

HEALTH AND SAFETY POLICY

General Company Policy

It is the policy of the Company to provide and maintain safe and healthy working conditions, equipment and systems of work for all our employees and temporary workers and to provide such information and training as they need for this purpose.

Appropriate preventative and protective measures are, and will continue to be, implemented following the identification of work-related hazards and assessment of the risks related to them. It is also the policy of the Company to ensure that its business is conducted in a manner so as to reduce the risks to members of the public. The Company may require you to attend such training programmes in order to meet the aims of the Company.

The Company accepts its responsibility for health and safety of other persons who may be affected by the Company's activities.

The allocation of duties for safety matters and the identity of persons appointed with particular responsibilities are set out in this policy.

This policy will be kept up to date, to reflect changes in the nature and size of the business. To ensure this, the policy and its effectiveness will be reviewed annually.

Company's responsibility

- It is the duty of management to ensure the following:
- Providing and maintaining systems of work that are safe and without risk to health;
- Ensuring safety and absence of risks to health in connection with handling, storage and transport;
- Providing information, instruction, training and supervision;
- Maintaining all places of work in a safe condition;
- Providing and maintaining a safe working environment.

Your responsibility

- All employees and workers have a duty in law to act responsibly and to take reasonable care for the health and safety at work of both themselves and their colleagues. This duty can be carried out by:
- Working safely and efficiently;
- Using any protective equipment provided and meeting statutory obligations;
- Reporting incidents that have led to injury or damage;
- All such incidents must be recorded and copied to the Human Resources Officer using the internal report form. Any failure to adhere to the Company Health and Safety Policy and Procedures will be considered a serious disciplinary offence and is one which may lead to dismissal;
- Adhering to the Company procedures for securing a safe workplace. Individuals will be nominated to undertake health and safety duties as required.

Working Practices

- You must not operate any item of equipment unless trained and authorised to do so.
- You must not remove any guarding from equipment used or deviate from your authorised usage of the equipment
- You must report immediately any equipment defect, and never attempt repair You must undertake all duties as instructed and never deviate

In the case of workers attending work on external sites, do not commence work until you have received a health and safety induction from the site manager. Please also read the full Health and Safety Policy that can be found on our website www.kingdom-healthcare.co.uk

In the case of company direct employees, you will receive a health and safety induction from one of our managers before you commence employment. Please also read the full Health and Safety Policy that can be found on our website www.kingdom-healthcare.co.uk and under the Policies & Procedures section of Public Folders.

Hazard/Warning Signs and Notices

- You must comply with all hazard/warning signs and notices displayed on the premises

Working Conditions/Environment

- You must make proper use of all equipment and facilities provided to control working conditions/environment
- You must ensure you keep your work areas clear/tidy
- You must dispose of waste/scrap in the appropriate receptacles

Protective Clothing & Equipment

- You must wear protective equipment where required
- You must never obstruct any fire escape route, fire equipment or doors

Health

- You must report any medical condition that could affect the safety of yourself or others
- You must follow all rules pertaining to no smoking areas.

Accidents

- The Company is obliged by law to keep a record showing details of all accidents, which occur on the premises. Therefore, all accidents, however minor, to both employees and clients, must be reported immediately. If any accidents and sufficiently serious to warrant hospital treatment, these must also be reported to the local authority. A form must be completed.

Fire and Emergency



- You must observe the evacuation procedures laid down in the event of a fire or any other emergency situation
 - You must be aware of the location of the emergency exits, assembly points and first aid kit
- Procedures to be carried out in the event of a fire or emergency will be found on the notice board.

Thank you for your co-operation.