

## **HEALTH AND SAFETY**

### **Policy Statement**

Trueblue Nurses recognises its responsibility to ensure that all reasonable precautions are taken to provide and maintain working conditions that are safe, healthy and compliant with all statutory requirements and codes of practice.

### **Legal Requirements**

The legal requirement to have a health and safety policy is a direct obligation arising from the Health and Safety At Work Act 1974 (HSWA). It requires that every employer with five or more employees must prepare and revise as often as necessary a written health and safety policy for the workplace and must explain the arrangements for putting that policy into force. This policy and any revision must be brought to the notice of employees. The failure to have a written health and safety policy can result in the issue of an improvement notice ordering the matter to be attended to within a fixed period. Non-compliance can result in prosecution and a fine.

### **Aim of the Policy**

This policy is intended to set out the values, principles and policies underpinning Trueblue Nurses approach to safe working practices.

### **Health and Safety at Work Policy**

Trueblue Nurses is committed to ensuring the health, safety and welfare of its staff, so far as is reasonably practicable, and of all other persons who may be affected by our activities including clients and their patients. Trueblue Nurses will take the following steps to ensure that its statutory duties are met at all times:

### **Procedure**

Each employee should be given such information, instruction and training as is necessary to enable the safe performance of work activities.

1. All processes and systems of work should be designed to take account of health and safety and will be properly supervised at all times.
2. Adequate facilities and arrangements will be maintained to enable employees to raise issues of health and safety.
3. Competent persons should be appointed to assist in meeting statutory duties including, where appropriate specialists from outside Trueblue Nurses.
4. This document will be regularly monitored to ensure that its objectives are achieved. It will be reviewed and, if necessary, revised in the light of legislative or organisational changes.

### **Duties of Trueblue Nurses**

Trueblue Nurses its responsibility under the Health and Safety at Work, etc Act 1974 and the Management of Health and Safety at Work Regulations 1999 (MHSWR) to ensure that all reasonable precautions are taken to provide and maintain working conditions which are safe, healthy and compliant with statutory requirements and codes of practice. Employees, patients, clients are expected to abide by safety rules and to have regard to the safety of others at Trueblue Nurses.

Trueblue Nurses policy will be so far as is reasonably practicable to:

Provide the information, instruction, training and supervision required to ensure the health and safety at work, of employees and others.

Control and maintain Trueblue Nurses offices in a safe condition, with appropriate risk assessments and management as above.

Conduct, record and implement the findings from regular risk assessments performed in accordance with Regulation 3 of the Management of Health and Safety at Work Regulations 1999.

In the event of any accident or incident (such as a near miss) involving injury to anybody to make a full investigation and to comply with statutory requirements relating to the reporting of such incidents.

Appoint a Health and Safety Officer

The Health and Safety Officer for Trueblue Nurses is Judith Turner-Smith

### **Duties of Agency Workers**

The successful implementation of this policy requires total commitment from all employees. Each individual has a legal obligation to take reasonable care for their own health and safety, and for the safety of other people who may be affected by their acts or omissions.

It is the policy of Trueblue Nurses that under section 07 of the Health and Safety at Work etc Act 1974, it is the duty of every employee at work to take reasonable care of their own health and safety and those of any other person who may be affected by their acts or omissions at work.

As regards any duty or requirement imposed on their employer by or under any of the relevant statutory provisions, to co-operate with the employer, so far as is necessary, to enable that duty or requirement to be complied with

In addition, no person employed by Trueblue Nurses shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety, and welfare in pursuance of any statutory provision.

### **Training**

All staff will read the policy on health and safety as part of their induction process.

All staff will attend Health and Safety Training prior to commencing duties.

Trueblue Nurses Health and Safety Policy

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