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GENERAL HEALTH AND SAFETY POLICY STATEMENT AND PROCEDURES

OCTOBER 2025

REF: 25-504

**H W WILSON LIMITED
14 NORTH ROAD SOUTH
OCKENDON
ESSEX
RM15 6QL**



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LEGISLATION REGISTER

- The Health and Safety at Work Act 1974
- The Management of Health and Safety at Work Regulations 1999 (as amended)
- The Building Safety Act 2022
- The Construction (Design and Management) Regulations 2015
- The Control of Asbestos Regulations 2012
- Control of Lead at Work Regulations 2002
- The Health and Safety (Consultation with Employees) Regulations 1996 (as amended)
- Health and Safety (Information for Employees) Regulations 2009
- The Control of Substances Hazardous to Health Regulations 2002 (as amended)
- The Electricity at Work Regulations 1989
- The Gas Safety (Installations and Use) Regulations 1998
- The Regulatory Reform (Fire Safety) Order 2005
- The Health and Safety (First Aid) Regulations 1981 (as amended)
- The RIDDOR – Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- The Work at Height Regulations 2005
- The Employers Liability (Compulsory Insurance) Act 1998 (as amended)
- The Lifting Operations and Lifting Equipment Regulations 1998
- The Manual Handling Operations Regulations 1992
- The Control of Noise at Work Regulations 2005
- The Provision and Use of Work Equipment Regulations 1998 (as amended)
- The Health and Safety (Safety Signs and Signals) Regulations 1996
- The Personal Protective Equipment at Work (Amendment) Regulations 2022
- The Health and Safety (Display Screen Equipment) Regulations 1992 (as amended 2002)
- The Environmental Protection Act 1990
- The Hazardous Waste (England and Wales) Regulations 2005
- The Working Time Regulations 1998
- The Workplace (Health, Safety and Welfare) Regulations 1992 (as amended)
- The Control of Vibration at Work Regulations 2005
- The Confined Space Regulations 1997



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1. HEALTH AND SAFETY POLICY STATEMENT

It is the policy of H W Wilson Limited that all activities undertaken comply with the Health and Safety at Work etc. Act 1974, the Regulations made under it and all other fire and environmental legislation.

It is the aim of the company to prevent, insofar as is reasonably practicable, any work-related accident.

The Directors declare their objective to achieve and maintain a safe and healthy work environment for all employees, visitors and contractors working at premises and at site managed locations and all others who may be affected by its operations.

Directors and senior staff have the responsibility for ensuring that health and safety matters are considered when planning any work to be undertaken. H W Wilson Limited recognise their responsibility to provide employees and contractors with suitable and adequate training, information, and instruction to enable them to understand and fulfil their duties in a competent and diligent manner.

The co-operation of employees is vital to the success of the Health and Safety policy and views on Health and Safety development are welcomed. The company encourages all employees to discuss Health and Safety matters with senior management.

All subcontractors have a duty to co-operate with site management and follow the agreed safe working procedures and site rules specific to each project.

Peter Wiffen has been appointed as having overall and final responsibility for health, safety, and welfare. Any problems encountered in the implementation of this Policy must be reported to H W Wilson Limited (through the consultation procedures detailed in Section 3 of this Policy).

Competent persons are employed within the company to assist in the management of Health and Safety. External advisers are engaged to provide assistance and advice on specific matters to enable the company to fulfil its duties.

The Policy will be reviewed regularly to take account of new or forthcoming legislation and any changes in the company structure or work activities.

All employees are required to read the Policy upon recruitment and will be made aware of revisions to the Policy.

For and on behalf of H W Wilson Limited Peter Wiffen
Managing Director

Signed:

Date: 1st October 2025

Review Date	Amendments	Reviewed by
01/10/2025	Minor amendment to PPE arrangement.	Louise Dunlea

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2. SAFETY ORGANISATION – RESPONSIBILITIES AND DUTIES

2.1 MANAGEMENT STRUCTURE – SEE APPENDIX A



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2. SAFETY ORGANISATION – RESPONSIBILITIES AND DUTIES (CONTINUED)

2.2 The Directors

Arrange for the preparation, updating, and review of the company Health and Safety Policy and ensure that it is brought to the notice of all employees.

Ensure that employees and contractors are aware of the requirements placed upon them by the company policy and the specific arrangements at the office, workshop, and site managed locations.

Make arrangements for the provision of information and organise appropriate training for specific employees relevant to the duties they perform for the company.

Ensure that competent persons are nominated to assist in preparing risk assessments relevant to the work operations being carried out.

Bring the results of risk assessments to the attention of those affected; ensure that these are clearly understood by persons who have to implement or abide by such procedures.

Maintain a system of consultation with employees on health and safety matters, through the Health and Safety Manager and ensure that Health and Safety matters are included on the agenda of all project meetings.

Institute procedures for reporting and investigating the causes of injury, damage, and loss; promote analysis of investigations to improve safety performance.

Ensure that sufficient competent persons are nominated to implement emergency procedures at the office and site managed locations and that adequate welfare/ first aid provision is provided.

Evaluate what Health and Safety support resources (external consultants' advice etc.) are necessary for any specific project and agree the roles of the various members of the site management team.

Following the findings of risk assessments, ensure that method statements are in place, to address all high- risk site activities.

Ensure that a site fire plan is produced with sufficient persons appointed to co-ordinate site emergency procedures and display notices detailing evacuation procedures where all affected can see them.

Stop any dangerous activity observed when visiting sites drawing to site management and relevant contractor's attention any contravention of statutory requirements.

Make arrangements to ensure that contractors provide all necessary documentation, risk assessments and method statements relating to their works.

Ensure that when a project has more than one contractor relevant information required for inclusion with the project Health and Safety File is promptly provided to the Principal Designer.

Monitor the effective reporting of all accidents in accordance with the policy procedures. Arrange for funds and facilities to be available to meet the requirements of the policy.



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2. SAFETY ORGANISATION – RESPONSIBILITIES AND DUTIES (CONTINUED)

2.3 Contracts Managers

Understand the company's Health and Safety Policy and procedures and the responsibilities assigned to them under the Policy.

Assist in planning and organising sites so that all operations are co-ordinated with a view to reducing risks to persons working on site, or otherwise affected by the works, to the lowest level possible.

Encourage co-operation and be a point of contact between the Directors, Site Foreman, and employees in promoting and developing the health, safety, and welfare of employees.

Arrange with contractors and self-employed to bring to their attention relevant sections of the Construction Phase Plan to indicate clear responsibility for Health, Safety and Welfare to avoid confusion on site.

Liaise with Site Managers/Supervisors regarding the continued development of the initial Construction Phase Plan as the specific project progresses.

Ensure that a site fire plan is implemented with sufficient persons appointed to co-ordinate site emergency procedures; display notices detailing evacuation procedures where all affected can see them.

Ensure that appropriate firefighting equipment for site operations is provided and that combustible materials are stored safely and away from heat sources.

Be proactive where inter-relationship problems may exist between contractors ensuring co-operation and safe co-ordination of site activities.

Ensure contractors working on sites display responsible attitudes and provide required documentation, method statements, COSHH assessments, risk assessments, etc. relevant to their works prior to their commencement.

Ensure that safety induction talks are being organised regarding site rules and emergency arrangements and be able to report on the perceived effectiveness of such measures.

Stop any dangerous activity observed when visiting sites drawing to site management and relevant contractor's attention any contravention of statutory requirements.

Co-operate with any appointed external Health and Safety Consultants or Client's representatives regarding site safety inspections and reports.



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2. SAFETY ORGANISATION – RESPONSIBILITIES AND DUTIES (CONTINUED)

2.4 Site Managers

Organise the site so that operations comply with relevant statutory requirements with minimum risk to employees, contractors or others affected by site activities.

Ensure, when a project has more than one contractor that the Construction Phase Plan is kept up to date, modified and altered in the light of changing circumstances on site. Bring to the attention of contractor's relevant sections of the Construction Phase Plan.

Implement procedures to make sure only authorised people are allowed onto the site.

Implement the site fire plan; check that appropriate firefighting equipment is provided and that combustible materials are stored safely and away from heat sources.

Establish that site welfare facilities are kept in a clean/hygienic condition and that first aid arrangements are adequate given the size and nature of the specific site and that boxes/points are fully stocked.

Arrange for statutory inspections and examinations, required by the Construction (Design & Management) Regulations 2015, to be carried out. Ensure that all registers, reports, etc. are completed and available for inspection.

Ensure that protective clothing and equipment to guard against hazards on site is issued by those responsible and worn as required.

Report any defects in structures, vehicles, plant, and equipment and prohibit the use of any such item as necessary. This shall be the case for all equipment whether hired or purchased or otherwise brought to H W Wilson Limited sites.

Ensure that portable electrical appliances, leads, and plugs are free from visible damage and that routine PAT tests are arranged at required intervals.

Monitor operatives and contractor working practices to establish if work is being carried out in accordance with site rules and their method statements, COSHH assessments, etc.

Ensure that new employees, particularly apprentices and young people, are shown the correct method of working and all safety precautions.

Stop any dangerous activity, horseplay, etc and report those offending in accordance with site procedures.

Report any accidents as outlined in the accident reporting section of this policy.

Set a personal example by wearing protective clothing and by carrying out your own work in a safe manner.



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2. SAFETY ORGANISATION – RESPONSIBILITIES AND DUTIES (CONTINUED)

2.5 Site Supervisors

Make specific arrangements at the site to ensure that works comply with current Health and Safety legislation to reduce risks to employees, contractors or others affected by site activities to the lowest level reasonably practicable.

Ensure, when a project has more than one contractor, that the Construction Phase Plan is kept up to date, modified and altered as required by changing circumstances on site. Bring to the attention of contractor's relevant sections of the Construction Phase Plan.

Organise security arrangements in order to make sure only authorised people are allowed onto the site.

Implement the site fire plan; check that firefighting equipment is provided and that combustible materials are stored safely and away from heat sources.

Establish that site welfare facilities are kept in a clean/hygienic condition and that first aid arrangements are adequate given the size and nature of the specific site and that boxes/points are fully stocked.

Ensure that protective clothing and equipment to guard against hazards on site is issued by those responsible and worn as required.

Report any defects in structures, vehicles, plant, and equipment and prohibit the use of any such item as necessary. This shall be the case for all equipment whether hired or purchased or otherwise brought to site.

Ensure that portable electrical appliances, leads, and plugs are free from visible damage and that routine PAT tests are arranged at required intervals.

Monitor working practices to establish if work is being carried out in accordance with site rules method statements, COSHH assessments etc.

Ensure that new employees, particularly apprentices and young people, are shown the correct method of working and all safety precautions.

Stop any dangerous activity, horseplay etc. and report those offending in accordance with site procedures.

Consult with other employees and contractors and ensure that any health and safety matters raised are fully investigated in order to improve safety performance at the site.

Report any accidents as outlined in the accident reporting section of this policy.

Co-operate with any external Health and Safety Consultants appointed for the specific project. Bring to the attention of contractors any safety deficiencies or recommendations of site safety inspections and reports.

Provide relevant information to contractors relating to site rules and procedures detailed in the site Construction Phase Plan and ensure that all site workers receive induction training.

Set a personal example by following all the site rules, wearing protective clothing and by carrying out your own work in a safe manner.



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2. SAFETY ORGANISATION – RESPONSIBILITIES AND DUTIES (CONTINUED)

2.6 Sub-Contractors and Self-Employed Persons

Follow the arrangements detailed in this Policy; observe site rules issued by H W Wilson Limited and any specific requirements in the Construction Phase Plan.

Provide information relating to Health and Safety procedures when requested in accordance with the company's selection procedures for contractors and the self-employed.

Prepare and issue risk assessments and method statements as requested and co-ordinate site activity with the site supervisor and other contractors at the project.

Work strictly in accordance with agreed method statements.

Provide information relating to hazardous substances for use on site. Assess the risks associated with such substances relating to the manner in which the substance is to be used and stored at the site.

Co-operate with site management to provide information regarding daily work operations to avoid interrelationship problems with other programmed works.

Provide safety training for operations under their control and ensure that all their employees attend site induction talks.

Ensure that plant and equipment brought on site is used only used for work for which it was designed, is of sound construction and in safe working order. All necessary testing and thorough examination must be carried out at the appropriate intervals.

Make sure that employees refrain from misuse of plant and equipment, welfare facilities or anything provided in the interest of Health and Safety; avoid dangerous acts or horseplay.

Provide appropriate personal protective equipment/clothing, which must be used/worn in accordance with the site rules (e.g., hard hats, eye protection, ear defenders etc.).

Report to the site supervisor all accidents sustained by contractors, whether the accident results in injury, damage, or a near miss (e.g., materials falling from scaffold to ground without causing damage of injury, but clearly could have done so).



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2. SAFETY ORGANISATION – RESPONSIBILITIES AND DUTIES (CONTINUED)

2.7 Site Employees

Co-operate with site management in order to carry out the arrangements detailed in the Health and Safety Policy and the specific rules for the site.

Consult with the site supervisor with regard to any site procedures that may be unclear or could be improved. Report any unsafe working methods or dangerous conditions observed to site management.

Notify site management of any defects in plant or equipment immediately; do not attempt to use or repair equipment which may be hazardous to your health or for which you are not trained.

Report all accidents, injuries (however minor) or “near miss” incidents that may result in no injury or damage, but could have done so e.g., materials falling from scaffold to open ground.

Do not recklessly interfere with anything provided in the interests of health and safety or abuse welfare facilities.

Wear appropriate footwear at all times and use, where necessary, all protective clothing and safety equipment provided e.g., safety helmets, goggles, face masks etc.

Assist in keeping the site tidy, free from waste and materials blocking circulation and fire escape routes and fire risks.

Do not play dangerous or practical jokes or engage in “horseplay” on site.

Work strictly in accordance with method statements and agreed safety procedures for the site.

Warn fellow employees, particularly trainees or those new to the site, of known site hazards and remind them of agreed systems of work.

Take note of the safety notices and information displayed at the site.



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2. SAFETY ORGANISATION – RESPONSIBILITIES AND DUTIES (CONTINUED)

2.8 Office Based Staff

Co-operate with the procedures detailed in the Health and Safety Policy as displayed at the offices at all times.

Report all unsafe conditions or working methods at the office and suggest ways of eliminating hazards.

Notify H W Wilson Limited of any defects in office equipment immediately; on no account attempt to use or repair equipment which may be hazardous to your health or for which you are not trained.

Make no attempt to move office equipment, furniture, or materials where these are heavy enough to present risk of injury.

Ensure that you are aware of emergency evacuation procedures and first aid arrangements.

Report all accidents or injuries (however minor) to Peter Wiffen.

Assist in keeping the office tidy, free from obstructions and fire risks.

Assist in informing visitors or those new to the company of safety procedures for the office.



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3. CONSULTATION, MONITORING, AND REVIEWING HEALTH AND SAFETY

H W Wilson Limited encourage all employees to discuss any health and safety matters with the Directors and those responsible for management of site locations.

All employees will be expected to bring to the notice of the Director's areas where safety in the workplace may be improved. All reports of defects in safety performance will be fully investigated and suggestions for improvements welcomed.

Consultation between management and employees is provided by the daily contact between Directors, management, and employees.

The company's safety consultant will keep the Directors informed with regard to the need to review and update the Health and Safety Policy and procedural documents as required by changes to legislation or alterations to the organisation of the company.

It will be arranged for external safety consultants to visit site locations as requested to report on Health and Safety standards at sites and detail recommendations to improve safety performance.

The safety consultant will assist site management in developing the site Construction Phase Plan and advise with regard to site procedures and contractors' documentation for inclusion in the site plan and Health and Safety file.

Site management staff must check that all work under their control is being carried out in accordance with this policy and the safety procedures established for the project.

Appropriate safety documentation (HSG150 Health and Safety in Construction, HSE guidance notes, etc.) are available at site management offices.

The Directors will liaise with the safety consultant regarding the frequency of the review of the Health and Safety Policy to establish any possible areas of improvement in procedures, training etc. and, where necessary, for additional information to be issued to employees.

Health and safety shall be included as an item on the agenda of all site meetings. Any deficiencies in health and safety performance are to be reported and suggested improvements in working procedures discussed.



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4. GENERAL OFFICE AND WORKSHOP PREMISES HEALTH AND SAFETY

4.1 Environmental Conditions

The premises shall be kept clean and tidy. When planning office accommodation, consideration shall be given to the problem of overcrowding.

The lighting in the office, workshop and access ways of the premises shall be adequate for the purpose.

Every effort will be made to maintain a reasonable temperature at the premises.

Generally, adequate supplies of fresh air for the premises shall be obtained by opening windows, entrance/exit doors, etc. Where additional heat or fumes are likely to be present, local ventilation (fans, etc.) will be provided.

4.2 Safe Means of Access/Egress

Safe means of access shall be provided and maintained in good order.

Trailing electric cables from equipment such as DSE, printers, photocopiers, telephones, etc. shall be avoided where possible and positioned so that they do not present tripping hazards.

All fire routes and corridors must remain free from obstruction (stored equipment, joinery items, boxes, materials etc.) at all times.

4.3 Washing and Toilet Facilities

Conveniently accessible, suitable, and sufficient washing facilities are provided for all staff along with a rest area for taking drinks and eating.

4.4 Electrical Hazards/Equipment

All electrical installations shall be installed by a person who is competent to carry out the work. After the installation, electrical equipment shall be checked for defects at regular intervals and records kept.

All plugs and cables shall be regularly examined for loose connections. All loose connections, faults etc. discovered shall be rectified immediately by qualified electricians.

Socket outlets must not be overloaded by adaptors or multi point adaptor plugs.

General lighting and emergency lighting are regularly checked and maintained.

The requirements of the Electricity at Work Regulations 1989 in regard to portable electrical appliance testing are met by general electrician's testing.

4.5 Machinery Hazards

Only authorised persons are permitted to move work equipment to new locations.

All machines, equipment, racking, shelves, worktops, etc. shall be adequately secured in position. Shelves and wall hanging cabinets must not be overloaded.

Filing cabinets can become unstable if too many drawers are opened at the same time. Load the bottom drawer first and only have one drawer open at a time.

All parts of machines which could be a source of danger to anyone on the premises shall be adequately guarded.

Adequate room shall be provided around all working sides of machines so that operation can be safely carried out without the operator being obstructed.



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4. GENERAL OFFICE AND WORKSHOP PREMISES HEALTH AND SAFETY

4.6 Housekeeping and Premises

Those at the premises are required to keep the work area tidy (work benches, floors, office desks, etc.) and to place all rubbish in the receptacles provided in order to prevent a build-up of combustible waste materials.

No glass items or sharp objects are to be placed in wastepaper bins. These items must be disposed of sensibly in accordance with company procedures.

All rubbish shall be cleared to the refuse area for removal by an authorised contractor.

A no smoking policy is in operation at the premises.

Trailing cables from all electrical equipment such as DSE, printers, telephones, fans, etc shall be avoided where possible and positioned so that they do not present a trip hazard.

All storage within the premises is to be within reach of most employees without the need for any access equipment.

Appropriate access equipment must be used by staff when putting stock into storage racks/areas or retrieving items for sale. Under no circumstances are staff allowed to climb on racking or use items of furniture or boxes, etc. to gain height to access storage areas.

Floors must be maintained in good condition, free of waste material, and must not be slippery.

Spillage of any liquids must be cleared up immediately.

4.7 Contractors and Visitors

On occasions that building or maintenance contractors are working in the premises, the person supervising the work on behalf of the company is responsible for ensuring that staff are aware of work to be carried out, hours of working and any precautions that are necessary for the safety of staff and contractors.

The Director should be consulted with regard to any queries relating to safe working practices.

Visitors are required to register their presence at the premises, including time of arrival and further notify when leaving of departure time.



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5. SITE WELFARE FACILITIES

General Guidelines

H W Wilson Limited are aware of their duties under Schedule 2 of the Construction (Design & Management) Regulations and will ensure suitable and sufficient welfare facilities are in place on all projects.

The appointment of the company on the specific site will determine whether the company's site management are in control of welfare and first aid arrangements.

The company will assess the welfare arrangements for projects in accordance with statutory legislation and specific contract requirements prior to the commencement of a project.

Welfare arrangements should be detailed in the project Construction Phase Plan and procedures for correct use and maintenance must be communicated to all parties using those facilities.

The site supervisor will ensure that facilities are adequate and are properly maintained.

Summary of Minimum Welfare Requirements

Suitable and sufficient sanitary conveniences must be provided for the number of site personnel. Toilet facilities must be kept in a clean and hygienic condition.

Washing facilities should be provided in the immediate vicinity with hot and cold water, soap and means of drying hands.

Shelter for protection in bad weather and facilities for keeping personal clothing must be available with a means for drying provided.

Accommodation for taking meals is required along with facilities for boiling water. A means for heating food must be provided unless hot food is readily available elsewhere.

Drinking water must be available and be marked as such with a supply of drinking vessels.

When assessing welfare provisions separate arrangements should be made for males and females. No smoking in the workplace must be enforced and additional site fire risks must be considered.



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6. ACCIDENT REPORTING AND FIRST AID

Accident Reporting (General)

All accidents, incidents, or injuries however minor, occurring during the course of employment shall be reported to Peter Wiffen via the office, with details recorded in the accident book. This applies to injuries received by subcontractors, the public, visitors etc. as well as company employees.

Duties in Relation to Accidents

The office must be notified immediately of any serious incidents. It will be ensured that in the event of a fatal or specified injury or a dangerous occurrence, or a notifiable disease, then the local offices of the Health and Safety Executive is notified immediately by the quickest practicable means. This is in accordance with the Reporting of Injuries, Disease and Dangerous Occurrences Regulations 2013 (RIDDOR), and is obligatory. Detailed definitions of these situations can be found in those Regulations.

Advice will be obtained from the company safety consultant if any assistance is needed in this respect.

Confirmation of the above notification must be submitted in writing within 10 days on an appropriate form or by some other approved means.

If any injury results in any person being absent from work for more than 7 days (not counting the day on which the accident happened), then notification must also be made (see below) within 15 days. If any injury results in any person being absent from work for more than 3 days, a record must still be kept, this can be recorded in the company Accident Book. All accidents must be recorded.

It will be ensured that work in the vicinity of a notifiable accident is suspended pending an investigation while also making the area safe.

Details of Notification to HSE:

Using the form F2508 on the RIDDOR website, <http://www.hse.gov.uk/riddor/report.htm> and completing online.

By telephone to The Incident Centre on 0345 300 9923 for any fatal or specified injuries (open 8.30am to 5pm Monday-Friday.)

Accident Record Book

The information to be recorded shall be:

Date and time of the accident or dangerous occurrence

The following particulars of that person:

Full name
Occupation
Nature of injury
Employer

The following additional information:

Place where the accident or dangerous occurrence happened

A brief description of the circumstances in which the accident or dangerous occurrence happened

The date on which the event was first reported to the relevant enforcing authority

The method by which the event was reported



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6. ACCIDENT REPORTING AND FIRST AID (CONTINUED)

Post Accident Procedures/Investigation

Peter Wiffen will liaise with the company's safety consultant regarding the allocation of duties for investigation of any accident.

It will be ensured that a full investigation of any accident involving injury, damage or loss will be undertaken and subsequent recommendations implemented.

First Aid

H W Wilson Ltd are aware of their duties under The Health and Safety (First Aid) Regulations 1981 and will ensure adequate and appropriate equipment, facilities and personnel are in place for all in the workplace to ensure their employees receive immediate attention if they are injured or taken ill at work.

The appointment of the company on the specific site will determine whether the company's site management are in control of first aid arrangements.

A project specific assessment must be undertaken to consider the number of employees, the nature of the work and associated hazards, the location and distribution of the site, and the nearest hospital and emergency facilities.

First aid boxes are under the supervision of the site appointed persons. These will be checked and refilled as necessary.

Full details of welfare and first aid provision for the specific site along with the location of nearest Accident and Emergency Hospital are detailed within the site Construction Phase Plan.



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7. FIRE SAFETY AND EMERGENCY PROCEDURES

Office

H W Wilson Limited is fully committed to the protection of all its employees from the risk of fire or other serious events requiring emergency evacuation. The following procedures shall be undertaken:

Evacuation procedures are explained when employees first join the Company and practice drills are held every six months. Fire Marshals are appointed to oversee procedures.

The nominated chief fire marshal is Peter Wiffen.

Fire notices and signage are placed at strategic points around the premises; in case of emergency follow the advice indicated on the fire notices.

Escape routes must be kept clear at all times.

Fire extinguishers are placed at doorways and at other high-risk areas. Extinguishers must not be removed from their permanent locations except for use in the event of a fire.

Fire extinguishers are maintained every 12 months by a specialist contractor.

For the safety of employees all work areas are designated no smoking.

A fire risk assessment will be undertaken (and regularly reviewed) at the company premises and fire safety training attended by staff.

Site Locations

The appointment of H W Wilson Limited at the specific site will determine whether the company are in control of fire prevention and emergency arrangements.

The site fire plan must be produced with sufficient persons being appointed to co-ordinate site emergency procedures.

Full details of project specific fire prevention, protection and emergency evacuation procedures will be detailed within the site Construction Phase Plan and be displayed on site.

H W Wilson sites are designated no smoking areas. Project specific arrangements for smoke breaks are contained within the site Construction Phase Plan.

All works on site must comply with the Joint Code of Practice "Fire Prevention on Construction Sites" and take all necessary precautions to prevent personal injury, death and damage to the works or other property from fire.

When working in existing premises site management would need to satisfy themselves as to the worthiness of current escape routes from any areas of work.

Adequate firefighting facilities must be available, prominently signed and located to control assessed fire risks for the specific project.

Working areas must be kept clean and tidy to prevent the build-up of flammable materials with waste removed at regular intervals.

Highly flammable liquids and LPG are to be stored correctly, and quantities stored kept to the minimum necessary for use.

A hot work permit system will be operated, when necessary, the appropriate precautions taken and maintained.



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8. RISK ASSESSMENT

8.1 Procedures

The Management of Health and Safety at Work Regulations 1999 (MHSWR) requires employers to carry out risk assessments of work activities.

Definitions:

- Hazard: Something with the potential to cause harm
- Risk: The likelihood of the harm from a particular hazard actually occurring
- Competent Person: A person with sufficient knowledge, experience, and training

The extent of risk during an assessment will take account of the severity of possible consequences and the number of persons likely to be exposed to the hazard.

Actions to be taken are summarised as follows:

- Assess the risks to the health and safety of employees and any others who could be affected by specific work activities. This also includes contractors and temporary staff where they may be affected by such work.
- Specify the relevant procedures to eliminate or minimise any such risk.
- Where the risk is considered to be significant, then this must be recorded in writing, and where relevant, groups of employees identified as being especially at risk.
- Risk assessments should be reviewed and altered if they are no longer valid or where circumstances have changed significantly.
- Appoint competent persons to assist in complying with these requirements.
- Establish emergency procedures to be followed in the event of serious and imminent danger and have sufficient competent persons to implement evacuation procedures.
- Co-operate fully with other employers where work areas are shared, by exchanging information on the risks associated with each other's activities/the control measures in force and subsequently pass such information to employees in those areas.
- Inform employees about any risks that have been identified and provide information on the preventative steps that are being taken to protect them.
- Provide health surveillance where there is an identifiable disease or adverse health condition related to the work concerned, provided that they are able to be detected and there is a reasonable likelihood that they may occur under working conditions.

Provide relevant training, which must be repeated periodically and take account of change in respect of:

- Duties and tasks allocated to them
- Induction on first being employed
- Where transferred to new work or given increased responsibility
- When changes in work equipment or methods are introduced

Employees also have duties as follows:

- Use anything provided by the employer in accordance with the instructions/training given. This includes plant and machinery, dangerous substances, safety equipment, etc.
- Inform management of any dangerous work situation or matter considered to be a problem with health and safety protection arrangements.



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8. RISK ASSESSMENT (CONTINUED)

8.1 Procedures (Continued)

The requirements of this legislation place a duty on H W Wilson Limited to provide appropriate arrangements for health and safety which will enable effective planning, organisation, control, monitoring and review of the preventive and protective measures required to eliminate or minimise the risk for any particular work activity.

Where activities are already subject to assessment under other legislation, there is no requirement to repeat the exercise e.g., Control of Substances Hazardous to Health Regulations 2002, Display Screen Equipment Regulations 1992.

8.2 Employing Young People

Under the (MHSWR) certain additional obligations are required of employers in relation to the employment of young persons (those under 18).

Young persons will only be employed where circumstances allow for adequate supervision and only after an assessment has been made taking into account their inexperience and possible immaturity, lack of awareness of potential risks and unfamiliarity with the workplace.

8.3 New and Expectant Mothers

HW Wilson Limited recognise that special consideration must be given to protecting the health and safety of all new and expectant mothers.

New and expectant mothers are identified as:

- a. an employee who is pregnant
- b. or who has given birth within the previous six months or who is breastfeeding

Hazards to new and expectant mothers could include:

- Manual handling of loads
- Work at height (e.g., use of access equipment)
- Work with certain substances
- Physical ergonomics of workplaces, workstations, etc.
- Working conditions (e.g., workload, working alone, stress)

The employee must inform their manager in writing that they are pregnant, breast feeding or have given birth within the preceding six months, this must be supported by a medical certificate as soon as practicable.

HW Wilson Limited will undertake a risk assessment with the new or expectant mother to identify any potential risks associated with their work. The steps to be taken to reduce the risks that could cause harm will be recorded and explained to the new or expectant mother.

HW Wilson Limited will keep a copy of the medical certificate and risk assessments within the expectant or nursing mother's personal file. The employee will also be given a copy of the risk assessment of their work.

If at any time the expectant nursing mother is concerned about any working practices, they should discuss this with their line manager, and where required seek guidance from a competent person i.e. a medical practitioner, midwife or a qualified health and safety advisor.

8.4 The Equality Act (2010) and Equal Opportunities

An assessment will be made prior to the employment of any person with a disability falling under the scope of the Equality Act of facilities and access arrangements with particular attention to emergency evacuation measures.

HW Wilson Limited are an equal opportunities Employer; persons are employed on the basis of merit and skill.



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8. RISK ASSESSMENT (CONTINUED)

8.5 Violence at Work

HW Wilson Limited recognise the difficulties associated with the potential occurrence of violence and aggression in the workplace.

The HSE definition of violence is:

“Any incident in which a person is abused, threatened or assaulted in circumstances relating to their work”.

HW Wilson Limited will assess the risks and evaluate the work / the work locations to identify any personnel at risk. HW Wilson Limited will implement effective procedures and precautions identified from the risk assessment to reduce the risk of violence whilst at work.

Training will be provided to personnel where required, and personnel are expected to familiarise themselves with all arrangements outlined by clients and/or in inductions, to reduce the risk of violence and follow them as appropriate to each situation where violence may occur.

Where there is any suspicion that violence may occur, personnel are to remove themselves from a developing situation, contact a supervisor, and seek assistance before undertaking work or compromising their safety.

All violence or abuse towards personnel i.e. verbal or physical intimidation, threat, or assault by a contractor or member of the public, in circumstances arising out of or in the course of their employment, will be investigated by the company and as appropriate reported to the Police and local authorities.

In the event of a threatening or violent situation, the over-riding priority is the safety and well-being of all employees; try to stay calm, do not argue with the aggressor, keep, or move to a clear escape route and leave.

Personnel must report any concerns regarding violence and aggression at work to their line manager or directly to Peter Wiffen.



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9. INFORMATION AND TRAINING

9.1 Training

H W Wilson Limited recognises that safety training is essential in order that individuals are able to competently undertake the duties assigned to them.

Staff will be given general training and instruction when they are exposed to new or increased risks due to: -

- A change in the system of work
- New responsibilities
- Requirements of a specific new workplace
- New or changed work equipment or technology

The company recognises that fundamental to the success of its Safety Policy is that management should have received training necessary to control effectively the areas for which they are responsible.

An ongoing training programme is under development by the safety adviser to review current procedures and implement forthcoming training and instruction for Directors, site supervisors and operatives.

Trade contractor's site management are required to ensure that relevant training is given to new employees or those new to the contract relevant to the tasks to be undertaken.

No person will be employed on work involving any reasonably foreseeable significant risk unless he has received adequate instructions to help him understand the hazards involved and the precautions to be taken.

Specific safety topics are selected for "toolbox talks" or CITB/HSE video seminars, where measures to control risk are discussed and brought to the attention of employees e.g., asbestos awareness, work at heights etc.

It shall be the responsibility of the site supervisor to organise safety induction talks, which, where practicable, will be held on the operatives first day on site.

Site induction training for the specific project will be carried out by the site supervisor or in his absence others instructed by him.

9.2 Information

Information specific to the individual project will be made available and displayed in prominent locations in the form of site rules, health and safety notices, emergency procedures etc.

Relevant health and safety books, leaflets and HSE publications are held at the company office and are available to sites.

Information on HSG150 Health and Safety in Construction and other relevant documentation are retained on sites. Members of staff who require specific information should consult Peter Wiffen via site management.



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10. DISPLAY SCREEN EQUIPMENT

10.1 Application of the Regulations to “Users”

The Regulations apply to workstations where there is a "user", that is an employee who habitually uses display screen equipment as a significant part of formal work.

All office staff, whether regular or occasional users, have been made aware of the safety requirements for DSE use as detailed below.

10.2 Hazards Associated with this Equipment Include: -

- Work related upper limb disorders e.g., temporary fatigue or pains in the hands, arms shoulders, soft tissue disorders e.g., carpal tunnel syndrome.
- Prolonged static posture or awkward positioning.
- Temporary visual fatigue due to glare or reflections, poor legibility of screen or documents, inadequate lighting, poor screen image, etc.
- Fatigue or stress.
- Environmental factors e.g., humidity, heating, ventilation, static electricity.

The HSE states that DSE work does not cause permanent damage to eyes. But long spells of DSE work can lead to:

- Tired eyes
- Discomfort
- Temporary short-sightedness
- Headaches

10.3 Arrangements in Connection with the Use of this Equipment: -

Assess the risks to Health and Safety of operators who use display screens for continuous periods of an hour or more. Make arrangements for workstations to comply with the relevant standards.

Organise work activities so that, where possible, short breaks away from the display screen are a regular feature.

Make arrangements for eyesight tests for display screen equipment (DSE) users, if requested. Provide suitable basic spectacles where the user needs them for the display screen equipment use.

Arrange for relevant Health and Safety training of operators and provide adequate information regarding these aspects.

10.4 Practical Control Measures to be Considered: -

Adjust chair, display screen and other workstation equipment to find the most comfortable position.

Arrange for sufficient space to take whatever documents is necessary. Use a document holder if necessary.

Maintain sufficient space below the desk to allow free movement of legs, use a footrest if necessary.

Adjust keyboard position and try to avoid bending hands up at the wrist, use a soft touch and avoid over stretching the fingers.

Organise work to include regular breaks from screenwork.

Avoid reflective glare due to windows or bright lights.

Ensure screens are clean and brightness/contrast are adjusted to suit lighting conditions. Screens should not flicker.

If any display screen user becomes aware that discomfort is experienced in hands, wrists, back, eyes, etc. they should consult with a Director.



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11. PERSONAL PROTECTIVE EQUIPMENT AT WORK

11.1 Policy

In accordance with the Personal Protective Equipment at Work Regulations 1992 (as Amended) it is the policy of the company that suitable personal protective equipment (PPE) will be worn by the company's employees and by others working at places controlled by the company which will protect against one or more risks to his health and safety.

PPE will be issued to protect operatives against any hazards that cannot be controlled by other safety procedures.

Appropriate PPE will be provided or insisted upon for all employees, subcontractors, and visitors e.g., head protection, high visibility clothing, etc.

NB: PPE must always be considered a last resort, not as an alternative to a safe system of work.

On 6 April 2022 the Personal Protective Equipment at Work (Amendment) Regulations 2022 (PPER 2022) came into force and amended the 1992 Regulations (PPER 1992).

Under PPER 2022, the types of duties and responsibilities on employers and employees under PPER 1992 remain unchanged but extend to limb (b) workers, as defined in PPER 2022.

11.2 Definitions of Limb (a) and Limb (b) Workers

Employment Rights Act 1996's definition of a worker has 2 categories (limbs):

- Limb (a) describes those with a contract of employment. This group are employees under the Health and Safety at Work etc. Act 1974 and were already in the scope of PPER 1992.
- Limb (b) describes workers who generally have a more casual employment relationship and work under a contract for service – they did not previously come under the scope of PPER 1992.

Generally, workers who come under limb (b):

- carry out casual or irregular work for one or more organisations.
- after 1 month of continuous service, receive holiday pay but no other employment rights such as the minimum period of statutory notice.
- only carry out work if they choose to.
- have a contract or other arrangement to do work or services personally for a reward (the contract doesn't have to be written) and only have a limited right to send someone else to do the work, for example swapping shifts with someone on a pre-approved list (subcontracting).
- are not in business for themselves (they do not advertise services directly to customers who can then also book their services directly).

11.3 Operation of Policy

The company has a duty to ensure, so far as is reasonably practicable, that all employees (limb a and limb b) wear or hold equipment which protects them from any foreseeable risk to their health and safety.

All PPE must be stored safely, maintained, replaced, and cleaned as necessary; an initial appraisal of PPE on issue must check for damage or defects.

The company has a duty to ensure PPE is used properly, this will be monitored through supervision during projects.

Any defects in PPE must be reported to site management immediately who will arrange for replacement.

Sub-contractors must comply with all safety rules for the project including compliance with the Personal Protective Equipment at Work (Amendment) Regulations 2022.

Where resistance to this policy is met the person will be removed from danger whilst appropriate contractual and disciplinary action is used to resolve the issue.



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11. PERSONAL PROTECTIVE EQUIPMENT AT WORK (CONTINUED)

11.4 Assessing PPE Requirements

Assessment will be made on each work activity and the operation of individual machines to evaluate the requirements for protective equipment.

The company will ensure that an assessment is made to determine whether any PPE they intend to provide is suitable.

Details of PPE to be worn or used to guard against specific hazards will be included in the results of all risk assessment and method statements.

An assessment will be reviewed when there is reason to expect it is no longer valid or there is a significant change in matters to which it relates.



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12. MANUAL HANDLING OPERATIONS

12.1 General

H W Wilson Limited makes every effort to avoid the need for any employee to undertake a manual handling operation which involves a risk of injury. Mechanical handling aids (trolleys/barrows etc.) are used whenever practicable.

12.2 Hazards

The main hazards associated with manual handling operations include: -

- Possible injury to persons involved
- Possible injury to others in the vicinity of items being moved
- Damage to the fabric of the building resulting in creation of hazards to other users

12.3 Control Measures

Where a significant manual handling operation involving employees cannot be avoided the company will make a written assessment taking into account the following factors: -

- The task.
- The load.
- The environment.
- The individual's capability and take appropriate steps to reduce the risk to the lowest reasonable level.
- Provide employees involved in any such manual handling operation with precise information about the weight of the load.

The assessment will be reviewed when there is reason to suspect that it is no longer valid, or there has been a significant change in the operation.

When manual handling cannot be avoided entirely, consideration will be given to the possibility of (1) automation, or (2) mechanisation, bearing in mind that either of these alternatives may introduce fresh risks requiring precautions of their own.

Similar considerations will apply to assessing the requirements of material deliveries.

The company will delegate responsibility for carrying out assessments to individuals considered to possess sufficient experience, knowledge and understanding of the requirements of the Regulations.

Employees are encouraged to assist in the assessment process by reporting any problems which they may have encountered in manual handling operations.



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13. THE CONSTRUCTION (DESIGN & MANAGEMENT) REGULATIONS 2015

On a project with more than one contractor a Principal Contractor must be appointed to carry out the following duties:

13.1 Duties of the Principal Contractor

Identify and eliminate or control, so far as is reasonably practicable, foreseeable risks to the health and safety of any person.

Plan, manage and monitor the construction work and coordinate matters relating to health and safety during the construction phase, to ensure that, so far as is reasonably practicable, construction work is carried out without risk to health or safety.

Ensure that anyone they appoint has the necessary skills, knowledge, and experience to carry out the work in a way that secures health and safety.

Co-ordinate the work of the contractors under their control so that the risks to site workers, and others in the vicinity of the works, are managed effectively.

Ensure that contractors co-operate with each other to prevent inter-relationship problems.

Ensure that all workers have been provided with suitable health and safety induction, information, and training.

Prepare (prior to commencement) the Construction Phase Plan to explain how safety is managed at the site. This must be kept up to date and developed as the project progresses.

Ensure that Employers and Self-Employed workers apply the principle of prevention and follow the Construction Phase Plan.

Prepare and enforce any site rules for the specific project. Take necessary steps to keep unauthorised people off site.

Cooperate with others involved in the management of any neighbouring project.

Make sure that suitable welfare facilities are provided from the start of the construction phase. Make arrangements for the co-ordination of the views of employees or their representatives.

Provide the CDM Principal Designer with any information in the Principal Contractor's possession relevant to health and safety for inclusion in the health and safety file (record information for the project).

13.2 Duties of Contractors

Be satisfied that the client is aware of the client duties under these Regulations.

Plan, manage and monitor the way in which construction work is carried out in a way which ensures that, so far as is reasonably practicable, it is carried out without risks to health and safety.

Where there is no Principal Contractor, prepare a Construction Phase Plan prior to setting up a construction site.



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13. THE CONSTRUCTION (DESIGN & MANAGEMENT) REGULATIONS 2015 (CONTINUED)

13.2 Duties of Contractors (Continued)

Provide information and instruction so that construction work can be carried out without risk to health and safety, including:

1. A suitable site induction, where not already provided by the Principal Contractor.
2. The procedures to be followed in the event of serious and imminent danger to health and safety, e.g. (Emergency evacuation and fire prevention).
3. Information on risks to their health and safety identified by the risk assessments or arising out of conduct of another contractor's work.

Provide employees with any health and safety training which is required in respect of the construction work.

Do not begin work on a construction site unless reasonable steps have been taken to prevent access by unauthorised persons to that site.

Ensure that welfare facilities are adequate and comply with schedule 2 to CDM 2015.

Comply with any directions given by the CDM Principal Designer or the Principal Contractor and any site rules.

Provide the CDM Principal Designer or Principal Contractor with any information in the contractor's possession relevant to health and safety for inclusion in the health and safety file (record information for the project).



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14. THE BUILDING SAFETY ACT 2022

14.1 General

The building safety reforms make a number of amendments to the Building Regulations 2010. This includes new responsibilities to those who commission construction work and who participate in the design and construction process. These parties are defined as being duty holders. The regulations apply to all work to which the Building Regulations 2010 apply.

The dutyholders and their roles align with those set out in the Construction (Design and Management) Regulations 2015. These dutyholders are Clients, Designers, Principal Designers, Principal Contractors and Contractors. The same organisation or person can be a duty holder under both the CDM Regulations and in regard to the Building Regulations 2010, provided that they are competent to take on those responsibilities, however, this is not necessarily an automatic appointment.

The duties are to plan, manage, and monitor their activities in relation to building regulations.

Dutyholder responsibilities in general during the design and construction phase include:

- Co-operating with other duty holders.
- Communicating and sharing information.
- Co-ordinating and putting systems in place to plan and manage work.
- Ensuring competence: appointing people with the right skills, knowledge, experience, and behaviours for the work they need to do.

14.2 Roles and Responsibilities

HW Wilson Limited are aware of our duties under the Building Safety Act 2022. We will ensure we fulfil the duties under our appointment, and we will ensure the other dutyholders are aware of their duties.

Client

- Make suitable arrangements for planning, managing and monitoring their project. In practice, this means allocating sufficient time and resources for the construction works and hiring the right people, with the right competencies, making sure reasonable steps have been taken to validate this.
- If there is more than one designer or contractor working on the project, appoint in writing a;
 - Principal Designer to be in control of design work
 - Principal Contractor to be in control of the building work

(If the project has only one designer, they are the principal designer. If the project has only one contractor, they are the principal contractor.).

- Ensure those appointed as principal designer and principal contractor have the right skills, knowledge, experience and behaviours to fulfil their roles.
- Establish, review, and maintain systems and arrangements to meet building regulations.
- Enable co-operation between designers and contractors.
- Provide relevant building information to every contractor and designer involved on a project, as soon as possible.
- Adhere to further specific duties for higher-risk building work (e.g., mandatory occurrence reporting system, golden thread, etc.).



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14. THE BUILDING SAFETY ACT 2022 (CONTINUED)

14.2 Roles and Responsibilities

Principal Designers

- Carry out the relevant designer duties.
- Plan, manage and monitor design work.
- Cooperate, coordinate and communicate with all duty holders to ensure the design work, if built, complies with building regulations.
- Liaise with the principal contractor and share any information relevant to the planning, management and monitoring of the building work, and the coordination of the building and design work so that it complies with all relevant requirements.
- Review and regard all comments from the principal contractor.
- If requested, assist the client in providing information to other designers and contractors.
- Where the principal designer's appointment ceases, a document explaining the arrangements put in place to fulfil their duties must be provided to the client (within 28 days after the appointment as principal designer ends).
- If a replacement principal designer is appointed, they must review the previous arrangements to ensure building work complies with regulations.
- Adhere to further specific duties for higher-risk building work (e.g., mandatory occurrence reporting system, golden thread, etc.).

Designers

- Ensure the client is aware of their legal duties.
- Take all reasonable steps to make sure the design work is planned, managed and monitored.
- Provide sufficient information about the design, construction and maintenance of the building to the client and other designers and contractors.
- Provide advice, when requested, to the principal designer or client on whether any design work you are doing relates to higher-risk building work.

During the design phase, ensure that the design, if built, complies with all relevant requirements. This means:

- All reasonable steps have been taken to ensure a design, if built, complies with all relevant requirements.
- Co-operate with the client, other designers, contractors, the principal designer, and principal contractor.
- Consider how your design work interacts with other design work. Inform the principal designer if you are concerned that:
 - your design work makes other design work non-compliant
 - other design work makes your design work non-compliant
- If you appoint other designers to work on the project, you must make sure they have the required competence to carry out the work.

Principal Contractors

The appointment of the company on the specific project will determine the duties we will need to fulfil. Where we are appointed as the Principal Contractor, we will:

- Ensure we carry out the relevant contractor duties.
- Ensure we plan, manage and monitor building work during the construction phase of the project.
- Ensure we coordinate building matters so that the construction work complies with all relevant requirements.
- Assess building work to make sure it complies with relevant building regulations.
- Never accept non-compliant building work.
- Work with the principal designer and share information about planning, managing, monitoring and coordinating the design and building work.



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14. THE BUILDING SAFETY ACT 2022 (CONTINUED)

14.2 Roles and Responsibilities

Principal Contractors (Continued)

- Assist the client in providing information to others, if requested.
- Ensure all contractors and any other person involved on the project cooperate with the client, the principal designer, and each other – as well as any successors in a role.
- Ensure we consider any comments from the principal designer that relate to compliance with building regulations.
- Where our appointment as principal contractor ceases, a document explaining the arrangements we put in place to fulfil our duties will be provided to the client (within 28 days after the appointment as principal contractor ends).
- If a replacement principal contractor is appointed, they must review any arrangements that were put in place to meet the legal duties.
- Adhere to further specific duties for higher-risk building work (e.g., mandatory occurrence reporting system, golden thread, etc.).

Contractors

The appointment of the company on the specific project will determine the duties we will need to fulfil. Where we are appointed as a Contractor, we will:

- Ensure the Client is aware of their duties under all relevant requirements.
- Take all reasonable steps to make sure the building work carried out by you, or other contractors you manage, is planned, managed and monitored.
- Co-operate with the client, designers and contractors (including the principal designer and principal contractor) to make sure the building work complies with all relevant requirements.
- Make sure the building work that you and others you manage carry out complies with all relevant requirements.
- Provide each worker you are responsible for with appropriate supervision, instructions and information.
- Provide sufficient information about the building work to assist the client, other contractors and designers to comply with relevant requirements.
- Provide advice, when requested, to the principal contractor or client on whether any work is higher-risk building work.

14.3 Competence

Principal Designer

The principal designer should be able to co-ordinate the design team. A principal designer is not expected to be an expert in every design specialism. However, they are expected to know enough about building regulations to assess whether a building design will comply with all relevant regulations.

The following sections summarise the recommended competence requirements set out in PAS 8671:

- Legislative and regulatory framework for compliance

Principal designers should understand the law as it relates to their role and competency requirements as set out in building regulations.

- Management of design work compliance

Principal designers should be able to manage other designers and reach a consensus that design work is compliant with building regulations. They should be able to monitor identified compliance risks and assess gaps in other designers' competencies.



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14. THE BUILDING SAFETY ACT 2022 (CONTINUED)

14.3 Competence (Continued)

Principal Designer (Continued)

Principal designers should be able to:

- set out a plan to achieve design work compliance
 - control changes to the plan and monitor risks to design work compliance
 - co-ordinate designers' work related to achieving the plan
 - communicate with principal contractors about design work compliance
 - monitor progress against the plan through to the end of the design phase
- Technical framework for compliance

Principal designers should understand technical guidance, codes of practice and standards. This is so they can assess, challenge and build design team consensus on design compliance.

Principal Contractor

The principal contractor is expected to take responsibility for their site and manage the flow of information, making sure it gets to those who need it.

A principal contractor should have arrangements to monitor and keep records of building work to make sure it complies with the law. They should be able to communicate and work with the principal designer to agree any changes.

The following sections summarise the recommended competence requirements set out in PAS 8672:

- Legal and contractual requirements: principal contractor duties

Principal contractors should have the ability to understand applicable legislation and recognise obligations regarding building safety.

- Managing building work

Principal contractors should be able to manage building work, which includes having knowledge of risks and how to mitigate them.

- Planning and organising production

Principal contractors should be able to appoint competent contractors and suppliers. They should be able to procure quality materials, products and building systems.

- Managing construction processes and production

Principal contractors should be able to co-ordinate and monitor contractors, suppliers, and service providers, by:

- identification, assessment, inspection, and testing of safety critical materials components and building systems.
 - ensuring any time or budgetary pressures do not impact building safety.
- Leadership, decision making and change management

Principal contractors should be able to lead a building project using learning, experience, and knowledge of standards and best practice. They should be able to take control of a build and manage change control but also delegate and empower others.



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14. THE BUILDING SAFETY ACT 2022 (CONTINUED)

14.3 Competence (Continued)

Principal Contractor (Continued)

- Liaising with the client, other stakeholders and regulatory bodies

Principal contractors should be able to develop trusting, open and honest relationships with those in charge of managing and monitoring the project.

- Developing people and teams

Principal contractors should be able to define the competencies required on a project and develop others to address any gaps.

- Managing the quality of building work

Principal contractors should be able to manage build quality through communicating with and monitoring the work of other contractors. They should be able to recognise and manage alterations or deviations.

- Managing information

Principal contractors should be able to keep accurate and reliable documented information. They should develop digital systems to manage the build information.



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15. HEALTH SURVEILLANCE

15.1 General

Health surveillance involves a range of strategies and methods used to detect and assess the early signs of adverse effects on the health of workers exposed to certain health hazards; and subsequently acting on the results.

The nature of the work operations carried out by the company means that there is a limited exposure to fumes and dust on sites, noise and vibration when using cutting tools and to skin disease or irritation due to handling materials and substances.

The company aims to minimise any exposure by monitoring that staff follow the control measures indicated on risk assessments and by establishing safe systems of work.

Where hazards cannot be eliminated PPE is issued to further reduce exposure.

H W Wilson Limited requires that any employee who considers that a health problem may be work-related should report this fact to the Director.

The company encourages all staff to report any health and safety related matter immediately to site supervision.

15.2 Why Health Surveillance is Carried out

- To protect the health of employees
- To make sure that the company are complying with Legal requirements for a safe workplace
- To detect any adverse health effects at an early stage
- To evaluate control measures
- Assistance in assessing hazards and risks

15.3 Criteria for Conducting Health Surveillance

- There is an identifiable disease or other identifiable adverse health effect
- The disease or health effect may be related to exposure
- There is a likelihood that the disease or health effect may occur
- There are valid techniques for detecting indications of the disease or health effects

15.4 The Main Areas of Concern are:

- Solvents, dusts, and fumes
- Biological agents
- Asbestos
- Lead
- Compressed air
- Ionising radiations
- Noise and vibration

Some forms of health surveillance are required by Law. Other forms of health surveillance are undertaken as good practice such as pre-employment assessments as to fitness to work in the particular job and self- assessment and reporting of ill health.

15.5 Simple Methods of Assessment

Simple skin assessment by looking for damage, redness, or rashes due to working with materials or respiratory surveillance such as reporting any breathing problems related to exposure to dusts.

Any work-related condition should be initially reported to the site supervisor who will contact the Director. Control measures in place will be reviewed specifically to any problem reported.



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16.1 CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH

16.2 General

The Control of Substances Hazardous to Health Regulations 2002 (as amended) imposes a duty on the employer to:

- Identify all substances in use, or likely to be encountered which could be hazardous to the health of employees (and others).
- Assess the risk to their employees (and others) from the substance, taking into account the manner in which it is being used and the quantities involved.
- All potentially hazardous substances to be used must be identified and assessed for the risk to personnel.
- A less harmful substitute should be sought for any hazardous substance. Only if there is no less hazardous substitute available should the substance be used.

16.3 Construction Site Locations

All contractors must provide H W Wilson Limited site management project specific assessments for work involving hazardous substances. These assessments must be submitted prior to working with the materials at the site.

Hazard data sheets and COSHH assessments for hazardous substances used on a specific project will be retained in a separate file at the site location.

Particular attention must be paid to the storage of such materials in accordance with the manufacturer's requirements as should the handling of containers at the point of use and application.

Contractors are required to inform H W Wilson Limited of any special storage requirements for substances which are harmful, flammable, explosive etc. in advance of delivery of the materials to the site.

Contractors must ensure the provision for correct method of transport and disposal of materials and their containers; their residue could fall within the definition of special waste.



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17. DUST CONTROL/RISKS FROM SILICA

17.1 General Legal Requirements

The control of dust is a legal requirement of the Control of Substances Hazardous to Health Regulations (2002). Employers must prevent exposure to dust and where prevention is not reasonably practicable, control below the exposure limit.

Control of dust should be achieved by measures other than Respiratory Protective Equipment (RPE) so far as is reasonably practicable.

The Environmental Protection Act 1990 also contains requirements to prevent nuisance contamination or injurious effects by control of dust emissions by best practicable means. (See H W Wilson Limited Environmental Policy Statement).

17.2 Hazards Associated with Dust Creation Include: -

Breathing in dust which can lead to the development of respiratory ill-health, in particular scarring of lung tissue (silicosis) which can result in serious breathing difficulties.

Contact with the eyes which can result in soreness, inflammation, or eye damage from larger particles.

Poor visibility leading to increasing other risks e.g., slips trips and falls or problems with emergency evacuation.

Dust ingress to adjacent properties/areas leading to public nuisance.

17.3 Control of Dust

Eliminate/minimise cutting operations by ensuring where possible materials are cut off site.

Use machinery with local exhaust ventilation which captures and controls dust at source to minimise dust problems.

Reevaluate any cutting methods which produce excessive dust to keep the level as low as possible below exposure limits and use alternative methods.

Issue appropriate RPE e.g., issue of full-face visor compatible with hard hats and dust masks as required by site conditions.

Ensure that adequate welfare facilities for washing before meal breaks/leaving site and drying room for changing soiled clothes are provided.

Dampen down/mist spray dusty areas to prevent the general spread of dust.

When working internally close doors/windows on floors to be worked on and take all necessary measures to keep any dust produced to that level/area of the site.



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18. PROCEDURES RELATING TO ASBESTOS CONTAINING MATERIALS

18.1 General

Responsibilities and required action with regard to asbestos containing materials (ACM) are detailed within the Control of Asbestos Regulations (CAR) 2012.

HSE guidance notes and other leaflets are kept at the company office.

H W Wilson Limited will not undertake work with asbestos insulation, asbestos coating, or asbestos insulating board or with asbestos cement where exposure is likely to exceed the action level.

18.2 Risks from Asbestos Dust

Disturbing asbestos can release small fibres into the air which, when breathed in, may lead to a number of diseases which include -

- Asbestosis or fibrosis (scarring) of the lungs
- Lung cancer; and
- Mesothelioma, a cancer of the inner lining of the chest wall or abdominal cavity

There is usually a long delay between first exposure to asbestos dust and the diagnosis of the disease.

Where maintenance, repair or refurbishment work is carried out in buildings which were built or refurbished before 2000 asbestos fibres may be disturbed during stripping out, drilling or cutting of materials, work around services etc.

18.3 Possible Locations of Asbestos within Buildings

High risk of exposure to asbestos fibres are likely when working in buildings built or refurbished before 2000 particularly if it has a steel frame or boilers with thermal insulation.

ACM cannot be easily identified from appearance and must be surveyed by qualified surveyors. The most common uses of asbestos have been: -

- sprayed asbestos and loose packing – generally used as fire breaks in ceiling voids.
- moulded or preformed lagging – generally used in thermal insulation of pipes and boilers.
- sprayed asbestos – generally used as fire protection in ducts, fire breaks, panels, partitions, soffit boards, ceiling panels and around structural steel work.
- insulating boards used for fire protection, thermal insulation, partitioning and ducts.
- some ceiling tiles.
- millboard, paper, and paper products used for insulation of electrical equipment. asbestos paper has also been used as a fireproof facing on wood fibreboard.
- asbestos cement products, largely used as corrugated sheets as roofing and wall cladding, gutters, rainwater pipes and water tanks.
- certain textured coatings including some artex.
- bitumen roofing material.
- vinyl or thermoplastic floor tiles.

18.4 Responsibilities of the Client/Those in Control of Premises or Maintenance Activities

Clients in control of commercial premises are required to: -

- Take reasonable steps and sufficient assessment to locate materials likely to contain asbestos including a visual inspection of the property or survey and report.
- Assume that any material contains asbestos unless there is evidence to the contrary.



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18. PROCEDURES RELATING TO ASBESTOS BASED MATERIALS (CONTINUED)

18.4 Responsibilities of the Client/those in Control of Premises or Maintenance Activities (Continued)

- Keep an up-to-date record of these materials and ensure this is provided to anyone who may disturb it (i.e., a register).
- Monitor the condition of these materials.
- Assess the risk of exposure from asbestos and presumed asbestos materials.
- Prepare and implement a management plan to control these risks.
-

18.5 Action to be Taken Prior to and During Refurbishment Works

When acting as Principal Contractor H W Wilson Limited will seek confirmation from those in control of the premises as to the existence of asbestos at the site.

Where a survey and register for asbestos exists this will be consulted to identify any areas of work where disturbance of any ACM is possible.

Where asbestos is present and requires removal or encapsulation this will be carried out by a licensed contractor prior to work in any area where ACM may present any risk to site workers.

Should a survey not have been undertaken in accordance with the Control of Asbestos Regulations (CAR) the client would be advised of this requirement.

If suspect materials are uncovered during normal working, works will cease in that area whilst those in control of the premises are informed of the presence of such materials.

18.6 Employer's Duties

Under (CAR) H W Wilson Limited recognises its duties which include: -

- Liaise with premises management to consult an asbestos register or survey to note where ACM have been identified in relation to where they will be working and the nature of the work.
- Carry out a risk assessment to decide on the likelihood of exposure and control measures required.
- Formulate a plan of work.
- Prevent exposure or reduce it to the lowest level possible by using control measures such as banning the use of power tools likely to create large quantities of dust, dampening materials, using dust extraction equipment etc.
- Dispose of any asbestos waste properly to a facility licensed to take special waste including any contaminated cloths, respirator filters etc.
- Provide information, instruction, and training to those whose work may disturb asbestos.
- Provide appropriate personal protective equipment and ensure that it is used properly.

18.7 Employees' Actions

- Ask the site supervisor to confirm that the premises have been checked for asbestos.
- If any suspect materials are uncovered during work, report this to the site supervisor and assume that these materials contain asbestos and do not disturb them.
- Carry out work in accordance with the plan of work or method statement with regard to ACM's.
- Use any personal protective equipment provided, check that it is clean, fits correctly and report any defects to the site supervisor.



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19. NOISE REDUCTION AND CONTROL MEASURES

19.1 General

The Control of Noise at Work Regulations 2005 impose a general duty on employers to reduce the risk of hearing damage to the lowest level that is reasonably practicable.

Where the daily noise exposure exceeds the lower exposure action level employers must carry out noise assessments.

19.2 Lower Exposure Action Level (80 dBA)

A variety of hearing protectors must be made available to noise exposed workers with voluntary usage.

Information and training must be provided in risks from noise to include correct use of hearing protection, safe working practiced to minimise noise exposure, health surveillance arrangements etc.

19.3 Upper Exposure Action Level (85 dBA)

A variety of hearing protectors must be made available to noise exposed workers and usage is mandatory. Warning signage must be posted in noisy areas.

Audiometric evaluation by a doctor must be available to exposed workers.

19.4 Exposure Limit Value (87 dBA)

This is the maximum level to which workers can be exposed with all protective measures in place.

19.5 Hazards/Risks Associated with Noise Exposure

Noise induced hearing problems temporary or permanent hearing deterioration or loss, tinnitus (ringing in ears).

Loud sound pressure levels (cartridge tools etc.) causing percussive hearing injuries or startling workers nearby.

Nuisance to site neighbours due to high noise/vibration level exposure. Wearing of ear protection preventing alertness to other dangers.

19.6 Noise control measures

Measure noise at source and outside the site with a personal noise dosimeter to evaluate noise levels.

Re-evaluate any equipment/processes producing higher levels of noise and use equipment that keep the noise to the lowest possible level.

Select appropriate breaking/cutting equipment or other plant (compressors etc.) in good repair to minimise noise exposure.

Where possible locate equipment (e.g., compressors/generators) away from areas where it will expose workers or the sites neighbours to high levels of noise.



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19. NOISE REDUCTION AND CONTROL MEASURES (CONTINUED)

19.6 Noise Control Measures (Continued)

Close windows and doors to restrict noise exposure to sites neighbours/adjacent and adjoining premises.

Strictly adhere to any noisy work restrictions as allowed by the Local Authority or Environmental Health Department.

Reduce personal exposure of employees by job rotation e.g., half hour on/half hour off.

Warning notices placed/or communication to other operatives not involved with the process, of noisy works and need to keep away from works area. Where it is necessary to enter the working area to wear ear protection provided.

Where engineering or other solutions have not reduced noise to below the first action level issue site operatives with ear plug and ear defender protection compatible with hard hats and any other PPE – e.g., goggles/eye protection. (Ear defenders preferable as these reduce noise induced through bones and the outer ear).

In emergency situations/sounding of fire alarm etc. Site Supervisors are aware of the need to signal evacuation to those wearing ear protection.



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20. PREVENTING HAND-ARM VIBRATION SYNDROME

20.1 Operations Creating Vibration

H W Wilson Limited uses tools which cut at high speeds and create vibration when carrying out such operations as cutting chases or when using kangos or breakers to break out concrete, carrying out trenching works etc.

20.2 Hazards Associated with Regular Exposure to Hand-Arm Vibration Syndrome

Short term – sore fingers/hands, pain when gripping tools etc.

Medium/long term – hand-arm vibration (HAV) and vibration white finger (VWF) causing blanching of skin, pins and needles (tingling), loss of sensitivity painful wrists (carpal tunnel syndrome). Longer term effects are loss of dexterity, reduction in ability to grip things and permanent loss of touch/feeling from which there is no cure or recovery.

20.3 Employers Duties in Relation to HAV

H W Wilson Limited recognises the requirement to do a number of things to protect employees: -

Assess the risk to health and safety and implement measures to eliminate or reduce the need for cutting wherever possible.

Use control measures to minimise and manage the risk where elimination is not possible. Provide suitable equipment for employees' use and maintain this equipment correctly.

Issue to employee's information and training on health risks and safe use of the equipment.

Consult with employees and encourage them to report any symptoms associated with the use of vibrating tools. Provide health surveillance on employees exposed to risk.

Forward reports to the relevant enforcing authority on cases of HAV in the workforce.

20.4 Control Measures

Selection of equipment that minimises the amount of vibration and is fitted with anti-vibration mounts/handles etc.

Proper maintenance of equipment (maintain safe to use and in good working order) examples: -

Replace vibration mounts before they are worn out and ensure that rotating parts are checked for balance.

Keep tools sharp.

Job rotation, providing operators with regular breaks away from the process (half hour on/half hour off etc.)

Provision of warm clothing and gloves (particularly in cold weather) to increase blood flow around the body.

Smoking should be prohibited immediately before, after and during works as this has effect of reducing flow of blood around the body.

Welfare facilities provided to allow operatives somewhere to escape cold weather and to make hot drinks.

Training provided to cover:

Hazards involved with the works

Necessary precautions/control measures

How to identify early ill-health effects from exposure to vibration



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21. WORK AT HEIGHT

21.1 General

Work at heights must comply with the Work at Height Regulations 2005. Operatives undertaking work at heights must be properly trained to enable them to recognise the dangers and know what steps to take to avoid them.

21.2 Working Platforms/Prevention of Falls, Falling Objects

A safe working platform must be maintained, and safe working practices observed to prevent falls of personnel from the workplace or access to the workplace. Control measures must be maintained to prevent the fall of materials, tools, equipment, or other objects from height which impose hazards for other workers or persons nearby or underneath the workplace.

21.3 Access Equipment

Scaffolding or other access equipment must be appropriate for the work to be carried out safely. All access equipment, ladders, towers, etc. must be regularly inspected and maintained (minimum every 7 days.)

Any faults in access equipment and materials must be reported by site supervisors or operatives immediately.

Before any work commences where safety belts, harnesses or other equipment are to be used training must be given to operatives undertaking that section of work.

Ladder access to working areas at height must be removed when the site is unattended.

21.4 Overhead Work

All necessary measures are to be taken to inform by notices of work being carried out above. Head protection must be worn where work at heights is being carried out.

Whenever possible, where work is being carried out at high level measures should be taken to prevent access to areas or levels beneath that work.

Materials must not be thrown down from high level other than by means of a chute or other safe method of work.

21.5 Fragile Structures

Before any work commences on a roof, fragile materials must be identified.

If any doubt exists as to the "reliability" of a roof or other structure to withstand a persons' weight it must be treated as a fragile material (e.g., industrial roofing sheets, extension flat roofs).

Cement asbestos roofs must always be considered to be fragile i.e., unable to support a person's body weight. Crawling boards or other suitable coverings should be used on fragile materials such as: -

- Certain plastic sheeting
- Wired glass (e.g., rooflights)
- Wood wool slabs
- Asbestos/fibre cement sheets
- Corrugated steel sheeting if rusted
- Any roofing surface where uncertainty exists as to its ability to take a person's weight

Crawling boards provided must be at least 430mm wide and where possible, secured to prevent movement.



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21. WORK AT HEIGHT (CONTINUED)

21.5 Fragile Structures (Continued)

No person should pass across, work on or from any fragile roof unless suitable and sufficient platforms, coverings or other similar means of support are provided and used.

No person must pass or work near fragile materials (e.g., rooflights etc.) unless suitable and sufficient guard rails, coverings or other measures are taken to prevent a person falling through that material.

Barriers must be erected around openings and rooflights or alternatively they should be covered over. The covering should be substantial and secured in position. Where it is not possible to secure the covering, a notice should be fixed to the cover warning that there is a hole below.

21.6 The Work at Height Regulations 2005

H W Wilson Limited recognises the duty to avoid work at height, wherever it is possible to do so, by preassembly or preparation of as much of the work as possible prior to working at height.

Where work at height is unavoidable measures will be in place to prevent any person falling a distance liable to cause personal injury. Risk assessments will be undertaken to select the work equipment most suitable to ensure and maintain safe working conditions.

21.7 Factors to be Considered in Selecting Appropriate Work Equipment

When conducting risk assessments on the type of access and working platform for work at height, factors to be considered include: -

- The job to be carried out.
- The duration and number of times it needs to be undertaken at that location.
- Number of people required.
- The height and consequence should a fall occur.
- The equipment and materials necessary to undertake the job.
- On site ground conditions.
- Location and other hazards (overhead power lines, neighbouring structures, occupied areas, work over public areas etc.
- Level of training and experience of those who will use the access equipment.

Where reasonably practicable the equipment should provide a flat suitably sized working platform with barriers or rails with good stability. The platform should be big enough to allow room to work safe, passage (if required) and the safe use of equipment and materials.

H W Wilson Limited recognises the limitations of use for ladders and stepladders as equipment to work from. Where ladders or steps are in use, it will be ensured that these are suitable because of the short duration and light work to be carried out and that other alternative equipment would not be practicable, having assessed the work operation.



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22. SCAFFOLDING

22.1 Scaffolding Contractors Works

Scaffolding erected/adjusted or dismantled at H W Wilson Limited sites is carried out by qualified competent scaffolders. After scaffold has been erected/adjusted, the scaffolder must issue a certificate of worthiness stating that the scaffolding is in good order.

Any area of scaffolding which is not in good order, must be guarded off from areas required to be used and have 'Scaffolding incomplete – do not use' signs displayed on it. **Scaffolding not in good order must not be used.**

Scaffolds and other access equipment must be appropriate for the work to be carried out safely. All access equipment, ladder, tower staging, etc. must be regularly inspected and maintained (minimum every 7 days.) The site manager must carry out a visual inspection before use to ensure that nothing has been removed or damaged.

All materials used for scaffolding are provided in accordance with the relevant British Standards and must be checked before use by a competent person.

22.2 System Tower Scaffolding

Should be erected in accordance with the manufacturers/supplier's recommendations by suitably trained persons. All system tower scaffolding must be accompanied by manufacturers/supplier's instructions on how it should be properly erected and used. Tower scaffolds must be adequately secured in position to prevent them from tipping. Working platforms must be properly/fully boarded. Ladders must be provided for access in accordance with the manufacturer's recommendations.

22.3 Requirements for Ladders

Ladders should only be used for access to workplaces or short-term work (i.e., tower scaffold or fixed scaffold is more appropriate for long term operations.)

Any surface upon which a ladder rests must be stable, level and firm, of sufficient strength and of suitable composition to safely support the ladder and any load intended to be placed on it.

Ladders must be suitable and strong enough for the purpose or purposes for which they are being used; be so erected as to ensure that they do not become displaced; and when 3 metres in length or more, be secured to the extent that it is practicable to do so. Where it is not practicable to secure the ladder, a person must be positioned at the foot of the ladder to prevent it slipping at all times when it is being used.

All ladders used as a means of access between places of work must be sufficiently secured so as to prevent the ladder slipping or falling.

The top of any ladder used as a means of access to another level must, unless a suitable alternative handhold is provided, extend to a sufficient height above the level to which it gives access so as to provide a safe handhold.

Where a ladder or run of ladders rises a vertical distance of 9 metres or more above its base, there must be, where practicable, at suitable intervals sufficient safe landing areas or rest platforms.



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23. WORK FROM ACCESS TOWERS AND PODIUMS

23.1 General

Work at heights must comply with the Work at Height Regulations 2005. Operatives undertaking work at heights must be properly trained to enable them to recognise the dangers and know what steps to take to avoid them.

All access towers and podiums must comply with statutory and recommended standards and be subject to regular inspection and planned maintenance with records being kept.

Before use the platform capacity must be checked to ensure sufficient height and safe working load for the work to be undertaken.

23.2 Training

All persons working from access towers and podiums will have received adequate training in the safe operation and use of the equipment and are considered to be competent to carry out the work assigned to them.

All employees of H W Wilson Limited required to erect access towers/podiums will have PASMA Certification or equivalent to establish competency.

Certificates of training will be available for the Principal Contractor specific to the type of equipment being used.

23.3 Hazards

1. Work at height, falls during erection
2. Falls of persons, tools, or materials from the platforms due to unsafe procedure
3. Towers/podiums overturning
4. Tower collapse
5. Unauthorised access to the tower/podium whilst unattended/overnight

23.4 Control Measures – Access Towers

Evaluate if a tower scaffold is appropriate for the work to be carried out i.e., will provide adequate height, sufficient stability, appropriate work platform for materials and plant loading etc.

Follow the supplier's instructions with regard to the erection sequence and bracing requirements.

Make sure that the wheels are locked and are on a firm solid base.

Check height to base ratio (3 times the base ratio for mobile external tower).

Use internal access ladder during erection, do not climb the outside frame which can lead to over-turning. Check that scaffold tower is vertical and is correctly braced before use.

Additional stability measures to be assessed when working platform is erected/secured to structure as necessary.

Erect double guardrails to edge of completed working platform to prevent falls and form permanent access point from floor.



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23. WORK FROM ACCESS TOWERS AND PODIUMS (CONTINUED)

23.4 Control Measures – Access Towers (Continued)

Provide a toe board to prevent falling objects and form an exclusion zone around the tower if falling objects or materials are a possibility.

The scaffold tower must never be moved whilst people or materials are on the working platform. Steps or ladders must not be used on a scaffold tower to gain extra height.

23.5 Control Measures – Podiums

Evaluate if a podium is appropriate for the work to be carried out i.e., will provide adequate height, sufficient stability, appropriate work platform for materials and plant loading etc.

Follow the supplier's instructions with regard to the erection sequence and bracing requirements.

Make sure that the wheels are locked and are on a firm solid base.

There is a low risk of any over-turning as the podium will be correctly assembled and the works are at limited height.

Install double guardrails to edge of completed working platform to prevent falls

Keep other workers clear when working from the podium and keep tools and materials within the working platform.

Ensure that the access hinged door is closed during the works.

The podium must never be moved whilst people or materials are on the working platform.

The equipment must be maintained free from defects and be regularly inspected.

Defective equipment must be removed from use immediately.

Overreaching should be avoided by moving the podium. If this is not possible another method of access should be considered.



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24. USE OF MOBILE ELEVATED WORK PLATFORMS

24.1 General

Work with scissor lifts or other mobile elevated work platforms (MEWP) will be undertaken in compliance with the Provision and Use of Work Equipment Regulations 1998, Lifting Operations and Lifting Equipment Regulations 1998, the Work at Height Regulations 2005, and all relevant B.S standards.

All (MEWP) must comply with statutory and recommended standards and be subject to regular inspection and planned maintenance with records being kept.

Equipment used by H W Wilson Limited is hired and must be provided with proof of servicing to include a current 6-month inspection certificate and have adequate manufacturer information regarding operating and safety procedures.

Before use the platform capacity must be checked to ensure sufficient height and safe working load for the work to be undertaken.

24.2 Training

All persons operating or working from (MEWP) will have received adequate training in the safe operation and use of the equipment and are considered to be competent to carry out the work assigned to them.

Certificates of training for (MEWP) operators will be available on site specific to the type of equipment being used.

24.3 Planning the Work

The immediate work area must be checked to ensure that the equipment may be operated safely. These checks will include: -

- Ground conditions are firm and level
- There are no overhead obstructions
- No hazards exist from the removal of previous ceilings
- Any overhead services are isolated and made safe
- Client's workers or transport and other contractor's works will not conflict with the use of (MEWP)
-

24.4 Main Hazards to be Considered

1. Falls of persons, tools, or materials from the platforms.
2. Trapping between the platform and fixed obstructions.
3. Trapping in the working mechanism of the platform.
4. Contact with overhead services.
5. Overturning due to poor ground conditions, incorrect use of outriggers, gradients or incorrect loading of the platform.
6. Collapse due to faults, poor maintenance, or incorrect use.
7. Power failure due to breakdown leading to operatives being stranded at high level.
8. Collision with structures, other fixed objects, or vehicles.



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24. USE OF MOBILE ELEVATED WORK PLATFORMS (CONTINUED)

24.5 Control Measures

1. Those working from and around (MEWP) must wear appropriate personal protective equipment (hard hats, harnesses, gloves etc.) as required by the specific situation and work to be carried out.
2. Assessment will be carried out of ground conditions, overhead obstructions, services, machinery or any other environmental or site-specific issues prior to commencement of work and appropriate control measures implemented.
3. Ensure that, where necessary, an exclusion zone around the working area is maintained to suit specific site situations by barriers, fencing. Demarcation tape etc.
4. Ensure that good visibility and task lighting is provided for the work.
5. Use only well maintained and certified plant and carry out appropriate inspection and checks prior to commencement (e.g., tyres, brakes, fuel/power etc.)
6. Ensure that only authorised persons with appropriate training operate or work from (MEWP).
7. Platforms must only be used for the type of work for which they were designed.
8. Ensure that safe access to the platform is maintained at ground level.
9. The work platform must be fully guarded to prevent falls/falling objects from the (MEWP).
10. Guards must be in place and maintained on all moving parts where a person could be trapped or entangled.
11. All movement controls should be operated from platform level. Where this is not possible, effective communication must be established with those at ground level.
12. Emergency procedures must be explained as part of the training and instruction, prior to use, and in particular the operation of the emergency stop controls be fully understood.
13. Equipment must be secured to prevent unauthorised operation when not in use.
14. The working platform must not be overloaded, must be kept tidy and free from excess materials equipment or waste.
15. No steps or other access equipment must be used to gain extra height whilst on the platform and the rails must not be used as "step ups."
16. Other site traffic (delivery vehicles, dumpers etc.) will be segregated from the work area.
17. The load bearing capacity (general and point loading, e.g., outriggers) will be established.
18. It will be checked that weather conditions have not altered ground conditions.
19. Where fall arrest systems are in place and deemed necessary, ensure they are used correctly and checked regularly by a competent person.



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25. EXCAVATIONS

25.1 General

Excavation work on H W Wilson Limited sites will generally be carried out by specialist contractors using trained and experienced operatives under close supervision. Work will be monitored to avoid potential risks.

25.2 Hazards/Risks

The major hazards associated with excavation work are listed below:

- Striking underground services
- Collapse of the sides, and injury to persons within the excavation
- Persons/plant/materials/spoil falling into excavations
- Persons in excavations being struck by falling materials
- Access to/egress from the excavation
- Flooding
- Asphyxiation or poisoning due to ground conditions or fumes from plant
- Collapse of structures due to proximity of excavations to foundations etc.
- Plant sinking into unstable ground

25.3 Working Procedures Underground services

Prior to commencement of excavation works the presence of buried services within the site area will be established. The following information/techniques will be used:

- Statutory Authority records and any existing plans/drawings which may be available
- Surface evidence, such as manholes, inspection chambers, areas of reinstated ground
- Detection surveys (e.g., CAT and Genny)

Services identified within the site area will be marked up and hand digging techniques used to carefully expose services. Services will be suitably supported to prevent damage and must not be used as step ups/hand holds etc.

Collapse of excavation walls/sides

Trench supports will be designed and installed by suitably trained and competent persons. Installation of support work will only be carried from outside or from already supported sections of the excavation. No work must be undertaken ahead of installed support works or in unsupported sections of excavations.

A risk assessment will be carried out to determine the requirement for supporting the sides of the excavation. Where appropriate consideration will be given to the possibility of battering back or stepping back the sides of the excavation.

Persons/plant/materials/spoil falling into excavations

Suitable barriers and notices etc. will be placed so as to ensure persons/plant and materials cannot fall into excavations. Materials/spoil will be placed at suitable distances from the edge of excavations, to prevent them slipping into the trenches/holes.

Plant movements will be organised so as to be well away from the sides of excavations, to avoid plant running into the excavation vehicle movements causing collapse. Where access alongside excavations for plant is required then stop blocks, suitably anchored back, will be used.

Safe access/egress to excavations must be provided, generally by way of an appropriate ladder which must be well maintained, firmly secured, and used correctly.



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25. EXCAVATIONS (CONTINUED)

25.3 Working Procedures (Continued)

Inspection of excavations

Inspection details should be recorded and signed by a competent person. Inspections should be carried out daily/prior to each shift, after accidental fall of materials and after any other event likely to have affected strength or stability (e.g., heavy rainfall).

Hazardous atmospheres

Atmospheres within excavations may become hazardous due to the presence of gas leaks, contaminated ground, and exhaust fumes from plant/vehicles etc. Checks for hazardous atmospheres will be made prior to commencement of work, with monitoring throughout the works (where these atmospheres are thought possible). Plant will be sited away from excavations, orientated so exhausts point away from the excavation.

Ingress of water/flooding

In deep excavations or where the ground water table is high, and particularly following periods of heavy rain, water may accumulate within the excavations, giving rise to risk of drowning and also water borne diseases/health problems.

Ingress of water into excavations will be controlled through use of over driving piled trench supports or by mechanical pumping techniques.



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26. ELECTRICAL INSTALLATIONS/PLANT ON SITE/ELECTRICAL SAFETY

26.1 General

All electrical installations and maintenance work carried out by the company is undertaken by qualified electrical engineers.

Specialist competent electrical contractors are engaged for the majority of work.

26.2 Live Working

Live electrical work is only to be carried out in exceptional circumstances under the authorisation of the person responsible for safety at the Electrical subcontracting firm undertaking the work. Live working would be totally under the control of the specialist electrical engineers undertaking the work operations.

A permit to work system must be used where any live work is to be carried out (see section 38 of this Policy). All electrical systems must be established as dead before any work starts.

No assumptions about the state of any electrical system must be made without positive verification.

All circuits must therefore be assumed to be live unless it is established that they are dead.

Where live working is unavoidable control measures must include the following: -

- Access to live conductors to be controlled, appropriate signage is to be in place.
- Written information and instructions will be required for work on complex systems (control, metering, and parallel circuits).
- A clear access of 1m must be maintained, gloves and matting to BS 697 and BS 921 are to be provided for 'live' working.
- Electrical test equipment will be insulated and fused to GS38 requirements and in date for calibration.
- Electricity supply authority seals will not be broken, and final connections will not be made without written authority.
- No lone working on live conductors above 125 volts will be permitted.
- Adequate PPE and first aid provision are to be available at the workplace where live work is to be done.

26.3 Electrical Hazards/Equipment

All temporary or permanent electrical installations at H W Wilson Limited site offices and welfare facilities must be installed by a person who is competent to carry out the work. After the installations, electrical equipment must be checked for defects at regular intervals and records kept.

All plugs and cables at site offices must be checked regularly for loose connections or damage. All faults discovered shall be rectified immediately if they can be dealt with by a member of staff or as soon as possible if a qualified electrician is required.

The requirements of the Electricity at Work Regulations 1989 in regard to portable electrical appliance testing must be organised at site locations by the site supervisor.

26.4 Portable Hand Tools and Appliances

All electrically powered portable hand tools and plant brought to site should be rated at 110V or be battery operated.

All contractors' or "hired in" electrically powered hand tools will be marked with the date of their last test and inspection.



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26. ELECTRICAL INSTALLATIONS/PLANT ON SITE/ELECTRICAL SAFETY (CONTINUED)

26.4 Portable Hand Tools and Appliances (Continued)

Site workers must inspect equipment, connections and leads for visual defects.

Equipment shall be subject to nominated detailed inspection frequencies. No out-of-test date equipment shall be used.

Any item of defective or suspect plant shall be tagged with a "Danger – Do not use" sign and removed from site for repair or disposal as soon as practicable.

26.5 Plant on Site

All plant brought to sites must be in good order and be fitted with all necessary safety devices and guards.

Only trained and authorised or where appropriate certified operators are permitted to operate any item of plant. Copies of plant operator's certificates will be provided to the Site Supervisor for inclusion within the site safety files/Construction Phase Plan.

Testing and all necessary examination certificates for plant must be recorded and kept on site by the site supervisor.

Appropriate daily checks for specific plant must be carried out prior to use in accordance with the manufacturer's requirements.

Any defect in plant must be reported immediately for repair where such defects could affect safety on the site. Defective plant must not be used until repairs are carried out.

All plant must only be used for the operation for which it is designed and must be properly secured and immobilised at the end of each working shift or when left unattended for any significant length of time.

Contractors must assess whether any preparatory work is necessary for the installation or use of plant on site and ensure that the company are advised of any requirements, e.g., ground preparation, storage areas, flammable/hazardous chemical compounds, traffic management procedures etc.

The person responsible for electrical safety at H W Wilson Limited is Peter Wiffen.



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27. SAFE ELECTRICAL ISOLATION

27.1 General

The following regulations apply to work on electrical installations on site or other workplace:

- The Electricity at Work Regulations 1989
- The Personal Protective Equipment at Work (Amendment) Regulations 2022
- The Provision and Use of Work Equipment Regulations 1998

Work requiring the safe isolation of low voltage circuits/equipment should be planned, tendered, and negotiated in accordance with the above.

Ensure a competent person plans all work activities to enable the provision of adequate resources for the duration of the work.

Ensure only competent persons carry out safe isolation procedures.

A competent person will ensure all work activities involving safe isolation are carried out in accordance with the above.

Any anomalies identified will be rectified without delay and the safe system of work will be revised.

For work on Low Voltage equipment or circuits, it is important to ensure that the correct point of isolation is identified, an appropriate means of isolation is used, and the supply cannot be inadvertently reinstated while the work is in progress.

27.2 Safe Isolation Procedure

Check it is safe and acceptable (with the occupier/user) to isolate. Correctly identify the circuit to be isolated.

If the isolator is an off-load device, remove the load. Open the means of isolation for the circuit(s) to be isolated and secure the isolating device in the open position with a lock or other suitable means. The person working on the circuit(s) will retain the key to the lock. If several persons are working on the same de-energised circuit, a multi-lock hasp will be used, with each person securing the circuit(s) with their own lock.

Prove the correct operation of a suitable voltage detection instrument (GS 38) against a known voltage source.

Using a voltage detection instrument (GS 38), check there is no dangerous voltage present on any circuit conductor to be worked on. It is important to confirm that conductors are not energised, for example, due to a wiring fault. Check terminal voltages between (a) earth and phase(s), (b) neutral and phase(s), (c) phase(s) and phase(s), and (d) earth and neutral. (When checking for voltage between an earth terminal and live (including neutral) terminals, the test probe should make contact with the earth terminal first, to reduce the risk of the remaining probe becoming live)

Prove the voltage detection instrument (GS 38) again against a known voltage source to check it was functioning correctly when the circuit(s) was tested for the presence of voltage.

Apply appropriate warning notice(s) at the point of isolation.

Prove the conductors are dead at the point of work before they are touched. Do not work on equipment unless:

- You have securely isolated the equipment using a personal lock
- You have checked that the right piece of equipment has been isolated
- Any stored energy has been safely released
- Equipment that could move has been secured



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27. SAFE ELECTRICAL ISOLATION (CONTINUED)

27.3 Safe Re-Energisation Procedure

The steps to be taken to energise, or re-energise, the isolated circuits including: -

- Testing / inspection following work completion.
- Communication with anyone who needs to know the circuit is going to be re-energised (e.g., employees, subcontractors, etc.)
- Labels to be used (New circuit boards).
- Withdrawal of permits.
- Removal of notices.
- Removal of lock-out / tag outs.
- Switching on / restarting connected equipment.



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28. SAFE USE OF MACHINERY

28.1 General

All use of work equipment must comply with the Provision and Use of Work Equipment Regulations 1998 and Approved Code of Practice.

28.2 Employer's Main Duties

To ensure that work equipment is suitable for the purpose for which it is used and only used for operations for which it has been designed.

Equipment must only be used by those who have received adequate information and training on its operation and possible risks involved with use.

Records must be kept, and requirements of operating and maintenance manuals adhered to regarding schedules of maintenance required for individual machinery or other equipment. Maintenance or repairs must only be carried out by authorised persons.

Users and supervisors of equipment must be given adequate health and safety information and training to include work methods, risks, and precautions.

Measures must be taken to prevent access to dangerous parts of machinery and to stop movement of any dangerous part before anyone can enter the danger zone.

Guards and other safety devices on equipment must be: -

- Suitable for the purpose
- Of good construction, sound material and adequate strength
- Adequately maintained, in good repair and efficient working order
- Not the source of additional risk to health and safety
- Not easily bypassed or disabled
- Situated at sufficient distance from the danger zone
- Not unduly restrictive of any necessary view of the machine
- Constructed or adapted to allow maintenance or part replacement without removing them

Exposure to specified hazards must be prevented or adequately controlled. These specified hazards being: -

- Ejected or falling objects
- Rupture or disintegration of parts of the work equipment
- Fire or overheating of the work equipment
- Unintended or premature discharge of article or of any gas, dust, liquid, vapour etc.

Clearly identifiable and readily accessible means to isolate work equipment from sources of energy must be provided.

Work equipment must be stable and secure to avoid risks to health and safety.

Where appropriate work equipment must have clearly visible markings, and any warnings or warning devices appropriate for health and safety.

Measures must be taken to ensure adequate lighting where equipment is operated and that parts of equipment likely to burn, scald or sear are protected.



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28. SAFE USE OF MACHINERY (CONTINUED)

28.3 Specific Requirements

Excessive noise

An assessment of the noise level of equipment must be made and control measures implemented to reduce the level of noise (wherever practicable) rather than providing hearing protection (earmuffs/plugs etc.)

Where appropriate, only tools conforming to EEC special directives on the sound level of airborne noise should be used. Where persons are exposed to noise levels exceeding 80 Db (A), hearing protection must be provided and should be worn. Where noise levels exceed 85 Db (A), hearing protection must be worn by law.

Vibration

Vibration of certain types of tools can cause health problems with the nervous system known as (Vibration White Finger). An assessment of the risk associated with the use of such equipment must be made to ascertain if equipment is available which creates less vibration.

Where substitution with lower vibration producing plant is not possible changes in job design may be required to reduce exposure (e.g., job rotation to decrease exposure to vibration/issue of gloves to improve blood flow to hands/modifications to equipment by insulating handles etc.)

Pneumatic Tools

Compressed air is delivered at high pressure. If it enters the body, it can rupture internal organs and cause death. Any form of horseplay or misuse should be expressly forbidden.

Compressors

Should always be under the supervision of a competent person who should be responsible for ensuring that the machine is kept in good order, i.e., making sure that feed belt and pulley drives are guarded, that hoses and couplings are maintained in good order and that regular checks are made to ensure that oil feed to the airline is properly topped up. Air receivers must be marked with a safe working pressure and distinguishing number. They must also be fitted with safety valves, pressure gauge, drain cock and manhole. Hose connections must be properly clamped – it can be dangerous to have loose or over-tightened connections.

Handheld Circular Tools

Before using the saw ensure that: -

1. The blade is of the correct type for the materials being cut.
2. It is in good condition with no cracks or damage and that the teeth are sharp.
3. It is properly and securely fixed in the machine.
4. It will rotate in the correct direction; the sharp edge of the tooth must cut upwards from the bottom to the top of the material when the saw is in use.
5. If the direction of the rotation is marked on the face of the blade and the body of the saw, the marks are both in the same direction.
6. The depth of cut is adjusted so that the saw blade only just projects through the underside of the material being cut.
7. The guard which covers the saw blade below the shoe is operating properly and retracts as the blade enters the material.

Other safety points are: -

8. Never adjust guards while the saw blade is in motion, or the machine is connected to the power supply.
9. Never operate the machine with a defective on/off switch and never secure the switch in the 'on' position.
10. Always ensure that the supply cable is sufficiently long and so restrained that it cannot be damaged by the saw before starting to cut.



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29. USE OF FORKLIFT TRUCKS

29.1 General

Operation of forklift trucks will be undertaken in compliance with the Provision and Use of Work Equipment Regulations 1998, Lifting Operations and Lifting Equipment Regulations 1998, the Construction Design and Management Regulations 2015 and all relevant B.S. Standards.

29.2 The Equipment

- All forklift trucks must comply with relevant statutory and recommended standards.
- Trucks must be maintained and serviced in accordance with manufacturers recommendations and the lifting chains examined at 6 monthly intervals.
- Equipment must be inspected prior to use to establish that the equipment is in good working order (i.e., tyres, brakes, lubrication levels, fuel/power, lifting chain, general defects etc.)
- Records and registers will be maintained for equipment owned by the firm and proof of servicing obtained from suppliers of any hired forklift trucks.

29.3 Training

- Forklift trucks are only to be operated by trained and authorised persons.
- Certificates of training must be specific to the type of forklift truck being operated.
- Training certificates for those operating forklift trucks at H W Wilson Limited are retained in the company offices.

29.4 Main Hazards to be Considered

1. Unsuitable ground conditions working on gradients
2. Exceeding safe working load
3. Instability of load (falling objects)
4. Overturning due to speeding, working on excessive slopes, load instability, travel with load elevated etc.
5. Overhead obstructions, services at high level etc.
6. Presence of pedestrians or other vehicle movements
7. Driver injuries through being trapped between cab and obstructions or being thrown from the cab
8. Entanglements with moving parts of machinery
9. Unauthorised starting up and driving

29.5 Control Measures

1. Trucks should be selected to ensure the capacity and correct type for the job and site conditions.
2. Ensure that the weight to be moved does not exceed the safe working load.
3. Drivers must be trained and authorised for the type of truck being used.
4. Never drive the truck while the load is elevated.
5. No passengers to be carried unless the truck is designed specifically for that purpose.
6. Clear passage for the truck and any necessary signage/barriers to be in place to separate traffic and pedestrian movements.
7. Lift truck only to be used for the purpose for which it is designed.
8. Trucks must not be used as working platforms unless they are designed for this purpose and a properly guarded suitable platform has been fitted.



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29. USE OF FORKLIFT TRUCKS (CONTINUED)

29.5 Control Measures (Continued)

9. Ensure that all loads are stable, pallets in good order and driving operations carried out smoothly.
10. Equipment must be immobilised to prevent unauthorized operation when not in use.
11. Roll over protection will be necessary for trucks capable of rolling over 180 degrees or more (i.e., where the mast of a vertical masted truck would generally prevent the truck turning over more than 90 degrees this would not be the case for certain variable reach trucks).
12. Restraining systems should be fitted where appropriate due to the possibility of drivers falling or being trapped by the forklift truck or its protective structure in the event of roll over.
13. All moving parts of the lifting gear must be effectively guarded.
14. Local conditions must be evaluated prior to commencement of work to consider ground conditions, overhead obstructions/services, slopes, level of lighting etc. and control measures implemented to suit the specific work area.



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30. GENERAL CARPENTRY / JOINERY WORKS

30.1 Cutting and Sawing New or Insitu Timber Preventing limb or eye injuries, strains, or sprains

All electrical plant and saws must be well maintained, kept sharp with guarding in place at all times. Equipment and plant must only be used for the purpose for which it was designed in accordance with the manufacturer's operating instructions.

Eye protection must be worn in all circumstances where there is a possibility of airborne debris arising from the cutting operation in progress.

All fixings, bolts and nails must be carefully removed from areas of timber to be sawn to prevent cuts or other injuries, disruption to cutting operations and damage to tools or plant.

It must be ensured that good access is available to the work area without the need for overreaching or twisting. Obstructions must be cleared away in order that a comfortable position may be adopted close to the timber to be worked on.

Careful checks must be carried out to make sure that sections of timber to be cut are not supporting any additional loads or structures. Where existing timber members may be under tension suitable means of temporary support must be provided to prevent rapid deflexion or collapse when cutting is complete.

30.2 Hazards Associated with Wood Dust

The elimination or control of risks from wood dust is specifically contained in the Control of Substances Hazardous to Health Regulations 2002 (COSHH). Regulation 6(1) of COSHH requires an assessment to be carried out of risks to health associated with wood dusts, together with any action needed to prevent/control these risks.

Occupational exposure limits

The company recognises their responsibility to reduce employees' exposure to wood dust as far as is reasonably practicable, which must not exceed the Work Exposure Limit (WEL).

In (COSHH) hardwood dust is defined as a carcinogen, Regulations 7(3) and 7(9) specify additional requirements for the control of carcinogens.

Main activities likely to produce high dust levels

- Machinery operations, i.e., sawing, routing, and turning etc.
- Sanding, by either machine or hand
- Use of compressed air lines to remove dust from materials, plant etc. and cleaning purposes
- Any operations involving composite boards (MDF)
- Bagging of dust from dust extraction systems

Main hazards to be considered

Skin disorders – main symptom irritation, can lead to irritant dermatitis. Sensitisation dermatitis is usually caused by exposure to fine wood dust. Once sensitized the body sets up an allergic reaction and skin may react severely if subsequently exposed, even to small amounts.

Respiratory disorders – rhinitis (runny nose) violent sneezing, blocked nose, nose bleeds and very rarely nasal cancer.

Fire/explosion – concentrations of small dust particles in the air can form a mixture that will explode if ignited. Such concentrations can occur in dust extract equipment. Wood dust will also burn if ignited as caused by badly maintained heating units, sparks from cigarettes etc.



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30. GENERAL CARPENTRY / JOINERY WORKS (CONTINUED)

30.2 Hazards Associated with Hardwood Dust (Continued)

Main hazards to be Considered (Continued)

Precautions/control measures

Health

Establish if timbers in use have known ill health affects (information can be obtained from suppliers.) Substitution of more harmful toxic woods with less harmful.

Provide dust control equipment to all dust producing processes to stop the dust entering the work room atmosphere (e.g., local exhaust ventilation (LEV), use of machines with dust extraction which will control exposure to wood dust to below the occupational exposure limits.

Provide additional suitable respiratory equipment where the above does not adequately control exposure and the provision of suitable protective equipment and clothing such as eye protection, overalls, and gloves (where necessary.)

Ensure proper maintenance of any dust extraction equipment and personal protective equipment. Ensure good hygiene which will include thorough washing after exposure.

Ensure that all employees are adequately trained in the use of LEV equipment and personal protective equipment and are supervised.

Use of barrier cream as necessary.

Fire explosion

Check that dust control equipment and tools are in good working order and incorporate explosion precautions i.e., regular testing and maintenance.

Monitor that floors are kept free and clear of wood chips and dust, in particular areas around machines and heating units.

Regular cleaning of workshop areas with vacuum cleaning equipment not compressed air lines or hand brushing, which will create dust clouds and redistribute the dust.

Health surveillance

Skin inspections for toxic woods likely to cause dermatitis are appropriate where such woods are in use.

Respiratory function tests for toxic woods likely to cause asthma may be necessary where such woods are in use.



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31. ABRASIVE WHEELS

31.1 General

All grinding machines, whether permanently installed or of the portable type, must comply with the Provision and Use of Work Equipment Regulations 1998.

31.2 Important Requirements

Only trained persons may operate, carry out the mounting, inspection, guarding and maintenance of and Abrasive Wheel/machine. The person must be appointed in writing and be certificated as proof of training.

A copy of the certificate must be given to the person who has received the training. A list of authorised personnel must be maintained.

The training program should include:

- Hazard and risks from using the wheels
- Precautions to be taken and observed
- Ways of marking the wheel type, size, and maximum rotating speed
- Transport and storage of wheels
- Inspection and testing procedures
- Component's function
- Correct assembly techniques and adjustment of wheels, and
- Use of appropriate personal protective equipment

The use of the correct wheel.

- Type
- Size
- Speed

Every abrasive wheel must have clearly marked the maximum permissible speed. Also, the machine must be clearly marked by a notice stating the (RPM) of the spindle. Lower speed rated wheels must not be mounted on a faster speed rated spindle.

All protective guards/work rests must be in position.

Persons operating an Abrasive Wheel machine must wear the recommended form of protection, depending upon the circumstances, i.e., box goggles or face shield to (BS 2092) Grade 1 impact.

When operating an Abrasive Wheel machine, ensure that other persons are not put at any risk. Operate Abrasive Wheel machines away from other persons where possible, or adequately shield off possible danger areas. Do not use them in accessways, near doorways or in a 'No Naked Flame' area.

Beside the wearing of goggles/face shields, operators of Abrasive Wheel machines should wear safety footwear, gloves, overalls, and dust masks. If noise levels exceed the permissible levels set in the Noise at Work Regulations 2005, ear protection will be required.



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32. GENERAL HEALTH AND SAFETY PROCEDURES FOR DECORATING WORKS

32.1 General

H W Wilson Ltd operatives undertaking decorating work are generally experienced and trained decorators able to recognise the dangers associated with their work and the measures necessary to avoid any risks.

Trainees and others new to the trade will be closely supervised and will receive an induction talk on their first day to include the main hazards associated with the work to be carried out. Work to be performed will be restricted to tasks within the capability of a young person or person with limited experience.

32.2 Materials and Substances in Use

Information relating to paints, lacquers, varnishes, etc. in use will be obtained from manufacturers and suppliers of such materials and control measures required for specific substances will be included in the safe system of work for the project.

Hazard data sheets and COSHH assessments for hazardous substances used on a specific project will be retained in a separate file at the site location.

Particular attention will be paid to the storage of any flammable materials in accordance with the manufacturer's requirements and in consultation with the Principal Contractor or client for the works.

Where the company has influence over the choice of materials, fillers, additives, paints etc. those with less hazards associated with their use will be chosen over substances that are highly toxic, flammable, etc.

Adequate ventilation will be ensured where solvent-based materials are in use.

32.3 Preparation of Surfaces

Burning off of paint is avoided wherever possible by using other methods of preparing the paintwork.

If surfaces are suspected to contain lead paints burning off in enclosed areas will not be permitted. Where burning off is unavoidable the following measures will be in place.

The company will comply with any hot work permit system in use by clients or Principal Contractors. All equipment (including PPE) will be inspected for damage and certified damage free before use.

The working area will be cleared to ensure sufficient working space, and any possible combustible materials will be identified. Any combustible materials or waste in the work area will be removed or covered and a fire extinguisher will be kept at the work area.

Suitable personal protective equipment will be issued and worn to protect against heat, burns, fumes, etc.

Workers must be vigilant as the burning off proceeds to ensure that surfaces being prepared are not becoming excessively hot leading to ignition. Apply only enough heat to peel back the paint without burning the wood beneath.

Where gas cylinders are used, they will be kept upright and secured. Hoses or leads must not obstruct the work operation.



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32. GENERAL HEALTH AND SAFETY PROCEDURES FOR DECORATING WORKS (CONTINUED)

32.3 Preparation of Surfaces (Continued)

The correct sequence for lighting up will be followed for gas burning operations (fuel first). Equipment and the work area will not be left unattended at any time during the course of the work. When not in use all cylinders (full or empty) must be returned to the storage area.

Only cylinders in actual use should be in work areas.

If a leak from a cylinder cannot be stopped the cylinder should be placed in the open air in a safe location and the supplier should be contacted.

On completion the area will be checked for any smouldering materials, possibility of delayed combustion after the works. (Includes lunch, break times and at the end of the day.)

Where surfaces are rubbed down and cleaned off effective respiratory protection must be used.

Project specific measures for minimizing dust creation during surface preparation must be implemented e.g., clearing by vacuum equipment, dampening down, restricting dust to work areas, etc.



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33. LONE WORKING PROCEDURES

33.1 Working at Occupied Sites – Lone Working

33.1.1 Hazards

Risks from work activities at the host employer's premises including fire and emergency arrangements. Risks from poorly maintained/dangerous installations.

Risks of working in an area of the premises whilst alone with no one to summon to aid in an emergency situation.

33.1.2 Control Measures

Obtain relevant information from the host employer relating to Health and Safety procedures and rules in place at their premises.

Assess the specific location and look for hazards such as work operations that may conflict with your work (movement of vehicles nearby, slip or trip hazards, others who may energise a system where it cannot be locked off, other workers who may need to be temporarily moved etc.)

H W Wilson Limited employees are to report any Health and Safety concerns to their line manager/Director dealing with the host employer.

Under no circumstances must a member of staff work in any location where they consider that their Health and Safety is at risk

H W Wilson Limited employees must take the time to make themselves aware of the emergency arrangements at the premises, position of fire exits and escape routes etc.

Be careful with regard to entering areas of the premises where doors may close behind you that may be key coded, locking you into a room or section of the premises, if you have not been provided with key codes or swipe cards.

Make sure that you have a mobile phone and liaise with a person at the premises if you have any problems during the work to be carried out.

33.2 Working at Unoccupied Sites - Lone Working

33.2.1 Hazards

Accident occurs at a location where no one is present to assist or summon aid in an emergency situation. Risks of "locking in" premises.

Vagrants, squatters or other third parties at the premises.

Risks associated with environmental conditions at the premises.

33.2.2 Control Measures

Avoid lone working in unoccupied premises whenever possible. Meet a client representative at the site location or carry out your work with a colleague.

Where lone working is unavoidable: -

33.2.2.1 Full details of work to be made known to nominated responsible person

33.2.2.2 For out of hours working contact to be made with nominated person by mobile phone



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33. LONE WORKING PROCEDURES (CONTINUED)

33.2.3 Control Measures (Continued)

- Take a mobile phone for use in an emergency situation
- Where no mobile signal is available a land line within premises or public facility
- Report to nominated person when you have completed the work and are out of the premises in question

Where no confirmation that the work is complete is made, the nominated person must contact the engineer to establish that they are safe.

Find out about the premises prior to the work to establish any hazards that may exist, what PPE you will need and any other information you will need to carry out the work safely.

An initial appraisal of the premises must be made to establish that it is safe to work and if there are any obvious hazards present (unguarded edges, dangerous structures etc.).

If the premises are occupied by persons who you suspect to be unauthorised, leave the premises and report immediately to the nominated person who will contact the client.

Under no circumstances must a member of staff work in any location where they consider that their Health and Safety is at risk

H W Wilson Ltd employees must take the time to make themselves aware of the emergency arrangements at the premises, position of fire exits and escape routes etc.

Be careful with regard to entering areas where doors may close behind you that may be key coded, locking you into a room or section of the premises, if you have not been provided with key codes or swipe cards.



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34. WORK IN OCCUPIED PREMISES (RESIDENTIAL)

34.1 General

Effective planning and occupant/tenant liaison will be essential to ensure that the works are carried out with the minimum of disruption and to prevent any danger to users of the premises.

Continued liaison will be necessary throughout project works to ensure, so far as is possible, that the occupants do not enter site working areas that may constitute a risk to themselves.

34.2 Work in Household Premises

Information regarding the nature of the works and any special hazards/risks associated with them must be conveyed to occupants along with any restrictions (areas where it is unsafe for those at the premises to enter while work proceeds).

Where children may be present parents or others responsible for the children will be advised that their children must be kept away from the works.

Whenever practicable the works must be separated from occupants' activities by hoarding or other barriers to effectively enclose the site working area.

Keeping the work area clean and tidy must be an absolute priority. All accesses, fire escape routes, common parts etc. must be kept clear of waste, tools, and equipment.

Materials must not be left, even temporarily, where they may be at risk to the occupants of the premises or the public.

Particular care must be taken to prevent trailing leads presenting trip hazards and in the positioning of electrical equipment.

Spillages of water or other fluids which could create hazardous conditions are to be cleared up immediately.

Tools, materials, equipment etc. must not be left unattended unless access to the work area by occupants has been prevented by some other acceptable means.

No access ladders are to be left accessible when work shifts cease.

At the end of each working day all working areas will be left clean, tidy, and safe for occupants' use.

Hot works involving blow lamps, welding equipment, pipe brazing etc. must not be carried out within one hour of the completion of a shift and the working areas must be checked for smouldering materials before operatives leave the site.



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35. WORK IN OCCUPIED PREMISES (COMMERCIAL)

35.1 Planning the Work

Whenever contracts are to be carried out within or adjacent to operational commercial premises liaison with the premises management representatives must be made to discuss the work programme, timing of operations, etc. to identify potential problems between the construction activities and the commercial premises.

When working within commercial premises the existing rules and safety procedures operated at the premises must be discussed with relevant parties and adhered to throughout the project.

The need for appropriate security measures, safety signage, etc. to be posted must be considered and agreed with the premises management prior to commencement of works.

35.2 Important Requirements/Working Practices

All deliveries of materials will be programmed to minimise disturbance at the premises.

Adequate protection will need to be provided to all perimeters of the site/work areas so as to fully protect premises staff, visitors, customers, etc. A primary concern must be total separation of construction activity from the daily operations of the premises.

Tools, plant, and materials must not be left, even temporarily, where they may be at risk to premises users.

If work is necessary within areas of the premises in use by staff, visitors, customers, etc., workers must be vigilant to ensure that the work poses no risk to those present.

Existing fire escape routes and procedures must be maintained at all times.

Security during and after the working day must be maintained to a high standard to adequately secure the site and prevent access to unauthorised persons at all times.

Specific precautions against access from scaffolding and temporary openings must be ensured.

All site operatives will be required to adhere to site rules which include procedures for dealing with the presence of premises users.

All necessary information regarding the nature of the works and any special hazards and risks will be conveyed to the Premises management.

If site operatives encounter a person dangerously close to the working area the premises management must be informed immediately.



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36 WORK IN SCHOOLS

36.1 Planning the Work

Whenever contracts are to be carried out within or adjacent to school grounds, liaison with the school representatives must be made to discuss the work programme, timing of operations etc. to identify potential problems between school activities and the contract works.

H W Wilson Ltd operatives must co-operate with all school safeguarding policies whilst on site and where required complete the Disclosure and Baring Service (DBS) check.

Operations with a high potential of disturbance to school activities must be considered for scheduling out of hours or term time.

Where working as a Principal Contractor the company would be made aware of school diary events by the school authorities (parent evenings, clubs, school presentations etc.) in order that site activities do not conflict with those planned events.

The need for appropriate safety signage to be posted must be considered and agreed with the relevant authorities prior to commencement.

36.2 Important Requirements/Working Practices

Adequate protection will need to be provided to all perimeters of the site so as to fully protect the school children, staff and visitors. A primary concern must be total separation of construction activity from the daily operation of the school.

Where works are to be carried out in external areas of the school site (service connections/resurfacing paving etc.) special procedures will be necessary to include programming disruptive/hazardous operations out of school hours and full protection of the works etc.

Where works are required within the existing school, whilst it is occupied, responsible control of tools/equipment, ensuring plant rooms are never left unlocked and unattended etc. is essential to prevent danger to school users.

Where work is necessary within areas of the school in use by staff and children, workers must be vigilant to ensure that the work poses no possible risk to those present.

Existing fire escape routes and procedures must be maintained at all times.

Site security during and after the working day must be maintained to a high standard to adequately secure the site and prevent access to unauthorised persons at all times.

Specific precautions against access from scaffolding and temporary openings must be ensured.

Children at the school will be curious with regard to construction activity. If any child is encountered dangerously close to the working area, work must cease, and a member of staff informed immediately.



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37 WORK IN HOSPITALS

37.1 Planning the Work

Whenever contracts are to be carried out within or adjacent to hospital premises liaison with the hospital representatives must be made to discuss the work programme, timing of operations etc. to identify potential problems between hospital activities and the contract works.

Existing rules and safety procedures operated at the specific hospital must be discussed with relevant parties and adhered to throughout the project.

The need for appropriate safety signage to be posted must be considered and agreed with the relevant authorities prior to commencement.

37.2 Important Requirements/Working Practices

All deliveries of materials will be programmed to minimise disturbance at the hospital.

Adequate protection will need to be provided to all perimeters of the site so as to fully protect hospital visitors, patients, and staff. A primary concern must be total separation of construction activity from the daily operation of the facility.

Tools, plant, and materials must not be left, even temporarily, where they may be at risk to hospital users.

If work is necessary within areas of the hospital in use by staff and patients, workers must be vigilant to ensure that the work poses no risk to those present.

Existing fire escape routes and procedures must be maintained at all times.

Site security during and after the working day must be maintained to a high standard to adequately secure the site and prevent access to unauthorised persons at all times.

Specific precautions against access from scaffolding and temporary openings must be ensured.

37.3 Work at Mental Health Facilities

All site operatives will be required to adhere to site rules which include procedures for dealing with the presence of mental health patients close to the works.

All necessary information regarding the nature of the works and any special hazards and risks will be conveyed to the Mental Health Trust authorities.

If site operatives encounter a patient dangerously near the site working area the Mental Health Trust management must be informed immediately.



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38 PERMIT TO WORK PROCEDURES

38.1 Purpose and Scope

The purpose of the permit to work (PTW) procedure is to pre-evaluate the hazards involved with the activity to be carried out, and then to prescribe in writing the permit to work, prior to work beginning.

Permits must clearly show the precautions required to carry out work within an area where known hazards may exist.

38.2 Permit Types and Circumstances of Use

Since the PTW system constitutes a formal detailed work method for ensuring that safe systems of work are put in place, they will normally be reserved for circumstances where the potential hazards involved are significant and where at the same time the precautions which will be necessary could be complex and need positive control.

The permit types and circumstances where these may be used are as follows:

Hot Work Permits

Hot work shall only be carried out when there is no reasonable alternative.

A hot work permit will be required for all work which requires a flame or other source of ignition for its execution, or which will produce or expose a possible source of ignition capable of igniting a flammable gas, liquid, or other materials.

Electrical Permits

The electrical work or testing permit will be required to prevent machinery or systems being worked on from becoming "live" by imposing a system of electrical lockout for the period of the permit.

General Permits

This permit is for particularly hazardous tasks which do not involve hot work, but which require positive control to ensure work can be carried out safely, i.e., confined space entry, permit to dig, pressure testing etc.

38.3 Safe System of Working

Site supervisors will monitor control measures identified in the risk assessments covering the work to ensure that they are implemented.

Contractors must ensure that the sequence of work activities, methods adopted, emergency arrangements, equipment to be provided etc. are strictly in accordance with those specified in the method statement and on the permit.

38.4 The Use of Permits to Work

Permits to work must be obtained from the authorised person nominated for the specific project (usually the site supervisor).

The authorised person will be appointed to act with regard to particular aspects of the PTW procedure and for the issue of a permit.

The Task Supervisor is the person who will actually take charge of the work as listed in the permit to work. He will be responsible for himself and those he controls in complying with the conditions specified in the PTW.

On completion of the work, he will be responsible for restoring the work area to a safe and orderly condition, and for returning and signing off the PTW in the presence of the authorised person.



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38. PERMIT TO WORK PROCEDURES (CONTINUED)

38.4 The Use of Permits to Work

Work will not be allowed to start until the authorised person is satisfied that the conditions of the permit are met and that the conditions laid down in the permit are accepted by the employees or Contractor undertaking the work.

Permits will be issued for a maximum of 24 hours.

PTW procedures and permit to work forms will be site specific and issued for each project as required.



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39. DRIVING AT WORK

Statement

As an employer H W Wilson Limited is committed to reducing the risk of work-related traffic crashes and collisions. The company recognises its duty under the Health and Safety at Works Act 1974 to ensure the wellbeing of our employees as far as it is reasonably practicable, and this includes work related driving activities.

This policy applies to all employees who drive in connection with their employment, whether it is in their own vehicle, a fleet vehicle or a vehicle hired by H W Wilson Limited.

The procedures relating to safe vehicles, safe driving and journey planning should be strictly adhered to. The policy will be reviewed annually by Peter Wiffen in conjunction with the company safety advisor.

Management of the Policy

The person responsible for managing driving at work is Louise Collard.

The company managers will routinely undertake, record and act on the findings of risk assessments dealing with all aspects of driving at work including driver safety, vehicle safety and journey planning.

Peter Wiffen will ensure that every incident involving any vehicle driven on behalf of the company is recorded and that collective information is regularly analysed, and action taken to reduce recurrence, if necessary.

Occupational Road Risks

Hazards and risks associated with travelling by road on the company's business include the following: -

- Poor or un-roadworthy condition of vehicle.
- Failure to maintain or make appropriate checks on the vehicle.
- Excessive distances being driven in a day (or days cumulatively).
- Workload (hours worked) exceeding reasonable limits when driving.
- Driver unfit due to other factors (health, lack of sleep, blood alcohol level, etc.)
- Poor journey planning leading to excessively long day.
- Temptation to exceed speed limits on longer journeys.
- Distractions whilst driving (use of mobile phone, consulting maps, etc.)
- Failure to take adequate breaks leading to fatigue and lack of concentration or falling asleep temporarily leading to an accident.
- Poor break planning.
- Hazards provided by road conditions (wet/ice/fog, etc.)
- Failure to secure materials/plant on open backed vans or within vehicles.

Driver Safety

Those driving company vans or other vehicles on company business must have a full driving licence, a copy of which will be kept in the driver's personnel file.

Driving licences must be produced and a record will be kept on the company system. Any convictions or disqualifications must be reported to Louise Collard immediately.

Where subcontractors are required to drive company vehicles, they will be required to provide copies of their driving licence.

Under no circumstances are H W Wilson Limited staff to drive without wearing seatbelts (where fitted), or under the influence of drugs or alcohol.



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39. DRIVING AT WORK (CONTINUED)

Driver Safety (Continued)

All employees driving company vehicles are to comply with the speed restrictions for each road. Any speeding fines will be payable by the driver. Driving offences whilst on company business may result in disciplinary action.

All drivers are to report crashes and collisions immediately to Louise Collard/Peter Wiffen and follow the accident/incident reporting procedure below.

Drivers are to report any road safety concerns that they have within a reasonable amount of time.

Drive sensibly in accordance with Road Traffic Legislation and the Highway Code and follow any specific instructions for safe driving at site locations (speed restrictions, one-way systems, parking areas, etc.).

HW Wilson does not accept any liability for any driving or parking offences that you may commit whilst driving on Company business and will not pay any fines that you may incur. In exceptional circumstances, this may be waived, at the complete discretion of a Director.

Ensure before reversing that there are no obstructions or persons behind the vehicle.

If necessary, get a colleague to assist as a banksman to keep people clear and assist with reversing.

All company vehicles must be parked in accordance with Road Traffic Legislation and in consideration must be taken with regard to site traffic routes, neighbouring properties, access/egress routes, etc. Authorised employees must move vehicles without objection, if requested.

Do not drink alcohol or take medication/drugs, which could affect your driving ability, before driving a vehicle. Ensure you take adequate rest breaks when undertaking long journeys for the company.

Due to the nature of the company, it is unlikely that employees will be required to drive for more than 4 hours. Where this is exceeded, drivers will be required to record their driving hours.

In accordance with GB Domestic Rules drivers must not drive for more than 10 hours a day.

Vehicle Safety

All H W Wilson Limited vehicles are selected based on the suitability of their intended use and safety features. All vehicles owned by the company are covered by fleet insurance which will be promptly renewed each year.

If you use your own vehicle on company business, you must ensure that the vehicle is insured for business use on behalf of your Employer. Copies of insurance will be requested and retained in the driver's personnel file.

Your vehicle must be regularly serviced and maintained and any problems with the operation of company vehicles must be reported to Louise Collard. H W Wilson Limited will schedule MOTs and servicing for all company owned vehicles.

Your vehicle should be checked daily to ensure that it is in good, safe, road-worthy condition, in accordance with the vehicle handbook. Particular attention should be given to the legal tread limits of tyres, tyre pressure, lights, brake fluid levels, water, and oil levels.

Where drivers record defects, these will be logged, and the appropriate repairs will be carried out.

Vehicles must be checked and cleaned regularly (inside and out) and any waste removed and disposed of.



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39. DRIVING AT WORK (CONTINUED)

Vehicle Safety (Continued)

In the unlikely event that the company uses hire vehicles these will be sourced from reputable hire companies and the appropriate documentation provided (such as MOT and servicing records, etc.)

Before commencing any journey, it must be ensured that any materials on the back of trucks, within vans or cars are secured so that they will not constitute a risk to other road users or those within the vehicle.

Journey Planning

The journey should be planned in advance to consider the start and finish time (time of day to maximise distance to be covered in order to arrive comfortably on time, to avoid rushing to the site or appointment).

Where possible, alternative means of transport which support the company's Environmental Policy should be selected.

For long distances intermediate stops and adequate breaks should be scheduled.

H W Wilson Limited staff are encouraged to share the driving on longer journeys if drivers are insured to drive the specific vehicle.

Sensible route planning in advance of the journey should evaluate the distance to be covered and the likely driving hours, taking traffic conditions and the likelihood of delays into consideration.

Consider how long the meeting/work will take and avoid working excessive hours to complete a job and then being faced with a long drive.

Any health or other personal problems that may increase risks if you undertake the journey should be considered.

Weather conditions will be monitored and if necessary, journeys will be cancelled or rescheduled to avoid driving in dangerous conditions.

Recognise when a journey has to be cancelled (on the day) due to any of the above factors.

Mobile Phones and Satellite Navigation Systems

It is illegal to use a handheld mobile phone whilst driving. Any drivers found to be breaching this may face disciplinary action.

All staff are to use a hands-free kit whilst driving on company business or turn off and refrain from using mobile phones until stopped at a suitable place.

Where the driver is carrying a passenger, the passenger must be the point of contact for all communication without distracting the driver.

All sat navigation systems should be correctly positioned in the vehicle where they do not impair vision or where they are likely to cause injury in the event of a collision.

Destinations should be entered, and routes calculated whilst the vehicle is stationary before setting off.



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39. DRIVING AT WORK (CONTINUED)

Accident/Incident Reporting

All damage to company vehicles must be reported to Louise Collard/Peter Wiffen immediately regardless as to whether this occurred due to an accident/vandalism or an unknown cause.

Any accidents occurring during work-related journeys must be reported to Peter Wiffen in order that the correct procedures can be followed in accordance with the company Insurance Policies.

In the event of an accident H W Wilson Limited employees are to follow the following procedure:

- Stop
- Remain calm
- Be courteous and present a positive image
- Do not accept liability
- Prioritise your own safety, followed by that of others involved and other road users
- Where necessary request Police presence and an ambulance
- Exchange details with 3rd party
- Take contact details of witnesses
- Report the accident to Peter Wiffen
- Where possible take pictures of the scene

Complaints

All complaints received from other employees or 3rd parties regarding driving will be dealt with in accordance with the company complaint procedures.

All complaints will be logged and investigated by Louise Collard. Any staff found to be in breach of this driving policy as a result of a complaint will face disciplinary action.

All records of complaints, legal action, penalty charge notices and fixed penalty notices will be retained by the company for a minimum of 3 years.



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40. BEHAVIOURAL SAFETY

40.1 General

Our behavioural safety policy sets out our principles and procedures for monitoring and improving behaviour towards safety culture in the workplace. Our goal is to ensure a safe work environment for all operatives.

Our behavioural safety policy aims to reduce workplace accidents by focusing on behaviour change. We believe that by understanding and modifying behaviour, we can significantly improve safety performance.

We aim to encourage safe behaviour and discourage unsafe actions in the workplace. Research shows that the majority of accidents are as a result of unsafe behaviour. By focusing on behaviour, we can prevent accidents before they occur. We will observe behaviour, provide feedback, and offer training. We aim to create a workplace culture where safety is seen as a priority.

40.2 Principles

- Safety is a key priority:

Safety is our number one priority. All operatives are expected to put safety first in all their activities.

- Everyone is responsible:

Everyone involved in work activities is responsible for their own safety and the safety of others. Directors, managers, supervisors, and operatives all have a part to play in making the workplace safe for themselves and each other.

- Observation and feedback:

We will regularly monitor operatives' behaviours towards hazards and how they carry out work activities. Supervisors will provide constructive feedback to reinforce safe behaviours and correct unsafe ones.

- Continuous learning:

We will learn from our mistakes and successes to continuously improve our safety performance.

40.3 Procedures

- Safety Training:

All operatives will receive regular safety training to understand the risks associated with their work and how to mitigate them. Supervisors and managers will hold and complete recognised safety qualifications.

- Behavioural Observation:

Supervisors and managers will regularly observe and record operative behaviours related to safety. These may take the form of documented reports or result in direct communication with the operative.

- Feedback and Coaching:

Operatives will receive regular feedback on their safety behaviours. Where necessary, training will be provided to help operatives improve. Where policy is openly disregarded, disciplinary measures may be implemented.

- Recognition and Reward:

Safe behaviours will be recognised and rewarded to encourage their continuation. Two-way communication between operatives and management will be promoted.



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41. FIT FOR WORK

HW Wilson Limited acknowledges its duty to create a safe and healthy work environment for our employees. Our objective is to minimise the risk to our employees, contractors and third parties.

It is the responsibility of each of our employees to ensure they are fit for work in accordance with their respective duty of care.

“Fit for Work” means that an employee is in a physical, mental, and emotional state, that enables the employee to perform their assigned duties effectively and in a manner that does not increase the risk to themselves and others. This not only protects them from harm but also avoids potential harm to colleagues and others.

There are many factors that may affect fitness for work, and these can often interact with each other. These include:

- Consumption of alcohol or other drugs
- Medications
- Injury or illness (work or non-work related)
- Secondary employment or volunteer activities
- Blood donation
- Fatigue
- Stress
- Mental ill health
- Personal factors

HW Wilson Limited expects workers will:

- Report for work in a fit condition.
- Notify their line manager if they believe that they may be unfit (whether wholly or partially) for work.
- Inform their manager if they have a medical condition that could affect their fitness for work, and the likely impact this could have on their performance at work.

HW Wilson Limited prohibits any employee who is under the influence of alcohol or drugs to enter the workplace, operate machinery or vehicle, or supervise others.

When returning to work from an illness or injury, an employee's fitness to work may be determined by a medical fit note from their doctor. The employee must report to their manager for details of the company's sickness policy and/or return to work procedure.



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42. MENTAL HEALTH AND WELLBEING

It is HW Wilson Limited Policy to address all work-related illnesses and in particular mental health issues, fatigue, stress, etc. and to control, reduce or eliminate so far as is reasonably practicable.

The Health and Safety Executive has defined health and safety as both the physical and mental wellbeing of all persons employed by the company. HW Wilson Limited recognise that our personnel are the organisation's most valuable assets, and the company has a duty to assist with any problem associated with work-related stress and mental health.

Through the risk assessment process HW Wilson Limited will continue to identify hazards and assess all mental and physical risks to health and safety with the objective of reducing them, as far as is reasonably practicable.

Stress is usually brought about by an accumulation of minor irritations that cannot be resolved in the time scale we wish and/or with the desired outcome. However, there may be one single event or set of circumstances that combine to provide the additional stress overload. Some examples are: -

- Work-related stressors such as deadlines, overwork and change to organisation
- Under challenged / Promotion prospects / Job satisfaction
- Racial or sexist remarks
- Personal relationships with other workers
- Travelling
- Harassment and confrontation
- Environmental stressors such as noise, temperature, overcrowding and humidity

It is our company policy to operate with an 'open door' policy that all workers can approach management to raise any concerns and in particular those relating to mental wellbeing. All conversations with management will be addressed in the strictest confidence, and we will try and assist any individuals suffering from stress.

Where personnel feel they are unable to approach their manager, they can approach any of the senior management and/or the Mental Health First Aider.

42.1 Policy Objectives

To ensure the effectiveness of this policy, we will:

- Through visible and active leadership, ensure that employees are aware that working safely is a condition of employment.
- Identify and mitigate to an acceptable level, workplace safety and health hazards.
- Ensure employees are competent to undertake the tasks required.
- Ensure employees are empowered to delay or postpone any activity that is considered unsafe.
- Integrate health, safety and wellbeing matters into our business decisions and actions.
- Identify and fulfil our compliance obligations, including under all legislation, standards, and codes of practice, which are relevant to our business.
- Strive for continual improvement in health, safety, and wellbeing performance.
- Provide our employees with information on occupational health and wellbeing.
- Provide our employees with mental health support and awareness and offer mental health training to those that wish to support their colleagues.
- Analyse the causes of any high potential incidents and nonconformances and take appropriate action to prevent recurrence.
- Enhance our performance based upon behavioural programmes, observations and coaching.



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42. MENTAL HEALTH AND WELLBEING (CONTINUED)

42.2 Implementation

To achieve the policy's objectives, we will:

Leadership

- Senior staff (Director, contracts manager, etc.) will carry out regular workplace safety tours/inspections.
- Provide feedback on observations to coach safe behaviours.
- Consult with relevant members of staff/managers on all proposed action relating to the prevention of workplace stress.
- Set employees realistic targets that do not require them to work unreasonable hours.
- Establish good two-way communication to ensure staff involvement, particularly during periods of organisational change.

Reduce risks to health, safety, and wellbeing:

- Carryout project / task specific risk assessments to ensure hazards within the workplace are identified and addressed.

Training and Awareness:

- Conduct company induction training with new recruits. Include information about the company health and wellbeing policy.
- Conduct site specific inductions with operatives on each site.
- Complete regular toolbox talks with operatives to drive a strong safety culture through the company.
- Complete regular toolbox talks specifically on mental health/wellbeing subjects to raise awareness.
- Regularly display posters and memos on mental health/wellbeing subjects to raise awareness.

Management:

- Ensure all management personnel embrace the open-door policy to enable personnel to easily raise any concerns.
- Investigation of accidents/incidents and near misses and implement any applicable remedial measures to prevent reoccurrence.
- Provide feedback to personnel where any concerns are raised and implement remedial measures where relevant.
- Treat all matters relating to individual employees and their mental health illness in the strictest confidence and share on a 'need to know' basis only with consent from the individual concerned.
- Give non-judgemental and proactive support to staff who experience mental health problems.
- Conduct individual mental wellbeing risk assessments where specific issues have been identified.
- Ensure individuals suffering from poor mental health are treated fairly, consistently and without judgment.
- Manage conflict effectively and ensure the workplace is free from bullying and harassment, discrimination, and racism.