Health and Safety Policy

Prepared by **Citation Ltd** 20/2/2024

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Amendment Record

Version	Date	Changed By	Version Comment
1.0	20/02/2024	Richard Hayday	Document Published

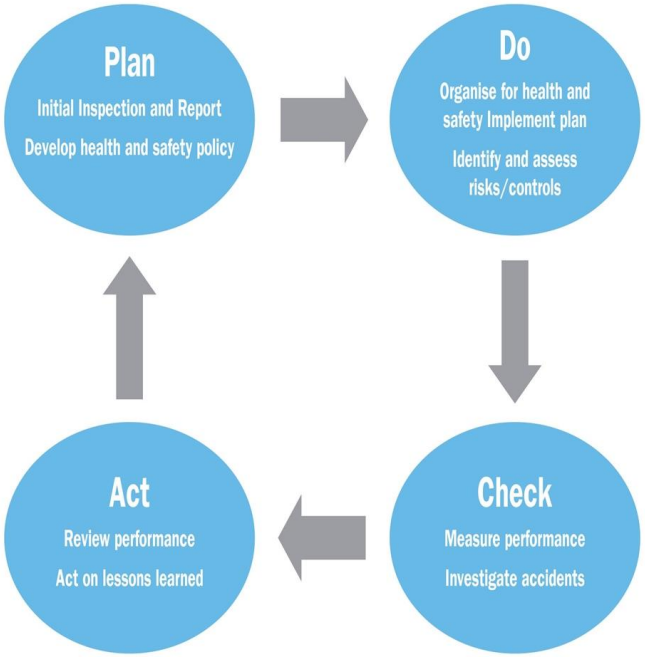
Health And Safety Management System

The Management of Health and Safety at Work Regulations (Regulation 5) requires the employer to have arrangements in place to cover health and safety. These arrangements should, where possible, be integrated within the management system that is already in place for the organisation. The arrangements when implemented however, will depend on the size and nature of the business and will require the following factors to be considered when integrating them into any management system: –

- Plan
- Do
- Check
- Act.

This health and safety policy includes a management structure and arrangements developed for the organisation to ensure compliance with the law; its format enables it to be integrated with any existing management systems.

Guidance is provided to show how this policy can be used as part of an effective Health and Safety Management System to ensure compliance and control in a logical manner, by describing the service provided by Citation Ltd and the contributions required by the company.



The flow diagram above provides a pictorial representation of good management practices in line with the HSE's normative standards; each step is explained further overleaf.

1. **Plan** - *Initial inspection and report, develop a health and safety policy*

Initial inspection/report - a visit by a Citation Ltd Health and Safety Consultant who will complete a questionnaire, inspect the premises and provide a written report. The report will identify the current practical, physical and procedural weaknesses in complying with regulations.

The policy will be developed and installed to the client by the Health and Safety Consultant. The installation visit will include an explanation of the system, advice on how to comply with legislation and an introduction to risk assessments. The organisation's 'statements of intent' are contained within the policy, these should be signed and dated by the person with overall responsibility for health and safety.

2. **Do** - *Organise for health and safety and implement plan*

The organisational structure will be established along with individual responsibilities with regards to health and safety management within the organisation. Management leading by example is essential to fostering a positive health and safety culture.

A C Ventilation Ltd commit to adhering to the policy arrangements including identifying hazards and completing risk assessments. Implementing actions from the health and safety inspection report will assist in compliance with regulations.

Implementation of the plan should include: –

- Establish and prioritise preventative and protective measures to eliminate or reduce risks, and implement
- Allocation of sufficient resources (manpower, time, funds and competent advice)
- Provision and maintenance of the correct tools and equipment to do the job
- Consult, train and instruct, to ensure everyone is competent to carry out their work
- Supervise to make sure that arrangements are followed.

3. **Check** - *Measure performance*

Monitoring will establish where problems may exist within the management system and will help understand what causes them and what remedial actions are required. Monitoring can include:

- routine inspections of premises, plant and equipment by employees
- health surveillance to prevent harm to health
- planned function check regimes for key pieces of plant
- investigating accidents and incidents

- monitoring cases of ill health and sickness absence records.

4. **Act –** *Review performance, act on lessons learned*

- Health surveillance to prevent harm to health
- Conducting accident investigations and reviewing statistics
- Monitoring cases of ill health and sickness absence
- Compliance with regulations.

A C Ventilation Ltd will carry out an internal review of health and safety systems to establish if they require updating or improving.

To support clients in the review process, Citation Ltd conduct an annual inspection. This will be carried out by a Citation Ltd, Health and Safety Consultant and includes a workplace inspection, review of documentation and arrangements in place and progress on assessments. On completion, a written report will be forwarded along with any required policy amendments. The outcomes of the review will become the next part of the health and safety plan to continue the loop.

Introduction

In compliance with the requirement of Section 2 of the Health and Safety at Work etc. Act 1974, A C Ventilation Ltd is effectively discharging their statutory duties by preparing a written Health and Safety Policy. A copy of the policy and associated employee handbook, which outline our health and safety arrangements and organisational structure, are held at A C Ventilation Ltd's main place of business.

A C Ventilation Ltd is aware that in order to ensure the health and safety policy is maintained effectively, it is essential that all references and information are up-to-date and accurate. Should any changes occur within the organisation, e.g. introduction of new processes or systems etc., or if changes occur that impact on the organisation of health and safety responsibilities, a nominated representative will liaise with Citation Ltd, whose Health and Safety Consultants will advise on any policy updates that are needed and arrange for such amendments to be forwarded.

The health and safety policy and management system requires constant monitoring by A C Ventilation Ltd's management and reviewed particularly following changes to the organisation and following accidents or incidents to ensure continual legal compliance. Citation Ltd will review the policy at the time of annual inspection.

In order for A C Ventilation Ltd to discharge its statutory duties, employees are required by law, to co-operate with management in all matters concerning the health, safety and welfare of themselves and any other person who may be affected by their acts or omissions whilst at work. A C Ventilation Ltd encourages all employees to inform management of any areas of the health and safety policy that they feel are inadequate or misrepresented to ensure that the policy is maintained as a true working document.

Citation Ltd will provide advice in line with relevant health and safety legislative frameworks, however, A C Ventilation Ltd retain responsibility and accountability for the health, safety and welfare of their employees and others who may be affected by any acts and/or omissions made by the organisation, including the implementation of risk control measures.

Health and Safety Policy Statement

The following is a statement of the organisation's health and safety policy in accordance with Section 2 of the Health and Safety at Work etc. Act 1974.

It is the policy of A C Ventilation Ltd to ensure, so far as is reasonably practicable, the health, safety and welfare of all employees working for the organisation and other persons who may be affected by our undertakings.

As a business we acknowledge that the key to successful health and safety management requires an effective policy, organisation and arrangements, which reflect the commitment of senior management. To maintain that commitment, we will continually measure, monitor, improve and revise, where necessary, our Occupational Health and Safety (OHS) management system to ensure that health and safety standards are adequately maintained.

The Directors will implement the organisation's health and safety policy and recommend any changes to meet new circumstances. The organisation recognises that successful health and safety management contributes to successful business performance and will allocate adequate finances and resources to meet these needs.

The management of A C Ventilation Ltd looks upon the promotion of health and safety measures as a mutual objective for themselves and employees. It is therefore, the policy of management to do all that is reasonably practicable to prevent personal injury and damage to property. Also, the organisation aims to protect everyone, including visitors and members of the public, in so far as they come into contact with our activities, from any foreseeable hazard or danger.

All employees have duties under the Health and Safety at Work etc. Act 1974 and are informed of their personal responsibilities to take due care of the health and safety of themselves and to ensure that they do not endanger other persons by their acts or omissions. Employees are also informed that they must co-operate with the organisation in order that it can comply with the legal requirements placed upon it and in the implementation of this policy. We are committed to continued consultation with the workforce to enable all viewpoints and recommendations to be discussed at regular intervals.

The organisation will ensure a systematic approach to identifying hazards, assessing the risks, determining suitable and sufficient control measures and informing employees of the correct procedures needed to maintain a safe working environment. We will provide, so far as is reasonably practicable, safe places and systems of work, safe plant and machinery, safe handling of materials and substances, the provision of adequate safety equipment and ensure that appropriate information, instruction, training and supervision is given.

We regard all health and safety legislation as the minimum standard and expect management to achieve their targets without compromising health and safety.

Signature: - _____ Date: - _____

Position: - _____ Review: - _____

Environmental Statement

A C Ventilation Ltd is committed to preventing pollution and to complying with all relevant environmental legislation, regulations and other environmental requirements.

We will regularly evaluate the environmental impact of our activities, products and services and we will take action to continually improve our environmental performance.

It is our policy to:

- Minimise the use of energy, water and natural resources
- Minimise waste through prevention, re-use and recycling where possible
- Dispose of waste safely and legally
- Avoid the use of hazardous materials, where practical
- Work with environmentally responsible suppliers
- Prevent environmental damage and minimise nuisance factors such as noise and air pollution.

We will define environmental objectives, targets and improvement actions that are related to this policy and to our significant environmental aspects. We will regularly evaluate progress.

We are committed to providing relevant environmental training and promoting environmental awareness to employees and, where appropriate, to suppliers and to communicating our environmental performance.

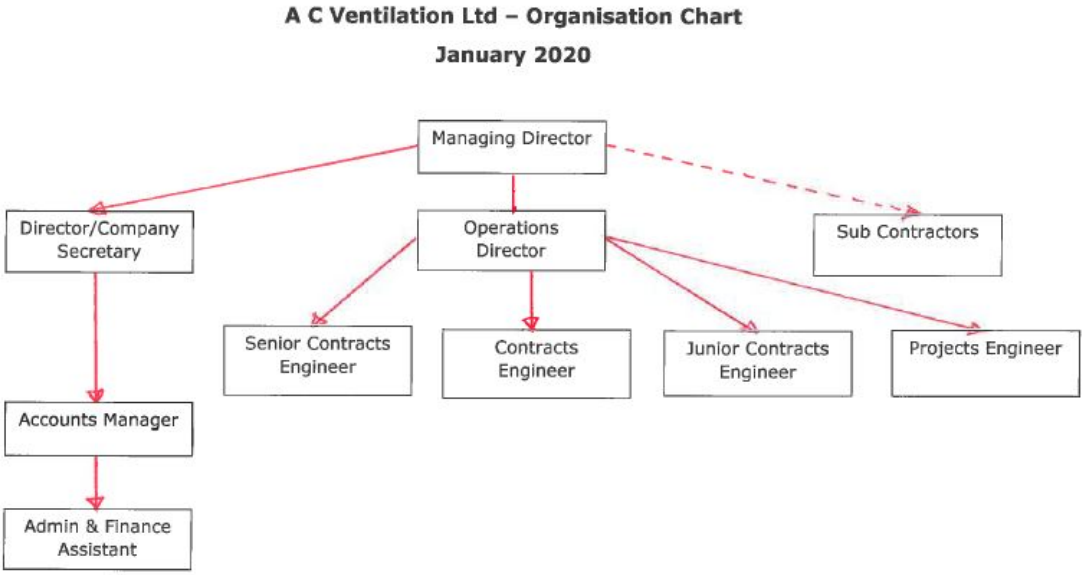
We will implement processes to prevent environmental non-conformities and to ensure that we are prepared to deal with potential environmental emergencies.

This policy will be regularly reviewed and updated to take account of organisational priorities and changes, environmental legislation and best practice.

Signature: - _____ Date: - _____

Position: - _____ Review: - _____

Health & Safety Organisation Chart



Health & Safety Responsibilities

Section 2 of the Health and Safety at Work etc. Act 1974 places a duty on employers to prepare a written health and safety policy that includes details of responsibilities for ensuring the health, safety and welfare of all employees. The following list of responsibilities has been collated to ensure compliance with legislation.

Tier 1
The Directors will ensure that :-

- The main requirements of the Health and Safety at Work etc. Act 1974 are understood and applied.
- The main requirements of the Construction (Design and Management) Regulations are understood and applied according to the work undertaken.
- Sufficient funds are made available for the requirements of health, safety and welfare provisions.
- Health and safety is integrated into the company's management systems.
- The same management standards are applied to health and safety as to other management functions.
- All levels of management within the organisation fully understand the arrangements for the implementation of the health and safety policy.
- All employees fully understand safe systems of work, rules and procedures and that suitable records are kept.
- The organisational structure is appropriate in order to manage health and safety.
- Adequate health and safety training is provided for all employees. This shall commence on induction and include any specific training regarding the organisation's rules, safe systems of work and training required to perform their duties and work-related tasks.
- Qualified first aid personnel and facilities are provided.
- Audits and inspections are conducted in accordance with the organisation's health and safety monitoring procedures.
- Employees and any other relevant persons are informed of the location of first aid personnel, facilities and the importance of recording all accidents / incidents in the accident book.
- All accidents / near miss incidents are investigated and recorded on the incident record form and control measures implemented to prevent any recurrence.
- Arrangements for fire safety are implemented and that all relevant checks are carried out.

- Nominated competent persons complete, record and review risk and COSHH assessments relevant to the activities and hazards within the organisation and that relevant employees are informed of the significant findings of the assessments.
- Suitable and sufficient personal protective equipment is provided for employees at no cost.
- Joint consultations or regular health & safety meetings between management and employees take place as described in the policy.
- All health and safety issues raised by employees are recorded and investigated.
- Any faulty work equipment identified is immediately taken out of service until repaired or replaced.
- Regular safety checks are undertaken and records made available of the testing, maintenance and statutory inspections of all equipment.
- A system is implemented to ensure contractors have the necessary competence and resources in order to carry out work safely for the organisation.
- Contractors are adhering to safety rules and procedures and any other statutory legislation relevant to their work.
- All welfare facilities, including temperature, lighting and ventilation levels, are adequate.
- Safe access and egress are provided and maintained in all areas within the organisation.
- Relevant statutory signs and notices are provided and displayed in prominent positions.
- Manual handling training is undertaken and reviewed regularly or if process change requires re-assessment.
- All electrical equipment is adequately maintained and that only suitably trained and competent persons carry out electrical work. No employee shall undertake any kind of electrical work where specialist knowledge is required in order to avoid danger.

Tier 2

The Departmental Heads & Senior Contract Engineers will ensure that :-

- The main requirements of the Health and Safety at Work etc. Act 1974 are understood and applied.
- The main requirements of the Construction (Design and Management) Regulations are understood and applied according to the work undertaken.
- All employees fully understand safe systems of work, rules and procedures and that suitable records are kept.
- The same management standards are applied to health and safety as to other management functions.
- Audits and inspections are conducted in accordance with the organisation's health and safety monitoring procedures.
- Adequate health and safety training is provided for all employees. This shall commence on induction and include any specific training regarding the organisation's rules, safe systems of work and training required to perform their duties and work-related tasks.
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- All electrical equipment is adequately maintained and that only suitably trained and competent persons carry out electrical work. No employee shall undertake any kind of electrical work where specialist knowledge is required in order to avoid danger.

Tier 3
The Health & Safety Co-ordinator will ensure that :-

- Health and safety is a key topic on the agenda of each board meeting.
- All employees fully understand the arrangements for the implementation of the health and safety policy.
- The policy is reviewed for compliance with the objectives for health and safety.
- Work that is considered to present a serious or imminent risk of injury to employees or others is stopped immediately.
- Sufficient knowledge is developed in order to fulfil the role of "competent person" as required under Regulation 7 of the Management of Health and Safety at Work Regulations.
- Random safety audits and consultation with safety representatives is undertaken.
- Reports are prepared for submission to the management team on the overall performance of health and safety within the organisation.
- Training programmes are established or arranged to inform and educate employees of their health and safety responsibilities and duties.
- The training needs of all employees are identified.
- Suitable training is provided and full written records are maintained.
- Management are advised of the implications arising from health and safety legislation and codes of practice and their application to the organisation's activities.
- The organisation's health and safety policy, organisation and arrangements are reviewed.
- Risk assessments are compiled within the workplace.
- The organisation's fire safety arrangements are implemented.
- All accidents/incidents are reported to the enforcing authority in accordance with the Reporting of Incidents, Diseases and Dangerous Occurrences Regulations (RIDDOR).
- Records and statistics of all accidents and incidents that occur within the organisation are compiled.
- The location of any asbestos containing materials is identified and appropriately managed.
- First Aid kits and equipment are checked on a regular basis to ensure that they are adequately stocked and that all items are in date.
- Pre-start checks are carried out on all relevant equipment and suitable records are kept.
- Written cleaning schedules are drawn up and are completed on a daily basis.

Fire Responsibilities

The Directors will ensure that:

- All employees receive comprehensive induction before commencing work, to ensure that they are fully aware of all the arrangements in place during the evacuation procedure
- A register of employees is kept up-to-date at all times. This register must be available for inspection at all times and will be taken to the fire assembly point in the event of an evacuation for the purpose of calling the roll
- The requirements for employee training in fire safety are adhered to
- A fire logbook is kept up to date with all relevant records relating to fire safety and ensure that it is made available for inspection by the local authority fire brigade
- The fire alarm and associated equipment is tested weekly and tests are recorded in the fire logbook
- All fire-fighting equipment is tested on a regular basis as per the manufacturer's guidelines and records kept
- A fire evacuation drill is carried out at least annually which will be recorded in the fire logbook
- Any automatic fire detection equipment is tested according to current guidelines and the tests are recorded
- Any emergency lighting and emergency exit lights are tested according to current guidelines and tests recorded
- A fire risk assessment is undertaken within the workplace, outlining who may be affected by a fire along with any special requirements that may be identified
- All hazardous chemicals, gases and other hazardous materials are recorded and an inventory kept for information/inspection by the local authority fire brigade
- Where dangerous substances (classified as explosive, oxidising, extremely flammable, highly flammable and flammable) can cause harm from fire or explosion and are stored or used in the workplace, a competent person will need to prepare and implement a suitable and sufficient risk assessment and comply with the requirements of the Dangerous Substances and Explosive Atmospheres Regulations (DSEAR)
- A regular check is made to ensure escape routes and doors are not obstructed. Fire exit doors should be unlocked and available for use at all times when persons are in the building. Fire doors should be closed at all times and not wedged open.

General Responsibilities

As employers we have a duty to all employees, casual workers, part-time workers, trainees, visitors and sub-contractors who may be in our workplace or use work equipment provided by us. Consideration will also be given to our neighbours and the general public.

Management will ensure they:

- Assess all risks to worker's health and safety and bring the significant findings to the attention of employees
- Provide safe plant and equipment that is suitably maintained
- Provide a safe place of work with adequate facilities and safe access and egress
- Provide adequate training and information to all employees
- Have provisions in place to guarantee that articles and substances are handled and stored in a proper manner
- Provide health surveillance to employees where it is deemed necessary
- Appoint competent persons to help comply with health and safety law
- Provide employees and other workers who have little or no understanding of English, or who cannot read English, with adequate supervision, translation, interpreters or replace written notices with clearly understood symbols or diagrams.

Employee's Responsibilities

The Health and Safety at Work etc. Act 1974 details two main sections which employees are required to comply with. These are: -

- Every employee has a duty of care under the Health and Safety at Work etc. Act 1974, section 7, to take reasonable care of themselves and any other person who may be affected by their acts or omissions at work
- In addition to the above, Section 8 states that under no circumstances shall employees purposely or recklessly interfere or misuse anything provided in the interest of safety or welfare, life saving equipment, signs or fire fighting equipment
- Employees also have a duty to assist and co-operate with A C Ventilation Ltd and any other person to ensure all aspects of health and safety legislation are adhered to.

Employees are obliged to:

- Always follow safety rules, avoid improvisation and comply with the health and safety policy
- Only perform work that they are qualified to undertake
- Always store materials and equipment in a safe manner
- Never block emergency escape routes
- Always practice safe working procedures, refrain from horseplay and report all hazards and defective equipment
- Always wear suitable clothing and personal protective equipment for the task being undertaken
- Inform the First Aider or Appointed Person of all accidents that occur.

The Management of Health and Safety at Work Regulations require all employees to:

- Utilise all items that are provided for safety
- Comply with all safety instructions
- Report to management anything that they may consider to be of any danger
- Advise management of any areas where protection arrangements require reviewing.

<u>Sub-Contractors/Self Employed Personnel Responsibilities.</u>

Will be made aware of the organisation's health and safety policy, safety rules and:

- Will be fully aware of the responsibilities and requirements placed upon them by the Health and Safety at Work etc. Act 1974 and other relevant legislation
- Will comply with all instructions given by management
- Will co-operate with the organisation to ensure a high standard of health and safety on all contracts with which they are involved
- Will carry out risk assessments in relation to their activities, ensure that adequate health and safety arrangements are implemented and co-operate as necessary with all affected parties
- Will comply with signing in and out procedures.

Employee Information

Information regarding health and safety law is provided in a number of ways:

- Employees are provided with a copy of the 'Employee handbook'
- The approved poster "Health and Safety Law – What You Should Know" is displayed on the premises. This poster is advisably completed with names of responsible persons. Alternatively a leaflet version of the Health and Safety Law poster is available and should be distributed to all employees.
- Management and employees have access to our Health and Safety Management System that contains all relevant information with regard to recording and monitoring procedures.

Joint Consultation

The Health and Safety (Consultation with Employees) Regulations require all employers to consult with their employees who are not represented by safety representatives, as detailed in the Safety Representatives and Safety Committees Regulations.

We recognise the importance and benefits to be gained by consultation and will maintain clear avenues of communication to ensure effective consultation between management and employees. It is the responsibility of management to ensure that consultation takes place in good time on matters relating to employee's health and safety at work.

If at any time the method of consultation becomes ineffective due to the size or nature of the organisation then the organisation will recognise the rights of employees or groups of employees to elect one or more persons to act as their representative for the purpose of such consultation.

Health and safety will be on the agenda of all management meetings. Items that may be included in the meeting are:

- Review of accident statistics, near misses and trends
- New legislation
- Compliance with the objectives of the health and safety plan
- Occupational health issues
- Introduction of new technology
- Result of health and safety audits
- Review of significant findings identified by reports produced by Citation Ltd
- Completion of corrective actions

- Review of training needs.

Citation Ltd along with other professional bodies will inform senior management of any relevant changes to health and safety. Management will disseminate this information to all relevant employees.

If any visitors or customers raise any concerns with regard to health and safety, senior management will investigate the issue and if required, take appropriate action to deal with the matter.

The Working Time Regulations

The Working Time Regulations set minimum standards for working hours, rests and holidays. Except for young workers, defined as those over school leaving age but below age 18, the Regulations do not apply to workers in certain occupations and the Regulations have limited application to certain workers in the transport sector, and to other groups of workers that are partially exempt.

There are special rules for night workers and for 'other special cases', which include the following: –

- Those whose place of work is distant from their home or whose places of work are distant from one another
- Those who work in security or surveillance activities requiring a permanent presence in order to protect property and persons
- Those whose work activities require continuity of service or production, including hospitals, residential institutions, docks, airports, media and continuous processes
- Those whose work is seasonal, including tourism
- Those whose activities are affected by 'force majeure', which includes unusual or unforeseen circumstances or exceptional events beyond the control of their employer or where there is an accident or the imminent risk of an accident.

Information on night workers and on 'other special cases' can be obtained from Citation's Health & Safety Helpline.

Abrasive Wheels

Description

Abrasive wheels are used for grinding, fettling, dressing and cutting. An abrasive wheel is defined as a wheel consisting of abrasive particles, bonded together using organic or inorganic substances such as resin.

There are a number of safety risks that may arise from the use of abrasive wheels, particularly due to poor maintenance, grinding wheels/disks being out of date, wrong wheels used for the task or wheels mounted incorrectly. Health issues may also occur as a result of inhaling dusts and fumes from grinding operations potentially leading to irritation or lung disease.

Associated Hazards

- Wheel breakage/bursting
- Contact or entanglement with running wheel
- Physical injury from component being ground
- Noise and vibration
- Dust and fume inhalation
- Fire from sparks, ignition of flammable vapours
- Electrocution
- Dermatitis from dust, slurry or waste material
- Embolism from air injected into the body (for compressed air grinders).

Employers Responsibilities

A C Ventilation Ltd will ensure that a risk assessment identifies: -

- Significant hazards and risks arising from the operation
- Persons at risk
- The appropriate controls to be implemented.

In addition, A C Ventilation Ltd will: -

- Monitor the effectiveness of the arrangements and review these arrangements periodically
- Ensure that all operators are properly trained in the safe use of grinding machines and that manufacturer's instructions are followed

- Ensure that the mounting and dressing of abrasive wheels is only undertaken by appropriately trained people
- Provide suitable local exhaust ventilation, LEV for the type and level of dusts/fumes generated and ensure LEV systems are maintained by competent people. Inspect and thoroughly examine the equipment at the required statutory intervals
- Provide personal protective equipment (PPE) including eye, face and hearing protection, close fitting overalls, skin creams and respiratory protective equipment, (RPE) as identified through risk assessment. If RPE is required, ensure that face fit testing is undertaken
- Ensure that transparent screens are fitted to fixed bench or stand-mounted machines, to intercept sparks and particles
- Maintain the floor area immediately around grinding machines in a good condition, and free from obstruction
- Ensure that appropriate wheel guards are secured in position and properly adjusted, before the wheel is run
- Ensure that grinding operations (especially cutting) are carried out in such a manner as to not introduce a risk of fire and manage this operation, where necessary, with a hot work permit system
- Monitor the maximum speed of the wheels against the RPM of the grinding machine
- Ensure that all equipment used is fit for purpose and is inspected and maintained by competent people on a regular basis
- Store abrasive wheels as per the manufacturer's instructions
- Use, where fitted, the side handle on hand held grinders
- Undertake portable appliance testing on electric grinders
- Ensure that statutory vibration exposure limit levels and action values are complied with, in order to control the risk of hand arm vibration, HAVs
- Provide health surveillance, where required by risk assessment, e.g. for occupational dermatitis, HAVs.

<u>Employees Responsibilities</u>

Take care of themselves and others in work activity involving abrasive wheels

and to also: -

- Follow training, guidance and instruction given, to prevent injury or ill health
- Use protective and safety equipment provided

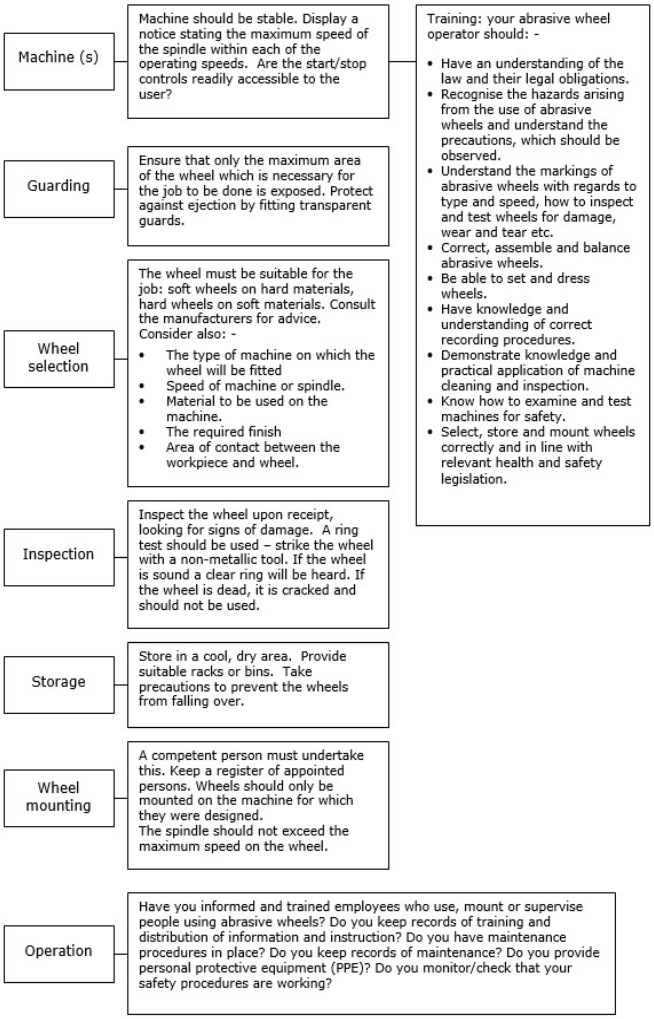
- Inspect the work equipment before use
- Check skin for dryness or soreness every six months
- Report immediately to their line manager any hazardous or dangerous situations or when suffering ill health
- Co-operate with management arrangements for health and safety.

Note: Employees are reminded that, if they find any defects or faults with work equipment, then they must: -

- Stop the work safely
- Isolate the equipment
- Report the defect to their supervisor.

Equipment that has been identified as "Unsafe to use" should be labelled as such and taken out of service.

Abrasive Wheels Flowchart



Access and Egress

Description

Safe access and egress includes movement of persons, equipment and vehicles into, around and out of the place of work

Associated Hazards

- Slips, trips and falls
- Falling objects
- Vehicle movement
- Uneven/obstructed floor
- Trailing cables
- Opening in the floor
- Unsuitable/insufficient lighting.

Employer's Responsibilities

A C Ventilation Ltd will ensure that:

- Arrangements and procedures are in place to ensure pedestrian safety and pedestrian/vehicle segregation where possible
- Articles or substances do not impede safe access and egress in the premises and that objects that may restrict safe movement within the premises are removed immediately
- Any access restrictions are adhered to, so that suitable and safe arrangements for work in areas of high risk are guaranteed
- Suitable covers are provided and are put in place over openings in the floor, or suitable safety fencing (rigid material – flexible chains not acceptable) is in place
- Floor coverings are in good condition and free from slipping and tripping hazards
- The edges of steps and stairs are clearly marked and stairways, passageways and working areas are well lit with suitable handrails fitted to stairways
- All contractors will be closely monitored to ensure that they do not hinder safe access/egress of personnel when working at the premises
- This policy will be subject to regular monitoring and review.

Employees Responsibilities

Employees will:

- Follow advice and information given by the employer in relation to safe access and egress
- Regularly check that there is sufficient space to move about their work area freely and where necessary report any problems
- Report any situation to the employer where safe access and egress is restricted or obstructed so that arrangements for the appropriate remedial action can be taken.

Accident Reporting

Description

There are many hazards present in all workplaces. Control measures, when implemented, should reduce the risks from those hazards to a level as low as is reasonably practicable in order to prevent accidents and cases of ill health. This arrangement provides advice and guidance to all employees, together with information necessary for the reporting and subsequent investigation of accidents, incidents and near misses. An accident is an unplanned event that results in personal injury or damage to property, plant or equipment. A 'near miss' is any incident, accident or emergency which did not result in an injury.

Employer's Responsibilities

A C Ventilation Ltd will ensure that:

- Suitable procedural arrangements are made in order that all accidents and incidents occurring on the premises or associated with business activities are adequately recorded
- Appropriate First Aid procedures are followed in the event of an accident or incident resulting in injury
- All employees are adequately trained to carry out their work safely and are provided with information on safe working practices and accident prevention
- A nominated person notifies the Health and Safety Executive (HSE), using the appropriate online RIDDOR reporting form via www.hse.gov.uk/riddor/report.htm, of any relevant accident, dangerous occurrence and/or instance of work related ill-health that falls under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).

The Incident Contact Centre can alternatively be contacted on 0845 300 99 23 if there is a work related accident where:

- Employees or a self-employed person, working for or on behalf of A C Ventilation Ltd is killed or suffers a specified injury (including as a result of physical violence)
- A member of the public or other person not at work is killed.

RIDDOR reportable instances include those described below. This list is not exhaustive and A C Ventilation Ltd will contact Citation Ltd's advice line for further guidance, support and clarification.

Death

- Workers and non workers who have died of a work related accident.

Specified Injuries

- Fractures, other than to fingers, thumbs and toes
- Amputations
- Any injury likely to lead to permanent loss of sight or reduction in sight
- Any crush injury to the head or torso causing damage to the brain or internal organs
- Serious burns (including scalding) which:
    - cover more than 10% of the body, or
    - cause significant damage to the eyes, respiratory system or other vital organs
- Any scalping requiring hospital treatment
- Any loss of consciousness caused by head injury or asphyxia
- Any other injury arising from working in an enclosed space which:
    - leads to hypothermia or heat-induced illness, or
    - requires resuscitation or admittance to hospital for more than 24 hours.

Over Seven-Day Injury

This is an injury, which is not a specified injury but results in the injured person being away from work or unable to carry out their normal duties for more than seven days. Apart from the day of the accident, weekends and days that would not normally be worked, such as rest days, are counted.

Occupational Disease

- Occupational dermatitis
- Carpal tunnel syndrome
- Severe cramp of the hand or forearm
- Hand arm vibration syndrome
- Occupational asthma

- Tendonitis or tenosynovitis of the hand or forearm
- Any occupational cancer
- Any disease attributed to occupational exposure to a biological agent.

Dangerous Occurrence

There are 27 dangerous occurrences which are relevant to most workplaces, e.g.:

- Collapse, overturning or failure of load bearing parts of lifts and lifting equipment
- Plant or equipment coming into contact with overhead lines
- Electrical short circuit or overload causing fire or explosion
- Collapse or partial collapse of scaffold over 5 metres high or which has been erected near water where there is the potential of drowning after a fall.

People Not at Work

- A member of the public or a person not at work has suffered an injury and is taken from the scene of an accident to hospital for treatment to that injury
- A member of the public or person who is not at work has died.

In addition A C Ventilation Ltd will ensure that:

- All accidents and incidents, however minor, will be investigated to ensure the appropriate action is taken to prevent recurrence. In the majority of cases, the details contained within the accident book will constitute an investigation
- The risk assessments will be reviewed and, if necessary, further control measures will be introduced
- Improvement strategies will be implemented to help prevent or minimise occurrences, thus reducing future risk of harm.

Employees Responsibilities

Any employees who are involved in, or aware of an accident must follow the accident reporting procedure and inform the employers, either orally or in writing as soon as possible after the accident occurs. The nominated person will complete the necessary documentation including accident book entry, investigation and comply with any notification and reporting requirements.

Alcohol and Drugs Misuse

Description

There is evidence that the effects of drinking alcohol, or drug use or misuse, can reduce personal performance and potentially increase absence rates. Any form of drug or alcohol related problem is a very serious matter and in some circumstances may be a criminal offence. The scope of this policy extends to alcohol, illicit drugs or substances and over-the-counter or prescription medication if abused or taken in an irresponsible manner.

Associated Hazards

- Impairment of co-ordination
- Inability to drive or use equipment safely
- Lack of awareness, judgement and sense of danger
- Heightened sense, and use of aggression towards others
- Overconfidence in potentially dangerous situations.

Employer's Responsibilities

A C Ventilation Ltd will:

- Seek to identify problems at an early stage and thus minimise the risk posed to the health and safety of employees and others
- Ensure that appropriate arrangements are in place to minimise the likelihood of alcohol, drugs and substance abuse occurring
- Recognise that drug and alcohol problems are medical conditions that are potentially treatable
- Treat all information in the strictest of confidence.

Disciplinary Procedures

- If an alcohol or drug related problem comes to light that results in unacceptable behaviour or performance it may be dealt with in accordance with A C Ventilation Ltds disciplinary or capability procedures
- Behaviour or performance which is found to be unacceptable and related to alcohol or drug abuse, may, depending on the circumstances of the individual case, result in summary dismissal.

Employees Responsibilities

Employees will:

- Inform your line manager if you are taking any prescription medications that may affect your ability to safely operate vehicles, equipment or machinery or to carry out your duties
- Not attend work at any time whilst under the detrimental influence of alcohol or drugs
- Seek help voluntarily if they recognise they have an alcohol or drug related problem
- Inform the Director if they are aware that any employees have an alcohol or drug related problem that is affecting their work. This will ensure that employees receive the necessary support and assistance.

Asbestos - For Trades People or Contractors Who May Come Into Contact With Asbestos Containing Materials, ACMs

Description

This arrangement is for organisations whose employees may come into contact with asbestos containing materials (ACMs), but who are neither, Health and Safety Executive (HSE) Licensed Contractors, nor have been trained to work with such materials.

Thousands of commercial, industrial, residential, school and public buildings built or refurbished before 2000 are likely to contain asbestos containing materials. Workers engaging in maintenance, repair, refurbishment, alteration or demolition activities could be exposed to asbestos fibres which can be released from asbestos containing materials such as roofing sheets, ceiling tiles, pipe insulation or lagging.

Building surveyors, caretakers, carpenters, construction workers, demolition workers, electricians, fire and burglar alarm installers, roofers, gas fitters, heating and ventilation engineers, joiners, painters and decorators, plasterers, plumbers, shop fitters and telecommunications engineers, are particularly at risk of being exposed to asbestos containing materials. This list is neither exhaustive nor limited to any one trade or activity.

Asbestos is a prohibited substance and is classified as a Category 1 carcinogen.

Organisations must not work with asbestos unless they have received specific training and where relevant, be HSE Licensed Contractors.

Associated Diseases

- Asbestosis
- Mesothelioma
- Lung cancer
- Pleural thickening and pleural plaques.

These diseases can take from 15 to 60 years to develop and can prove fatal.

Employer's Responsibilities

Before commencing any works on relevant non-domestic premises or in the common parts of relevant domestic premises establish:

- Who the "Dutyholder" is, e.g. owner or the person who has the clear responsibility for the maintenance/repair of the premises
- Identify whether the part, or parts of the premises that are likely to be disturbed contains asbestos and, if so, the type and condition of the asbestos.

This can be ascertained from e.g. the Dutyholder's Asbestos Register, from construction/building plans, Health and Safety Files, etc

- Assess the accuracy of the asbestos information provided e.g. has it been compiled by a competent person, does the building layout match the plan, is the information relevant to the work and included in the plan, does the information on condition match what is actually seen
- If no records exist, or there are doubts regarding the validity of the records and information provided, arrange a survey and analysis of representative samples to determine the presence, type and condition of asbestos
- Carry out a suitable and sufficient risk assessment of the whole task to identify the risks of exposure to asbestos, a description of the ACM's present, the steps taken to reduce exposure/release (e.g. suitable control procedures), record the findings and review to ensure that they are still valid
- Develop a plan for emergencies to cater for incidents of asbestos containing materials being accidentally uncovered or fibres released during works. Develop procedures to reduce exposure and prevent the spread of asbestos in these circumstances
- Draw up a written plan/method statement of how the work is to be carried out prior to work starting on relevant premises, communicate the plan to everyone involved and ensure that workers follow the plan
- The plan of work should contain details of the nature, location and duration of the work, methods to prevent/reduce exposure and details to keep work areas clean after the work has finished.

Additional Duties Include:

- Ensure that, where workers may potentially come into contact with asbestos containing materials or those who supervise such workers, receive adequate asbestos awareness training before commencing work
- Provide refresher training as required based on an individual's needs
- Undertake regular inspections of the area both during and on completion of the work.

Employees Responsibilities

- Do not start work unless information with the regards to the whereabouts of asbestos in the relevant working areas has been received
- Stop work if there is a suspicion that asbestos or asbestos containing materials are present
- Not to work on materials containing or suspected of containing asbestos unless properly trained and supervised

- Report to A C Ventilation Ltd any asbestos exposure or damage to asbestos containing materials
- Follow all information, instruction and training given to prevent injury or ill health.

Compressed Air

Description

A compressed air supply, either from a cylinder or from a compressor must be treated with respect. It must never be used for blowing dust or other material from clothing, skin or glassware or for ventilation purposes nor used for leak testing. It is particularly dangerous to direct a jet of compressed air at the body as this may introduce air into the bloodstream, or inflict serious eye injury, or cause a burst eardrum.

Pipe connections must be appropriate for high-pressure work, standard worm driven hose clips are not acceptable for this purpose.

Associated Hazards

- Skin penetration
- Horse play (miss use) on part of individuals using equipment
- Eye damage
- Noise - hearing damage
- Explosion
- Unintended release of pressure from receiver, hoses or a loose tool connection
- Tools to be used are damaged – and matching connectors mis-matched
- Exposed part of compressor – hot parts
- Trailing hose lines – slips – trips or falls
- Trying to clean down clothing or other equipment
- Hand Arm Vibration (HAV)
- Failure to wear appropriate PPE
- Failure to conduct regular maintenance
- Oil deposits in system – possible ignition causing explosion.
- Used near naked flames.

Employer's Responsibilities

A C Ventilation Ltd will:

- Carry out a suitable risk assessment to identify the significant hazards associated with the use of compressed air
- Implement suitable control measures to eliminate or minimise the significant hazards associated with the use of compressed air
- Where required, provide sucking equipment such as vacuum cleaners for cleaning plant, equipment and surfaces instead of compressed air blowing
- Communicate the hazards and controls to all affected employees
- Provide information, instruction, training and supervision in respect of the use of compressed air
- Ensure all pipe connections are appropriate for high-pressure work and are secure
- Permit competent and trained employees only to work with compressed air
- Ensure that pre-start inspections of air tools are undertaken to check that the hose connections are in good condition and that the lines are free from dirt
- Position equipment on firm and level ground and maintain clear access for its use, isolation and maintenance
- Ensure that all compressors undergo regular inspection, thorough examinations and maintenance. A compressor must be checked in accordance with its Written Scheme of Examination under the Pressure Systems Safety Regulations
- Ensure compressors are fitted with a pressure gauge and safety valve. With large bore, high pressure or long hoses consider the use of self-venting connectors
- Ensure all employees are provided with and wear appropriate CE and UKCA marked PPE and where applicable is inspected on a regular basis and replaced as necessary.

Employees Responsibilities

- Never use compressed air hoses to dust themselves down
- Always isolate the main air supply before disconnecting any air tools
- Follow the manufacturers and any specific company instructions at all times
- Only use tools for which they are trained to use
- Wear the personal protective equipment which has been provided for use with the equipment
- Not to pick tools up using the hose
- Report any defects immediately and do not use the equipment until the problem has been safely rectified

- Ensure equipment rotating parts are adequately guarded BEFORE using
- Ensure equipment emergency shut off safety system is operational and not damaged before using equipment.

Compressed Gas Cylinders

Description

Accidents involving gas cylinders can be very serious and may result in major injuries or death.

The term 'gas cylinder' includes varying types of pressure vessel used to transport and store gases under pressure. They are used for different purposes e.g. providing heat to soldering and welding activities, beer dispensing, oxygen supply, in heating appliances and for fire fighting appliances.

Associated Hazards

- Fire and explosion
- Manual handling
- Unsecure or unstable gas cylinders
- Accidental release or leaks of hazardous substances
- Cold surfaces.

Employer's Responsibilities

In order to reduce the risks posed during the handling, storage and use of compressed gas cylinders, A C Ventilation Ltd will:

- Carry out a risk assessment to identify the significant hazards associated with using and handling compressed gas cylinders and implement suitable control measures to minimise harm
- Check that cylinders are labelled or marked indicating their content and hazards associated with their contents
- Ensure that affected employees are fully trained in the safe operating and handling of cylinders
- Follow manufacturer's instructions on how to store, handle and use compressed gas cylinders correctly and safely
- Store cylinders in their designated location in a secure, suitably restrained, upright position
- Ensure that storage areas are dry, well ventilated, preferably outdoors, and positioned away from any source of heat, naked flame or direct sunlight. Risk assessments must take into account compatibility of the gases stored
- Ensure that limited numbers of gas cylinders are stored at any time

- Ensure that gas cylinders and valves are regularly maintained, tested and examined in accordance with the manufacturer's recommendations and statutory requirements
- Undertake and record regular visual inspections of gas cylinders and their associated holders, clamps, couplers, regulators and hoses
- Provide personal protective equipment (PPE), as identified by risk assessment.

Employees Responsibilities

- Undertake training in the safe use of compressed gas and follow information and instruction provided
- Wear any personal protective equipment (PPE) issued
- Report any damage to cylinders or attachments
- Do not drop, roll or drag gas cylinders
- Use equipment provided by the organisation to handle cylinders.

Confined Spaces

Description

Each year in the UK, a number of people are killed or seriously injured during confined space work activity. These incidents occur in a wide range of industries and those who suffer can include the people working in the confined space and those who try to rescue them, if not properly trained.

A confined space can be any space of an enclosed nature where there is a risk of death or serious injury from hazardous substances or dangerous conditions. Confined spaces include, storage tanks, silos, sewers, reaction vessels, vats, excavations and poorly ventilated rooms or spaces.

Associated Hazards

- Fire and Explosion
- Poisonous gases, fumes, dusts or vapour
- Oxygen deficiency
- Excessive temperatures
- Drowning in liquids and asphyxiation from flow of solids
- Trapping and collapse
- Working at height
- Poor lighting/vision.

Employer's Responsibilities

- Assess the nature of the task to be undertaken and avoid entry into the confined space, if possible. This may be achieved by modifying the confined space so that entry is not necessary or have the work done remotely
- Carry out risk assessments for the task and implement safe systems of work including 'Permit to Work' controls, issued by an authorised person. The Permit must only be issued after a check that all necessary equipment, training and personnel are in place and that a safe system of work and precautions are in place. The permit must be completed each time a confined space entry is made
- Provide adequate training, information and instruction for the work to be done
- A suitable and sufficient rescue plan should form part of the safe system of work

- Ensure only trained authorised and competent persons enter the confined space. Training should include the use of personal protective equipment PPE, rescue equipment and recognising signs of foreseeable effects on the human body, e.g. oxygen deprivation, heat exhaustion, etc
- Appoint a competent supervisor and workers to undertake and regularly inspect the work
- Confirm that workers are fit and healthy to perform the tasks
- Confirm the structural integrity of the confined space, e.g. excavations
- Ensure the entrance to the confined space allows for the safe access and egress for all relevant workers including emergency employees and equipment
- Ensure associated work equipment external to the confined space does not create an additional hazard, e.g. fumes from generator or vehicle
- Provide a suitable means of communication between all parties involved
- Isolate plant and services prior to entry, where applicable
- Provide adequate ventilation with clean, breathable air
- Where applicable, purge the confined space of toxic or flammable substances prior to entry and test the atmosphere before and during occupation
- Ensure that suitable tools and equipment, including personal protective equipment, are used and have been maintained and where required, inspected, calibrated, serviced and are subject to a pre-use check prior to entry
- Use intrinsically safe electrical equipment and tools, i.e. explosion proof, for confined spaces where there may be a risk of a flammable or explosive atmosphere
- Prepare and implement suitable emergency arrangements and equipment, including rescue and resuscitation equipment, fire fighting and first-aid provisions and procedures. Ensure only trained and competent people are used in emergencies. Rescue equipment should be available at a nearby location prior to entry
- Maintain an "Overseer / Entry Controller" and "line of sight" at all times to alert others in the event of an emergency.

Employees Responsibilities

- Follow training, guidance and instruction given, to prevent injury or ill health
- Use protective and safety equipment provided
- Be aware of personal limitations that may hamper the ability to work safely in a confined space
- Report to supervision any hazardous or dangerous situations.

Note: At no time should anyone enter a confined space to effect a rescue (60% of all deaths that occur in confined spaces are would-be-rescuers entering to effect a rescue of others).

Construction, Design and Management(CDM) 2015 Responsibilities

Description

- The Construction (Design and Management) (CDM) Regulations 2015 cover a very broad range of construction activities such as building, civil engineering, construction work, demolition, site preparation, site clearance, renovation, decoration, installation, maintenance, and dismantling of structures
- Under the CDM Regulations, legal duties apply to the following duty holders; Clients, Designers, Contractors and Workers for all construction projects even for simple, short duration work. Additional duty holders called 'Principal Designer' and 'Principal Contractor' are legally required to be appointed where projects involve or are likely to involve more than one Contractor working on the project at any time. CDM applies to both non-domestic and domestic premises
- For those projects that are likely to take more than 30 days, and have more than 20 workers working simultaneously or involve more than 500-person days of construction work, then the projects are notifiable in writing to the Health and Safety Executive, HSE
- Each duty holder must beware of the CDM Regulations and the responsibilities of other duty holders under the Regulations*. Organisations or individuals are permitted to undertake more than one duty holder role, but they will need to demonstrate they have sufficient skills, experience, knowledge, training and organisational skills (if they are an organisation) and the ability to adequately fulfil each of the duties and maintain health and safety
- Anyone working on projects under the control of others must report to them any situation likely to endanger their own health and safety or that of others
- Designers, Contractors, the Principal Designer and the Principal Contractor must consider the 'principles of prevention' to as far as reasonably practicable to eliminate foreseeable risks and if this is not possible, reduce risks or control of them
- The CDM Regulations also apply to work undertaken on behalf of Domestic clients
- This arrangement is for those organisations whose business involves doing construction or construction related work and where they have construction work undertaken on the premises / structures they are responsible for.

***Responsibilities of all duty holders are covered in this arrangement to help satisfy this requirement.**

Client's Responsibilities

Clients are defined as companies, organisations or individuals for whom a construction project is carried out.

For all projects, Clients will:

- Appoint Designers and Contractors with appropriate skills, knowledge, experience and who are adequately resourced. If they are an organisation, they should have suitable organisational capabilities
- Take reasonable steps to ensure duty holders carry out their relevant duties before and during the construction phase
- Ensure so far as reasonably practicable that the construction work is carried out without risks to health and safety
- Ensure the HSE are notified of the project for 'notifiable' projects
- Make suitable arrangements for managing, maintaining and reviewing the project for its duration with regular liaison with all duty holders. This should include allocating sufficient time to assess risks, creating the project team, ensuring roles and responsibilities are clear, stipulating that regular meetings are held, or regular progress reports are issued, and requiring co-operation, communication and co-ordination between parties
- Appoint competent / specialist persons to advise on managing health and safety risks for the project, where needed
- Ensure that adequate welfare facilities are in place before the commencement of a project and are available throughout the construction phase
- Provide information ('Pre-Construction Information') about, e.g. the site's hazards, site rules, Client's brief, as soon as possible to duty holders who are designing, bidding and planning for the work. If information is not available, the Client must take reasonable steps to acquire such information
- If there is only one Contractor involved with the project, ensure a Construction Phase Plan is drawn up by the Contractor.

For projects which involves more than one Contractor working on the project at any one-time Clients will additionally:

- Appoint, as soon as possible in the design process, a Principal Designer to control the pre-construction phase and appoint a Principal Contractor as soon as practicable before the construction phase begins to control the work. Clients should regularly liaise with these duty holders throughout the duration of the project and take reasonable steps to ensure they comply with their duties
- Provide information ('Pre-Construction Information'), as early as possible, to the Principal Designer and Principal Contractor

- Ensure that work does not start before the Construction Phase Plan has been prepared by the Principal Contractor
- Ensure the Principal Designer prepares, regularly reviews and revises a Health and Safety File whilst they are employed. This duty passes to the Principal Contractor if the Principal Designer's contract has ended
- Retain and revise the Health and Safety File as new information becomes available, including after project completion, and provide access to others e.g. new owners and those who undertake further works on the site.

Notes:

If the client does not appoint a Principal Contractor or Principal Designer, the Client (not a Domestic Client) must assume these duty holders' roles and liabilities.

Where a project has more than one Client, then it is recommended that one of the parties accepts, by contract, to fulfil the role of the Client as defined by CDM.

Principal Designer's Responsibilities

This position is appointed by the Client for projects which involve more than one Contractor. The Principal Designer is the Designer with overall control of the pre-construction phase of the project and can either be an organisation or an individual. This role requires good technical knowledge of the construction industry relevant to the project and a level of understanding, knowledge, experience, and skills to manage and coordinate the pre-construction phase and any design work during construction. If this role is undertaken by an organisation, then appropriate organisational capability will also have to be demonstrated.

Principal Designer will:

- Advise the Client on their 'Client' CDM health and safety duties and help identify and collect suitable Pre-Construction Information and distribute relevant information to other interested parties
- Where the Principal Designer appoints Designers, check that they have sufficient skills, knowledge, experience and organisational capabilities (if an organisation)
- Plan, manage, monitor and coordinate health and safety during the pre-construction phase of the project and estimate the time required to complete the work
- Identify, design out or control foreseeable risks that could occur during or even after construction, e.g. during maintenance
- Provide relevant information, e.g. Pre-Construction Information, information from previous Health and Safety Files, to other duty holders

- Co-ordinate the health and safety aspects of the design work whilst ensuring continued communication and co-operation between Designers. Provide information to assist Designers with their work and ensure they exchange relevant information and drawings

- Be satisfied that the designs and process address the hazards and risks associated with the work and structure and that other Designers comply with their CDM duties

- Facilitate good communications and co-operation between Designers, Client, Principal Contractor and Contractors

- Liaise (whilst they are employed) with the Principal Contractor on any design issues during the planning, management, monitoring and coordination of the construction phase. Provide relevant information to the Principal Contractor which will assist them with the development of the Construction Phase Plan

- Prepare and regularly update the Health and Safety File as the construction phase continues

- If required and relevant, take on the role of a Client as defined by CDM, by written agreement, when working for a Domestic client.

Designer's Responsibilities

The definition of design and Designer is very wide within CDM. Designers can be an organisation or an individual who, e.g. prepares or alters drawings, selects materials or substances, prepares bills of quantities or makes calculations. Therefore, designs and Designers will arise at many stages during the construction process, from the initial design through to actual construction (including temporary works). Designers could be architects, quantity surveyors, surveyors, civil or structural engineers, consultants, Principal Contractors or even Contractors.

For all Projects, Designers will:

- Not start designs unless they are satisfied the Client is aware of their 'Client' CDM responsibilities

- Ensure designers they appoint have the necessary skills, knowledge and experience and organisational capabilities (if an organisation)

- Highlight to other duty holder's health and safety hazards early and design out or minimise/control foreseeable risks that could occur during or even after construction, e.g. during maintenance, cleaning, refurbishment, demolition

- Provide information to the Client for the Pre-Construction Information and use existing Pre-Construction Information when preparing or modifying designs

- Provide relevant design instructions and information to other designers and contractors, e.g. via notes on design drawings, such as, risks that cannot be designed out for the construction or for the maintenance of the structure

- Co-ordinate their own design work and co-operate with other designers, project members, exchanging drawings and information, where necessary
- Take account of the provisions of the Workplace (Health, Safety and Welfare) Regulations which relate to the design of, or materials used in the building / structure.

For projects which are likely to involve more than one Contractor, Designers will additionally:

- Make the Client aware of the requirements to appoint a Principal Designer and Principal Contractor before work commences
- Provide information for the Health and Safety File, e.g. design drawings
- Co-operate with the Principal Designer during the design process and inform the Principal Designer of risks that cannot be designed out or cannot be reduced or controlled
- Where relevant, if a Domestic client fails to appoint a Principal Designer then the Designer in control of the pre-construction phase of the project will assume Principal Designer duties.

Principal Contractor's Responsibilities

Clients appoint Principal Contractors only for construction projects that are scheduled to involve more than one contractor. Principal Contractors are normally the main contractor and have the overall responsibility, with the support of Contractors, for planning, coordinating, managing and monitoring health and safety during the construction phase. The Principal Contractor can be an organisation or person and must have the necessary skills, knowledge, experience and organisational capabilities (if an organisation), leadership skills and experience to fulfil the role based on the nature and complexity of the project. There should only be one Principal Contractor per project at any one time.

Principal Contractors will:

- Plan, manage, monitor and coordinate health and safety of the construction phase whilst liaising with the Client and Principal Designer and estimate the time required to plan the work or work stages
- Develop, implement and keep up to date the Construction Phase Plan and provide Contractors with access to relevant parts of the plan
- Utilise information contained in the Pre-Construction information, site rules, Client's brief, etc. for planning and managing the project
- Liaise with other duty holders in identifying significant risks of the work and determining the suitable control measures that need to be implemented

- Check that anyone they appoint has the necessary skills, knowledge, experience and organisational capabilities (if an organisation) to undertake the work safely. Also ensure that workers have received an adequate level of training for the planned tasks
- Ensure sufficient resources, suitable plant and equipment
- Ensure suitable welfare facilities are available at the start of the project and ensure their continued availability and maintenance during the project
- Ensure that all workers have site inductions and any further information required to undertake the work safely
- Consult with workers on health and safety issues during the project by, e.g. holding meetings, when required
- For notifiable projects, display the F10 form in the site office
- Ensure co-operation between duty holders. This includes co-operation of contractors whilst coordinating their work, and encouraging a teamwork approach
- Ensure there is effective and suitable site supervision and that the construction work is adequately monitored
- Take reasonable steps to prevent unauthorised access
- Provide the Principal Designer with information for the Health and Safety File
- Take over the preparation and maintenance of the Health and Safety File if the services of the Principal Designer have finished
- Where relevant, take on the duties of a Client as defined by CDM, for Domestic clients
- Follow the technical requirements of Part 4 and Schedule 2 of the CDM Regulations.

Contractor's Responsibilities

Contractors are those organisations or individuals who do the actual work and can be either an individual or an organisation. Alternatively, Contractors can be defined as organisations or individuals who directly employ or engage construction workers or manage construction work.

For all Construction Projects, Contractors will:

- Check that the Client is aware of their 'Client' CDM duties
- Plan, manage and monitor the health and safety under their control

- Where there is only one Contractor involved with the project, the Contractor must ensure a construction phase plan is developed before the work begins and that it is updated during the project
- Provide relevant risk assessments and method statements
- Seek specialist support, where necessary
- Ensure sufficient resources, suitable plant and equipment
- Check that sub-contractors and other people they appoint have suitable skills, knowledge, training and experience. Ensure that they are adequately resourced, supervised and inducted
- Provide relevant information to workers under their control, particularly hazards and control measures, through inductions, training or meetings
- Ensure that the workers are properly consulted regarding health and safety
- Co-operate with duty holders and others. Co-ordinate work between all parties
- Take reasonable steps to prevent unauthorised access to the works
- Report any accidents and manage the emergency arrangements
- Provide adequate welfare facilities to their own employees and anyone under their control
- Where relevant for notifiable projects display the HSE notification details in the construction site office where it can be read by workers. The notice must be updated where necessary
- If there is only one Contractor involved with the project for a Domestic client, take on the role of the Client as defined by CDM
- Follow the technical specific requirements of Part 4 and Schedule 2 of the CDM Regulations.
- For Projects Which Are Likely to Involve More Than One Contractor, Contractors Will Additionally:
- Co-operate with the Principal Contractor, Principal Designer and others working on the project
- Follow reasonable directions from the Principal Contractor and from the applicable requirements detailed in the Construction Phase Plan. Liaise with the Principal Contractor on the provision of welfare facilities during the works
- Plan their own work but in coordination and cooperation with other duty holders
- Communicate to the Principal Contractor, any accidents or incidents, risks to others from their work and any queries arising from the effectiveness of the Construction Phase Plan

- Where relevant, if a Domestic client fails to appoint a Principal Contractor then the Contractor in control of the construction phase of the project takes on the Principal Contractor's duties.

Individuals Responsibilities

Considered to be those who work for Contractors and for all projects they will:

- Take care of their own health and safety and to others who may be affected by their actions
- Read and understand health and safety information provided to them
- Follow site rules
- Attend any relevant induction or training courses
- Report any accidents, incidents or risks that might be a danger to themselves and others
- Liaise with the site safety representative on health and safety matters
- Co-operate with others and follow reasonable directions from duty holders.

Contractors

Description

A contractor is anyone who is undertaking work on our behalf but is not a direct employee. Contractors may be employed to undertake maintenance, repairs, installation, construction, window cleaning, engineering and many other jobs. Work undertaken for a client by a contractor is usually covered by a civil contract.

Whilst it is good practice for health and safety requirements to be written into such contracts, health and safety responsibilities are defined by criminal law and cannot be passed on to another by a contract.

Thus, in any client/contractor relationship, both parties will have duties under health and safety law. Contractors are especially vulnerable and may put the client's own employees at risk.

Associated Hazards

- Movement of site traffic
- Excavations
- Working at height
- Manual handling injuries
- Hazardous materials/substances.

Employer's Responsibilities

A C Ventilation Ltd will ensure that competent contractors are selected and appointed having regard to:

- Hazards on site
- Site rules and safety procedures
- The need for and selection of protective clothing
- Any special equipment required
- Information, instruction and training.

Other issues to be addressed are to:

- Ensure that risks associated with the work are assessed
- Include contractor's operations in all safety audits/inspections, paying special attention to access and egress
- Inform employees where contractors are working in their particular area

- Manage, supervise, co-operate with and co-ordinate contractors when on site
- Ensure that contractors provide and use safe plant and equipment and all necessary PPE
- Check that work has been completed satisfactorily and the area has been left in a safe condition ensuring all debris and tools have been removed.

Contractor's/Sub-Contractor's Responsibilities

All sub-contractors undertaking work on our behalf:

- Must accept responsibility for complying with the provisions of the Health and Safety at Work etc. Act 1974 and all other relevant statutory provisions in respect of the work comprising the contract
- Must provide suitable and appropriate supervision to plan, control and monitor their operations having carried out risk assessments for the work
- Must agree risk assessments and any method statements with the client before work commences
- Must inform the client of any unforeseen hazards arising from the work to enable the necessary precautions to be put in place
- Shall undertake electrical work and work involving the use of electrical tools and equipment in accordance with the appropriate regulations
- Must ensure plant and machinery brought on site is fully guarded and complies with the requirements of the Provision and Use of Work Equipment Regulations (PUWER)
- Must make available for inspection, test certificates issued by a competent person for equipment such as lifting equipment, air compressors and pressure plant
- Must report all accidents to the client immediately so that they can record the incident in the accident book.

Employees Responsibilities

Employees will:

- Immediately report any unsafe practices or concerns to the senior person present.

Control of Substances Hazardous to Health (COSHH)

Description

Using chemicals or other hazardous substances at work may put people's health at risk, thus, employers are required to control exposure to hazardous substances to prevent ill health. The aim is to protect both employees and others who may be exposed by complying with the Control of Substances Hazardous to Health Regulations (COSHH).

Hazardous substances include: -

- Substances used directly in work activities, e.g. paints, adhesives, cleaning agents
- Substances generated during work activities, e.g. soldering, welding fumes, silica dust
- Naturally occurring substances, e.g. grain, dust
- Biological agents, e.g. bacteria and other micro-organisms.

Effects from hazardous substances can range from mild eye irritation to chronic lung disease or even death.

Associated Hazards

- Skin irritation
- Asthma or other lung disease
- Losing consciousness
- Cancer
- Infection from bacteria and/or micro-organisms.

N.B. This list of hazards is not exhaustive.

Employer's Responsibilities

A C Ventilation Ltd recognises its responsibilities in the provision of a safe working environment in relation to the management of potentially hazardous substances and shall: -

- Identify and list those hazardous substances that are used or stored within company premises
- Identify all work activities likely to produce or generate hazardous substances
- Obtain Safety Data Sheets from suppliers or other sources

- Identify who may be affected by the use of such substances, e.g. employees, contractors, public
- Appoint a competent person to complete and record the COSHH assessments and review the assessment regularly.
- Provide training in safe use of substance
- Report any harmful exposure to the relevant authority

Where reasonably practicable, the company will prevent exposure by: -

- Changing the process so that a hazardous substance is not required or generated
- Replacing the hazardous substance with a less hazardous substance
- Using the substance in a safer form.

If prevention is not practicable, the company will adequately control* the risk of exposure by: -

- Total enclosure of the process/isolation of the activity, where reasonably practicable or partial enclosure and installation of extraction (Local Exhaust Ventilation, LEV)
- Providing suitable storage and transport facilities for hazardous substances following manufacturer's guidance and ensuring containers are correctly labelled
- Using a system of work that minimises the potential for leaks, spills and escape of the hazardous substance
- Ensuring that control measures, e.g. LEV remain effective by inspection, testing, thorough examination and maintenance of plant and equipment where appropriate
- Providing information, instruction, training and supervision in the safe use and handling of hazardous substances
- Providing employees with suitable personal protective equipment (PPE) and or Respiratory Protective Equipment (RPE) as required by risk assessment and ensuring that they are trained to use and handle the equipment. Where RPE is used, ensure that face fit testing is undertaken
- Ensuring emergency procedures are in place and that arrangements to dispose of waste are implemented
- Determining the need to monitor employees exposure or if health or medical surveillance is required

- Recording the findings in a COSHH assessment and reviewing the assessment regularly or if is deemed no longer valid
- Providing a copy of each relevant COSHH assessment to those persons considered at risk
- Preparing and implementing, by a competent person, a suitable and sufficient risk assessment that complies with the requirements of the Dangerous Substances and Explosive Atmospheres Regulations (DSEAR), where dangerous substances (classified as explosive, oxidising, extremely flammable, highly flammable and flammable) can cause harm from fire or explosion and are stored or used in the workplace
- Regularly monitor compliance to the control measures implemented.

A C Ventilation Ltd will consider the risks to other persons who may come into contact with hazardous substances, particularly vulnerable groups, e.g. visiting children and women of childbearing age, and will implement the necessary controls to minimise or eliminate harm.

Note*: controls need to include not exceeding any assigned legal Workplace Exposure Limits (WEL) or that exposure to asthmagens, carcinogens and mutagens are reduced to as low as is reasonably practicable.

Employees Responsibilities

Employees have responsibilities under COSHH Regulations, and are expected to: -

- Take part in training programmes
- Observe container hazard symbols
- Practice safe working with hazardous substances following training provided
- Report any concerns or health issue to their immediate supervisor
- Wear, use correctly and maintain any personal protective equipment and respirable protective equipment provided
- Return all hazardous substances to their secure location after use
- Use the control measures provided properly.

Covid-19 And Pandemic Management

Where unprecedented situations, such as the Covid-19 pandemic occur, the organisation will:

- Undertake a risk assessment reflecting all areas of organisation activities in line with government guidelines and review as necessary in line with lessons learned and changes in government guidelines and legislation
- Inform employees and others as necessary, of the contents of the risk assessment
- Undertake audits and inspections where appropriate to check on compliance with the risk assessment
- Undertake staff health screening and return to work health checks where required by the relevant employment laws and risk assessment
- Consult with and provide information, instruction and training appropriate to the tasks to be completed to allow employees to undertake their work safely
- Provide appropriate PPE to employees where required
- Provide adequate information as to entry requirements and safe working procedures to those who may enter the premises, such as visitors
- Comply with the requirements of legally mandated government testing schemes and contact tracing
- Ensure that any pandemic procedures are compatible with existing infection control procedures, where established
- Provide suitable equipment to continue to operate such as cleaning equipment and PPE.

Employees Will:

- Comply with the contents and controls detailed within the organisation risk assessments
- Comply with workplace procedures designed to mitigate against the effect of pandemics on the workplace, such as Covid-19
- Take care of themselves and others in the workplace where activities give rise to the potential for spread of infection
- Comply with the relevant Government guidelines and legislation in relation to their fitness to attend the workplace
- Follow any appropriate isolation/quarantine procedures which may be introduced in line with government guidance on travel
- Report any concerns or issues relating to non-conformance with pandemic controls to the person responsible
- Comply with testing requirements of the government and / or employer where there is a requirement to do so in line with legislation and / or risk assessment
- Comply with relevant contact tracing systems implemented by government, informing their employer where required to do so

- Notify their employer immediately should they be required to self-isolate in line with government and / or organisation requirements.

Dermatitis

Description

The word 'Dermatitis' derives from the Greek words for skin, ***"derma"*** and inflammation, ***"itis"***. Dermatitis is a skin condition usually caused by contact with something that irritates the skin or causes an allergic reaction. Contact Dermatitis affects mainly the hands but other parts of the body can also be affected. Dermatitis can be caused by:

- Wet work due to repeated and prolonged contact with water, e.g. by hand washing more than 20 times or having wet hands for more than 2 hours during a shift
- Chemical agents, e.g. through contact with chemicals, including by direct contact, splashes, contaminated work surfaces and tools, airborne particles settling on the skin
- Biological agents, e.g. through contact with plants, bacteria, spores, moulds, fungi
- Physical agents, e.g. by vibration, radiation or low humidity from air conditioning
- Mechanical agents, e.g. by abrasion.

Associated Hazards

The main categories relating to work-related Contact Dermatitis are classified as:

- Irritant Contact Dermatitis: mainly caused by chemical and physical irritants and is the most common form of Contact Dermatitis. Common chemical irritants include solvents, soaps, detergents, latex, cosmetics, metalworking fluids, oils and alkalis
- Allergic Contact Dermatitis: common allergens include, UV cured printing inks, adhesives, wet cement, some plants, nickel and chromium which can cause an allergic reaction, hours or days after contact. In rare cases a severe reaction can occur, known as an 'anaphylactic shock'
- Photo Contact Dermatitis: is a reaction that develops where chemicals are applied to the skin, e.g. sunscreens, fragrances, creams, insecticides, disinfectants.

Symptoms of dermatitis generally include a localised rash and/or irritation of the skin and can develop into flaking, scaling, cracking, bleeding, swelling and blistering which can take days or even weeks to heal.

Employer's Responsibilities

A C Ventilation Ltd will:

- As part of the risk assessments process, in accordance with the Control of Substances Hazardous to Health Regulations (COSHH), identify all substances likely to generate the risk of dermatitis and those persons who are at risk of work-related developing dermatitis
- Where reasonably practicable, eliminate the use of substances that are likely to cause dermatitis
- Where relevant, replace substances likely to cause dermatitis with less harmful substances
- Establish control measures and safe systems of work to prevent and/or minimise skin contact with hazardous substances
- Provide suitable personal protective equipment (PPE), skin care products and adequate washing facilities
- Provide suitable personal protective equipment storage and disposal facilities
- Encourage employees to carry out regular skin checks to identify signs of dermatitis
- Introduce health surveillance for all employees likely to be at risk of developing dermatitis
- Provide employees with information, instruction and training in relation to hazardous substances, use of PPE and skin care products
- Consult with employees and their representatives in relation to skin care, skin care products and personal protective equipment
- Record and investigate any diagnosed cases of dermatitis and follow RIDDOR reporting procedures, where appropriate.

Employees Responsibilities

- Observe hazard symbols and instructions displayed on product containers
- Co-operate with the employer and follow the safe working procedures to minimise contracting dermatitis
- Wear suitable PPE and use skin care products according to the control measures identified in the risk assessments
- Use work equipment and methods of work that prevents the skin coming into contact with hazardous substances
- Regularly check skin condition and report any symptoms of dermatitis to the employer and seek medical advice, if necessary

- Ensure that hands are washed and dried regularly, including before and after the wearing of protective gloves
- Use 'before and after' work creams to ensure that the skin is kept in good condition – ***remember that barrier creams are not a substitute for protective gloves.***

Disciplinary Rules

Description

A C Ventilation Ltd believes that health and safety is a critical factor that needs to be taken into account when running a business. To enable the organisation to control safety, a number of safety rules have been established. Failure to comply with these rules may result in disciplinary action.

Employer's Responsibilities

Employees of A C Ventilation Ltd may be dismissed for gross misconduct if, after investigation the organisation believes that they have acted in any of the following ways:

- Deliberately breaking any written safety rules such as using a naked flame in a non-designated area etc
- Removed or misused any piece or item of equipment, label, sign or warning device that is provided by the organisation (or its agents) for the protection and safety of its employees.

or failed to follow procedures for:

- Flammable / hazardous substances or toxic materials
- Items of lifting equipment / plant or machinery
- Behaved in any manner that could lead to accidents or injury, including horseplay, practical jokes etc
- Undertook any action that could interfere with an accident investigation.

A C Ventilation Ltd will ensure that contact is made with the Advice Line at Citation Ltd prior to undertaking any disciplinary action.

Employees Responsibilities

Employees will:

- Co-operate with their employer and conduct themselves in a way that does not create risk of harm to themselves and others
- Not misuse or interfere with anything provided for health, safety and welfare
- Report any identified hazards to their employer
- Comply with clearly indicated and specific safety rules
- Wear safety clothing or equipment provided

Display Screen Equipment (DSE)

Description

Display Screen Equipment (DSE) based work can potentially have serious effects on health.

DSE users can experience a range of physical and psychological health problems including eyestrain, blurred vision, headaches, and musculoskeletal problems including repetitive strain injury (RSI) and work related upper limb disorders (WRULD).

Problems are caused by a combination of badly designed jobs, equipment and work environment. However, most of these conditions are preventable by giving attention to the way in which work is organised, and providing appropriate equipment and workplaces.

Associated Health Issues

- Musculoskeletal injuries
- Work related upper limb disorders (WRULD)
- Repetitive Strain Injury (RSI)
- Visual fatigue and headaches
- Stress.

Employer's Responsibilities

A C Ventilation Ltd is committed to ensuring that employees are not subjected to adverse health effects as a result of the use of display screen equipment. For the purpose of this policy, a user is defined as someone who is required to use DSE equipment for a significant part of their working day.

A C Ventilation Ltd will:

- Identify all DSE users as defined by regulations
- Undertake workstation risk assessments with the involvement of employees
- Reduce the risks associated with DSE use to the lowest reasonably practicable level
- Provide suitable work equipment
- Provide all DSE users with sufficient information, instruction, training and supervision
- Incorporate task changes within the working day in order to prevent intensive periods of on-screen activity. Ensure arrangements for regular breaks

- Arrange and pay for eye and eyesight tests on request by identified DSE 'Users'
- Contribute towards corrective appliances (glasses), where recognised 'Users' require these solely and specifically for working with DSE.

A C Ventilation Ltd will ensure that, where required all new-starters complete a DSE assessment questionnaire.

Where a user raises a matter related to health and safety in the use of display screen equipment, A C Ventilation Ltd will:

- Take all necessary steps to investigate the circumstances
- Review the DSE risk assessment and implement any additional control measures required
- Ensure appropriate corrective measures are taken
- Advise the user of the actions taken.

Employees Responsibilities

Employees will:

- Inform their Line Manager in confidence as soon as possible, if a health problem arises through the use of display screen equipment
- Work in accordance with any advice or guidance given by the organisation
- Familiarise themselves with the contents of the relevant risk assessments
- Request A C Ventilation Ltd to arrange and pay for eye and eyesight tests where required and if the employee is identified as a user of DSE equipment.

Driving At Work

Description

It has been estimated that up to one third of all road traffic accidents involve somebody who is 'at work' at the time, making work-related road collisions the biggest single safety issue for many UK businesses. Promoting safe driving practices and a good safety culture at work is also beneficial to private driving, and could reduce the potential for employees getting injured in a road traffic accident whilst away from work.

Associated Hazards

- The driver: competency, training, fitness and health
- The vehicle: suitability, mechanical condition, safety equipment (seat belts) and ergonomic considerations
- The journey: routes, scheduling, time, distance, weather conditions
- Crime: theft, violence, personal injury, property damage
- Breakdowns and other emergencies.

Employer's Responsibilities

A C Ventilation Ltd will ensure that:

- Risk assessments are carried out for all work related driving activities
- Appropriate control measures are implemented and communicated to employees
- Drivers are competent to drive, hold a valid driving licence, are suitably insured, are familiar with the vehicle, understand the risk assessment findings and control measures and have received appropriate training, as necessary
- Journeys are planned. Scheduling will take into account routes, times, distances and weather conditions
- Drivers are instructed on the need to carry out basic safety checks and instructed on what to do in the event of an emergency
- Vehicles are fit for the task and regularly maintained in a roadworthy condition. Privately owned vehicles will not be used for work purposes unless insured for business use and have a MOT certificate, where required
- Company vehicles carry suitable equipment, based on risk assessment, to aid in an emergency, breakdown or bad weather conditions. Equipment may include First aid kits, mobile phones, de-icing equipment, personal protective equipment (PPE), etc
- Any persons, equipment, chemicals or medicines carried in the vehicle are properly secured following, where relevant, manufacturer's recommendations.

Mobile Telephones

The Road Safety Act sets fixed penalty fines and points for using a hand-held phone whilst driving. Penalties also apply for not having proper control of a vehicle - a measure that can also be used where a driver has been distracted by using a hands-free mobile phone.

Where necessary, hands-free kits will be provided to employees who are required to use mobile telephones whilst working away from the premises.

Under no circumstances are employees permitted to use hand-held telephones other than via hands free kits, or similar hand-held devices whilst driving. The prohibition also applies when stationary at traffic lights or other delays that may occur.

Mobile Phone Use

If mobile phones are used whilst driving it is important that the phone is held in a cradle.

Drivers still risk prosecution (for failure to have proper control) even if they use hands-free phones when driving.

The following guidance is given to all drivers who are required to use mobile phone hands-free kits:

- Only use the phone when it is safe to do so
- Understand how your phone operates
- Only acknowledge incoming calls on a hands-free system where answering is automatic or one touch button
- Only use short responses and indicate that you will return the call when it is safe to do so. Only use the mobile phone when it is essential to do so and do not talk longer than is necessary
- Whenever possible, drivers should not make outgoing calls whilst driving
- When making calls to, or receiving calls from mobile phones, always ask whether it is safe to speak.

Employees Responsibilities

- Employees must follow any advice, information, instruction and training given by the employer
- All employees who are expected to drive on company business must have a valid drivers' licence for the class of vehicle they are driving
- Employees must provide a copy of their driving licence, on request and declare any driving convictions. Employees using their own vehicles for work should also provide a copy of their insurance certificate and a valid MOT certificate for the vehicle where applicable

- Drivers must ensure, so far as is reasonably practicable, that the vehicle is adequate for the purpose including being roadworthy, is in safe mechanical condition, is not overloaded, loads are secure and seat belts are worn
- Drivers shall comply with traffic legislation and The Highway Code, be conscious of road safety and demonstrate safe driving
- Employees driving vehicles on company business will not be under the influence of drink or drugs and must not drive whilst disqualified
- Drivers must stop after a crash or similar incident with which they are involved
- Employees must inform management if they become aware of any medical condition or take medication that might affect their ability to drive
- Promptly report defects, hazards and concerns to management.

Personal Safety – Staying Safe In Your Vehicle

Plan Ahead

- Check your route, keep a map in the vehicle
- Check if the place you are visiting has parking. If not, try and use a manned, well-lit car park
- Check you have enough fuel or power source
- Check basic vehicle maintenance, i.e. oil, water, tyre pressure etc
- Check vehicle breakdown cover and keep the number with you
- Check you have something in the vehicle to keep you warm, e.g. coat or blanket, bottle of water, food snack and a torch in the event of unexpected, lengthy delay due to road traffic accident or inclement weather
- Ensure your office know where you are travelling to, whom you are meeting, and your expected time of return. Inform them if you change your journey plan
- Take a mobile phone with you and ensure it is fully charged (do not use the phone whilst driving)
- Keep any valuables, including handbags, mobile phones and laptops out of sight. They can easily be snatched when you stop at traffic lights, especially if windows are left open and doors unlocked
- Do not leave luggage or documents on display within your vehicle
- Do not leave the parking ticket on display – unless it is a requirement of the car park facility
- When returning to your vehicle, immediately lock the doors and drive off promptly

- Avoid taking unnecessary risks – be aware - if someone is flagging you down it may not be genuine. You may be as much help by reporting the incident by phone to the emergency services
- Do not get into a vehicle with a stranger, or offer a stranger a lift.

In The Event Of A Vehicle Breakdown

- Try to reach the side of the road and contact the vehicle breakdown services. Advise them if you feel vulnerable and if you're alone
- Switch on hazard warning lights
- Avoid opening doors or windows to converse with strangers.
- If you decide to get out of the vehicle and await breakdown assistance (this is dependent on how safe you feel outside the vehicle) ensure you take the ignition key with you. Lock all the doors with the exception of the passenger door. This should be left wide open so you can quickly get back into the vehicle. If you breakdown on a motorway hard shoulder it is always advisable to get out of the vehicle and await assistance behind a barrier or away from the road side
- When the breakdown vehicle arrives, check they know your name and have your details – especially if the vehicle you were expecting is not clearly identifiable.

Electricity

Description

The safe management of electrical installations and equipment is essential to our business. It is therefore imperative that electrical systems and equipment are designed, constructed, selected, maintained and used with care. Not only is there a potential for harm, but loss of power supply could impact our ability to conduct business and force temporary closure.

Associated Hazards

- Direct or indirect contact with live parts, causing shock, burns, heart fibrillation and tissue damage
- Faults that could cause a fire due to equipment overheating
- Fire or explosion where electrical arcing could be the source of ignition
- Contact with overhead lines.

Employer's Responsibilities

With regard to fixed installations A C Ventilation Ltd will:

- Consider the design, construction and selection of electrical equipment for use in the workplace
- Ensure that electrical installations and equipment are installed, maintained, and inspected in accordance with BS 7671 – The IET Wiring Regulations (as amended)
- Review recommendations made by inspecting engineers
- Exchange safety information with contractors to enable compliance with the company's health and safety arrangements
- Identify all main circuit breakers/isolators to ensure relevant persons understand how to isolate the equipment or building services safely in the event of an emergency
- Promote and implement a safe system of work such as a lock-off procedure for isolation of electrical supplies during maintenance, inspection and testing
- Where it is considered necessary, ensure that the design and construction of structures and systems include protection against lightning
- Monitor the condition of electrical equipment, plant and accessories and take appropriate action to prevent danger if faults are identified
- Provide appropriate work equipment such as 110V plant and power tools for harsh environments

- Ensure that employees who carry out electrical work are trained and competent to do so
- Provide suitable personal protective equipment as necessary, maintain it in good condition and replace damaged or lost items as necessary
- Ensure that tools and equipment meet relevant standards, are CE and UKCA marked and are suitable and adequate for electrical working
- Maintain secure access to electrical cupboards and fuse boards and keep the areas free of flammable or combustible materials.

Portable equipment and testing

Definition - Equipment, which is not part of a fixed installation but is able to be connected to a fixed installation, or a generator, by means of a flexible cable via a plug and socket assembly.

This includes equipment that is either hand-held or hand operated while connected to the supply, or is intended to be moved while connected to the supply.

A C Ventilation Ltd is responsible for ensuring that all portable electrical appliances are maintained in a safe condition and inspected at suitable intervals. Equipment will be marked to identify the date tested. The results of inspections shall be logged and records made available for inspection.

Experience of operating the maintenance system over a period, together with information on faults found, should be used to review the frequency of inspection. It should also be used to review whether and how often equipment and associated leads and plugs should receive a combined inspection and test.

Any defective equipment will be removed from use until it can be repaired/replaced, with remedial action being recorded. All items of equipment that cannot be repaired will be withdrawn from use. Under no circumstances will any makeshift or temporary electrical repairs be made on any electrical equipment.

On occasion, we may hire-in equipment from a reputable supplier. This equipment must be treated the same as company equipment and not subjected to abuse or neglect.

Employees Responsibilities

Employees have a responsibility for:

- Co-operating with management arrangements for electrical safety in the workplace
- Visually checking equipment before use for any obvious defects such as cable or casing damage or scorch marks
- Reporting any defects, faults or dangerous activities
- Using equipment only in line with the manufacturers operating instructions e.g. jet washer used with additional RCD or RCBO protection

- Complying with safety rules and use work permits/lock out procedures as applicable
- Not bringing personal electrical equipment onto company premises without prior authorisation from management. If allowed, any such equipment must be tested in accordance with company procedures.
- Gaining permission before using extension leads or adaptors.
- Switching off any non-critical equipment when not in use.
- Not attempting repairs to electrical appliances or circuits unless qualified to do so.
- Exercising caution when placing drinks near to appliances or power outlets.

Emergency Plans

Description

As part of our overall Health & Safety Management plan we will create not only a safe working environment but provide a suitable and sufficient means of controlling emergency situations, e.g. rescuing or retrieving persons who may become unavoidably trapped, collapse of a structure or uncontrolled release of a substance etc.

This will not however diminish any responsibility on our part, to do all that is reasonably practicable to prevent such an event occurring in the first place.

Associated Hazards

- Fire and explosion
- Flooding
- Asphyxiation
- Working at height or in confined spaces
- Hazardous substances
- Collapse of structures and excavations
- Bomb threat
- Spillage.

Employer's Responsibilities

- Undertake risk assessments for significant workplace activities and develop emergency plans and procedures before work commences
- Assign responsibilities for controlling and dealing with emergencies ensuring that responsible people are trained and competent in their role
- Where applicable, liaise with principal contractors, client representatives, safety representatives, external emergency services, and local authorities, regarding the emergency plans
- Provide clear systems for contacting the emergency services
- Provide information, instruction and training to employees and contractors on the emergency arrangements including escape routes, muster points (alternative muster points used in the event of a bomb threat) and shut down procedures etc
- Make arrangements to recover and treat injured people
- Undertake emergency practice drills

- Ensure that any equipment used as part of the emergency plan such as first aid, fire fighting, fire detection, alarms, gas release detection, communication systems, lighting, signage and rescue equipment are maintained and that persons are trained and competent in using such equipment
- Ensure that emergency routes are clearly defined, kept clear, well-lit and that there is suitable access for emergency services
- Investigate all emergency situations
- Develop a strategy for dealing with the media.

Employees Responsibilities

- Co-operate and follow directions of responsible persons in order to comply with the emergency procedures
- Attend training in the actions to be taken in the event of an emergency
- Raise the alarm on discovering an emergency situation
- Only use emergency equipment if trained and authorised to use such equipment
- Report immediately any faults, damage to emergency equipment or concerns with emergency plans.

Fire

Description

Fire prevention is an important obligation for all businesses. A C Ventilation Ltd has a responsibility for ensuring the health, safety and welfare of all employees and others who may have access to the workplace as well as adjoining businesses or premises. These general duties include safety in relation to fire hazards, both from the work processes and activities, as well as general fire safety in the workplace.

It is the responsibility of A C Ventilation Ltd to ensure that all employees, visitors, relevant persons and contractors are protected from the risks of fire. In order to achieve this, appropriate fire prevention, precautionary and evacuation measures shall be taken in compliance with the relevant fire legislation and recognised good practice standards.

Associated Hazards

- Flames and heat
- Smoke and toxic fumes
- Reduced oxygen
- Collapse of buildings.

Employer's Responsibilities

A C Ventilation Ltd will ensure that:

- All employees receive comprehensive induction before commencing work, to ensure that they are fully aware of all the arrangements in place to facilitate a safe evacuation
- A fire risk assessment for the relevant premises* is undertaken (and regularly reviewed) which clearly sets out identified control measures
- A register of employees is kept up-to-date and will be taken to the fire assembly point in the event of an evacuation
- It takes account of people with disabilities when determining fire safety arrangements and evacuation procedures for buildings under its control
- The requirements for employees training in fire safety are adhered to
- A fire logbook is kept up-to-date and that it is available, on request, to the enforcement agencies
- The fire alarm and all associated equipment is tested in line with current guidance and tests are recorded in the fire logbook
- All fire-fighting equipment is tested on a regular basis as per the manufacturer's guidelines and records kept

- A fire evacuation drill is carried out at least annually which will be recorded in the fire logbook
- Any emergency lighting and emergency exit lights are tested according to current guidelines and tests recorded
- All hazardous chemicals, gases and other hazardous materials are recorded and an inventory kept for information/inspection by the enforcing authorities
- A regular check is made to ensure escape routes and doors are not obstructed. Fire exit doors should be unlocked and available for use at all times when persons are in the building. Fire doors should be closed at all times and not wedged open
- Where dangerous substances (classified as explosive, oxidising, extremely flammable, highly flammable) can cause harm from fire or explosion and are stored or used in the workplace, a competent person will need to prepare and implement a suitable and sufficient risk assessment and comply with the requirements of the Dangerous Substances and Explosive Atmospheres Regulations, DSEAR.

***Note: either employers or persons in control of the premises have a duty to carry out a fire risk assessment**

Employees Responsibilities

Employees are required to:

- Practice and promote fire prevention
- Raise the alarm on discovery of a fire
- Report any concerns regarding fire safety to management, so that any shortfalls can be investigated and remedial action taken
- Receive basic training in the action to take in the event of fire
- Follow instructions and training in relation to fire safety in the workplace
- Co-operate with management arrangements for fire prevention in the workplace
- Accept individual responsibility to take reasonable care for the health and safety of themselves and for any other person who may be affected by their acts or omissions.

A C Ventilation Ltd does not expect employees to fight fires, however, extinguishing action can be undertaken if it is safe to do so and you have been trained. On no account should a closed room be opened to fight a fire.

Fire Action

If You Discover A Fire

- Immediately operate the nearest alarm call point or notify the senior person present
- Attack the fire (only if trained and if safe to do so) with the appliances provided. **Do not take personal risks.**

The Senior Person Present will call the fire service immediately by:

- Using the phone to dial 999
- Giving the operator the telephone number and asking for the fire service.

When the fire service reply, give the response distinctly:

- Give the company name and location (as per Fire Action Notice / Fire Plan) to the operator from which the call is being made
- Unless there is a threat to personal safety, do not replace the receiver until the fire service has confirmed the details.

Call the fire service immediately to every fire or on suspicion of a fire.

On Notification Of A Fire

- The Senior Person Present will take charge of the evacuation and ensure that everybody is accounted for
- As soon as the alarm is heard, all non-essential personnel and visitors will leave the building by the nearest available exit and proceed to the nominated fire assembly point as identified on the fire action notices
- Remaining personnel will proceed with the phased evacuation of young people to an area of safety.

The Senior Person Present will liaise with the fire officer in attendance, and arrange such assistance as the fire service may require.

- **Use the nearest available exit.**
- **Do not stop to collect personal belongings.**
- **Do not re-enter the building until told to do so by the Senior Fire Officer.**
- **In the event of a fire, the safety of a life shall override all other considerations, such as saving property or extinguishing the fire.**

First Aid In The Workplace

Description

People at work can sustain an injury or become ill and it is important that they receive immediate attention and that an ambulance is called for in serious situations. The provision of adequate first aid cover is essential, it can save lives and prevent minor injuries becoming major ones.

Associated Hazards

- Bodily injuries: blows, cuts, impact, crushing, stabs, cuts, grazes, scalds, falls
- Illnesses: asthma, diabetes, epilepsy etc.

Employer's Responsibilities

A C Ventilation Ltd will:

Carry out a first aid risk assessment for each workplace to identify:

- The level of first aid cover required, e.g. 'First-Aiders' (i.e. those who have either a First Aid at Work or Emergency First Aid at Work certificate) or 'Appointed Persons'. Consideration will be given to cover annual leave, sickness etc
- First aid equipment and facilities
- Emergency procedures
- Ensure employees are aware and kept aware of the first aid arrangements for each workplace including in vehicles and on third party premises
- Provide the minimum numbers of first aid personnel at all times
- Display the names of trained first aiders and the location of first aid kits
- Regularly monitor the contents of first aid kits and replenish stock
- Provide training and refresher training of First Aiders and Appointed Persons
- Dispose of contaminated waste properly.

First Aid Kits In Vehicles

Where at-risk employees travel in and operate from a specific vehicle, the First Aid kit may be allocated to the vehicle (where it must remain) rather than an individual. The contents of these first aid kits must be monitored.

First Aid Provision For Non-Employees

Whilst the Health and Safety (First Aid) Regulations place a duty on employers to make provision for their own employees, there is no legal responsibility towards non-employees. However, the Health and Safety Executive (HSE) strongly recommends they be included in an organisation's first aid provision. Therefore, when calculating the number of First Aiders for a workplace, the number of persons that may use or be present in the building at any one time should be taken into account.

First-Aiders Are Responsible For:

- Undertaking an appropriate training course and, if required, attending refresher courses annually with requalification after 3 years from initial completion
- Ensuring that their First Aid at Work or Emergency First Aid at Work Certificate is kept up to date
- Assessing the immediate situation where first aid is being applied, acting without placing themselves or others in danger and making the area safe
- Administering first aid as required but within their capabilities. Where there is any doubt, managing the situation while waiting for medical assistance to arrive.

Appointed Persons Are Responsible For:

- Calling for the appropriate medical assistance
- Keeping first aid signs up to date and legible
- Ensuring first aid kits are checked regularly and contents are in date
- Notifying the designated person if there are any entries in the accident book.

Employees Responsibilities

To reduce the risks of suffering personal injury or delay in getting treatment, employees must:

- Co-operate with management arrangements for first aid in the workplace
- Know the procedure for summoning help
- Follow any guidance or instruction given, to prevent injury or ill health
- Report any hazardous or dangerous situations to the employer.

Gas Safety

Description

Every year, a number of people die from carbon monoxide poisoning caused by gas appliances or flues which have not been installed properly or maintained. When gas does not burn properly, carbon monoxide is produced, which is poisonous.

Associated Hazards

- Tiredness
- Drowsiness
- Headache
- Stomach pains
- Nausea
- Chest pains.

Employer's Responsibilities

A C Ventilation Ltd will ensure that:

- All reasonable steps will be taken to secure the health and safety of employees and others who use or operate gas appliances. In this respect the term gas refers to mains gas, liquefied natural gas and liquefied petroleum gases, ie propane and butane
- That suitable and sufficient risk assessments are undertaken in respect of gas safety
- Gas installations and appliances are designed and installed by qualified and competent persons in accordance with the Gas Safety (Installation and Use) Regulations
- That gas installations are maintained in a safe condition by carrying out annual safety checks and regular maintenance
- That portable and transportable gas appliances are inspected and tested frequently as required (the frequency will depend on the environment in which the appliance is used and the conditions of usage)
- Safe systems of work for maintenance, inspection or testing are promoted and implemented
- Monitoring of gas inspection, design and installation work, and the gas safety management system is carried out by competent persons

- Contractors and persons who carry out work on gas installations and appliances are competent to do so
- Suitable personal protective equipment is provided if required to include special tools, protective clothing and gas detection devices, and such equipment is maintained in good condition
- Safety information is exchanged with contractors ensuring that they are fully aware of (and prepared to abide by) the organisation's health and safety arrangements
- Detailed records required by the regulations and in relation to the above are maintained.

Employees Responsibilities

Employees must:

- Co-operate with management arrangements for gas safety in the workplace
- Not carry out repair work to gas appliances unless competent to do so
- Follow any training, guidance and instruction given to prevent injury or ill health
- Report any hazardous or dangerous situation to the employer.

Hand Tools

Description

Tools that are hand held and are powered manually. Categories of hand tools include (but are not limited to) wrenches, pliers, cutters, striking tools, struck or hammered tools, screwdrivers, clamps, snips, saws, drills and knives. Outdoor tools such as garden forks, pruning shears, and rakes are additional forms of hand tools.

The greatest hazards posed by hand tools result from misuse and improper maintenance e.g.

- If a chisel is used as a screwdriver, the tip of the chisel may break and fly off, hitting the user or other employees.
- If a wooden handle on a tool, such as a hammer or an axe, is loose, splintered, or cracked, the head of the tool may fly off and strike the user or other employees.
- If the jaws of a wrench are sprung, the wrench may slip.
- If impact tools such as chisels, wedges, or drift pins have mushroomed heads, the heads may shatter on impact, ejecting sharp fragments toward the user or other employees.
- Iron or steel hand tools may produce sparks that can be an ignition source around flammable substances

Associated Risk

- Ejected materials
- Cuts, splinters , punctures.
- Falls
- Sparks and fire

Employer's Responsibilities:

- Compile risk assessments and implement suitable controls for work involving hand tools
- Provide safe and maintained tool
- Provide the correct tool for the task being completed and ensure 'homemade' tools are not being used
- Provide information, instruction, training and keep appropriate records

- Provide appropriate personal protective equipment and train employees in its use and storage.

Employees should:

- Carry all sharp tools in sheath or holsters
- Examine each tool for damage or wear before use
- Tag worn, damaged or defective tools "Out of Service" and do not use them
- Do not use a tool if the handle surface has splinters, burrs, cracks or splits
- When handing a tool to another person, direct sharp points and cutting edges away from yourself and the other person
- Do not carry sharp or pointed hand tools such as probes or knives in your pocket unless the tool or your pocket is sheathed
- Do not perform "make-shift" repairs to tools or manufacture ‘homemade’ tools for work
- Do not throw tools from one location to another or from one employee to another
- Transport hand tools only in tool boxes or tool belts
- Wear the appropriate personal protective equipment provided, usually safety goggles, gloves, and safety footwear
- Understand any Risk assessments or Safe Systems of Work provided for the use of the tools.

Hazard Reporting

Description

A hazard is something that has the potential to cause harm, ill health or injury. The associated risk is the likelihood that a hazard will cause harm, during the course of the work activity, and the severity of any potential injury.

Associated Hazards

- Tripping on trailing wires or loose floor coverings
- Faulty electrical fittings
- Unguarded edges or obstructed emergency exit routes.

Note - This list of hazards is not exhaustive.

Employer's Responsibilities

- A C Ventilation Ltd accepts that some of its work activities could, unless properly controlled, create hazards to employees and other people. To reduce the likelihood of injury or loss we will take all reasonable steps to reduce the risks to an acceptable level.
- Consequently, A C Ventilation Ltd will inform employees of likely hazards by means of risk assessments, information, instruction, signage, training and documentation.
- To aid the recording of hazardous situations A C Ventilation Ltd has implemented a hazard reporting procedure for employees, this will encourage safety awareness in the workplace. By encouraging the workforce to use these systems, accidents should be reduced which will lead to a safer working environment and more positive safety culture. In turn, this should improve the attitude of the workforce towards safety.

Hazard reporting includes 'near miss' reporting. Near misses are hazardous incidents with the potential to cause an injury or damage, e.g. employee tripped over a trailing cable but no actual injury occurred.

Employees Responsibilities

- Employees will use the employer's hazard reporting system as a means of communicating potentially dangerous situations or practices that may be present in the workplace
- When a hazard has been identified it must be reported immediately to your supervisor. It is their duty to assess the situation and introduce the necessary control measures, so far as reasonably practicable, to prevent injury or unsafe conditions.

Health Conditions

Description

A C Ventilation Ltd is aware that people who have underlying health conditions may not wish to reveal their health problem. However, workplace adjustments can only be made if the individual is willing to let them as the employer know about the condition. Such conditions could include but not be limited to Diabetes, Epilepsy and Asthma (including Occupational).

Disclosure should help the individual in their job and facilitate help and support from management and colleagues.

Employer's Responsibilities

A C Ventilation Ltd will:

- Carry out a risk assessment of each job (including lone working) to determine whether there are any significant health and safety risks, considering individual circumstances
- Ensure all employees complete a health screening questionnaire on starting with the organisation
- Introduce the appropriate control measures to remove the risk or manage it
- Meet the cost of making reasonable adjustments, depending on the nature of the adjustment
- Permit employees with an underlying health condition to liaise with A C Ventilation Ltd and organise their work area and work time accordingly and in line with guidance/supervision, except in exceptional cases where it is operationally impossible
- Allow more time and greater flexibility for induction training and choose the location for this carefully
- Establish procedures for dealing with the underlying health conditions in conjunction with any affected employees
- Allow agreed leave for counselling, supervision, management sessions, eye examinations or treatment
- Identify any specific training needs of the individual
- Make provision for employees with underlying health conditions within the arrangements for first aid, fire and emergency evacuation. This may include appointing another individual to ensure affected employees are supervised through evacuation.

Employees Responsibilities

- To co-operate with the employer in relation to health and safety arrangements
- Notify the employer of any prescriptive medication, general sale medication or pharmacy medicines that would affect the ability to work safely e.g. drowsiness
- Follow any training, guidance and instruction
- Report any accident or incident to the employer.

Note: The following list is not exhaustive and other health conditions diagnosed in conjunction with the individuals appointed GP and health specialist should be dealt with in a similar fashion.

Additional responsibilities for employees with underlying health conditions:

Cancer:

Employees suffering from Cancer have an additional duty to:

- Notify the employer if their Cancer could have an adverse effect on their day-to-day ability to work or if the condition could increase the risk of an accident at work.
- Notify the employer if taking medication that could have an adverse effect on their health and safety or that of others.
- Notify the employer and DVLA if their doctor says they might not be fit to drive, or their medication causes side effects which could affect their ability to drive.

Diabetes:

Employees suffering from Diabetes have an additional duty to:

Notify the employer and the DVLA if:

- receiving treatment with insulin where the job entails driving any type of vehicle or
- receiving any type of medication for diabetes where the job entails driving Group 2 vehicles (bus, coach or lorry).
- Inform the employer if they need access to a fridge or cold flask for storing insulin
- Inform the employer if they need a private area in which to check blood sugar levels

- Inform the employer if they need to maintain a check on blood sugar levels throughout the day and to take regular breaks
- Inform the employer if they need access to the services of their G.P. or diabetic nurse during the working day.

Epilepsy:

Employees suffering from Epilepsy have an additional duty to:

- Alert the employer if their epilepsy is having an adverse effect on their day-to-day ability to work
- Where necessary, to inform the employer if the condition could increase the risk of an accident at work
- If part of their job includes driving, to notify the employer and the DVLA if receiving treatment or tablets. Notification to the DVLA is a strict legal requirement.

Haemophilia:

Employees suffering from Haemophilia have an additional duty to:

- Inform the employer if their bleeding disorder is going to affect their ability to do their job or if they need specialised equipment or work wear.
- To be as prepared as possible for a bleed at work
- Inform the employer if they need a private place at work where they can administer their own treatment if the need arises.

Hypertension:

Employees suffering from Hypertension have an additional duty to:

- Notify the employer if they experience any symptoms that could affect their ability to operate plant or machinery.

Inform DVLA if driving a group 2 vehicle (bus, coach, or lorry)

- They must stop driving if a doctor says they have malignant hypertension. They can only drive again when both the following apply:
- a doctor confirms that their condition is well controlled
- their blood pressure is consistently below 180/110mmHg for cars or 180/100mmHg for group 2 vehicles.

Lupus:

Employees suffering from Lupus have an additional duty to:

- Notify the employer and the DVLA if they experience any symptoms that could affect their ability to drive or put their safety and the safety of those around them at risk, such as cognitive issues affecting their ability to concentrate
- If they are asked if they are disabled for the purposes of the Equality Act or the Disability Discrimination Act, they must answer yes, regardless of whether they consider themselves to be disabled.

Mental health disorders:

Employees suffering from mental health disorders have an additional duty to:

- Notify the employer if their mental health disorder is having an adverse effect on their day-to-day ability to work or if the condition could increase the risk of an accident at work
- Notify the employer if taking medication that could have an adverse effect on their health and safety or that of others
- Some mental health disorders also affect the ability to drive safely and will need to be reported to the employer and the DVLA. If they are unsure they can check on the DVLA website. https://www.gov.uk/health-conditions-and-driving.

Multiple Sclerosis:

Employees suffering from Multiple Sclerosis have an additional duty to:

- Alert the employer if their multiple sclerosis is having an adverse effect on their day-to-day ability to work
- Where necessary, to inform the employer if the condition could increase the risk of an accident at work
- If part of their job includes driving, to notify the employer and the DVLA. Notification to the DVLA is a strict legal requirement
- If they are asked if they are disabled for the purposes of the Equality Act or the Disability Discrimination Act, they must answer yes, regardless of whether they consider themselves to be disabled. These laws specifically define MS as a disability from the point of diagnosis.

Musculo-skeletal disorders:

Employees suffering from musculo-skeletal disorders have an additional duty to;

- Notify the employer if their musculo-skeletal disorder is having an adverse effect on their day-to-day ability to work or if the condition could increase the risk of an accident at work
- Notify the employer if taking medication that could have an adverse effect on their health and safety or that of others
- Some musculo-skeletal disorders also affect the ability to drive safely and will need to be reported to the employer and the DVLA. If they are unsure they can check on the DVLA website. https://www.gov.uk/health-conditions-and-driving

Health Surveillance

Description

Health surveillance is conducted by observing and communicating and systematically watching for early signs of work-related ill health in workers exposed to certain health risk. Health surveillance is essential if there is an identifiable disease or adverse health effect which is related to the employees exposure to a health risk, where this has been identified by a risk assessment.

Health surveillance is necessary where: -

- There is an identifiable disease or health condition that may occur
- There are valid techniques available to detect the early signs of the disease or health effect
- and these techniques do not pose a risk to employees.

It requires the implementation of certain procedures to achieve this, including simple methods carried out by employer who has been trained (e.g. looking for skin damage on hands), or issuing health screening questionnaires, or technical checks (e.g. audiology tests) undertaken by an occupational health professional or more involved medical examinations (e.g. lung function tests).

Some hazardous substances will require health surveillance as a condition of use e.g. lead, asbestos, ionising radiation.

Health surveillance records should be kept confidential by Human Resources or an occupational health professional for forty years and include: -

- Surname and forename
- Permanent address
- Sex
- Date of birth
- National Insurance Number
- Date of commencement of present employment
- A historical record of jobs involving exposure to the hazardous substances requiring the health surveillance.

Recorded details of each health surveillance check should include:

- the date they were carried out and by whom
- the outcome of the test/check

- the decision made by the occupational health professional in terms of fitness for task and any restrictions required. This should be factual and only relate to the employees functional ability and fitness for specific work, with any advised restrictions.

Associated Hazards

- Noise
- Whole body or hand-arm vibration
- Solvents
- Fumes
- Dusts
- Biological agents
- Other hazardous substances
- Silica dust
- Asbestos
- Work in compressed air
- Ionising radiation
- Diving
- Electromagnetic Field
- Metal working fluids
- Confined space
- Lead
- Night work
- Welding fume

Health Effects

Examples include:-

- Dermatitis
- Occupational Asthma
- Hand arm vibration
- Asbestosis

- Hearing loss

Employer's Responsibilities

A C Ventilation Ltd will: -

- Carry out a risk assessment to ensure appropriate risk assessments take into account health surveillance requirements to identify the health hazards within the workplace and communicate the findings to appropriate employees
- Ensure that resources are available for health surveillance needs
- Appoint competent people to assist with health surveillance
- Take any necessary measures to remedy any risks found as a result of the assessment
- Ensure that all employees, including new employees are included in health surveillance programmes
- Ensure that employees transferring to different work activities are included in the health surveillance programme if required
- Provide employees with relevant information, instruction and training
- Communicate the results of health surveillance to relevant employees
- Ensure that employees and their representatives are consulted on the need and procedures for health surveillance
- Ensure that personal files are kept up-to-date
- Ensure that employees attend the health surveillance programme
- Ensure that sickness absence is monitored, and employees are referred to management if the reason for absence is thought to be work-related
- Provide personal protective equipment where required
- Monitor and review the effectiveness of the arrangements
- All occupational health issues should be reported to senior manager for escalation.

Employees Responsibilities

All employees will: -

- Advise Senior Manager of any significant health issues
- Report any significant changes in their health to Senior Manager in intervals between health surveillance sessions

- Cooperate with health surveillance programmes where a risk assessment has established the requirement
- Cooperate with other risk reduction measures for the protection of their health
- Attend health surveillance appointments or organise in advance for a change of appointment time if original is inconvenient
- Attend appropriate training in relation to workplace hazards and health surveillance.

Homeworking

Description

A homeworker can be considered as those who use their home as their office or place of work for much or all of their time. Most home working is office type work, which is a low-risk activity, but other situations may include higher risk activities.

Employers do not have direct control over the homeworking environment and therefore reliance is placed upon the provision of information, instruction and training to employees to maintain health and safety compliance.

Associated Hazards

- Use of electrical equipment
- Faulty or non-maintained equipment
- Lone working
- Exposure to chemicals/hazardous substances
- Manual handling and upper limb disorders
- Effects of display screen equipment use
- Stress and isolation
- Slip, trip and fall hazards
- Fire hazards
- Travelling

Employer's Responsibilities

A C Ventilation Ltd realise that there may be concerns surrounding homeworking, to allay these fears we will:

- Produce a suitable and sufficient assessment of the risks to the health and safety of these employees and others who may be affected and communicate such risk assessments to employees
- Identify the preventative and protective measures needed, so far as is reasonably practicable
- Provide suitable DSE training to employees so to enable those employees to carry out their own Display screen equipment assessments
- Review completed DSE assessments and supply and maintain suitable equipment, where necessary, to allow employees to work safely

- Encourage staff to maintain good housekeeping so to prevent slips, trips and falls and fires
- Encourage staff to test battery powered fire detection systems regularly
- Provide employees with suitable equipment, where required, to enable effective communication, such as: computer, phone and video conferencing equipment
- Ensure regular consultations are arranged to prevent these employees feeling isolated from the rest of the business
- Check that lone workers have no medical conditions, which make them unsuitable for homeworking
- Supervision of lone workers will be provided which will be based upon the findings of the risk assessment
- Establish risk assessments and emergency procedures in consultation with employees
- Provide access to first aid facilities as identified by the work activity risk assessment
- Establish an emergency point of contact and communicate this contact to our employees
- Ensure that appropriate support is given to staff following an incident
- Ensure homeworkers are covered by the Employer's Liability Insurance cover.

Employees Responsibilities

Employees who are recognised as homeworkers, must:

- Co-operate with the employer by following rules and procedures designed to protect their safety as a homeworker
- Manage their time efficiently so as to carry out their daily tasks
- Report any damage to work equipment using A C Ventilation Ltd reporting procedure
- Report all incidents relating to homeworking using A C Ventilation Ltd reporting procedure.

Housekeeping

Description

Poor standards of housekeeping are a common cause of injury and damage at work and can create possible fire hazards. Unsatisfactory housekeeping is often the result of poor working practices, lack of direct supervision and/or organisational deficiencies within the workplace.

Associated Hazards

- Fire
- Slipping, tripping/falling over
- Poor cleanliness
- Dirty equipment
- Cluttered pedestrian gangways.

Employer's Responsibilities

A C Ventilation Ltd will:

- Carry out a risk assessment in relation to housekeeping within the company and introduce control measures as appropriate
- Take any necessary measures to remedy any risks found as a result of the assessment and ensure employees are aware of the risks
- Implement steps for the maintenance, cleaning and repair of the premises
- Train employees to be aware of their responsibilities for ensuring that hazards are not created from their work or equipment
- Re-assess housekeeping as necessary if work processes change.

Employees Responsibilities

Employees must:

- Co-operate with management arrangements for good housekeeping in the workplace
- Follow any guidance and instruction given to prevent injury or ill health
- Report to the employer any hazardous or dangerous situations.

Hot Work (Brazing, Torch Cutting, Grinding, Soldering and Welding)

Description

Hot work includes any operations involving open flames or producing heat and/or sparks. These activities are carried out regularly throughout industry and are so widely used that people often forget about the associated dangers.

Hot working has resulted in many major fires and explosions which have caused a number of fatalities and serious injuries as well as property/asset losses. Where reasonably practicable the need for hot working should be eliminated by the use of other processes that do not involve the application or generation of heat or sparks.

Due to the convenience and versatility of this equipment, sometimes the need for training in its use maintenance, storage and servicing is overlooked, this can have a serious effect on the well-being of affected employees.

Associated Hazards

- Exposure to hot surfaces
- Electric shock and burns
- Exposure to gases and fumes generated by the process
- Radiation
- Fire and explosion
- Falling equipment.

Employer's Responsibilities

As our business activity involves hot work, we will:

- Develop and share with your employees, the findings of risk assessments for hot work
- Ensure employees follow a safe system of work for any procedure that involves open flames or produces heat and/or sparks
- Provide appropriate fire-fighting equipment
- Organise, record and communicate emergency actions to be taken in the event of any unintended fire or other emergency
- Carry out COSHH assessments for substances generated by hot works e.g. fumes.
- Ensure adequate controls are in place taking into account the material being worked, the environment, the need for respiratory protective equipment (RPE)

and personal protective equipment (PPE), ventilation, health surveillance and the protection of others

- For high-risk activities, control hot work activity with a permit to work system
- Provide suitable first aid cover and equipment
- Consider other hazards which may be present and put measures in place to control the associated risks. Examples include exposure to toxic fumes, work in confined spaces, oxygen depletion or enrichment, work on vessels or tanks which have contained flammable, explosive or toxic materials or fires caused by sparks
- Ensure that all welding equipment, portable extraction systems and associated ancillaries provided are subjected to a documented regime of maintenance and statutory inspection
- Ensure that only trained operatives carry out hot works operations, the training will include: - the safe use of the equipment, PPE and RPE, precautions to be taken, use of fire extinguishers, means of escape, raising the fire alarm and calling the fire brigade
- Where required health surveillance will be carried out and keep records, for at least forty years.
- Monitor and review the arrangements for hot work

<u>Employees Responsibilities</u>

- Follow instruction, training and information on safe systems of work
- Ensure that safety devices are fitted if required, undertake frequent checks of hoses, connections and cables.
- Ensure that gas bottles are stored securely in an upright postion
- There is a minimum radius of hot work to be set at two metres from other persons working
- Shields, screens and barriers as detailed on the risk assessment, must be used in every instance
- Work areas to be kept tidy and free from combustible materials before and during the hot works
- Employees must remain in the area for fire watch following completion of work, to ensure there is no hot spot residue, the duration of which is stated in the risk assessment
- Keep respiratory protective equipment (RPE) and personal protective equipment (PPE) in good order, report hazards and defects to the employer
- Co-operate with management arrangements for health and safety involving hot work

- Report to management any instances where you feel your health has been compromised by the work being conducted
- Report immediately any hazard likely to affect the fire and safety precautions

Information, Instruction, Supervision and Training

Description

Preventing accidents and ill health caused by work is a key priority for A C Ventilation Ltd. Health and safety information, instruction, supervision and training helps the organisation to ensure our employees are not injured or made ill by the work they do, promotes a positive safety culture, where safe and healthy working becomes second nature to everyone and enables the organisation to meet its legal duty to protect the health and safety of our employees.

Employer's Responsibilities

- Consult with relevant persons to identify the information, instruction, supervision and training required, taking into account the level of skills, knowledge and experience required, the risks identified in the workplace and any relevant, specific individual needs
- Undertake a training needs assessment for all employees and provide the necessary training identified
- Ensure that the demands of the job do not exceed the employees ability to carry out their work without risks to themselves and others
- Prioritise information, instruction, training and supervision based on risk assessment and ensure that any high risk needs are met first
- Determine the most suitable method for delivery of the information, instruction and training, including the use of internal and external providers
- Assess the suitability of the information, instruction, supervision and training and its effect on the employee and/or the business to enable changes, modifications or additions to be made if required.

Specifically, A C Ventilation Ltd will provide information, instruction, supervision and training for employees: -

- On recruitment/induction
- When moving persons to another task or promotion
- When the workplace environment, process, equipment or system of work is changed
- If a review of risk assessments, safe systems of work and training needs determines a refresher program is required.

Suitable records will be maintained of all information, instruction and training provided.

Employees Responsibilities

Employees will: –

- Attend any training courses identified as necessary
- Follow training, guidance and instruction to prevent injury or ill health
- Only undertake duties if they have been deemed competent to do so following suitable instruction and training
- Report to their line manager any hazardous or dangerous situations.

Ladders and Stepladders

Description

Over a third of all reported falls from height incidents involve ladders or stepladders, many injuries are caused by inappropriate or incorrect selection and use of equipment.

By conducting a risk assessment, it may be determined that ladder use is acceptable for work of short duration (less than 30 minutes), providing three points of contact can be maintained whilst working from the ladder or steps, necessary control measures and training are adhered to. The duration of work should not determine whether ladders are the most suitable means of working at height. Selection of ladders should be considered, as part of a risk assessment, if the intended work is low risk and safer means of working at height (e.g. a fully guarded working area or mobile elevating work platform) are not reasonably practicable.

Associated Hazards

- Failure of the ladder itself, causing persons or equipment to fall
- Items falling from the ladder
- Users over-reaching or over stretching from the ladder
- Overloading of the ladder
- The ladder slipping and falling due to not being correctly secured
- Faulty, damaged or poorly maintained equipment
- Inappropriate use of ladders
- Manual handling when using ladders.

Employer's Responsibilities

Work at height should be avoided where possible. Where this is not possible then all reasonable actions will be taken by A C Ventilation Ltd, through consideration of the working at height hierarchy, to ensure ladders are the most appropriate means of working at height. A C Ventilation Ltd will ensure, so far as reasonably practicable, the safety of employees who work with ladders.

A C Ventilation Ltd will, in consultation with employees and their representatives: –

- Carry out a risk assessment of work activities involving the use of ladders
- Take all necessary measures to reduce any risks found as a result of the assessment

- Design the task so that 3 points of contact can be maintained whilst climbing the ladder and at the work position. Brief periods where a handhold is not maintained can be justified (e.g. when starting a screw), otherwise alternative measures will be required to prevent or reduce the distance of a fall, such as a work restraint harness
- Ladders should only be used on firm, level ground and clean and solid surfaces which are free from loose material, enabling the feet to grip properly. Shiny surfaces can potentially be slippery even when not contaminated
- Ensure that when new ladders are purchased that they conform to EN131 Professional standard and are suitable for the task required
- Ensure the maximum load capacity is not exceeded (i.e. through consideration of the combined weight of the user, equipment and any materials being carried)
- Risk assess ladders conforming to older standards (purchased prior to January 2018). Ensure that adequate checks have been completed and, where ladders are no longer suitable for use, they must be replaced with ladders conforming to the newer EN131 Professional standard
- Ensure domestic ladders are not be used for work purposes
- Ensure that all ladders supplied are of good construction, sound material and are suitable for the tasks to be performed
- Ensure that all ladders used are clearly identified, regularly inspected and maintained
- Formal, detailed inspections should be carried out and recorded by a competent person. The frequency of said inspections will be determined by risk assessment (e.g. considering the frequency of use, environment in which they are used and the potential for damage).
- Maintain a records system, which identifies each ladder and logs each inspection, repair and maintenance procedure undertaken
- Provide appropriate information and training to employees who use ladders, including additional information and training where the ladder is used in a high-risk environment or in a way which increases the risks involved
- Ensure ladders are stored in a way that does not lead to warping, defects or reduction in strength
- Implement a reporting system, so that any concerns, problems, risks or defects encountered while using the ladders can be reported to a responsible person and the appropriate action taken
- Ensure that ladders are secured when not in use to prevent unauthorised use
- Ensure stability devices and other accessories are included in pre-use checks and maintained in accordance with manufacturer’s instructions

- Ensure the working area is secure to prevent collisions with vehicles, pedestrians or moving objects such as doors and windows. If necessary, barriers, cones or, as a last resort, a person standing guard at the base may be required.

Safe Use of Leaning Ladders

- Leaning ladders should be appropriate for the job and not exceed 9 metres in length
- Leaning ladders should comply with British/European standards, ladders purchased should conform to EN131 Professional standard
- Domestic ladder equipment should not be used
- Leaning ladders must be undamaged and free of paint or any other coating which could hide cracks or splits
- Leaning ladder stiles must be undamaged and unbent
- Wood should be free of warping or splitting
- Metal ladders must be free from corrosion, sharp edges or dents and rungs free from distortion
- Footpads must be in good condition
- Leaning ladders should have slip-resistant rubber or plastic feet
- Leaning ladders must be free of missing/loose rungs
- Leaning ladders should be regularly inspected and defective ladders removed from use
- If ground conditions are poor, ladder feet should be tied into stakes in the ground, with a large flat wooden board as a base
- During use, leaning ladders should extend at least 3 rungs (1 m) past the landing point or above the highest rung on which feet rest
- Leaning ladders should be positioned one metre out at the base for every four metres in height
- Leaning ladders should be secured at the top or, if this is not practicable, should be secured near the bottom, weighted or footed to prevent flipping. Footing should be considered a last resort
- Leaning ladders should have a strong upper resting point (i.e. not glazing or plastic gutters) – a stability device may be required to ensure an adequate upper resting point
- The overlap for extendable leaning ladders should be up to 5m closed length 2 rungs, 5-6m closed length 3 rungs, and over 6m closed length 4 rungs

- There should only be one person on the ladder at any one time
- Employees should be trained to transport tools in a shoulder bag or wear a tool belt. Consider the use of a gin wheel or other lifting equipment
- Employees should be fully trained in ladder use
- Never use ladders in strong winds or within 6 horizontal meters of overhead power lines (unless it has been made dead or protected with insulation)
- Do not move or extend the ladder whilst it is in use.

Safe Use of Stepladders

- Stepladders should be of robust construction and in good condition, any replacements purchased should conform to EN131 Professional standard
- Stepladders should not be used to access another level, unless they have been specifically designed for this purpose
- Any retaining cords or straps must be of equal length and in good condition
- Any metal braces between the legs must be locked into place
- Legs of stepladders must be opened fully when in use
- All legs need to be firmly and squarely placed on a solid level surface
- The stepladder should be positioned close to the work to prevent over-stretching
- The stepladder should be placed at right angles to the work if the work could cause sufficient force to make the stepladder unsuitable if used sideways
- The top tread should not be used unless it has been designed as a platform with a secure handhold
- When in use, the knees should be kept below the top of the steps for support and stability
- Only one person should use the stepladder at any one time.

Employees Responsibilities

Employees will: –

- Follow instruction, training and information provided by the employer on the safe use of ladders
- Check whether the type of work activity requires the use of a ladder; establish whether the ladder is suitable for the task and match the ladder to the job. Work should not commence if a point of work risk assessment deems a ladder

unsuitable for the task, until further instruction from a supervisor or line manager is sought

- Ensure the ladder is in good condition; check that it has been inspected and stored correctly; any repairs have been carried out correctly; that it has been regularly maintained and that it is free from defects, of good construction and of sound material
- Carry out visual inspection prior to use, following an event which may have caused damage to the ladder and when moving to a different environment (e.g. from a dirty area to a clean area)
- Avoid holding items whilst climbing (e.g. use a tool bag or belt)
- Do not use defective ladders and report any defective ladders to the employer immediately
- Make use of any personal protective equipment provided by the employer
- Avoid over reaching through proper positioning of the ladder. Employees naval/belt buckle should remain within the styles
- Always grip the ladder and face the rungs while climbing or descending. Never slide down the styles
- Advise the employer of any health issues, which may affect the ability to work at height.

Legionella

Description

Legionellosis is a collective term for those diseases caused by legionella bacteria including the most serious, Legionnaire's disease as well as the less serious Pontiac fever and Lochgoilhead fever.

Legionellosis can affect anyone who inhales small droplets of water (aerosols) from water systems, e.g. showers that are contaminated with legionella bacteria.

The Health and Safety Executives (HSE)'s Approved Code of Practice defines the following responsibilities: –

Duty Holder

A Duty Holder may be:-

- The employer, where the risk from their undertaking is to their employees or others
- A self-employed person, where there is a risk from their work activities to themselves or others
- The person in control of the premises (or systems in connection with work), where there is a risk from the systems in the building e.g. where a building is let to tenants but the landlord keeps responsibility for its maintenance.

The Responsible Person

This is the person(s) appointed by the Duty Holder, to help them carry out the risk assessment and the day-to-day operational procedures to control the risks from Legionella bacteria. They will have sufficient authority, competence and knowledge of the water systems and installation.

The Risk Of Someone Contracting Legionellosis Depends On:

The presence of Legionella bacteria: the conditions that encourage Legionella bacteria to multiply include poorly maintained systems, ineffective control measures, presence of rust, sludge, scale, etc. and water temperatures between 20 – 45 deg C.

The means of creating and disseminating breathable aerosols, e.g. from spas, showers, taps, fire sprinkler systems, water jets, hose pipes, fountains and hot water systems, etc.

The person: The disease/fever can affect anyone however some people are at higher risk than others e.g. those people over 50, smokers, heavy drinkers, diabetics, those with respiratory problems and immune system impairments.

The Duty Holder's Responsibilities

A C Ventilation Ltd will ensure that: -

- A suitable and sufficient risk assessment is carried out to identify and assess the risk of exposure to Legionella bacteria from work activities and water systems under their remit
- A Written Scheme is produced and implemented, where a reasonably foreseeable risk of exposure exists, for preventing or controlling the risks
- A Responsible Person is appointed to help the Duty Holder manage the day-to-day operational control procedures in accordance with the Written Scheme
- Steps are taken to check that equipment supplied for water systems are designed to minimise the growth of legionella bacteria and are installed in compliance with relevant water related regulations
- Persons working with water systems are appropriately supervised and have been provided suitable information, instruction and training including the significant findings of risk assessments
- The risk of Legionella is eliminated, where reasonable practicable, through improved engineering design of water systems, e.g. by removing dead legs or removing unused showers where water can stagnate
- Regular cleaning, treating, maintaining and operating of water systems at predetermined intervals
- Regular monitoring, inspecting, testing, e.g. water temperatures and Legionella bacteria levels, if needed and reviewing of the water system's control measures, risk assessments and the Written Scheme to check their effectiveness
- The risks from scalding are minimised.
- Records are kept of the: -
    - Appointed responsible people for conducting the risk assessment, managing and implementing the Written Scheme
    - Significant findings of the risk assessment
    - Written Scheme and its implementation
    - State of operation of the water system (working or not).
- Results of any monitoring, inspections, tests or checks carried out including dates
- Where relevant, the requirements of the Reporting Injuries and Dangerous Occurrences Regulations, RIDDOR is complied with.

The Director will ensure that: –

- With the assistance of a competent person, carry out a risk assessment, develop a Written Scheme and seek/implement advice on prevention and control procedures.

Employees Responsibilities

Employees must: -

- Co-operate with management arrangements for the control of Legionella in the workplace
- Follow any information, training and instruction given by the employer to prevent ill health
- Report to the Director any disease diagnosed as Legionnaires' Disease
- Report to the Director any hazardous or dangerous situations.

Lighting

Description

Providing adequate lighting levels to enable people to work is a basic necessity. Good lighting that considers physiological and psychological needs of employees will create a work environment that is welcoming, energising and productive.

Associated Hazards

- Bodily injuries
- Slipping/falling over
- Electrical hazards
- Poor housekeeping.

Employer's Responsibilities

To safeguard employees and visitors from the potential hazards presented by inadequate lighting, A C Ventilation Ltd will:

- Carry out an assessment of lighting in the workplace to determine whether it is suitable. This will take into account employees with visual limitations together with the needs of older people
- Take any necessary measures to remedy any risks found as a result of the assessment
- Train employees on how to adjust for proper lighting in their jobs to prevent visual fatigue
- Ensure that work is carried out by natural light wherever possible
- Take precautions against glare
- Ensure that lights are positioned to avoid risks to health and safety (fire etc)
- Ensure that supplementary lighting is provided, as necessary
- Ensure that safe access is provided in order to clean or replace the lights or windows
- Develop safe systems of work for such cleaning or replacement.

The following recommended standards may be adopted by A C Ventilation Ltd:

- Outdoor lighting, especially where personal security is an issue - 20 lux, constantly maintained

- Loading bays and outdoor work areas - 50 lux
- Work requiring limited perception of detail - 100 lux
- Local lighting at individual workstations - 200-500 lux with no sources of glare (i.e. direct sunlight, unshaded light-bulbs etc)
- Staircases and escalators - 300 lux, lit to provide good contrast between the treads and risers of the steps
- Cellars and storerooms - 300 lux
- Crossing points on traffic routes - 300 lux, constantly maintained.

Emergency Lighting

Emergency lighting may be needed to illuminate an escape route in an emergency evacuation (escape lighting), or to allow continued working or help evacuation of areas deficient in natural light, should the normal lighting fail (standby lighting).

Escape lighting will be provided to:

- Clearly indicate the escape route
- Allow safe movement along the route and through exits
- Ensure fire-fighting equipment, call-points and other emergency gear can be readily located and any instructions seen.

Escape lighting should come on within five seconds of the failure of normal lighting, and provide at least 1-lux luminance at floor level. While this will seem 'gloomy', it is sufficient for safe movement during an emergency. The aim is to provide a similar level of lighting as moonlight.

The area immediately outside the final exit should be illuminated, to help dispersal of those leaving the premises in a hurry during night-time hours. For most purposes, a back-up lighting duration of between one and three hours should be satisfactory.

Employees Responsibilities

Employees must:

- Report any defective lighting to the employer and Co-operate with management arrangements for workplace lighting
- Report any discomfort experienced as a consequence of lighting in the workplace.

Lone Working

Description

Lone workers can be anyone who works on their own without direct contact or supervision. Examples include: a person working on their own in a workshop, home workers, persons working in an office on their own, persons working outside normal hours on their own and mobile or peripatetic workers.

Associated Hazards

- Accidents
- Fire
- Inadequate provision of rest, hygiene and welfare
- Violence whilst at work
- Manual handling activities
- Transport breakdown/accident en route
- Severe weather conditions
- Tracing of home address through vehicle registration
- Injury received whilst entering unsafe premises
- Poor visibility and lighting.

Employer's Responsibilities

A C Ventilation Ltd realise that there may be concerns surrounding lone working, to allay these fears we will: -

- Identify all employees who are lone workers
- Make a suitable and sufficient assessment of the risk to the health and safety of these employees and others who may be affected
- Identify the preventative and protective measures needed, so far as is reasonably practicable
- Provide adequate security for lone workers, e.g. locks, CCTV
- Ensure that mechanisms are in place to account for and trace the whereabouts of employees who work alone and that these systems are regularly checked
- Ensure that training in interpersonal skills, managing aggression and personal safety, that emphasises prevention and the continual assessment of risk is in place and available to employees

- Check that lone workers have no medical conditions, which make them unsuitable for working alone
- Supervision of lone workers will be provided which will be based upon the findings of the risk assessment
- Establish emergency procedures in consultation with employees
- Consider installing or providing devices to raise an alarm in the event of an emergency, e.g. mobile phones, panic alarms, 'person- down' systems
- Provide access to first aid facilities as identified by the work activity risk assessment
- Ensure that appropriate support is given to employees following an incident
- Ensure lone workers are covered by the Employer's liability insurance cover.

Employees Responsibilities

Employees who are recognised as lone workers, must: -

- Co-operate with the employer by following rules and procedures designed to protect their safety as a lone worker
- Attend personal safety training programmes as directed by the employer
- Provide information on their whereabouts during working hours to the employer
- Report all incidents relating to lone working using A C Ventilation Ltd reporting procedure.

Maintenance

Description

Every year, there are a number of accidents arising from the use of work equipment, including machinery. Many are serious and some are fatal.

By using safe, well maintained equipment, operated by adequately trained employees, accidents and associated financial costs can be reduced or prevented. Maintenance includes cleaning and adjusting.

Associated Hazards

- Scheduled maintenance not being undertaken as required or breakdown maintenance inadequate, leading to unrevealed failures of safety critical items
- Human error or incompetence of maintenance employees
- Static or spark discharge during maintenance in an intrinsically safe zone
- Poor communication between maintenance employees and employees
- Lack of knowledge by maintenance employees of the working environment where maintenance is being carried out (i.e. lack of risk assessments, warning signs, method statements, emergency procedures), leading to ignition of flammable substances (e.g. heat sources such as cigarettes or welding, static and electrical discharge, use of non spark-resistant tools) or injury/fatality from incorrect personal protective equipment (e.g. respirators) being worn
- Unauthorised employees performing maintenance functions
- Failure to re-commission plant correctly after maintenance to ensure that operations are not adversely affected in terms of safety considerations.

Employer's Responsibilities

A C Ventilation Ltd will:

- Undertake suitable and sufficient risk assessments, identifying how equipment should be isolated prior to carrying out any maintenance work and which identify how heavy parts of machinery will be moved
- Implement the appropriate measures for the protection of anyone undertaking maintenance operations when the assessment has indicated that the task involves significant risk to health or safety
- Ensure that all work equipment is maintained and kept in good working order and where necessary, a written maintenance log kept up-to-date
- Ensure that all persons who maintain, supervise or manage maintenance work are competent to do so

- Establish safety rules for how maintenance tasks are performed
- Ensure the use of extension tools that preclude employee exposure to moving parts of machinery whilst cleaning, unjamming, lubricating etc. A C Ventilation Ltd will also provide training in their use
- Ensure that all employees are fully aware of reporting procedures so that a responsible person can be informed of any problems or implement any necessary remedial action
- Seek assurance of exclusivity of control if the machinery must be energised during adjustment, unjamming or other maintenance
- Supply all necessary personal protective equipment that is required to be worn when the maintenance work is being undertaken
- Ensure that lockout procedures are in place, which require that all sources of electrical, mechanical, hydraulic or pneumatic energy are isolated from the machine by physically locking out and applying warning signs or tags
- Ensure that employees are trained and qualified to use the lockout procedure.

Employees Responsibilities

Employees must:

- Follow instruction, guidance and safe systems of work in respect of machinery maintenance
- Notify the employer of any problems or hazards on a machine, such as an unguarded part
- Not carry out any maintenance activities on machinery unless trained to do so
- Co-operate with management arrangements for maintenance of machinery
- Make full and proper use of all PPE that has been issued to them.

Manual Handling

Description

Manual handling injuries can occur wherever people are at work. Manual labour, awkward postures, manual materials handling and previous or existing injury are all risk factors implicated in the development of manual handling injuries. Manual handling is defined as the supporting and transporting of a load by human effort and includes lifting, lowering, pushing, pulling or carrying.

Associated Hazards

- Heavy, unstable or unpredictable loads
- Restrictive working environment
- Uneven or wet floors
- Poor manual handling technique.

Employer's Responsibilities

A C Ventilation Ltd will ensure that:

- Manual handling operations that present a risk of injury are identified
- Handling operations which present a risk of injury are avoided, so far as is reasonably practicable, by eliminating the need for the load to be moved or by the introduction of automation or mechanisation
- Those operations that cannot be avoided are assessed using an ergonomic approach that considers the Task, Individual capacity, Load and Environment (TILE) elements to determine the level of risk. The assessment will be recorded to show that it has taken place and to allow for easy review if circumstances change
- Measures required to eliminate the risk, or reduce it to the lowest level that is reasonably practicable, are identified from the information in the risk assessment and are used to implement a safe system of work
- Suitable, fit for purpose equipment including personal protective equipment (PPE) is provided to minimise harm from manual handling tasks
- Any new work that might involve manual handling operations is assessed and safe systems of work are implemented before the work commences
- Annual reviews of assessments are made to ensure that they are still valid but re-assessment is carried out immediately if any of the components of the work situation have changed

- Incidents that result in musculoskeletal injury to employees are fully investigated and risk assessments and systems of work are reviewed in the light of such incidents
- Employees recruited to posts involving manual handling are suitable for the work they are required to undertake, that job descriptions sent to applicants for employment include details of manual handling tasks where these are part of requirement of the post, and that employees in post continue to be suitable for the work
- Suitable information, training and supervision is provided for all employees engaged in manual handling tasks and that such training is recorded, monitored, evaluated and reviewed
- Sufficient information about loads and environment is given to other employers who have control of workers on the premises and to self-employed contractors that will enable them to meet their responsibilities under the regulations
- Premises outside the regular workplace at which employees may have to perform manual handling operations are taken into consideration when undertaking a manual handling assessment
- Any specific arrangements for complying with the Regulations that are introduced are documented and incorporated into the safety policy.

Employees Responsibilities

Employees involved with manual handling activity should:

- Follow the safe system of work designed and introduced by the employer and should not deviate from this without good reason
- Not undertake a manual handling activity when a reasonably practicable alternative exists
- Use any mechanical aids that have been provided for their use and for which they have been trained. Any faults with mechanical aids should be immediately reported to the employer
- Assist and co-operate with the process of the assessment of risk
- Assist the employer with the implementation of employees training, attend training sessions as required and should apply the knowledge gained from training to their daily work
- Report all accidents, injuries and near misses involving handling activities – however trivial
- Inform the employer if they are unable to undertake their normal manual handling duties because of injury, illness or any other condition

- Not undertake any manual handling operation that they believe is beyond their capability
- Report any unsafe systems of work to the employer.

Method Statements

Description

A method statement sets out how a particular process, project or activity will be carried out. It is commonly used to describe how construction or installation works will be carried out safely and will detail the possible dangers and risks associated with the project. Risk assessment findings will generally be incorporated into the method statement.

Associated Hazards

- Construction work
- Hazardous substances including dusts
- Asbestos
- Explosives
- Lifting operations
- Demolition work
- Working at height
- Confined spaces
- Adverse weather conditions
- Manual handling operations.

Note: this list is not exhaustive.

Employer's Responsibilities

Following the completion of a risk assessment A C Ventilation Ltd may feel it necessary to also compile a method statement to further control the work activity, the statement should include, where relevant: -

- Working systems and methods of control to be used and details of how information is communicated
- Work and site details, key parties involved and contact details
- Arrangements for access e.g. to fragile surfaces
- Methods for safeguarding existing structures
- Structural stability precautions, e.g. temporary shoring arrangements
- Arrangements for the safety of members of the public

- Plant and equipment to be used including personal protective equipment
- Health protection, such as the use of local exhaust ventilation and respiratory protection, where hazardous dusts and fumes could be created
- Health surveillance
- Procedures to ensure compliance with legal requirements under, e.g. the Control of Noise at Work Regulations, Control of Lead at Work Regulations and Workplace (Health, Safety and Welfare) Regulations
- Protection of existing services, e.g. water, gas, electricity, telecommunications which may be affected by work activities
- Welfare facility arrangements
- Emergency procedures
- Any training needs for contractor's employees and the use of competent persons, and be brought to the attention of all employees who undertake the work.

Employees Responsibilities

Employees must: -

- Carry out work in accordance with the method statement
- Co-operate with management arrangements in respect of method statements
- Report any uncontrolled hazards to the employer
- Follow instruction, training and guidance given by the employer.

Monitoring, Inspection And Review

Description

There is a legal requirement to monitor and review health and safety arrangements.

This enables organisations to assess how effectively risks are controlled in order to implement improvements, where required, and to develop a positive health and safety culture and safe working environment. The frequency of monitoring and review will be decided by the level of risks, competence of people, legal requirements, results of accidents and recommendations by manufacturers or suppliers of equipment.

Monitoring includes:

- Checking compliance in following the Health and Safety Policy, control measures stated in risk assessments and safe systems of work
- Inspecting and testing of work equipment
- Inspecting workplace locations and activities
- Checking competence of workers
- Checking the wellbeing and health of workers.

Employer's Responsibilities are to:

- Prepare and implement a plan for regular monitoring and inspection of health and safety arrangements
- Arrange with Citation Ltd for annual inspections of the workplace and processes to be undertaken
- Monitor employees health requirements and fitness to work, where applicable, e.g. eye tests, effects of noise and vibration, general fitness etc., as required by risk assessment
- Ensure competent persons regularly inspect, examine and test equipment, where applicable, following manufacturer's recommendations and at intervals, where set by statutory requirements
- Regularly inspect the workplace and activities to ensure a safe working environment
- Regularly check progress in complying with health and safety plans
- Regularly check employee and contractor competence during work activities to ensure they are working safely and are following the requirements of the employee handbooks, instructions, etc
- Review risk assessments at least annually, or where there has been a significant change in tasks, premises layout, equipment or personnel
- Record results of inspections and monitoring that is undertaken, e.g. using Citation stationery templates

- Gather and analyse data about injuries, cases of ill health (including monitoring of sickness absence records) and incidents with the potential to cause injury, ill health or loss. This data provides information about health and safety failures and gives the opportunity to learn from mistakes and to prevent recurrence

- Take any necessary remedial actions to safeguard the health and safety of employees, contractors, public or visitors where hazards, faults, omissions, non-compliances, lack of training, unsafe activities or conditions are found through complaints, inspection, monitoring and review

- Prioritise when, how and who implements any actions required

- Periodically review the whole of the health and safety management system including the elements of planning, organisation, control and monitoring to ensure that the whole system remains effective and legally compliant.

Employees Responsibilities

Employees must:

- Check equipment, including any personal protective equipment supplied, is safe before use

- Co-operate with management arrangements in respect of workplace inspections

- Follow any training, information, guidance and instruction given by the employer for checking and inspection of safe practices

- Report any hazards or defects to the employer immediately.

New And Expectant Mothers

Description

A C Ventilation Ltd is committed to protecting the health and safety of all new and expectant mothers. The phrase "new and expectant mother" means an employee who is pregnant, or who has given birth within the previous six months or who is breastfeeding. "Given birth" is defined as having delivered a living child or, after 24 weeks of pregnancy, delivered a stillborn child.

Associated Hazards

- Physical agents (e.g. manual handling tasks or noise)
- Biological agents (e.g. infectious diseases)
- Chemical agents (e.g. certain hazardous substances)
- Working conditions (e.g. workload, working alone or stress).

Employer's Responsibilities

To safeguard the health and safety of new and expectant mothers, A C Ventilation Ltd will:

- Consider, in general workplace assessments, any risks to the health and safety of female employees of childbearing age and, in particular, risks to new and expectant mothers
- Encourage employees to inform their Manager, as early as possible, if they become pregnant, are breastfeeding or have given birth in the previous six months
- Once notified, carry out a 'new and expectant mother' risk assessment in conjunction with the employee, reviewing the general risk assessments as part of that process, to identify any significant risks that need to be controlled or eliminated to ensure a safe working environment for the employee and her unborn baby
- Regularly review the 'new and expectant mother' risk assessment, taking into account any additional or heightened risks that may occur at different stages throughout the pregnancy and after her return to work. Incorporate into the assessment any advice provided by the employees GP or midwife
- Provide information, including the results of risk assessments, instruction, training and supervision to, and monitoring of, all new and expectant mothers
- Arrange for frequent rest breaks to be taken by the new or expectant mother
- Provide appropriate facilities for expectant and breastfeeding mothers to rest e.g. rest room equipped with a comfortable chair

- Allow the new or expectant mother to temporarily change her working conditions or hours of work, if necessary, to minimise the risks
- If, despite all practicable measures being taken, A C Ventilation Ltd considers that there is an unacceptable risk to a new or expectant mother, or her unborn baby, A C Ventilation Ltd will take all reasonably practicable steps to find suitable and appropriate alternative work for her. If none is available, the employee will be medically suspended from employment in accordance with the terms of the Employment Rights Act.

Employees Responsibilities

Employees will:

- Report to their employer as soon as pregnancy is confirmed
- Follow advice and information given by their employer in relation to safe working practices
- Report any hazardous situation to their employer so that arrangements for the appropriate remedial action can be taken
- Co-operate with their employer's arrangements for health and safety and use all protective and safety equipment provided.

Noise

Description

Hearing damage caused by exposure to noise at work can be permanent and incurable. Hearing loss is usually gradual due to prolonged exposure to noise.

Associated Hazards

- Hearing damage/loss
- Tinnitus
- Acoustic shock.

Employers are required by the Control of Noise at Work Regulations to comply with the following noise exposure values: -

Lower exposure action values:

- Daily or weekly exposure of 80dB(A)
- Peak sound pressure of 135dB(C).

Upper exposure action values:

- Daily or weekly exposure of 85dB(A)
- Peak sound pressure of 137dB(C).

There are also Exposure Limit Values (ELV) which must not be exceeded:

- Daily or weekly personal noise exposure of 87dB(A)
- Peak sound pressure of 140dB (C).

The ELV should account for any hearing protection provided and worn.

Employer's Responsibilities

A C Ventilation Ltd will:

- Identify work equipment and workplace areas where there may be a risk of noise exposure and if necessary, engage the services of a competent person to carry out a noise risk assessment
- Identify those employees and other workers, who are likely to be at risk from noise exposure particularly new and expectant mothers and young workers
- Not expose employees above the exposure limit values (ELV)
- If the lower exposure action values are being exceeded make appropriate hearing protection available to employees
- If the upper exposure action value is being or likely to be reached or exceeded:

    - develop and implement a formal action plan to reduce the risk to as low as reasonably practicable
    - minimise the noise at source, e.g. modify equipment
    - reduce noise exposure times, e.g. by task planning, job rotation
    - isolate noisy areas, e.g. with use of sound proofing
    - designate hearing protection zones, using specific signage (e.g. as shown below), restrict access and ensure that appropriate hearing protection is being worn in these areas

- Purchase work equipment with the lowest noise levels, where reasonably practicable
- Regularly inspect and maintain work equipment including personal protective equipment (PPE)
- Provide employees with information, instruction, training and supervision on noise, including its effects on health, control measures, safe systems of work, maintenance of equipment, health surveillance and hearing protection
- Record the findings of noise assessments, including those for which no action was required
- Regularly monitor and review the assessment. Undertake further noise measurements, if necessary, particularly where new equipment or processes, or layout of the workplace change
- Provide hearing checks for all employees who are regularly exposed to noise levels above the upper exposure action value, or to those who, e.g. have prior partial hearing loss. Maintain records of any hearing checks undertaken
- Identify any likely detrimental health effects arising from synergistic effects or interaction between noise and other agents e.g. vibration.

<u>Employees Responsibilities</u>

Employees will:

- Comply with signs and notices that identify hearing protection zones
- Wear hearing protection where its use is mandatory. Use, keep clean and store hearing protection as instructed and as trained to do. Report any faults of the hearing protection to management
- Use the controls provided e.g. screens or dampers and report any defects
- Co-operate and attend for hearing checks where required
- Report any noisy areas or equipment to management.

Occupational Asthma

Description

A C Ventilation Ltd recognises that occupational asthma is the most frequently reported occupational respiratory disease in the United Kingdom. To reduce the risks from occupational asthma the company will assess the potential and introduce controls to reduce the risk to an acceptable level.

Associated Hazardous Substances Include

- Isocyanates
- Flour/grain dust
- Wood dusts
- Latex
- Solder flux
- Animals
- Glues or resins.

Employer's Responsibilities

To maintain a safe working environment for all employees and others who may be affected by our working processes, A C Ventilation Ltd will:

- Identify the hazards – The safety data sheet and product labels may assist. The risk phrase R42 "may cause sensitisation by inhalation" indicates a need to complete a full COSHH assessment
- Decide who may be harmed and how
- Evaluate and monitor the risks - special attention should be paid to the potential of the substance being released into the air
- Implement controls that will prevent the exposure of employees (and others) to substances with the potential to cause occupational asthma
- Where relevant, set out procedures for responding to a confirmed new case of asthma, which may be occupationally related
- Report any, GP diagnosed, notifiable disease to the enforcing authority
- Provide suitable health surveillance and maintain records for all employees exposed or liable to be exposed to respiratory sensitisers.

Communicate appropriate information, instruction and training to all persons who may be exposed to substances hazardous to health, this will include:

- The typical symptoms of asthma
- The nature of any substance used by the company likely to cause occupational asthma
- Information on the nature of sensitisation i.e. once sensitisation occurs it may be permanent and the likely effects of further exposures
- The importance of reporting asthmatic symptoms and details of the actual reporting procedure.

Employees Responsibilities

- To comply with the information, instruction and training provided
- Wear all personal protective equipment (PPE) as instructed
- Report to the Manager if they believe they may have any symptoms relating to asthma.

Sensitisers are unpredictable, it is estimated that only 5-25% of individuals will actually become sensitised. Sensitisation may occur after times of exposure varying from months to years. These arrangements will be implemented and are intended to reduce the risk as low as reasonably practicable.

Permit To Work

Description

A permit to work system is an advanced formalised development of the method statement, and is usually introduced where the following criteria exist:

- High risk activities
- Required precautions are complicated
- Where the activities of different groups of workers or multiple employers need to be coordinated to ensure safety of ALL concerned
- The work areas normally requiring a permit to work system are confined space entry, excavations, hot works and high voltage electrical works.

Associated Hazards

Typically, activity that involves the following issues would normally be controlled with a permit to work system, this includes: -

- Fire resulting from hot works
- Asphyxiation, drowning, burns, etc., from confined space working
- Crushing, drowning and asphyxiation in excavations from ingress of materials or water
- Electrocution, shock, burns from inadvertent contact with electricity
- Falls through fragile roofs
- Stored energy such as steam, hydraulic fluid.
- Exposure to harmful substances such as fumes
- Any other situation that standard systems or risk assessment do not adequately control.

Employer's Responsibilities

A C Ventilation Ltd will: -

- Provide written safe systems of work for all operations where there is a significant risk of injury or where there is clearly an identifiable need to specify the safe and correct way of doing the work and where, in spite of all reasonable control measures being implemented a substantial risk remains
- Identify all such processes and ensure that suitable written systems are produced, employees trained and records kept.

- Instruct employees in the safe system of work and keep records of training
- Monitor and review the systems that have been introduced
- Ensure there is a handover procedure where necessary such as a change of shift.

Employees Responsibilities

- Observe and understand the rules and report any circumstances to management, which prevents compliance with the system or undermines its effectiveness
- Employees are encouraged to make suggestions during the formulation of written systems or suggest any improvements.
- Do not carry out any works until a permit to work has been agreed and issued by the authorised person.
- Only work within the timescale recorded on the permit to work
- Ensure the permit to work is returned to the authorised person on completion of the work.

PERSONAL PROTECTIVE EQUIPMENT:

The organisation acknowledges that PPE forms the last level of protection within the hierarchy of controls, and will ensure all other practicable controls are in place. It is, however, recognised that PPE is often required to bolster other controls. As such the organisation will:

- Assess the risks and provide the appropriate PPE to workers.
- Supply PPE to the relevant standards and conformity markings (such as UKCA)
- Maintain, clean and replace PPE as required.
- Provide storage for PPE when it is not being used.
- Give training and instruction to workers on its use and how to look after it.
- Monitor use and condition of PPE.

Some examples of PPE used by workers include, but are not limited to: Protective footwear, gloves, high visibility clothing (vests / jackets), hard hats (with and without chin straps, dust masks and safety glasses.

Workers will be consulted at the selection stage to ensure equipment is suitable for their needs and to encourage usage. All workers will confirm receipt of their PPE.

All PPE is provided free of charge and is expected to be kept in a good condition by the workers using it.

Worker Duties:

- Make full and proper use of all PPE that has been issued to them
- Inspect all PPE before use to ensure that it is suitable, clean and undamaged
- Report any defective PPE to the employer
- Report any discomfort or ill health experienced as a consequence of wearing the equipment
- Not undertake any work unless the correct equipment is being worn
- Store PPE securely at all times and in line with instructions.

Portable Electrical Appliances

Description

Portable electrical appliances are found in most workplaces and include power tools, portable lighting, computer equipment, kitchen appliances, portable heaters and equipment such as cable extension leads. Where equipment is powered from the mains electrical supply there may be a significant electrical hazard that will need to be specifically controlled.

Associated Hazards

- Shock or burns
- Uncontrolled start up of equipment
- Fire or explosion
- Trips and falls.

Employer's Responsibilities

- Undertake a risk assessment for using the applicable portable electrical appliance for the task required and implement suitable safe systems of work to control the risks
- Ensure that trained and competent persons undertake the work
- For equipment connected to power sources either use "double insulated" or earthed cables and ensure cables are protected against damage
- Ensure that equipment is regularly maintained by following the manufacturer's instructions
- Ensure users visually check equipment before and during use
- Regularly undertake, by trained appointed persons, formal visual inspections of the equipment including inspection of the plug and its assembly
- Carry out combined inspection and testing by electrically competent persons at frequencies required by the risk assessment. A register of such inspections will be kept
- Remove from use or arrange for the repair of any appliance that fails any inspection, test or other checks
- Where required by risk assessment, provide additional precautions such as suitably robust residual current devices (RCD's), 110v reduced voltage equipment, etc
- Ensure that the power supply is within the operating range of the appliance

- Ensure that, where provided, guards and protective covers are in place and kept in good condition.

Employees Responsibilities

- Visually check the equipment before and during use looking for signs of faults, overheating or damage to the equipment including to the wiring, plugs, casing and any guarding
- Immediately stop work if faults are found and report any defects to the supervisor
- Do not carry out any repairs or adjustments to equipment unless trained to do so
- Take care of the equipment that has been provided
- Disconnect the equipment from the supply before making any adjustments
- Ensure that equipment is plugged into the correct supply by an approved method, do not attempt to use a makeshift temporary connection.

Power Tools

Description

A Power Tool is a device that may be hand held but is driven by a power source other than human effort. There are various types of power tools determined by their power source: electric, pneumatic (powered by compressed-air), liquid or gaseous fuel (Fuel-powered tools are usually operated with gasoline or LPG), hydraulic, and powder-actuated.

Powers tools include (but are not limited to): chippers, drills, hammers, sanders, Chain saw, Compressed air guns and other tools.

Dangers and associated hazards

- Guards failure / Guards been removed: Exposed moving parts of power tools need to be safeguarded at Point of operation, In-running nip points, rotating parts, ejected chips and sparks to protect the operator and others
- Operating Controls and Switches: hand-held power tools unequipped with a constant-pressure switch or control that shuts off the power when pressure is released
- Electric Tools: burns, shocks, trips
- Portable Abrasive Wheel Tools: ejected fragments, moving parts, cuts
- Pneumatic Tools: getting hit by one of the tool's attachments or by some kind of fastener the worker is using with the tool, injection of air into bloodstream
- Liquid Fuel Tools: fuel vapours can burn or explode and emit dangerous exhaust fumes
- Powder-Actuated Tools: ejected fragments, noise, vibration
- Hydraulic Power Tools: fire- if the fluid used in hydraulic power tool is not an approved fire-resistant fluid, injection of fluid into individual.

Employer's Responsibilities

- Compile risk assessments and implement suitable controls for work involving powered tools
- Provide information, instruction and training and keep appropriate records, specific to each type of equipment used
- Where required erect suitable barriers and controls to prevent unauthorised access
- Secure work with suitable clamps or a vice, freeing both hands to operate the tool

- Keep appropriate records for the issue of tools and guard maintenance and inspection
- Maintain all tools in line with the manufacturer's recommendations
- Keep all people not involved with the work at a safe distance from the work area
- Provide appropriate personal protective equipment and train employees in its use and storage
- Where required, provide adequate health surveillance for the effects of noise and vibration
- Fire extinguishers must also be available in the area
- Emergency procedure in place and communicated to employees
- Provide adequate first aid provision dependant on the hazards and risks associated with the equipment

Employees Responsibilities

- Never carry a tool by the cord or hose
- Never yank the cord or the hose to disconnect it from the receptacle or power source
- Keep cords and hoses away from heat, oil, and sharp edges and preferably run above head height
- Disconnect tools and ensure movement has stopped when not using them, before servicing and cleaning them, and when changing accessories such as blades, bits, and cutters
- Visual pre-use inspection, look for (broken or missing guards, damaged or cracked tool housings, loose, deformed or missing parts, exposed conductors or "live" parts, leaks from hoses or hydraulic systems etc.)
- Avoid accidental starting. Do not hold fingers on the switch button while carrying a plugged-in tool
- Maintain tools with care; keep them sharp and clean for best performance
- Follow instructions in the user's manual for lubricating and changing accessories
- Be sure to keep good footing and maintain good balance when operating power tools
- Wear the correct apparel for the task. Loose clothing, ties, or jewellery can become caught in moving parts
- Personal protective equipment provided must be worn (safety goggle, gloves, safety foot wear and hearing protection etc.) as identified by the risk assessment

- Remove all damaged portable electric tools from use and tag them: "Do Not Use."

Responsibilities (electrical)

- Understand any risk assessment and Safe System of Work provided by your employer
- Inspect for damage before use
- Operate electric tools within their design limitations
- Use the correct PPE when using electric tools
- Store electric tools in a dry place when not in use
- Do not use electric tools in damp or wet locations unless they are approved for that purpose
- Keep work areas well lighted when operating electric tools
- Ensure that cords from electric tools do not present a tripping hazard
- In the construction industry, employees who use electric tools must be protected by ground-fault circuit interrupters or an assured equipment-grounding conductor program.

Responsibilities (pneumatic)

- Understand any risk assessment and Safe System of Work provided by your employer
- Inspect for damage before use including all hoses for wear (do not repair leaks with tape)
- Secure pneumatic power tools to hoses to prevent accidental disconnection
- Do not exceed the manufacturer's safe operating pressure for all hoses and fittings
- Install and maintain safety clips or retainers on pneumatic impact tools to prevent them from being accidentally expelled
- Ensure that safety clips or retainers are used on sections of hose to prevent accidental whip action
- Use the correct size of hose and the shortest size necessary for the tool. Keep all disconnected hoses clean
- Fit all air lines with an efficient filter and lubricator
- Use compressors in well-ventilated areas
- Do not use compressed air to clean clothing, skin, or hair and don’t turn the hose towards another person
- Wear personal protective equipment as supplied by your employer.

Responsibilities (abrasive wheels)

- Understand any risk assessment and Safe System of Work provided by your employer

- Inspect for damage before use, do not use wheels or blades that have gouges, pieces missing or uneven wear to the grinding surface
- Before an abrasive wheel is mounted, it must be inspected closely for damage and should be sound- or ring-tested to ensure that it is free from cracks or defects
- To prevent an abrasive wheel from cracking, it must fit freely on the spindle.
- Follow the manufacturer's recommendations
- Take care to ensure that the spindle speed of the machine will not exceed the maximum operating speed marked on the wheel
- An abrasive wheel may disintegrate or explode during start-up.
- Allow the tool to come up to operating speed prior to grinding or cutting
- Employees should never stand in the plane of rotation of the wheel as it accelerates to full operating speed
- Wear personal protective equipment as supplied by your employer.

Responsibilities (liquid / gaseous fuel tools)

- Understand any risk assessment and Safe System of Work provided by your employer
- Inspect for damage before use, check for leaks of fuel
- Employees must be careful to handle, transport, and store gas or fuel only in approved flammable liquid containers, according to proper procedures for flammable liquids.
- Before refilling a fuel-powered tool tank, the user must shut down the engine and allow it to cool to prevent accidental ignition of hazardous vapours, before restarting ensure all fuel vapours or spillages have dispersed or been cleaned away
- When a fuel-powered tool is used inside a closed area, effective ventilation and/or proper respirators such as atmosphere-supplying respirators must be utilised to avoid breathing carbon monoxide
- Wear personal protective equipment as supplied by your employer, for tool use and refilling procedures.

Responsibilities (powder-actuated tools)

- Understand any risk assessment and Safe System of Work provided by your employer
- Inspect for damage before use
- Only operate equipment in line with the manufacturer’s instructions and specific safe systems of work
- Must check that the tool is unloaded before doing any alteration or adjustment to safety guards, muzzle or barrel
- Follow the manufacturer’s guidance when dealing with a misfired cartridge

- Report any defect and ensure the equipment is not used until it has been repaired by a competent person
- Not remove any guards fitted to the tool
- Assist the employer in counting cartridges out and in every day
- Not undertake horseplay, especially with cartridge tools
- Never walk around with a loaded gun
- Wear the appropriate personal protective equipment provided, usually eye and hearing protection as a minimum.

Responsibilities (hydraulic power tools)

- Understand any risk assessment and Safe System of Work provided by your employer
- Inspect for damage before use, including any hoses for wear or leaks (DO NOT REPAIR)
- Follow The manufacturer's recommended safe operating pressure for hoses, valves, pipes, filters, and other fittings must not be exceeded
- If a leak is found DO NOT ATTEMPT TO STOP THE LEAK BY ANY MEANS, turn off equipment, place on floor and remove from power immediately.

Respiratory Protective Equipment

Description

Respiratory protective equipment (RPE) is to be supplied and used at work wherever there are risks to health and safety from harmful substances contaminating the air in the form of dust, mist, vapour, gas or fume or from oxygen-deficient atmospheres that cannot be adequately controlled in other ways.

Associated Hazards

- Harmful substances, including chemicals and biological agents in the air - in the form of dust, fumes, vapours, gas, mist resulting from a work activity or present in the working environment
- Oxygen-deficient atmospheres where a supply of clean air is needed.

RPE must be adequate and suitable. It must be right for the hazard, matched to the job, the environment, the exposure level and the wearer so that the wearer can work freely and without additional risks due to the RPE.

Types of RPE

Respirators (filtering devices) can be tight fitting or loose and use filters to remove contaminants from the air being breathed in.

Breathing apparatus can be tight fitting or loose and use a supply of breathing-quality air from an air cylinder or compressed air.

Employer's Responsibilities

A C Ventilation Ltd will:

- Ensure that all reasonably practicable measures are taken to prevent or control exposure to harmful substances
- Carry out risk assessments to determine whether the use of RPE is necessary
- Provide adequate and suitable RPE:

  - where a risk of exposure by inhalation remains after putting in place other control measures.

  - As an interim measure when other controls are being put in place.

  - For emergency work e.g. when other controls have failed.

  - For short term or infrequent exposure e.g. during maintenance work or clearing up a spillage.

- Determine the suitability of RPE using safety data sheets, COSHH assessments, assigned protection factors (APF), workplace exposure limits (WELs), exposure measurements and any specific wearer requirements
- Plan for and practice emergency procedures where RPE is to be worn in case of emergencies
- Arrange for initial fit testing to be carried out by a competent person for all tight fitting masks and a repeat fit test if there are changes to a wearer's face that may prevent a good face seal being achieved
- For frequently used RPE, arrange repeat fit tests at regular intervals
- Regularly maintain RPE in line with manufacturer's instructions and keep records for a minimum of 5 years
- Ensure employees receive information, instruction and training on the safe use and maintenance of RPE
- Provide an alternative adequate and suitable type of RPE for any wearer who, for good reason, cannot be clean shaven e.g. for religious reasons.

Employees Responsibilities

Employees will:

- Wear RPE as provided and trained to use
- Carry out pre-use checks of RPE every time it is used
- Follow manufacturer's instructions
- For tight fitting face pieces, carry out a 'fit check' when the RPE is first put on
- Not wear RPE if a good seal cannot be achieved
- Be clean shaven to achieve a good seal when using tight fitting face pieces
- Report any defective RPE to the employer
- Report any discomfort or ill health experienced as a consequence of wearing RPE
- Inform the employer of pre-existing or new medical conditions that may affect the use of RPE.

Risk Assessment

Description

In many workplaces there are risks, which may affect the health and safety of employees. There is an absolute duty on employers to 'conduct suitable and sufficient risk assessments' in the workplace, under Regulation 3 of The Management of Health & Safety at Work Regulations. In many instances, straightforward measures can control risks, and whilst the law does not expect employers to eliminate all risks, they are required to protect people so far as is reasonably practicable.

Associated Hazards

- Physical, chemical and/or biological agents
- Working conditions and processes
- Manual handling activities
- Exposure to infectious diseases
- Work-related stress
- Long working hours
- Workstations and posture
- Other workplace hazards.

Employer's Responsibilities

A C Ventilation Ltd will ensure that:

- Employees undertaking risk assessments are competent to do so, having undergone suitable training in the risk assessment process
- Identify all hazards with the potential to cause harm to employees and others who may be affected by our undertaking
- Evaluate the probability and severity of potential injury or damage
- Identify the options for eliminating, reducing or controlling the identified risks and taking the necessary action
- Provide employees with any additional training identified within the risk assessment process as being a necessary control measure
- Review the risk assessments annually, where they may no longer be valid, or where there has been a significant change in work activities or processes

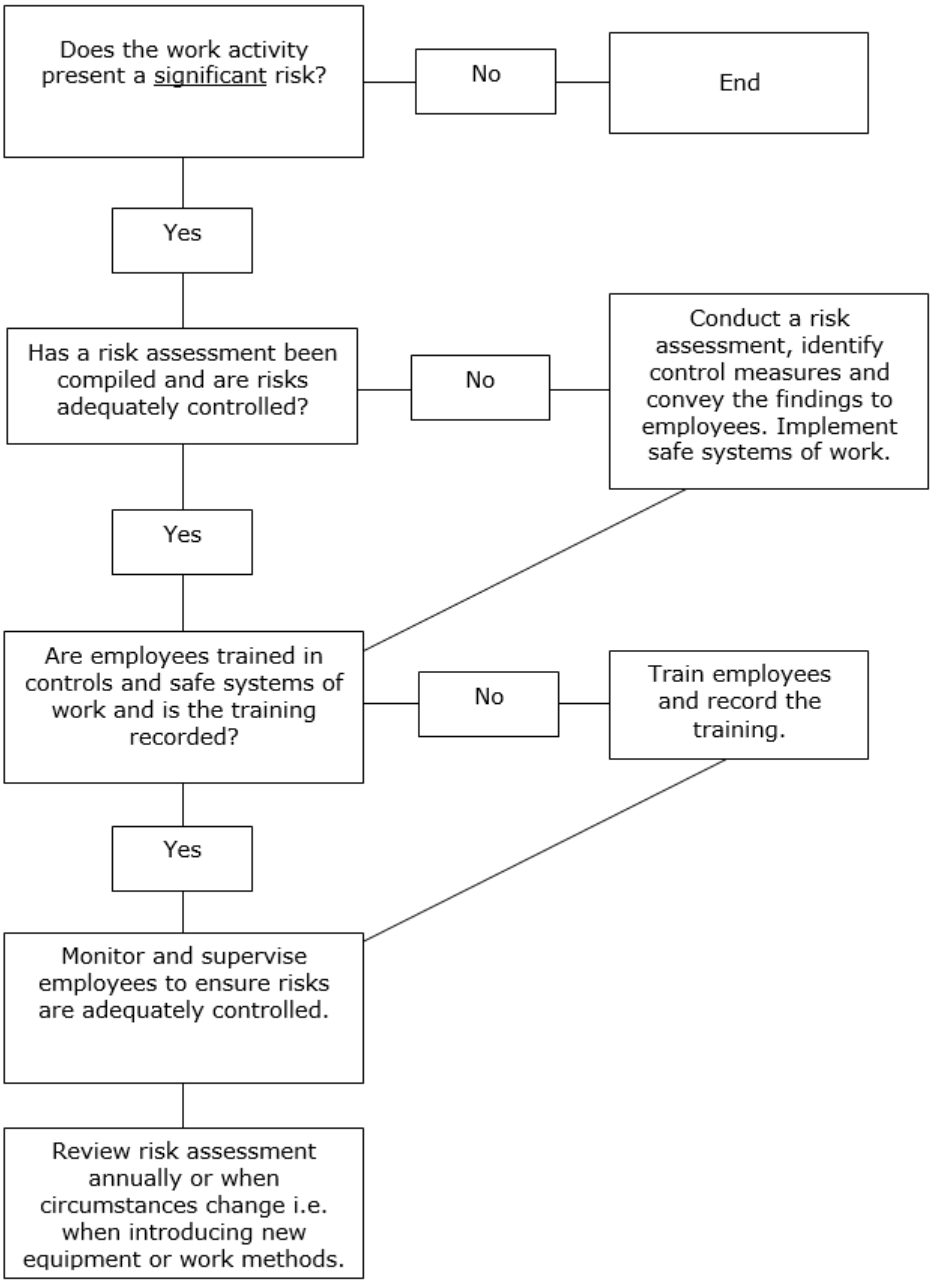
- Keep records of the significant findings of the risk assessments and identify employees who may be especially at risk
- Provide appropriate health surveillance where there is an identifiable disease or potential adverse health condition related to the work activity
- Provide employees and employees of other employers working on the premises with comprehensive and relevant information on risks, preventative and protective measures, emergency procedures and competent persons.

Employees Responsibilities

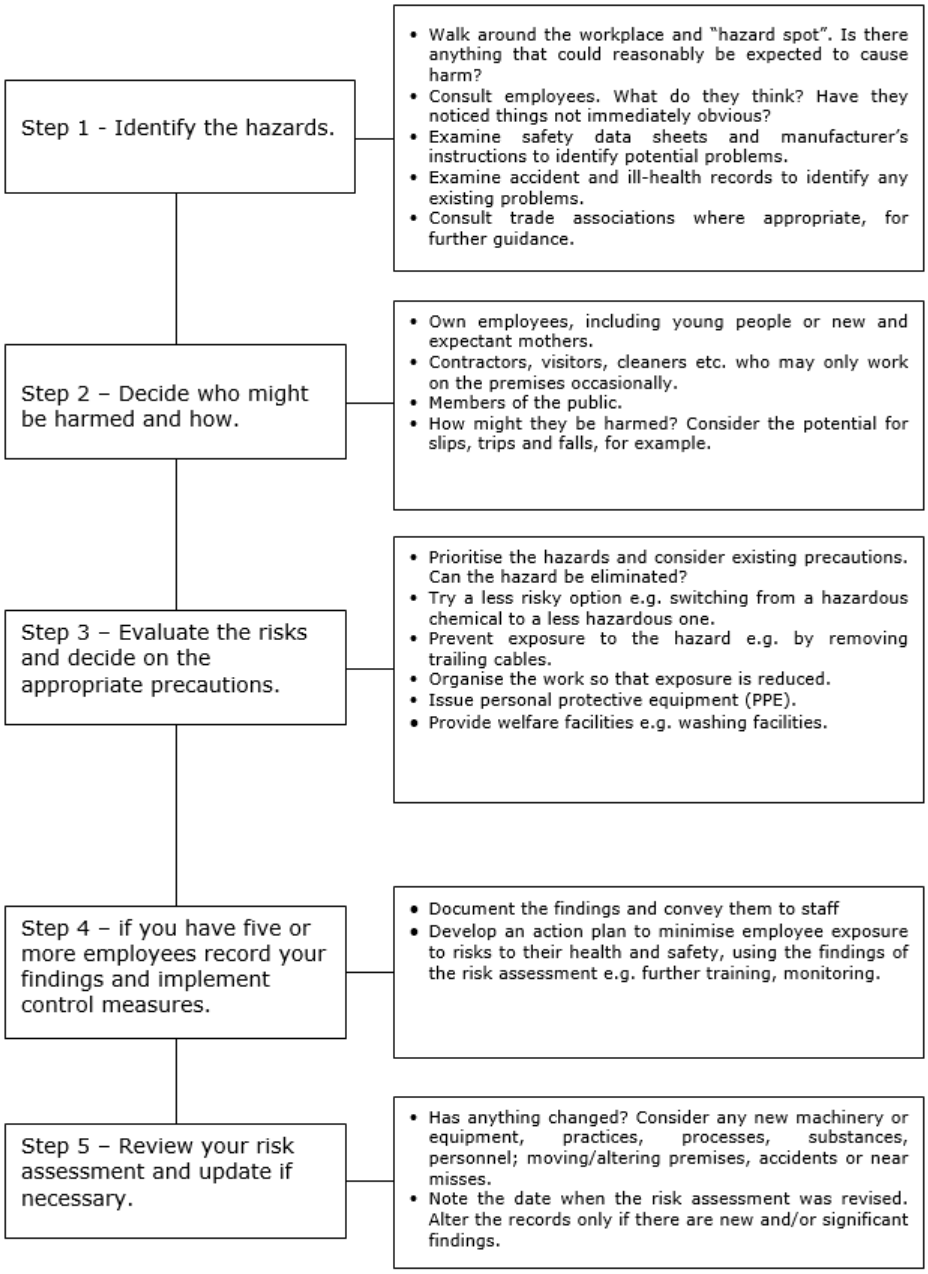
Employees must:

- Co-operate with management arrangements in respect of workplace risk assessments
- Follow any training, information, guidance and instruction given by the employer
- Comply with any control measures laid down within risk assessments
- Report any hazards or defects to the employer immediately
- Make full and proper use of any PPE provide.

Risk Assessment Flow Chart



Risk Assessment Process



Safety Signs

Description

Safety signs include the use of illuminated signs, hand and acoustic signals (e.g. fire alarms), spoken communication and the marking of pipe work containing dangerous substances. Traditional signboards such as prohibition and warning signs may need to be supplemented to comply with more specific legislation, e.g. photo luminescent signs for fire exits and fire-fighting equipment.

A C Ventilation Ltd will provide specific safety signs whenever there is a risk that cannot be avoided or controlled by other means, for instance by engineering controls and safe systems of work. Where a safety sign would not help to reduce that risk, or where the risk is not significant, there is no need to provide a sign.

All safety signs are colour coded and each colour has a meaning, for example: -

- White circle with red edging and a diagonal line indicates **PROHIBITED** e.g. no smoking

- Blue signs indicate that it is **MANDATORY** to carry out an action, e.g. the wearing of personal protective equipment

- A triangular sign with black edging and a yellow background indicates **WARNING** of a hazard and would normally contain a black pictogram, e.g. radiation

- Green signs identify or locate safety equipment as well as marking emergency escape routes.

Employer's Responsibilities

The organisation acknowledge that signs must comply with the regulations, however where necessary we may design specific signs to maintain a safe environment.

It is our policy to ensure that any signs that are provided for safety reasons are: –

- Maintained in a good condition

- Positioned in the correct location
- Explained to all members of employees to ensure that they are aware of the meaning of the signs and the correct actions to be taken.

Employees Responsibilities

- Familiarise yourself and comply with any signs and notices that are displayed
- Bring any defects to your line manager's attention
- Follow safe procedures
- Wear relevant personal protective equipment as indicated.

Safe Systems of Work

Description

A Safe System of Work (SSOW) is the method to be followed to carry out a task, which may be high risk, or involve multiple processes in a safe way. It considers all the foreseeable hazards to health and safety and seeks to eliminate or minimise these risks to as low a level as reasonably practicable.

The safe system of work considers the employees and others who may be affected, such as visitors and contractors, and provides a formal framework to ensure all the steps necessary for safe working have been anticipated and implemented.

Risk assessment findings will generally be incorporated into the safe system of work.

Hazards

- High risk machinery routine maintenance
- Cleaning and break down of equipment, including blade changes, or other sharps
- Normal high-risk operating processes, including normal manufacturing processes
- Lone working
- Confined spaces
- Complex operations, including electrical installations and work on high voltage systems
- Working at Height
- Substances hazardous to health, including handling, decanting, and use.

Note: this list is not exhaustive.

Employer's Responsibilities

Following the completion of a risk assessment A C Ventilation Ltd may feel it necessary to also compile a Safe System of Work to further control the work activity and will communicate those findings to the individuals affected by the operations. The safe system of work should include, where relevant: -

- The sequence of operations to be carried out
- The equipment, plant, machinery, and tools involved
- Chemicals and other substances to which individuals might be exposed in the course of the work

- To consider the need for any permits to work, for example work being carried out on high voltage apparatus, complex machine machinery maintenance
- The people doing the work – their skill and experience
- All foreseeable hazards (Health, Safety, Environmental)
- Practicable precautions, scheduled and statutory maintenance; pre-use checks
- Personal protective equipment required
- Training requirements of those carrying out the operations under the procedure, including re-training
- Documented evidence of communication and confirmation of their understanding, with individuals who might be exposed to risks involved with the task
- Implemented monitoring systems to ensure that the defined precautions are implemented effectively
- Any welfare facility arrangements
- Any emergency procedures.

Employees Responsibilities

employees must: -

- Carry out work in accordance with the safe system of work
- Co-operate with management arrangements in the safe system of work
- Report any uncontrolled hazards to the employer
- Follow instruction, training and guidance given by the employer.

Smoking In The Workplace

Description

Second-hand or passive smoking has now been shown to cause lung cancer and heart disease in non-smokers. In addition, tobacco smoke is a cause of discomfort and irritation to many people, particularly those suffering from respiratory illnesses such as asthma, and may lead to increased absence.

A C Ventilation Ltd will comply with statutory duties in respect of smoking in the workplace and, in particular, fulfil obligations to assess the risks associated with smoking in the workplace. Effective measures to prevent or control any ill health effects or accidents arising from such activity will be applied.
This policy is not concerned with the right of individuals to smoke but with where they smoke whilst on A C Ventilation Ltd's premises and with due regard to the effects this may have upon the health and wellbeing of others.

Associated Hazards

- Health risks including stroke, cancers and heart disease
- Fire damage to building and associated risks to those in and around the premises.

Note: the above list of hazards associated with smoking is not exhaustive.

Employer's Responsibilities

A C Ventilation Ltd shall ensure that a risk assessment will identify:

- Persons at risk from smoking in the workplace
- Significant risk(s) arising from smoking in the workplace
- Appropriate controls to be implemented.

A C Ventilation Ltd are committed to its statement on Health and Safety at Work to take such steps as are reasonably practicable to provide a working environment which is safe and without risks to health.

To help achieve this, A C Ventilation Ltd recognises the health issues connected with smoking, not only for smokers, but also for non-smokers affected by inhaling tobacco smoke in the course of their work. To permit exposure where we can control it is contrary to our health and safety philosophy.

A C Ventilation Ltd will seek to achieve this objective by applying a series of control measures put forward in the Health and Safety Commission's proposals for an Approved Code of Practice on smoking at work.

The hierarchy of control measures are as follows:

- Completely banning smoking at work
- Banning smoking except in designated areas
- Having separate smoking and non-smoking areas
- Providing adequate ventilation or adopting a safe system of work.

A C Ventilation Ltd will manage the risks arising from smoking in the workplace by:

- Prohibiting the creation of tobacco smoke. Local employee attitudes and cultures should determine whether to extend the concept of a "smoke-free" environment to a "tobacco-free" environment (e.g. chewing tobacco)
- Endeavouring to provide reasonable assistance and support to employees who wish to stop smoking e.g. by publicising or making available self-help guides and other health education guidance or promotional material
- Designating specific areas or locations with suitable receptacles to dispose of extinguished smoking materials where smoking is permitted
- Incorporating policy information into new employees induction
- Consulting with trade unions, safety representatives and employees to contribute to the provision of a safe and healthy working environment
- Ensuring agreement between smokers and non-smokers. If smokers and non-smokers cannot agree on a common outcome, then in the event of a conflict of interests, non-smokers shall have priority.

In addition, A C Ventilation Ltd will manage the risks associated with smoking in the workplace by:

- Monitoring the effectiveness of the arrangements
- Reviewing these arrangements periodically, and as necessary
- Ensuring that visitors/contractors are made aware of the policy.

Employees Responsibilities

In order for A C Ventilation Ltd to control the hazards associated with the effects of second hand smoke on non-smokers and to reduce the risks of fire, compliance with our arrangements for smoking is critical to the safety of everyone.

Employees must:

- Adhere to our arrangements for smoking, follow instructions and comply with 'No Smoking' signage
- Not smoke in any area or vehicle that is designated as 'Non-Smoking'.

Any employee who refuses to comply with the smoking policy may be in breach of employment law and subject to disciplinary action.

Stress

Description

Stress is not a weakness and can affect anyone. A C Ventilation Ltd recognises that there is a difference between pressure and stress at work and that taking action to reduce the risk of ill-health, because of work-related stress, leads to the creation of a good working environment and a healthy workforce.

Although a certain amount of pressure can be motivational and enable employees to perform at their best, it is when too much pressure is experienced, leaving employees unable to cope, that stress can result.

The Health and Safety Executive has defined stress as 'the adverse reaction a person has to excessive pressure or other types of demand placed upon them'.

Work-related stress can be tackled by the organisation and its employees working together to identify sources of stress and how those can be managed.

Sources of stress can include:

- Demands of the role, leading to an unmanageable workload
- Being under challenged or having no autonomy, leading to a lack of job satisfaction or low esteem
- Environmental factors, such as noise, temperature, lone working
- Lack of support from management or colleagues
- Organisational changes and how those are communicated and managed
- Relationships and being subjected to unacceptable behaviours, such as bullying.

Employer's responsibilities

A C Ventilation Ltd will:

- Carry out a risk assessment in conjunction with employees to identify sources of stress and the associated risks and gather information, such as completed health questionnaires, sickness absence records and exit interview notes to assist in this process.
- Take steps to reduce the risks from work-related stress, as far as is reasonably practicable.
- Put in place a system so that employees can raise, with their line manager, a health and safety representative or colleague, if they are experiencing work-

related stress or have any concerns about their work environment or instances of unacceptable behaviour.

- Consult with, and communicate to, employees over any proposed changes to their work patterns or proposed changes to the working environment.
- Encourage employees to develop new skills to help them achieve their goals.
- Provide employees with access to support, such as an Employee Assistance Programme/counselling service, advice or training to help reduce work-related stress.

Employees responsibilities

Employees will:

- Follow A C Ventilation Ltd reporting procedures if they are experiencing work-related stress. It will be beneficial to do this at an early stage, to prevent a situation from getting worse
- Contribute to the development of any work-related stress risk assessment carried out by the employer
- Read all communications from the employer that concern work related changes and the reasons behind those
- Attend any counselling or stress management training sessions provided by the employer.

Vibrating Tools

Description

Vibration White Finger (VWF) is the most common symptom of Hand-Arm Vibration Syndrome (HAVS). It is possible to suffer from HAVS when using powered equipment, e.g. strimmers or mowers, depending on their design, condition and exposure period. The first sign of VWF is often when fingertips become white, or feel numb.

For HAVS there are prescribed legal Exposure Action Values (EAV) and Exposure Limit Values (ELV) where:

- EAV is the amount of daily exposure (8 hours) to vibration which if reached or exceeded, employers are required to take action to reduce the risk
- ELV is the maximum amount of vibration an employee may be exposed to in any single day (8 hours).

The legal values and levels for HAVS are:

Exposure Action Value (EAV) is **2.5 m/s^2 A (8)** (e.g. 2.5 metres per second squared over an 8 hour working period)

Exposure Limit Value (ELV) is **5.0 m/s^2 A (8)** (e.g. 5.0 metres per second squared over an 8 hour working period).

Associated Health Issues

- Damage to blood cells
- Reduced circulation
- Nerve damage to the hands/fingers
- Loss of manual dexterity, grip, strength, etc.

Employer's Responsibilities

A C Ventilation Ltd will:

- Assess the risks to employees health from use of vibrating tools
- Determine if employees are likely to be exposed above the specified EAV and if they are:
    - introduce control measures to eliminate the risk or reduce the risk to as low as is reasonably practicable
    - provide health surveillance to those who continue to be exposed above the EAV

- Determine if employees are likely to be exposed above the specified ELV and if they are, take immediate action to reduce their exposure below the ELV
- Provide information, instruction and training to employees with regards to the health risks and the action to be taken to reduce these risks
- Keep records of risk assessments, control measures and health surveillance
- Regularly review the vibration risk assessment.

Typical risk reduction measures will include:

- Considering alternative work methods that eliminate or reduce exposure, e.g. mechanisation or automation
- Assessing the suitability of the tool before purchase, to ensure that the calculated vibration emitted is the lowest possible and suitable for the required tasks
- Ensuring that wherever possible, anti-vibration devices are incorporated within the tool design, taking into consideration current technology
- Ensuring that all tools are maintained through a planned maintenance scheduling system
- Not allowing the use of blunt consumable items, e.g. abrasive wheels, breakers, drill bits, etc which increase the force needed and the time taken to carry out the work
- Improving the design of working areas/workstations to reduce loads on arms, wrists, etc. caused by poor posture
- Using systems to reduce the amount of force operators need to grip tools
- Introducing rotas to limit time employees are exposed to vibration, i.e. use several short periods instead of continuous periods
- Providing protective clothing to keep employees warm and dry as this encourages good blood circulation. Gloves can be used to keep hands warm but should not be relied upon to provide protection from vibration risk
- Encouraging the reporting of equipment faults and removal of defective equipment from use until repaired or replaced
- Encouraging regular breaks where equipment which produces high vibration levels is used.

<u>Employees Responsibilities</u>

Employees using hand held power tools capable of contributing to HAVS and VWF should be aware of any possible risk they may inadvertently be working under and should always:

- Look for tingling and numbness in the fingers
- Watch for and report if fingers go white or are very painful
- Report any loss of manual dexterity
- Report any loss of strength in the affected parts
- Use low vibration equipment
- Ensure that consumable blades, drill bits, etc. are not worn
- Avoid over gripping tools
- Keep fingers and hands warm
- Reduce the amount of time spent using vibrating equipment
- Report all defective equipment to management.

Violence And Aggression

Description

A C Ventilation Ltd recognises the difficulties in managing violence and aggression at work and aims to put in place steps to identify and minimise risks to support employees and monitor incidents to help address any potential problems.

The Health and Safety Executive's definition of work-related violence is any incident in which a person is abused, threatened or assaulted in circumstances relating to their work. Employees whose job requires them to deal with the public can be at risk from violence.

Associated Hazards:

- Physical attacks
- Verbal abuse.

This may result in:

- Bodily injury
- Anxiety or stress
- Low morale
- Depression.

Employer's Responsibilities

A C Ventilation Ltd will:

- Carry out a risk assessment in respect of the potential for violence in the workplace. This will be undertaken in consultation with employees and their representatives, where appropriate
- Instruction and training regarding violence at work will be given to employees on induction and during other workplace training sessions
- Record all physical and verbal threats to employees
- Classify all incidents in accordance with HSE's guidelines, using headings such as place, time, type of incident, potential severity, who was involved and possible causes. The company will investigate all complaints, which relate to violence at work
- A risk evaluation will be taken which takes into account the level of training and information provided, the environment and design of the job. The significant findings of the assessment will be recorded

- If there is a violent incident involving employees, we will provide them with full support, including debriefing, time off work and legal help, where necessary
- Should an employee request a transfer to other duties, such a request should be considered sympathetically, taking into account all the circumstances
- Report the matter to the Police at the employees request
- Establish monitoring arrangements and if a violent or aggressive incident occurs, risk assessments will be reviewed immediately to take into account the circumstances surrounding the incident to prevent or minimise the risk of a further occurrence.

Employees Responsibilities

Employees will:

- Attend appropriate training sessions if they are deemed to be at risk at work from violence or aggression
- Report any incidents of violent or threatening behaviour to the employer
- After any violent incident, employees are advised to complete an incident report form regarding the event. This form outlines who has been involved along with details of the situation that lead to the incident occurring
- Co-operate with management arrangements for dealing with violence and aggression at work.

Visit By An Enforcement Officer

The Health and Safety at Work etc. Act 1974 and associated legislation conveys powers on inspectors who are appointed by the relevant enforcing authority, in order that they ensure statutory requirements are being complied with.

Most dealings with those on whom the law places duties (employers, the self employed, employees and others) are informal - inspectors offer information, advice and support, both face to face and in writing. They may also use formal enforcement mechanisms, as set out in health and safety law, including improvement notices where a contravention needs to be remedied and prohibition notices where there is a risk of serious personal injury, or ultimately prosecution.

Non-compliance can lead to prosecution but this is always seen as the last step in the process, except for:

- Failure to comply with an Improvement or Prohibition Notice
- Breach of the law that has significant potential for harm, regardless of whether it caused an injury
- Reckless disregard for the health and safety of workers or others
- Repeated breaches of legal requirements where it appears that management is neither willing nor structured to deal adequately with
- Substantial legal contravention, where there has been a serious accident or a case of ill health.

Employer's Responsibilities

A C Ventilation Ltd recognises the importance of co-operation with enforcement officers. For this reason, it is imperative that all relevant documentation associated with our business and work activity is maintained and kept up-to-date. Such documentation includes: –

- This health and safety policy
- All relevant risk assessments
- Induction and training records
- Maintenance, test and inspection records
- Health records
- Emergency plans etc.

Employees Responsibilities Include

- Not obstructing any reasonable request made by an Enforcement Officer
- Complying and co-operating with requests by the officer
- Follow instruction and guidance given by your employer.

Waste Disposal

Description

This arrangement covers the general waste generated by the organisation in the carrying out of workplace activities but not those related to the disposal of waste food by retail premises.

Associated Hazards

- Build up of combustibles presenting a fire hazard
- Health hazard due to possible vermin infestation
- Poor housekeeping presents a tripping hazard.

Employer's Responsibilities

A C Ventilation Ltd will: –

- Identify all waste that has the potential to be removed from the premises
- Establish contracts with appropriate waste disposal companies to ensure that waste is removed from the premises safely
- Confirm with the waste disposal companies the specific items which can or cannot be placed in the receptacles provided
- Provide suitable waste collection receptacles dependent upon the waste to be disposed and where relevant label or sign the receptacles to easily identify the disposal of waste
- Ensure that any chemical waste or unknown substances are stored in their original containers until an authorised waste disposal organisation can remove them from the company premises
- Maintain any copies of waste transfer notes on site for a minimum of two years for future reference
- Instruct all employees in the correct disposal of waste and maintain records of instruction and training on file.

Employees Responsibilities

- To dispose of waste as instructed
- To inform management if an activity produces waste that has not been previously identified or removed from site so that the relevant steps can be taken for safe removal

- Not to climb onto skips or other waste receptacles
- To inform management if waste receptacles are full and need emptying
- Not to remove items from waste receptacles and take or use for personal use.

Welfare

Description

The provision of welfare in the workplace should be taken seriously; it applies to all areas including the common parts of shared buildings, private roads and paths on industrial estates, business parks and temporary worksites.

Welfare provisions will also be provided for those people who are not employees but may use the premises on an infrequent basis e.g. visitors and contractors.

For disabled persons it may be necessary to specifically make parts of the workplace accessible for their use e.g. toilets, washbasins, doors, passageways etc.

Employer's Responsibilities

We have responsibility to assess and provide, adequate welfare facilities for employees and other persons using the premises and take account of the general working environment to include:-

- Ventilation
- Indoor temperature and the impact of working in hot and cold environments
- Lighting
- The provision of adequate room and space in which to complete the work activities
- The safe and frequent removal of waste and the cleaning of the workplace
- The provision of suitable workstations and seating for the activity being undertaken.

Assessing the safety requirements of the workplace with regard to: –

- The floors and traffic routes providing suitable standing for vehicles and persons
- The position, integrity and visibility of transparent windows, doors, gates etc
- The safe use and maintenance of lifts and equipment to move persons
- Sanitary conveniences and washing facilities
- The provision of potable drinking water
- Accommodation for clothing and changing facilities
- Providing suitable facilities to rest, drink and eat meals away from sources of contamination.

Employees Responsibilities

The welfare facilities provided and maintained by A C Ventilation Ltd are for the benefit of all employees and visitors. Employees have a responsibility to use the facilities in a proper manner and not damage or misuse any equipment that is provided.

Personal responsibility should be taken for clearing your own waste and cleaning any utensils when eating or drinking on the premises. Any damage or defects should be reported immediately to enable attention and repair.

Working at Height

Description

Working at height is considered to be work in any place where there is a risk of falling and causing personal injury, even if it is below ground. In the UK, falls from height account for the largest cause of fatalities and are one of the main causes of major injury.

Associated Hazards

- Falls of persons and materials
- Collapse of work equipment.

Employer's Responsibilities

- Comply with The Work at Height (Amendment) Regulations 2007 and will ensure work is properly planned, supervised and carried out by competent persons
- If work needs to be carried out at height, assess the significant risks
- Ensure all work at height is properly planned, providing safe systems of work including where appropriate, a 'permit to work' system
- Use only trained and competent persons to work at height
- Provide relevant information, instruction and supervision to those persons undertaking the work
- Use the most suitable equipment for working at height by considering the hierarchy of controls for example, guardrails, barriers, scaffolds, working platforms, collective fall arrest equipment (nets), personal protective equipment, harnesses and warning signs
- Ensure that equipment is constructed and used for its intended purpose taking into consideration access and egress, duration and frequency of use, weather, ground conditions, obstructions, vehicular and people movement
- Ensure all equipment is appropriately inspected and maintained by competent persons and reported within the required company and statutory timescales. Keep records of inspections
- Control persons accessing or working on fragile surfaces, if it is unavoidable do all that is reasonably possible to minimise the distance and effect of a fall
- Ensure systems are in place to prevent objects falling or being thrown from height

- Work will be postponed if weather poses a threat to safety
- Plan for emergencies and rescue at height.

Employees Responsibilities

- Do not access height unless you are suitably trained and competent
- Follow the control measures as detailed in the risk assessments, method statements and where applicable, permits to work. Always use the equipment provided following specific training or instructions in its use
- Wear all personal protective equipment (PPE) that is required by risk assessment and local site rules
- Employees must never throw anything from height.

Work Equipment

Description

The definition of work equipment is wide and includes machinery, apparatus, equipment, installations and tools. Therefore, items as diverse as tractors, photocopiers, laboratory equipment and apparatus, soldering irons and scalpels are included. Scaffolding, access equipment and safety devices etc. are also considered to be work equipment.

Associated Hazards

- Dangerous/rotating parts of machinery
- Ejection of materials
- Rupture or disintegration
- Fire, overheating or explosion
- Gas, liquid, vapour or hazardous substance
- Excessively hot or cold surfaces
- Failure of safety controls on powered equipment
- Dangers from instability, poor lighting or poor maintenance
- Noise or vibration.

Employer's Responsibilities

A C Ventilation Ltd appreciate that some items of work equipment can pose a significant risk if not used in line with the manufacturer's instructions, are not maintained properly or stored in a correct manner. To control exposure to the hazards presented by use of, cleaning of, or maintenance of work equipment we will:

- Undertake risk assessments for the equipment that is being used, cleaned or being maintained and issue copies of the assessments to all operatives along with the people who may be adversely affected by the equipment
- Ensure that safe systems of work are implemented
- Ensure that employees are provided with sufficient information, instruction, training and supervision when using, cleaning or maintaining the equipment. All training will be documented on the employee's personnel file
- Ensure that all necessary safety controls are in place such as guards*, stop buttons, automatic breaks and isolation switches etc. and are secured in position, properly adjusted and working correctly

- Ensure that all work equipment including guarding is maintained by competent people and inspected as required by assessment and the manufacturer's instructions. Records will be kept of all inspections

- Provide personal protective equipment including that for hearing, sight, and breathing protection as required by risk assessment. Ensure employees are trained in its use and maintenance

- Ensure that work equipment is selected which is suitable, by design, construction or adaptation, for its intended purpose in its particular place of use and is suitable for the process and conditions of use

- Ensure that work equipment is subject to regular inspection and maintenance carried out by persons competent for the work. The complexity and frequency of inspection and maintenance will vary with the type of equipment and its conditions of use. Planned preventative maintenance may be necessary. Wherever possible maintenance will be in accordance with manufacturers' instructions

- Ensure that all pressure systems have an appropriate inspection and maintenance system in place, including, where necessary, a thorough examination, determined through completing a written scheme of examination

- Maintain suitable records of all maintenance and inspections

- Identify and label equipment as "Unsafe to use" or similar and take out of service

- Undertake an assessment of hazardous substances that are used or created by work equipment as required by the Control of Substances Hazardous to Health (COSHH) Regulations.

**** Even if equipment is supplied with guarding, assess its suitability and with advice from guarding specialists, fit additional guarding if required, to prevent access to all dangerous parts of the equipment/machinery***

<u>Employees Responsibilities</u>

Employees will:

- Use work equipment safely and in accordance with the information, instruction and training provided by the employer

- Only use, clean or maintain the equipment that they are trained on

- Visually check and carry out other checks, required by risk assessment, prior to and during use and report any faults and unsafe conditions to the employer

- Take reasonable care of themselves and others who may be affected by their actions

- Co-operate with the employer in the management arrangements for the provision and use of work equipment

- Seek the permission of the employer before bringing any personal items of equipment to work where it is intended that they be used by either themselves or others as part of work activities
- Make full and proper use of any personal protective equipment provided by the employer
- Inform the employer if they are taking any prescription medications that may affect their ability to safely operate any item of work equipment.

Workplace Transport

Description

Workplace transport is any activity involving vehicles used in a workplace. Vehicles driven on public roads are excluded under health and safety law, except where the vehicle is being loaded or unloaded on a public road adjacent to a workplace.

The effective management of workplace transport is crucial as the potential risk is great, especially where pedestrians and vehicles mix. Accidents can occur when vehicles collide with other structures, but the main concern is avoiding contact between pedestrians and vehicles as this accounts for thousands of accidents each year and many fatalities.

To manage the risks from workplace transport effectively, you need to consider three key areas:

- Safe site (design and activity)
- Safe vehicle
- Safe driver

Employer's Responsibilities

A C Ventilation Ltd will ensure that risk assessments and management procedures are in place to keep employees, visitors and contractors from the hazards associated with the site, vehicles and drivers.

In relation to site safety A C Ventilation Ltd will consider:

- Site design and the segregation of vehicles and pedestrians both externally and internally
- Clearly defined traffic routes, speed limits, lighting and good visibility around the site
- If identified in risk assessment, ensure the issue and supply of Hi-Viz PPE for visitors and employees.
- If unavoidable, procedures for the management of reversing and signalling
- Safe working procedures and planning for the loading and unloading, coupling and sheeting of vehicles on the site
- Procedures for areas where overturning is identified in risk assessment and manage this risk accordingly.
- Procedures to monitor, supervise an enforce the management of a safe site.

Site safety incorporates loading and unloading procedures, A C Ventilation Ltd will consider:

- Ensure there is a plan for the loading / unloading of vehicles
- Drivers and loaders are trained in loading / unloading procedures
- Loads are always secure, bars, chains and straps are checked and rated correctly for the load, training in load securing / strapping should be undertaken by the driver
- A procedure to manage the premature departure of vehicles from loading bays

In relation to vehicle safety A C Ventilation Ltd will ensure:

- Vehicles used by the company are fit for the purpose and are appropriate for the size of the site
- Vehicles are only used for their intended purpose
- Vehicles are conspicuous to pedestrians by using beacons, bright colours, reversing alarms
- Vehicles are designed and procedure with safety features in mind e.g. low-level access to avoid working at height
- If working at height cannot be avoided, safe systems of work to mitigate the chance of a fall using barriers or edge protection, use work equipment to minimise the distance and consequences of a fall
- Regular vehicle maintenance to keep company vehicles in good working order
- Regular vehicle testing and inspection, both statutory by an external competent engineer and by competent trained end users.

In relation to driver safety A C Ventilation Ltd will consider: -

- Driver competence and training when recruiting and for its existing employees
- The need for refresher or familiarisation training for drivers
- Training drivers in the safe loading and unloading procedures including the securing of loads
- Driver understanding including foreign nationals
- Driver fitness and abilities and will monitor these attributes and react to change
- Driver consultation when suggesting changes to procedures and practices.
- Providing suitable footwear and PPE as dictated by risk assessment

- A C Ventilation Ltd will ensure good housekeeping, regular monitoring and inspections of the workplace and its procedures to ensure a safe working environment.

Employees responsibilities include:

- Being vigilant and conscious of the presence of pedestrians and other vehicles
- Following instructions from management
- Adhering to signs and procedures relating to direction, speed, parking, reversing, loading and unloading etc
- Reporting to management any defects or faults with the equipment or procedures
- Notifying management of any condition, medical or otherwise, that may have an impact on their entitlement or ability to drive safely
- Wearing any PPE supplied to you by your employer.

Young Persons

Description

Most young people cannot wait to get their first job, be it a paper round, shop work or dog walking. But some young people may be unaware of the hazards the workplace may hold.

There are specific legal requirements and restrictions, on those who employ young people (and even more so, children).

A young person is defined as anyone under 18 years old.

A child is anyone who has not yet reached the official age at which they may leave school, just before or just after their 16th birthday (often referred to as the minimum school leaving age (MSLA)).

Under health and safety law, employers must assess the risks to young people before they start work/work experience and tell them what the risks are.

After leaving school a Young Person must:

- Stay in full time education e.g. college, or
- Start an apprenticeship or traineeship, or
- Spend 20 hours or more per week working or volunteering while in part time education or training.

Associated Hazards

Some young people may be at particular risk because of:

- Their lack of awareness
- Unfamiliarity with their surroundings
- Being physically or psychologically less suited to certain tasks
- Their lack of skills and training.

Employer's Responsibilities

A C Ventilation Ltd will complete a risk assessment specifically relating to the employment of young people before employing them. The risk assessment will give particular consideration to the:

- Immaturity and inexperience of the young person and any consequential lack of awareness of risks

- Health & safety training to be given to the young person
- Extent of exposure to any chemical, biological or physical agents
- Nature and layout of the work area
- Types of equipment, methods of use and work activities to be undertaken.

Where a Child or Young Person is on work experience, communicate the findings of the risk assessment, together with protective and preventative measures to be taken, to a person having parental responsibility or rights for the child (e.g. parent or guardian, etc.) and to the school/college/training provider where applicable.

If young people were considered in previous risk assessments then there will be no requirement to repeat the process, except as part of the normal review/revision of risk assessments.

In addition, A C Ventilation Ltd will ensure that young people are not exposed to risks at work that arise because of their lack of maturity or experience and any consequential lack of awareness of potentially dangerous situations. A young person will not be expected to do any of the following: -

- Work beyond their physical or psychological capabilities
- Perform work which involves harmful exposure to radiation
- Perform work which involves risks to health from noise, vibration or extreme heat or cold
- Perform work which involves harmful exposure to any agents which can chronically affect health, including those with toxic or carcinogenic efforts or those causing genetic damage or harm to an unborn child.

A C Ventilation Ltd will also:

- Ensure adequate training and supervision is provided to enable the young person to undertake their job safely
- Provide and train in its use, whatever personal protective equipment is needed to safeguard the employee e.g. ear and eye protection, helmet and footwear etc.
- Introduce health checks if there is a danger of ill health arising from the work.

<u>Employees Responsibilities</u>

Employees must:

- Co-operate with management arrangements for young people in the workplace
- Report any hazards to the employer

- Follow any guidance, information, instruction and training given by the employer.

Young people must:

- Ask the employer or senior member of employees if unsure about anything
- Make full and proper use of all PPE that has been issued to them
- Not undertake any tasks unless they have been trained
- Report any hazards or defects to the employer or a senior member of employees.