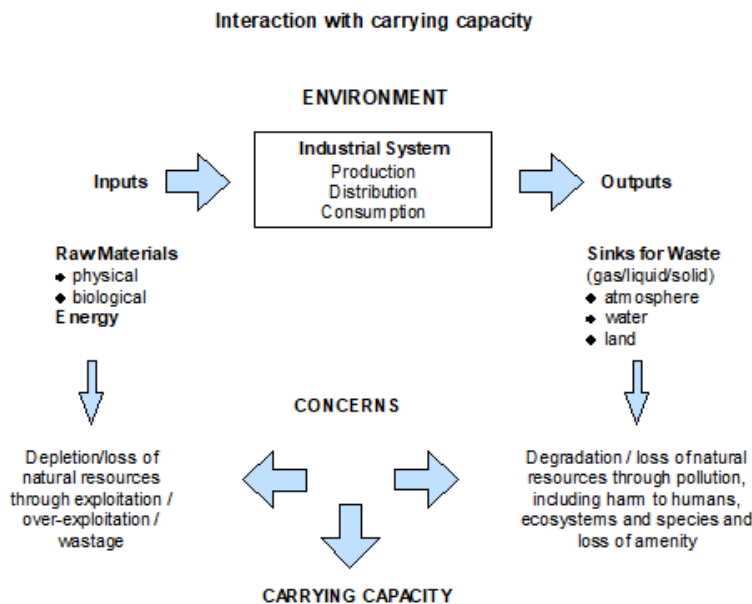
Objectives

The aim of sustainable development is to balance our economic, environmental and social needs, allowing prosperity for now and future generations. Sustainable development consists of a long-term, integrated approach to addressing economic, environmental, and social needs, whilst avoiding the over consumption of key natural resources. Sustainable development encourages us to conserve and enhance our resource base, by gradually changing the ways in which we develop and use technologies.

Securing economic development, social equity and justice, and environmental protection is the goal of sustainable development.

Sustainability and carrying capacity

Pressures on the earth's natural sources are raising concern about these sources' ability to maintain quality of life or to support present and future populations. There is concern that the 'carrying capacity' (supply and demand) of the earth is at risk of being exceeded by the growth in demand for resources (including 'sinks' to dispose of wastes) and by the degradation of essential resources through the impact of human activities. Carrying capacity is a key sustainability issue.



The nature of resources

Resources are essentially those items that are of use to society – whether to provide, water, food, shelter, heat or light. Resources can also include waste 'sinks'.

The fundamental distinction between renewable and non-renewable resources is shown in the following table:

Type	Characteristics	Examples	Concerns
Renewable (flow)	Resources that can be replaced within immediate or short term timescales by natural processes that tend to be related to planetary cycles.	Vegetation: <ul style="list-style-type: none"> • Forests • Crops Animals: <ul style="list-style-type: none"> • Wildlife • Domestic livestock • Fish stocks Water, Wind, Sunlight	Availability depends upon the balance between the rate of use and the rate of replacement.
Non-renewable (stock)	Resources that have been created over a geological timespan, and which can only be replaced over similar timescales.	Fossil fuels: <ul style="list-style-type: none"> • Oil, gas, coal Mineral ores: <ul style="list-style-type: none"> • Iron, bauxite (metals) Stone and Aggregates (construction materials)	In human terms, these are finite resources and will ultimately be depleted. The depletion timescale is dependant on the amount of resource remaining and exploitation rate.

Resource depletion is a major concern. Environmental practices should seek to:

- Reduce wastage of resources.
- Reduce consumption and dependency.
- Consider renewable alternatives to finite energy and material resources.
- Ensure renewable resources are replaced (e.g. plant new trees to offset cut timber).

Environmental management and sustainable development

Sustainable development is a process not a goal and sets out four processes that need to be undertaken at the same time to work towards greater sustainability:

- Social progress that meets the needs of everyone.
- Effective protection of the environment.
- Prudent use of natural resources.
- Maintenance of high and stable levels of economic growth and employment.

Sustainability is a strategic issue combining the identification and evaluation of significant environmental aspects and the development of policy objectives and targets for the future.

Sustainable development is the framework that will define the future operating parameters of an organisation – determining what it can do and what it can sell (commercially).

Role of business in sustainable development

Business has an influential role in promoting production and consumption practices that are more sustainable;

- Research and development, design and production of new technology.
- Initiating change and innovation.
- Influencing customer choice – developing new markets.
- Creating wealth and employment, hence livelihood opportunities.
- Selecting and using natural resources – materials and energy.
- Generating waste – devising more efficient processes and products to minimize such waste.
- Monitoring strategies.

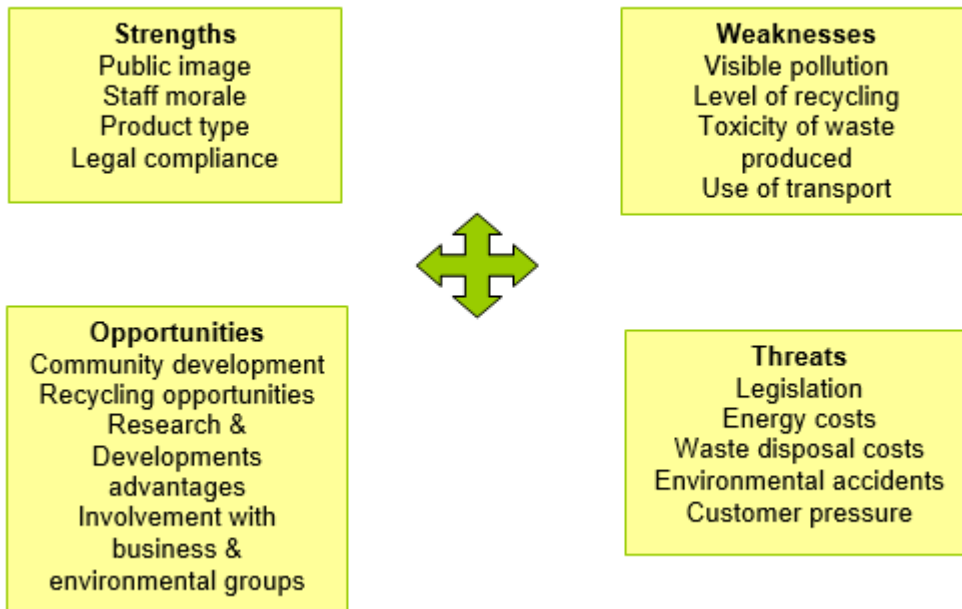
To ensure strategies for sustainable development are successful, measuring and analysing sustainability is necessary. Strategic choices should be actively monitored to identify impacts on sustainability. This is a very broad area, but could include:

- Changes in human resources such as new employees, offices or redundancies.
- Goods, products and services.
- Outsourcing for materials.
- Subcontracting work.
- Cash flow forecast that affects ability to meet sustainability obligations.
- Employee awareness of sustainable policy.

Note: strategic planning will change over time and so will social, economic and environmental conditions.

SWOT Analysis

A useful technique to assess the implications of external developments is to conduct a Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis of the organisation. SWOT helps managers to focus on the strengths and weaknesses (internal to the organisation) together with the opportunities open to it and the 'threats' (external to the organisation) it may face. A SWOT analysis should be carried out by an individual or a team of people who have significant knowledge of the organisation's activities.



Polluter Pays Principle

This principle recognises that the polluter should pay for any environmental damage created, and that the burden of proof in demonstrating that a particular technology, practice or product is safe should lie with the developer/producer, not the general public.

One way to adequately implement the polluter pays principle in the real world makes use of what are known as assurance bonds. Money put up by the "polluter" to insure against a worst case environmental impact, the bond would be recovered only if after sufficient time it had been demonstrated that the technology, process or product in question had been deemed to be safe as was reasonably acceptable. Alternatively, if damage occurred, the bond would be used for environmental restoration, and to pay damages to anyone who had been harmed. By allowing the bond to accrue interest, the "polluter" receives an incentive to ensure that best environmental practice is followed, and to demonstrate that the technology, process or product is as safe as is practicably possible, without involving excessive cost.

Section C

Arrangements for Managing, Setting Objectives and Targets

In order to make continual improvements to our environmental performance, Shorts Group Ltd recognises the need to set achievable objectives and targets, implementing them through environmental improvement programmes.

Shorts Group Ltd's objectives and targets will be consistent with our environmental policy statement. **Gary Short and Bryony Morten-Short** will endorse and provide overall direction on environmental issues.

Gary Short, Bryony Morten-Short, the Transport Manager, James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and Damian Ayling shall be responsible for implementing environmental aspects of the Safety, Health and Environmental Policy on a day to day basis.

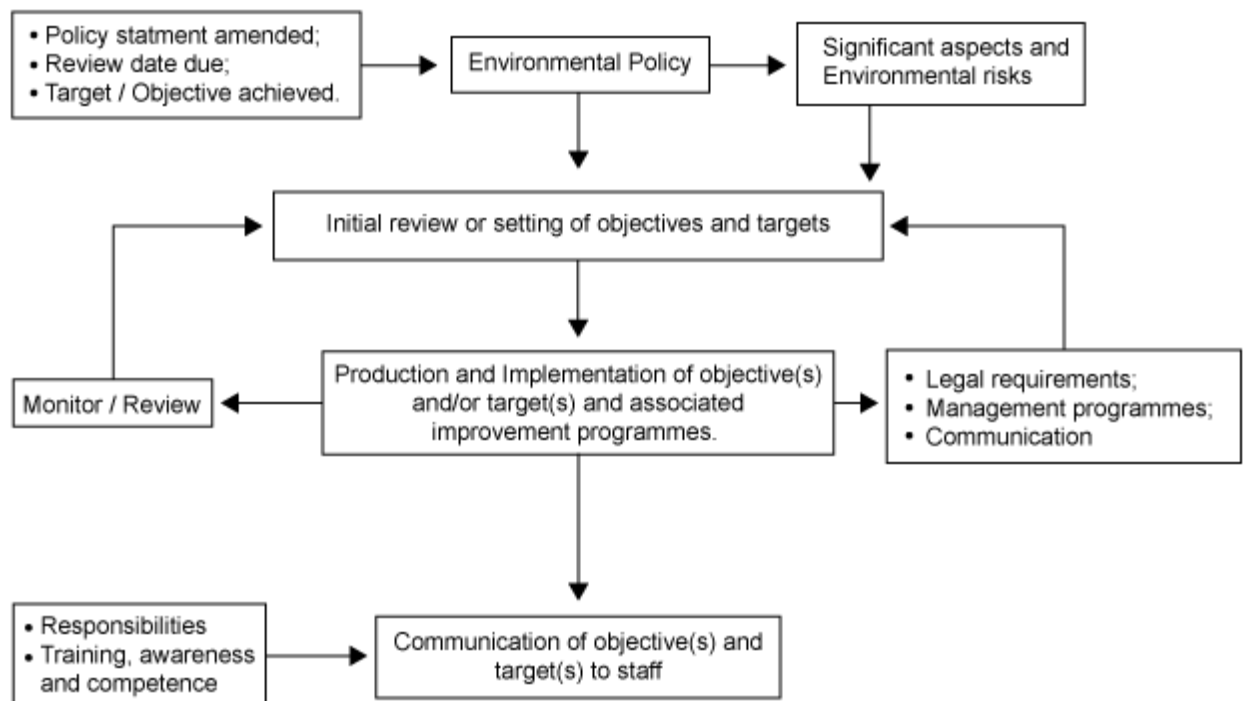
Any actions needed to ensure targets are properly managed, monitored and measured will be identified throughout the year and appropriate action undertaken by **the Transport Manager, James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager, the Compliance Officer and Damian Ayling** with the assistance from relevant departments and staff.

Gary Short and Bryony Morten-Short is responsible for ensuring adequate resources essential to the implementation and control of organisation objectives including personnel, specialised skills, technology and financial resources.

Gary Short and Bryony Morten-Short and employee representatives will identify, evaluate and recommend ideas for improvement programmes, objectives and targets.

A systematic audit by **the Transport Manager, James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager, the Compliance Officer and Damian Ayling** of the organisation's activities will help determine if the objectives and targets are being met. The results of these audits will be presented to senior management as part of Shorts Group Ltd's formal review.

Procedure for Objectives and Targets; Monitoring and Measurement



Objectives and Targets

INTRODUCTION

Organisations need to set some objectives and targets in order to achieve their environmental policy. Objectives and targets set specific goals for action, providing a measurable direction and time table (timescale) for achieving the intentions detailed within the organisation's environmental policy.

Definitions:

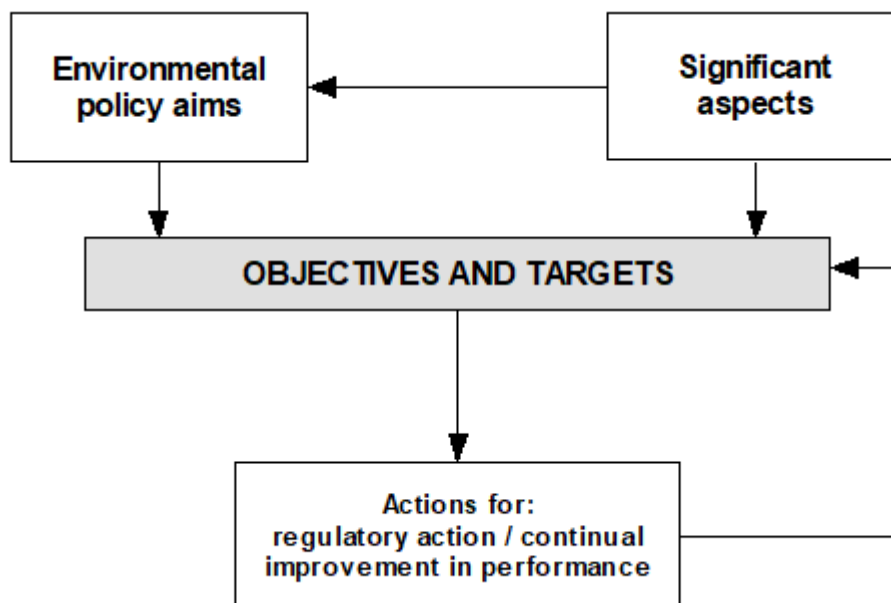
Environmental Objective – an overall environmental goal that an organisation sets itself to achieve.

Environmental Target – a detailed performance requirement that helps an organisation to meet environmental objectives.

Setting Objectives and Targets:

When setting the organisation's Objectives and Targets, the best persons to set these are the actual people who will be responsible for meeting them. Objectives should be based on accurate information about current performance levels and should include the following considerations:

- Regulatory and other requirements.
- An organisation's most significant environmental aspects.
- The environmental policy.
- An organisation's broader objectives i.e. financial options, technological options.



An essential management principle is that objectives and targets should aim to be '**SMART**':

Specific	Objectives and targets should be clear and unambiguous. They should be expressed in terms of specific results required. Responsibility should be assigned for their achievement.
Measurable	They should be quantifiable so that progress can be seen, and achievement or failure quickly identified. Key performance indicators can be used to gauge performance.
Agreed	Individuals or teams responsible for achieving the goal should have the opportunity to comment on it, understand and accept its value.
Realistic	Objectives and targets should be challenging but achievable. Objectives and targets must be realistic in terms of resources available and the demands of other business priorities.
Timebound	They should have a date by which the goal should be achieved. This helps ensure action takes place within the agreed time frame. Where the time scale is considered long, interim milestones to monitor and assess progress.

Activities

Planned objectives and targets form a major part in reducing the environmental impact of an organisation's activities. A review of the organisation's activities should be carried out to gather information (through feasibility studies, trials and investigations) to enable careful planning.

Every activity needs to be carefully planned if it is to meet its objectives and targets and involves:

- Defining the scope and purpose of the activity:
 - does the activity relate to the whole organisation or a single department?
 - does it have a specific lifetime or is it a long term activity?
 - what objective is the activity supposed to fulfill?
- Developing a schedule:
 - establish a time table.
 - set periodic targets.
 - review progress.
- Allocating resources:
 - adequate time, staff and finances to ensure success.
- Assigning roles and responsibility:
 - allocate overall responsibility.
 - appropriate training, competence & knowledge.
 - specialist skills / qualifications.
 - product / process knowledge.
 - monitoring and review of progress.

Measuring and Monitoring Performance

Environmental management activities require quantifiable performance indicators to enable an assessment of whether objectives and targets are being met. Environmental performance indicators allow the organisation to:

- Assess whether activities are effective.
- Assess performance against the organisation's targets as well as against sector benchmarks.
- Compare performance across different sites or departments within the organisation.
- Monitor trends over time and identify potential problems before they occur.
- Communicate achievements to senior management and stakeholders.

Selecting environmental performance indicators can be straightforward, but should involve the following considerations:

- They should be quantifiable.
- Comparable with standard indicators (as used by regulators).
- They should be a direct measure of performance (i.e. energy usage measured in kilowatt hours and not financial cost).
- They should be normalised rather than absolute i.e. measuring energy usage as kilowatt hours per product per year. This will help identify if increased energy consumption is due to increased production and also compare energy consumption across similar sites.

A systematic audit of the organisation's activities will help determine if the objectives and targets are being met.

Objectives and Targets Improvement Programme

Objective:			Significant Aspects:	
Target	Responsibility	Completion Date	Key Performance Indicators	Progress

Authorised By:	Date:
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Objectives and Targets Improvement Programme

ENVIRONMENTAL OBJECTIVES:

Item	Environmental Objective	Target	Action By	Completion Date	Progress

Section D

Arrangements for Competence, Training and Awareness

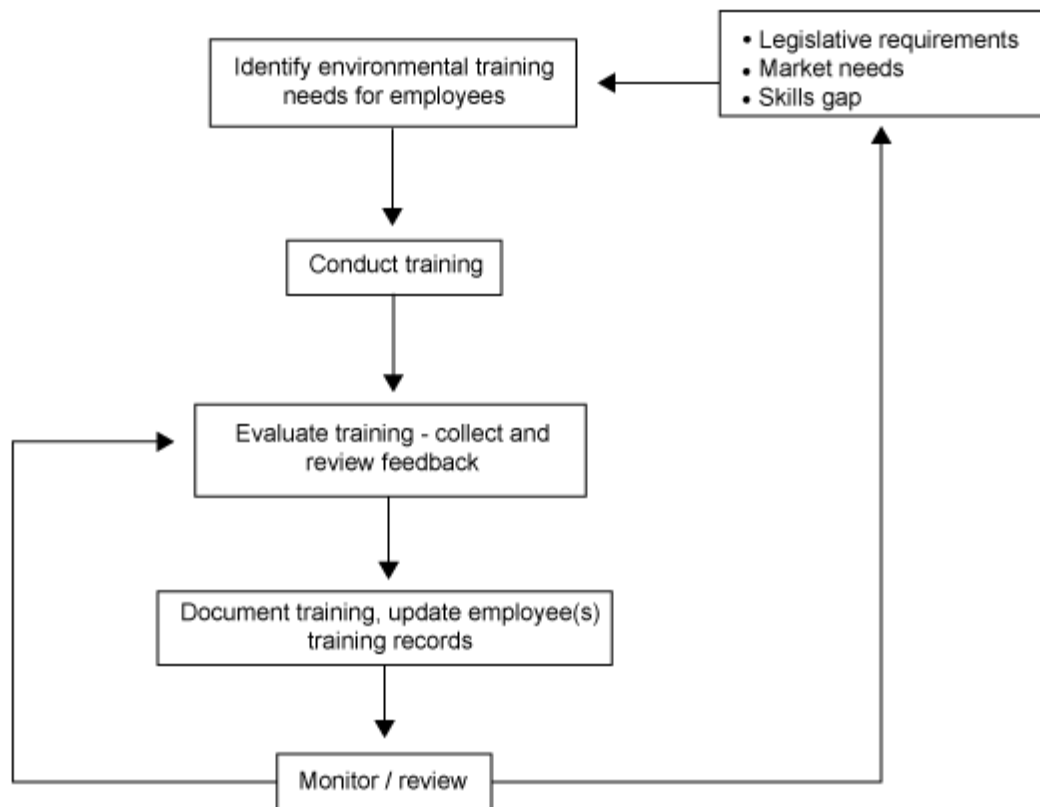
All employees must receive sufficient training to undertake their responsibilities effectively and competently. Shorts Group Ltd recognise that it is important to train all our staff in general environmental awareness and emergency preparedness, in particular to activities, products and services relating to our operations.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Compliance Officer will identify environmental training requirements of different job types, processes and emergency response to maintain the environmental skills base. Additional training needs or requirements will be identified through the staff annual appraisal process by the employee's immediate Manager or Supervisor.

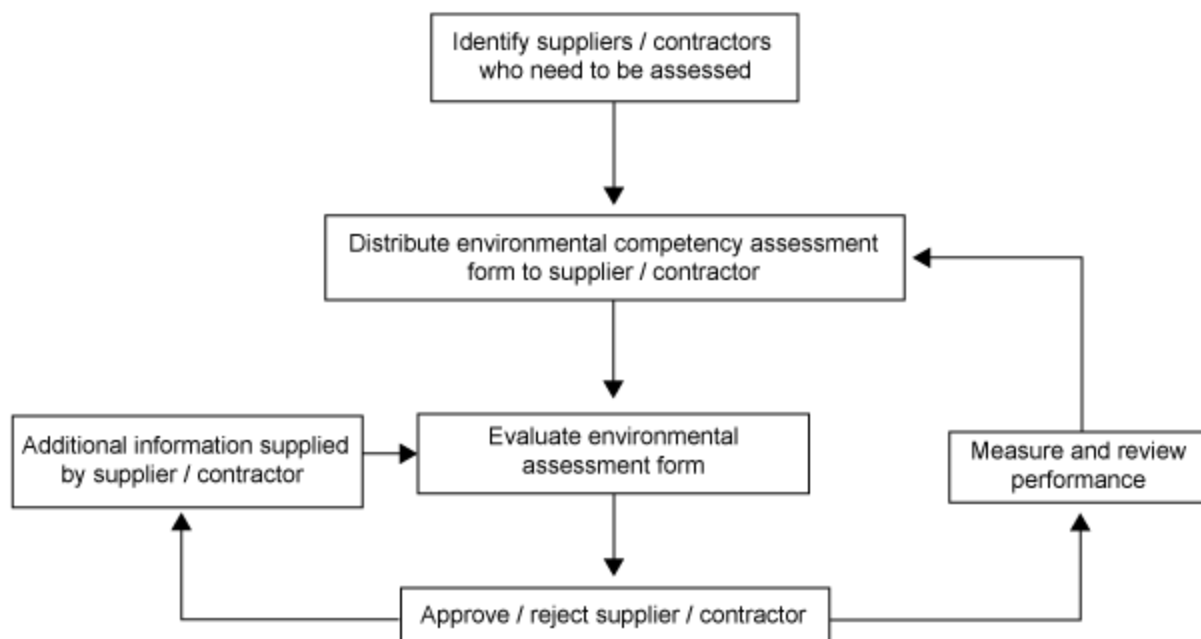
Feedback from training undertaken will be collected and evaluated for effectiveness by **the Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Workshop Managers.**

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Compliance Officer shall ensure that where appropriate, the competencies of tendering/appointed contractors/suppliers are assessed to ensure that they have allocated adequate resources to meet their environmental obligations.

Procedure for Competence, Training, and Awareness



Procedure for Assessing the Environmental Competence of Contractors/Suppliers



Training and Competence

INTRODUCTION

Environmental training meets the business need of an organisation and is a critical factor affecting competency and success of certain operations.

Legislative Requirements:

Organisations need to keep up to date with new laws. Training can help an organisation to comply with specific legal requirements.

Market Needs:

Assurances from the organisation to stakeholders to demonstrate they are working towards improving and promoting environmental awareness. Environmental awareness training for staff can increase the organisation's contribution towards environmental issues.

Skills Gap:

New staff, new technologies, new legal obligations or new responsibilities can create periodic skills gaps. Effective training can help to overcome these issues, if they cannot be avoided.

STAFF TRAINING NEEDS

Training for the organisation's staff differs depending on the level of responsibility:

Board Level Managers – should be made aware of the:

- Actual or potential environmental impacts of the organisation.
- Benefits of improving environmental performance.
- Purpose, importance and development of an environmental policy.
- Purpose of, and method for, reviewing the environmental policy and environmental management programme.

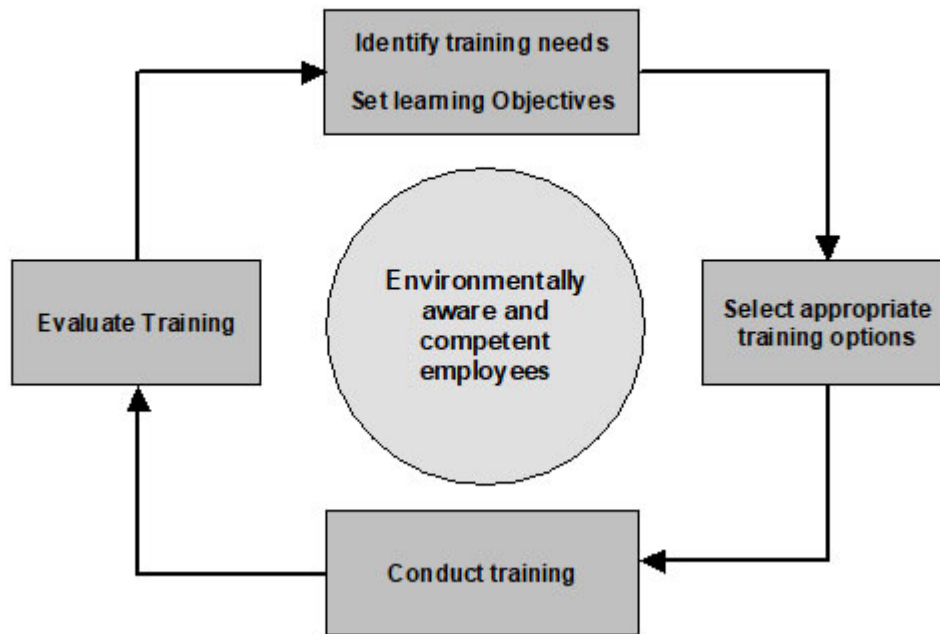
Environmental Managers – those responsible for environmental management in an organisation require the most training. They should be trained to:

- Identify the relevant legal requirements of the organisation.
- Understand the purpose of and methods for conducting an environmental review and assessing the significant environmental aspects.
- Develop an environmental program and associated activities that will improve the environmental performance of the organisation.
- Audit the environmental programme.
- Understand ways to make all staff aware of environmental issues.

General Staff – training activities should make all staff aware of the:

- Importance of complying with the environmental policy.
- Actual or potential environmental impacts of their work.
- Benefits of the organisation's environmental management activities.
- Potential consequences of departing from specified operating procedures.
- Roles and responsibilities they have in emergency avoidance and response.

The Training Cycle



Feedback and Evaluation

It is important to evaluate the effectiveness of training. At the organisation level, this helps with the development of future training programmes so that successful approaches can be built on and ineffective methods avoided.

Recording Training

All training events should be recorded. This will demonstrate that adequate training has been provided to staff within the organisation. Details to be recorded would include:

- Date, course subject and duration.
- Course delegates.
- Copy of certification issued.
- Name of trainer and establishment.
- Any further recommendations of additional training requirements.

Training Register for Employees

Name: Start Date:
Job Title: Date of Birth:

DATE	TRAINING RECEIVED	TRAINING PROVIDER	RETRAIN DATE

Training Register for Employees

Trading Contractor Safety Information

VETTING ENVIRONMENTAL COMPETENCE

In order to assess whether a contractor has allocated adequate resources to fulfil their environmental obligations in terms of environmental law it will be necessary for the contractor to complete this organisation vetting questionnaire.

The responses obtained from the contractor, and thorough evaluation and rating of this return will also serve to gauge the contractor's commitment to health and safety and adherence to recognised standards of competence.

Each contractor tendering for work with this organisation will be required to complete the vetting questionnaire and a decision will be taken by this organisation's management, based on the evaluation of the questionnaire responses, as to the suitability of the contractor and their proposed works for this organisation.

In order to rate or assess any item it is necessary to have a scoring system. This is an operational system:

Score	Rating	Example
0	Zero	Topic not covered, no action/evidence
1	Very poor	Topic badly covered, no action/evidence
2	Poor	Topic badly covered, some action/evidence
3	Good	Topic covered, some action/evidence
4	Very good	Topic well covered, procedure well followed
5	Excellent	Procedure in place, evidence of compliance

Thus a contractor will develop an average score. A contractor ought to be competent if they can average more than a score of 3. It is borne in mind that the degree of competence necessary for a simple task carried out in a "safe" environment is less than that required for a complex task in a more dangerous workplace.

Sub-Contractor Environmental Questionnaire

Name of organisation:

Address:

Tel:

Fax:

Email address:

Nature of Business:

Does your company have an environmental policy? Provide a copy of the environmental policy if one exists. If part of health & safety policy please state this.	YES/NO
Does your company produce an environmental report? Some organisations produce environmental reports for external and/or internal stakeholders – if so provide a copy.	YES/NO
Name and position of the person responsible for environmental policy, person employed by the organisation to ensure that the legal environmental responsibilities of the company and objectives of the environmental policy are met. Name: Position: Company:	
Are you currently operating or planning to implement an environmental management system? If currently accredited under ISO14001, BS 8555 or EMAS then enclose copy of certificate. If working towards one of these then indicate current status and planned compliance date.	YES/NO Current status: Planned compliance date:
What are the environmental impacts of the goods, works and services you intend to supply? List the items that are affected by your operations and detail what control measures you have in place to minimise their impact upon the environment.	

Measuring and monitoring systems to assess actual performance against the company's environmental objectives and targets?

Detail any systems you operate to monitor the impact your operations have upon the environment, and any systems in place to compare the results of the monitoring against company objectives and targets

How do you ensure your suppliers have addressed their environmental impacts?

Provide details of any systems or procedures used to check the environmental controls of your suppliers, such as questionnaires, on-site audits, etc.

Have you, or sub-contractors to your company, been served with enforcement notices, civil sanctions or been prosecuted in the past three years for breaches of Environmental Legislation?

Provide details of any Enforcement Notices issued on any of your operations by the Environment Agency or Local Authority in the last three years. Include details of actions taken to satisfy the requirements of the Notice. Also provide details of any prosecutions taken by the Environment Agency or Local Authority against your organisation including outcome and improvements implemented. This will be confirmed checked.

Name of person completing questionnaire:

Job title:

Date of completion:

Required action (for assessor's use only):

Grading:

Evaluated By:

Date:

Section E

Arrangements for Managing Environmental Emergencies and Incidents

Shorts Group Ltd recognise our duty to develop procedures which details the way in which potential environmental emergencies and incidents are identified and managed and how emergency response procedures will be documented, reviewed, amended and tested.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Workshop Managers will identify potential environmental emergencies and incidents through Shorts Group Ltd's activities and environmental aspects and impacts. Incident specific procedures will be developed, describing the action to be taken in the event of such an emergency / incident with the aim of minimising the environmental consequences.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Workshop Managers will be responsible for assessing if there is adequate incident specific management equipment and training for potential environmental emergencies / incidents.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Workshop Managers will communicate emergency and incident preparedness response procedures to appropriate staff to a level that they can manage any environmental emergencies / incidents in their area of responsibility.

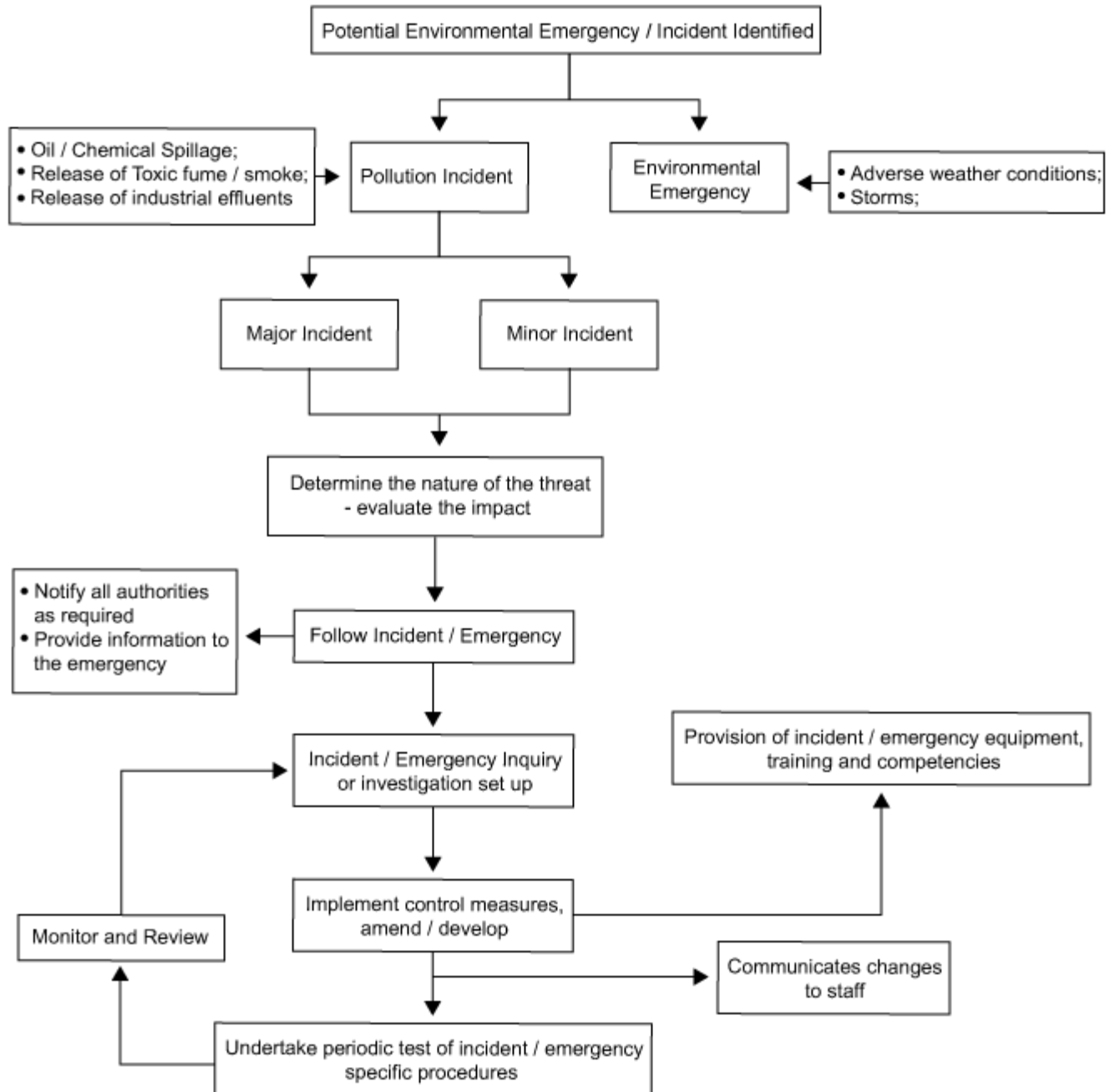
The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Workshop Managers will review and amend the procedures following, a periodic review, an incident / investigation or testing effectiveness of procedures and emergency preparedness and response.

A register of incidents / emergencies and non-specific procedures will be maintained by **the Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Compliance Officer**, detailing the department to which the procedure and incident relates. The details will include a description of (a) how the incident occurred, the date, (b) the extent of the incident, (c) actions taken, (d) any necessary remedial steps, (e) involvement of external organisations, (f) overall environmental damage – costs and complaints, (g) breach of legislation, (h) action to prevent recurrence, and (i) any follow up actions.

After every environmental emergency / incident an investigation will be undertaken by **Bryony Morten-Short, the Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope and the Contracts Manager** forwarding details to senior management.

At the discretion of **the Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Compliance Officer**, THSP will be appointed to assist with incident investigation.

Procedure for Managing Environmental Emergencies and Incidents



Environmental Emergencies and Incidents

INTRODUCTION

The organisation is required to identify, document and manage potential environmental emergencies and incidents that potentially may arise from products, processes or services.

Definitions:

An **environmental emergency** is defined as an unauthorised/uncontrolled release of a substance or substances in any form (e.g. a gas, a liquid, a solid, a nuisance such as noise, vibration, odour or any combination of these) into the environment (air, land, water) requiring immediate and emergency action to prevent or minimise environmental impact(s) which would be likely to result in one or any combination of the following:

- The calling of any emergency service.
- The notification of the Environmental Agency or Local Authority Environmental Officer and which is likely to result in any form of action by them.
- Legal proceedings against the organisation under environmental legislation.
- Justifiable complaints from local residents and/or environmental groups.
- Significant long/medium-term environmental damage/harm e.g. to humans, flora, fauna water/land contamination, property.

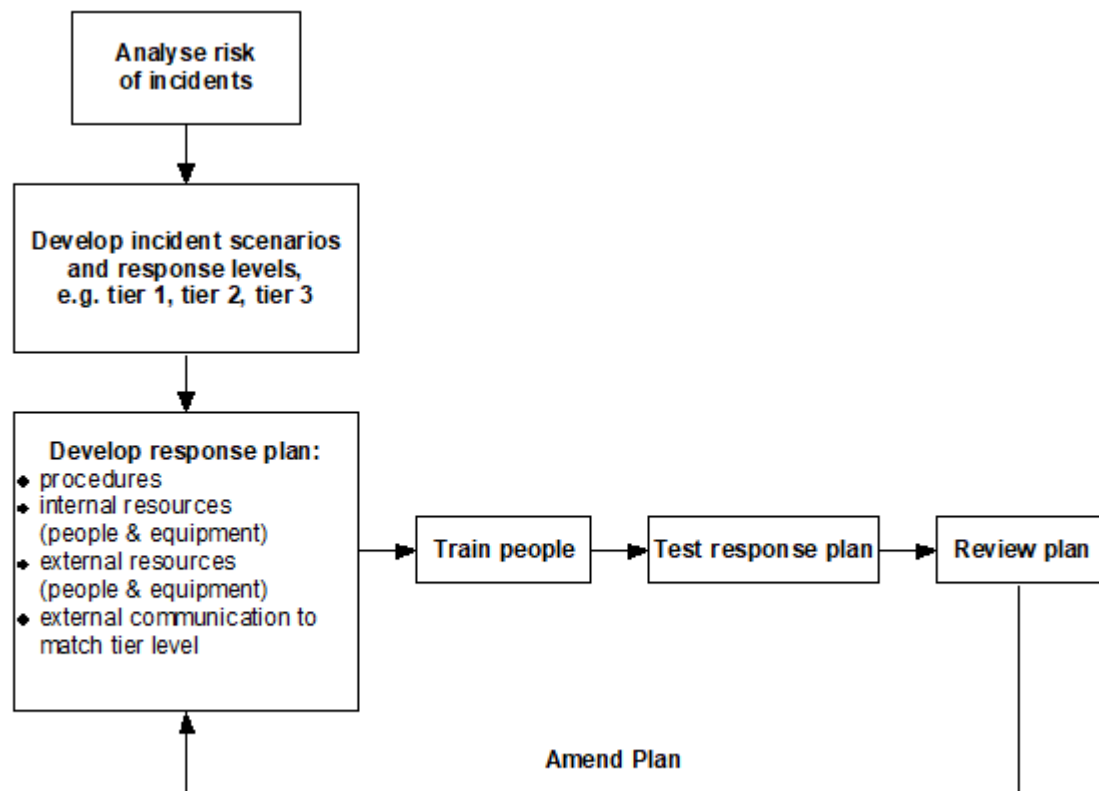
An **environmental incident** is defined as an unauthorised/uncontrolled release of a substance or substances in any form (e.g. a gas, a liquid, a solid, a nuisance such as noise, vibration, odour or any combination of these) into the environment (air, land, water) requiring action to prevent or minimise environmental impact(s) which would be likely to result in one or any combination of the following:

- The calling of any emergency service.
- The notification of the Environmental Agency or Local Authority Environmental Officer.
- A breach of environmental legislation.
- Complaints from local residents and/or environmental groups.
- Identifiable environmental damage/harm e.g. to humans, flora, fauna water/land contamination, property.

Environmental Emergency Preparedness and Response

An emergency incident can lead to an immediate environmental impact, or an increased risk of an impact – dependant upon the type of incident and the severity.

When an environmental emergency or incident occurs, rapid and correct decisions have to be made to minimise the impact. Therefore the organisation must consider, through environmental management, its processes, consider what emergencies / incidents could happen and what contingency measures should be in place if emergencies / incidents occur to ensure that serious impacts are either avoided or minimised (mitigated).



Main stages in developing effective contingency plans

Identify Potential Incidents (Risk Assessment Process)

Typical incidents that could cause an emergency are spills, leaks, accidental releases, fire or explosion. The identification of potential incidents is determined by assessing what could go wrong (related to the hazard) and the likelihood of the event and its consequence (the risk) – the same principle for determining hazards and risks used in health and safety.

To establish what could go wrong both intrinsic hazards of substances, and hazardous situations must be identified. Particular attention should be given to the storage, handling, processing or treatment of hazardous substances, for example toxic and flammable substances.

Hazardous substances can be both inputs (materials and fuel) and outputs (wastes and pollutants). Consideration to the causes of incidents is an integral part of the assessment of hazardous situations. Typical causes include:

- Corroded pipework.
- Rupture of pipework (from puncture or impact).
- Faulty couplings when transferring chemicals.
- Equipment failure.
- Operator error or misuse.
- Vandalism.
- Human error or accidents.

An analysis of previous incident statistics, including near misses, can provide valuable information when assessing causes.

The risk assessment process evaluates the risk of incidents (significant impacts) and ensures control measures are implemented. This provides a firm foundation for establishing emergency response procedures.

Example Risk Management verses Emergency Response (refuelling oil spill).

Risk Management	Emergency Response
Self sealing couplings in case of unplanned disconnection	Spill response kit to soak up spills
Regular inspections of equipment	Drain protectors (prevents fuel entering drains)
Warning alarms	Access to emergency services to intercept drains
Oil water interceptors	Access to agencies to rescue wildlife
	Oil waste & debris storage and disposal facilities.

The Tiered Response Concept

Contingency plans could be based / developed on a 'tiered response'. Tiered response recognises incidents can have various consequences, and subsequently different response requirements. Three tiers are often effective for identifying / planning response:

Tier level	Description	Typical Consequence category	Example
Tier 1	Incident can be managed by staff, using available resources. No immediate threat to the environment. Incident easily contained.	Minor	Small oil spill – does not reach drains and can be cleaned up by oil spill kit.
Tier 2	Incident requires support from a response team and resources across the site. Emergency services may be alerted and environmental regulators notified – risk of environmental impact. Detailed post incident investigation report necessary.	Moderate risk / approaching serious.	Ongoing leak of oil – threatening to breach secondary containment into localized drain.
Tier 3	Incident requires external support from emergency services and / or technical specialists. The environmental regulators must be notified since the law has been breached. Public safety may also be a risk. Detailed internal post incident investigation will be necessary and possible regulatory investigation depending on severity.	Serious or major	Large oil spill reaches river, and is carried down stream putting amenity and ecological resources at risk.

Emergency Response Plan

The organisation should develop a plan to handle foreseeable emergency situations. The aim of the plan is to minimize the impact of incidents and reduce the risk of their escalation through rapid and effective response mechanisms.

The contingency plan should:

- Outline the steps to be taken in the event of key incidents based on tiered response, including personal protection for those involved in the response.
- Allocate roles and responsibilities.
- Ensure response can occur at any time – out of hours capability.
- Contain up to date details for key members of staff, external organisations – including the emergency services, technical specialists, regulatory authorities.
- Include emergency call out procedures.
- Contain copies of forms for notifying authorities of incident and actions being taken.
- Include isolation, and restart procedures / checklists.

Training, Testing, and Review

Training is essential to ensure that those employees involved in the response to an environmental emergency fully understand what steps to take, where equipment is located, how to use it and who to contact.

Regular practice drills should be conducted to consolidate training and to test the effectiveness of the response plan. Ideally drills should simulate a serious incident and involve external organisations such as the emergency services and regulatory authorities.

The plan should be reviewed and amended as required following a drill or an actual emergency. The plan should also be reviewed periodically to ensure it reflects current site activities, facilities and personnel or recommendations from enforcing authorities or emergency services. Changes or amendments must be communicated to the relevant personnel.

Section F

Arrangements for Waste Disposal

All waste generated during the course of this organisation's activities shall be deemed "controlled waste" and disposed of in a responsible manner in accordance with our duty of care under the Environmental Protection Act.

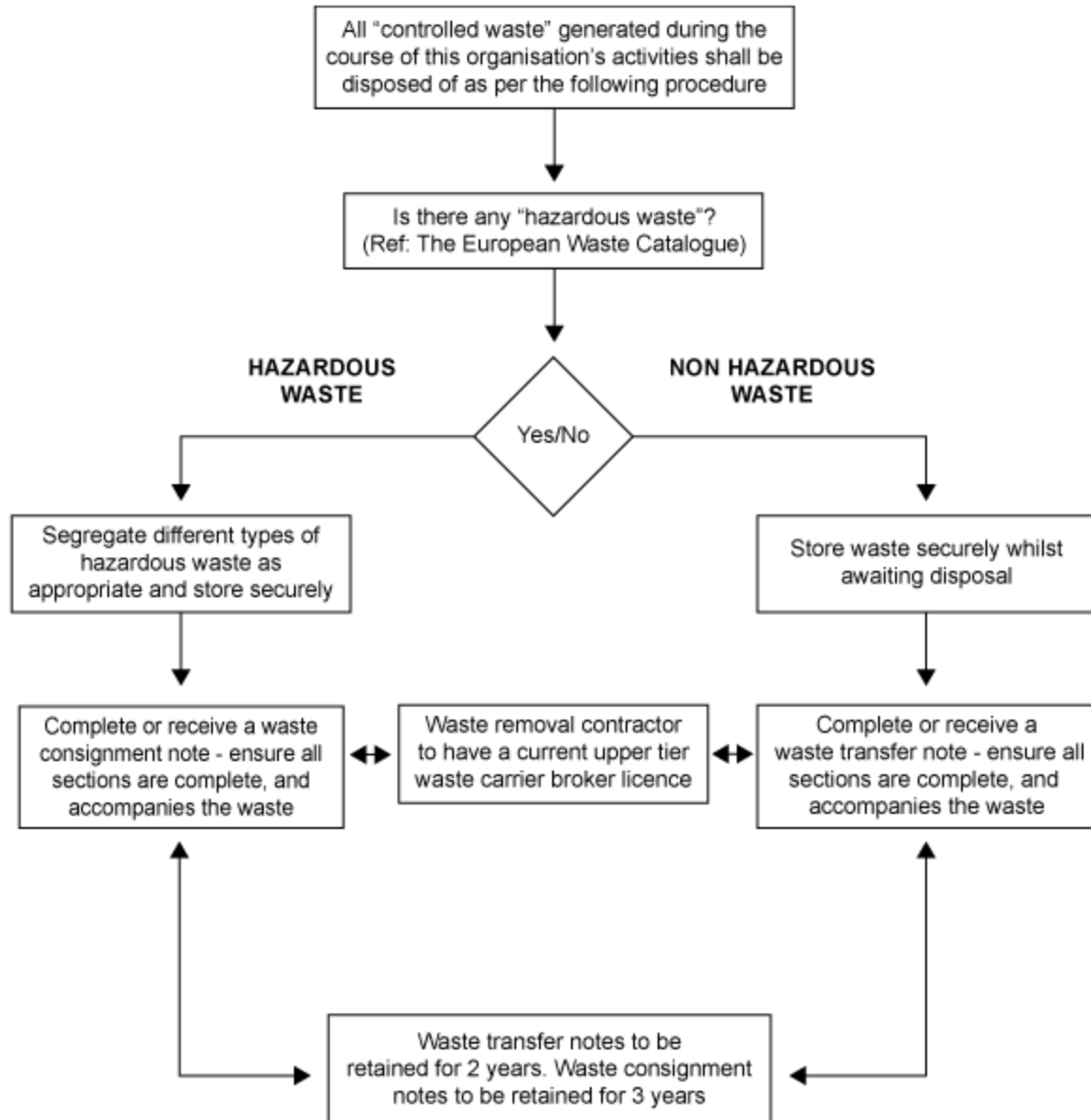
The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), the Contracts Manager and the Workshop Managers shall ensure that all waste materials are stored and disposed of in accordance with organisation procedures and relevant legislation.

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), the Contracts Manager and the Workshop Managers shall ensure that disposal of all "non-hazardous waste" is accompanied by and recorded through a system of signed "waste transfer notes".

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), the Contracts Manager and the Workshop Managers shall ensure that disposal of all "hazardous waste" is accompanied and recorded through a system of signed "hazardous waste consignment notes".

The Transport Manager, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), the Contracts Manager and the Workshop Managers shall ensure that all Consignment and waste transfer notes are kept on file.

Procedure for Waste Disposal



Waste Disposal

WASTE MANAGEMENT DUTY OF CARE

The duty of care applies to "controlled waste". Waste is defined as "any substance or object which the producer or the person in possession of it discards or intends or is required to discard". Additionally, the duty of care applies to anyone who is the holder or carrier of such waste. The only exception to this is for occupiers of domestic property for the household waste generated from their home.

"Controlled waste" means waste from households, commerce or industry. A further subdivision can be made into "[hazardous](#)" and "non-hazardous" wastes depending on the effect of these wastes on health and the environment.

"Producer" means anyone whose activities produce waste or who carries out pre-processing, mixing or other operations resulting in a change in its nature or composition.

"Holder" means anyone who imports, produces, carries, keeps, treats or disposes of controlled waste or, as a broker, has control of it.

The Environmental Protection (Duty of Care) Regulations, the Controlled Waste Regulations and the Hazardous Waste Regulations place legal responsibilities on waste producers and holders to ensure that the disposal of all controlled waste is safely managed and that records are kept for audit by the relevant authorities.

AUTHORITIES AND ADVISORY BODIES

The following authorities and advisory bodies should be consulted where appropriate:

- The Environment Agency (EA).
- The Scottish Environment Protection Agency (SEPA).
- The Health and Safety Executive (HSE).
- The Local Authority Environmental Health Department.
- The Local Authority Waste Disposal Department.

DISPOSAL CONTROLS

All waste processes must be regularly monitored. This should include weekly (or daily) checks on all waste collection areas, checks on the correct segregation of waste and checks on the contractors who remove the waste.

Appropriate documentation must be completed to provide an auditable trail for the waste.

Carriers must be registered in order to collect waste, and the disposal and recovery facilities must be licensed to take the waste.

It must be remembered that the duty of care for waste continues all the way down the line to the point of final disposal. Thus, if an incompetent contractor allows waste to escape after collection then the responsibility may rest with the producer of the waste. It is therefore crucial that organisations select registered waste carriers and legitimate waste disposal sites as regulated by the Environment Agency/SEPA.

In summary, the following actions must be carried out:

- Notify the premises (unless exempt) to the EA or SEPA where hazardous waste is produced (Wales only).
- Appoint a competent waste carrier, ensuring that they are registered and hold an appropriate license (this can be checked through the EA's website).
- Ensure that appropriate documentation is completed and accompanies waste.
- Waste transfer notes for non-hazardous waste (see example form below).
- Hazardous waste consignment notes for hazardous waste (multi-part forms are available from the EA or SEPA).
- Ensure documents are securely filed (waste transfer notes must be kept for a minimum of 2 years and hazardous waste consignment notes for a minimum of 3 years).
- Ensure that the final disposal site is registered and has a license to accept specific types of waste.

It is strongly recommended that you also:

- Get references from other clients before you appoint a waste sub-contractor. It may also be appropriate to audit the contractor on issues such as staff training, equipment and vehicles, any previous convictions for waste offences, and policies and procedures.
- Visit the disposal or recovery facilities that finally deal with the waste. It may be appropriate to audit the facility to ensure compliance with your duty of care and legal obligations.

Section G

Arrangements for Environmental Monitoring, Audit and Inspection

Progressive environmental improvements can only be achieved through the constant development of policy, approaches to implementation and techniques of risk control.

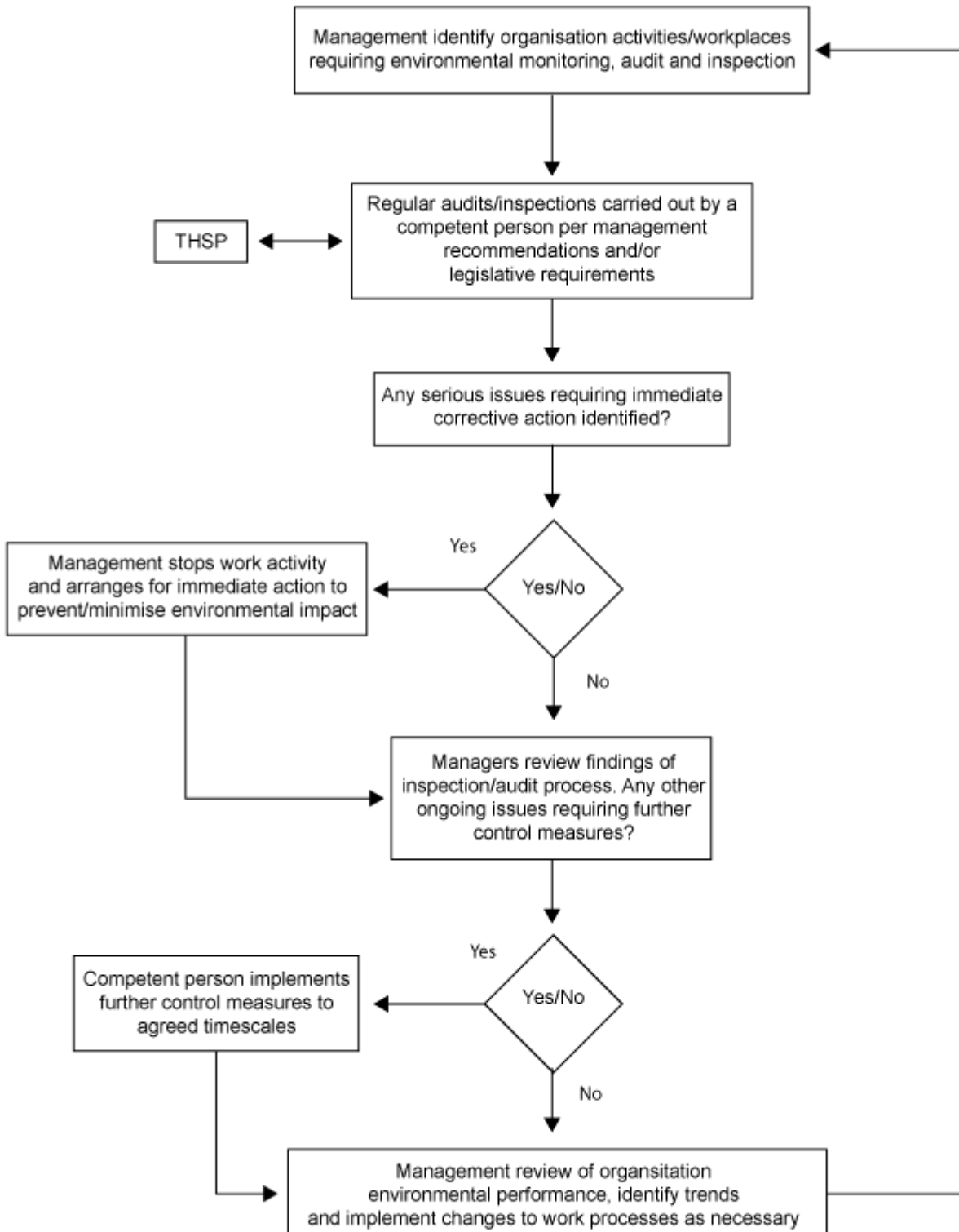
(PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope and the Contracts Manager will ensure that a systematic audit of all environmental arrangements will be carried out on a regular basis.

James Higgins, (PHM) - Jason Southam & Ben Waugh, (TWBM) - Stuart Shilton, (SSA), Andrew Hope, the Contracts Manager and the Compliance Officer will ensure that places of work are inspected regularly and in accordance with statutory requirements.

Where requested, Shorts Group Ltd's environmental advisors, THSP, will visit the workplace to carry out environmental inspections and audits.

Records of environmental inspections and audits will be kept in order that the senior management of Shorts Group Ltd can monitor the performance of the organisation and improve the overall environmental culture within the workforce.

Procedure for Environmental Monitoring, Audit and Inspection



Environmental Monitoring, Audit and Inspection

INTRODUCTION

Workplace monitoring, and environmental performance checks are key management responsibilities for ensuring acceptable environmental practices are maintained. The focus should be on environmental impacts and the way these can be minimised. Regular workplace audits, inspections and management reviews go some way to help ensure those standards are maintained.

MONITORING

Organisations should develop a strategy to be able to continually monitor their environmental performance. They should consider the following stages:

- Data collection methods.
- Identification of stakeholders.
- The scope of monitoring.
- The aims and goals.
- Organisation priorities.
- Develop an action plan.
- Implement the action plan.
- Monitor and review.
- Report.

AUDITS

An audit is a systematic, documented, periodic and objective review by either internal or external competent persons and would cover operations and practices to check compliance with the organisation's management procedures and legislation.

The overall aim of the audit would be to gather information to provide ongoing updates to enable further environmental improvements within the organisation.

The Key objectives of an environmental audit should cover the following:

- Verify compliance – organisation procedures and legal.
- Review implementation of policies.
- Identify Liabilities.
- Review Management Systems / procedures.
- Identify needs, strengths and weaknesses.
- Assess environmental performance.
- Promote environmental awareness – Inductions / training.

There are different types of audits the organisation could conduct; these will be determined by the organisation's activities. The following are the list of audits which could be conducted:

- Compliance audit - This would check legal compliance.
- Site Audits - Examines site or multi site operations.
- Suppliers(i.e. Waste) - Review of practices, permits to check Conformity.
- Programme audit Review of progress and Achievements, (e.g. Waste Minimisation).
- Single issue audit - E.g. Noise, emissions, waste, Energy use.
- Activity audit - Examine a particular activity.
- Procedures audit - Looks at agreed procedures.
- EIA audit - An Environmental Impact Assessment would be carried out as a specialist audit for Town & Country Planning purposes.

WORKPLACE INSPECTIONS

Inspections should only be carried out by a competent person, such as the organisation environmental manager or an external environmental advisor. Any issue posing a significant risk to the environment requires immediate management action and should, where possible, be rectified there and then. All issues are to be recorded and reasonable timescales specified for rectifying/addressing any outstanding issues.

Where required, a formal report shall be completed before the end of the working period with a copy issued to the person for whom the inspection was carried out. The environmental manager or appointed person shall regularly check that any outstanding issues have been suitably addressed and rectified.

DEFRA have identified 22 Key Performance Indicators (KPI) which could be used when carrying out environmental inspections and would cover emissions to the Air, Water and Land and subsequently lead to pollution if not controlled:

Emissions to the Air

- Greenhouse gases.
- Acid Rain and Eutrophication - (nutrients from pesticides).
- Dust and Particles.
- Ozone depleting substances - (Air conditioning units and refrigeration).
- Volatile Organic Compounds.
- Metal emissions to the air.

Emissions to Water

- Nutrients and Organic Pollutants.
- Metal emissions.

Emissions to Land

- Pesticides and Fertilisers.
- Metal Emissions.
- Acids and Organic Pollutants.
- Waste (Landfill, Incinerated and Recycled).
- Radioactive waste.
- Carbon Emissions.

Resource Use

- Water use and abstraction.
- Natural Gas.
- Oil.
- Metals.
- Coal.
- Minerals.
- Aggregates.
- Forestry / Agriculture.

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