

POL029 - Health and Safety Policy

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1. Introduction

Wirral Clinical Commissioning Group (CCG) is fully committed to protecting the health, safety and welfare of its entire staff. The Governing Body of the CCG will provide the leadership to ensure that exemplary Health and Safety practices are firmly embedded throughout the organisation to provide a secure and healthy environment in which to work.

The CCG will be kept informed and alert to Health and Safety issues and appoints the Accountable Officer to co-ordinate matters of Health and Safety management. The Accountable Officer has delegated this responsibility to the Director of Corporate Affairs. This role does not detract from the responsibilities of the Governing Body and other Executives for specific areas of Health and Safety management.

In compliance with Health and Safety legislation as it applies, this is a statement of the Health and Safety Policy of the CCG and the arrangements for its implementation. The policy itemises not only the duties of the CCG to protect the health, safety and welfare of its staff, but also the legal obligations that these acts place upon every member of staff whilst at work.

There is an obligation upon every line manager to ensure that staff are informed and instructed with regards to Health and Safety training and instruction and that such activities are properly recorded and records maintained.

As an employee of the CCG, you are to attend all required Health and Safety training relevant to you and to read this policy document and its arrangements carefully and raise any queries that you may have with your line manager.

2. Scope

This policy applies to all employees of the CCG including bank, locum and agency and sub-contracted staff. Managers at all levels are expected to take an active lead to ensure that Health and Safety and systems of internal control are of the highest standard and integral to the operation of the organisation.

The CCG will ensure that adequate resources are provided to meet legal Health and Safety standards and provide sufficient information, instruction and training to enable employees, independent contractors, bank, agency and locum staff to carry out their work safely.

3. Purpose

The purpose of this policy is to:

- ensure, as far as is reasonably practicable, the health, safety and welfare of CCG staff;
- ensure, as far as is reasonably practicable, the health, safety and welfare of other persons. For example contractors, visitors, general public who may be affected by CCG's activities including travelling on CCG business and at non NHS sites;
- satisfy the requirements of the relevant regulations as they apply and any other associated relevant regulations;
- To supplement and enhance associated, and appropriate internal policies.

4. Strategic context

The CCG attaches great importance to the Health and Safety of its staff, and recognises its legal obligations under the Health and Safety at Work etc. Act 1974, to ensure the health, safety and welfare of its staff, so far as is reasonably practicable. The CCG also accepts such responsibility for other persons who may be affected by its activities whilst on any site.

The CCG aims to design and implement services, policies and measures that are fair and equitable. As part of its development, this policy and its impact on staff, service users and the public have been reviewed in line with CCG's Legal Equality Duties. The purpose of the assessment is to improve service delivery by minimising and if possible removing any disproportionate adverse impact on employees, service users and the public on the grounds of race, socially excluded groups, gender, disability, age, sexual orientation or religion/ belief.

5. Roles and Responsibilities

5.1. The CCG Governing Body

The CCG Governing Body is responsible for the organisation's system for internal control, including Health and Safety management. The Accountable Officer is designated with overall responsibility for ensuring the implementation of external assurances covering health and safety and reporting to the Governing Body. This function forms part of the role of the Accountable Officer, who delegates some of these responsibilities to members of the senior management team. The Governing Body ensures that Health and Safety Performance Indicators are set and monitored by the Quality and Performance Committee.

5.2. The Accountable Officer

The Accountable Officer has overall accountability and responsibility for all matters involving health, safety, welfare and fire appertaining to the CCG. It is also the responsibility of all managers to manage Health and Safety issues within their functional areas. The Chief Officer also has responsibility for:

- Ensuring that adequate resources are available to implement the Health and Safety Policy;
- Ensuring that Health and Safety performance is regularly reviewed at Governing Body Level;
- Monitoring the effectiveness of the Health and Safety Policy;
- Ensuring that this policy is reviewed at least Bi-annually.

5.3. The Director of Corporate Affairs for the Accountable Officer

The Director of Corporate Affairs has been nominated as the person responsible for the overall co-ordination and monitoring of the implementation of this policy in the CCG. Particular responsibilities include ensuring:

- Reviewing the implementation of the Health and Safety Policy;
- Demonstrating commitment to the promotion of Health and Safety within the CCG;
- Ensure sufficient resources are allocated to implement the Health and Safety Policy and procedures;
- Ensuring that mandatory training for all employees is provided and that adequate resources are available to meet those training needs.

5.4. Executive and Senior Team

Executives and Senior Managers will support the Chief Operating Officer and carry direct responsibility for the implementation of Health and Safety related policies within their areas of control. They will do all that is reasonably practicable to establish and maintain high standards of health, safety and welfare in their areas of control.

5.5 Line managers

Line managers are responsible for ensuring their staff receive all necessary Health and Safety training, instruction and information and that such activities are properly recorded and records maintained and must:

- organise the department, section or workplace so that operations or work carried out is to a satisfactory standard of safety, resulting in minimal risk to people, equipment and materials;
- plan and maintain good house-keeping;
- make sure that any control measures in place are at all times operable and not interfered with and that personal protective equipment, where appropriate, is available and is used;
- co-operate with safety advisors as necessary;
- review operating and work instructions and specific related hazards to staff new staff or any staff transferred into the organisation;
- ensure all accidents are reported to the relevant person so that they may be recorded;
- ensure all staff are aware of Health and Safety procedures;
- encourage the good behaviours required by staff by setting a good example with respect to Health and Safety.

5.6 Staff duties and responsibilities

All staff whilst at work have a legal duty to take reasonable care for the Health and Safety of themselves and others who may be affected by their acts or omissions. Staff must also co-operate fully with the arrangements made by management to meet its legal responsibilities for Health and Safety as in Section 7 of HASAWA 1974.

Staff have a responsibility for bringing to the immediate attention of their manager any failings that could be detrimental to themselves and others, including visitors.

Specific responsibilities of staff are to:

- comply with local fire procedures;
- comply with local first aid procedures;
- not attempt to repair any item of electrical equipment (unless properly authorised to do so) but to report it to their Manager;
- not to bring personal mains electrical equipment into work;
- report to the CCG, any obstructions to any walkways, entrances and exit areas and avoid creating such obstacles;
- not to move any equipment for which they have not been trained, without first seeking the advice of an appropriately trained person;
- report any building and/or equipment defects and/or shortfalls in cleanliness to the local competent person;
- set a good personal example with respect to Health and Safety.

6. Health and Safety Consultation

If the policy is to be effective, it must secure the commitment of all CCG staff. This will be achieved by active employee involvement and participation in the arrangements for managing Health and Safety and by developing and maintaining awareness among employees at all levels. For this reason, managers will consult their staff, involve them in developing Health and Safety arrangements, communicate information and provide relevant instruction and training.

7. General Arrangements for Health and Safety

The CCG have a number of policies and procedures in place in order to comply with the various specific statutory obligations or particular hazards, applicable to its work activities.

7.1 Risk Assessments

The management of Health and Safety at Work Regulations 1999 make more explicit the general duties placed on the CCG under the Health and Safety at Work etc. Act 1974. In order to meet with the regulatory requirements, the CCG will ensure:

- Risk assessments are carried out in order to evaluate and adequately control hazards, so to ensure the health, safety and welfare of employees, and others who may be affected by work activities of the CCG;
- Risk assessments are recorded in writing, on the appropriate form, in accordance with the CCG's Risk Management Policy; Arrangements will be made for putting into practice the preventative and protective measures that follow from the risk assessment;
- Risk assessments will be regularly monitored and reviewed to ensure they remain 'live' documents. They will be updated in accordance with legislative requirements, Standards, Codes of Practice etc.;
- The outcomes of risk assessments will be readily available and communicated to staff. Staff will receive instructions and/or training associated with the level of risk identified and the control measures taken to prevent or control risks;

Safety training/instruction will be provided in safe systems of work and relevant training will be given to employees when:

- They commence employment with the CCG;
- Duties and tasks are allocated to them;
- They change job role or are given increased responsibility;
- There are changes in work methods/practice, equipment, legislation or guidance.

Full co-operation will be given where work areas are shared to ensure the exchange of necessary Health and Safety information. Joint consultation will be actively encouraged on all Health and Safety risk management issues.

The CCG is committed to providing a safe system of work and safe working environment. It will provide the means and methods for removing or minimising any risks associated with any hazardous activities, or hazardous environments.

7.2 The Workplace

The CCG is committed to providing a safe and healthy working environment and this extends to the design, management and maintenance of the premises it occupies, or have responsibility for. The CCG will ensure that:

- Access to, and egress from the workplace remains safe, taking into account the condition of floors, walkways, and levels of lighting;
- Suitable and sufficient heating, ventilation and lighting is provided and maintained. Systems will be put into place to control other environmental factors including humidity and noise;
- Adequate welfare facilities are provided;
- Premises are inspected and kept in good repair and well maintained;
- Emergency procedures and business continuity plans are in place and communicated to all concerned.

7.3 Occupational Health

7.3.1 Alcohol / Drugs

The misuse of alcohol and drugs can lead to reduced productivity, taking time off work, serious ill health and accidents at work. Misuse of illegal drugs is a criminal offence.

7.3.2 Display Screen Equipment

All staff who are dependent on the daily and prolonged use of Display Screen Equipment (DSE) are classed as "essential users", and the CCG will ensure that DSE assessments are carried out annually (or whenever circumstances change) to identify any workstation hazards and risks that an essential user may be exposed to.

The three principal risks relate to:

- Musculoskeletal disorders (upper limb disorders);
- Visual Fatigue;
- Mental Fatigue.

DSE assessments will cover the whole working environment including IT equipment, workstations, work patterns, and lighting.

All essential users will be provided with suitable and sufficient training in how to correctly set up and maintain their workstation.

Further information and guidance can be found in the [Display Screen Equipment Policy](#).

7.3.3 Eyesight Tests

Staff expected to use DSE as the main element of their day to day work should be encouraged to have an eye and eyesight test. It is recommended that staff have an eye test every two years unless advised by an Optometrist. The cost of this test will be refunded to the user by the CCG via the normal expenses system. (This cost, as of June 2018, is to a maximum of £17)

The CCG will contribute towards the costs involved where the change of lenses or new glasses (or lenses and frames combined) are required to correct vision defects at the viewing distances or distances used specifically for DSE work concerned. The CCG will require the Optometrist to provide written confirmation of this fact and for the breakdown of the associated costs. (This cost, as of June 2018 is to a maximum of £60.)

The CCG will cover the costs for spectacles from a standard range only. If an employee wishes to select a pair of more expensive glasses, they will be responsible for the difference in cost.

7.3.4 Work Related Stress

Stress is a natural response to excess pressure or demands. If managed correctly pressure can be a positive thing, however if the pressure is perceived as excessive, then this can lead to stress, which can be detrimental to health and productivity.

A person's ability to cope with stress will depend on their personality, perceptions, life skills, training, support, knowledge and past experiences. It follows, therefore, that a situation which is stressful to one person may not be stressful to another, and a situation which is stressful to you today, may not be so tomorrow.

Whilst being a difficult area to manage, the CCG has a duty to manage Stress, in line with all other Occupational Health and Safety issues.

7.3.5 Smoking

Second hand smoke is both a public and workplace hazard. The CCG seek to guarantee the right of all to breathe air free of tobacco smoke and to comply with smoke – free legislation and all smoking is prohibited within all CCG premises.

All CCG employees are prohibited from smoking in any vehicle that is used for on or for CCG business.

Adequate signage will be displayed to inform employees and visitors of the smoke – free status of the CCG.

7.3.6 Working Time Regulations

Managers must ensure that they and their staff are aware of the limits on working time and entitlements provided for in the Working Time Regulations 1998 (as amended). HR can advise further and the link below gives HSE guidance on the issue.

<http://www.hse.gov.uk/contact/faqs/workingtimedirective.htm>

7.4 Security

7.4.1 Premises security

Appropriate security measures will be in place at each CCG site and these will be actively monitored and reviewed to ensure the safety of staff, visitors, equipment and plant.

Arrangements will be made for the provision of key holders and suitable training and information will be provided where necessary.

7.4.2 Violence/Bullying and Harassment

Everyone has a duty to behave in an acceptable and appropriate manner. Staff have a right to work in an environment that is properly safe and secure.

The CCG as an employer is under a legal obligation of a duty of care to provide both a safe place and safe system of work. Consequently, this issue is included in the Grievance policy. Any violence, bullying and/or harassment of CCG staff that is reported will be investigated in order to comply with this duty of care.

7.4.3 Lone Working

Some CCG's employees may find themselves as a Lone Worker at times. The CCG recognises the importance of these employees being afforded as safe a working environment as is reasonably practicable.

Lone workers, generally come into two categories:

- Staff who through flexible working arrangements start work earlier or finish work later than what is generally regarded as normal office working hours (0830 – 17.00hrs);
- Staff who travel between sites in order to attend meetings.

The CCG will ensure that Managers of lone workers carry out the following:

- Undertake a suitable and sufficient risk assessment of the hazards to which the lone worker may be exposed;
- Put control measures in place to reduce the risk, and;
- Monitor the effectiveness of the control measures applied.

7.5 Work Equipment

7.5.1 General

The CCG will maintain all work equipment in a safe working condition and ensure that the correct equipment is provided and used. Managers will ensure the correct equipment is used at all times, that it is properly maintained, and that no item of equipment is misused. Persons required to use the equipment will receive any necessary training, instruction and supervision.

The correct operating and safety instructions must be followed at all times. If an item of equipment is suspected of being defective, it should not be used until it has been thoroughly checked and approved for use by a competent person.

7.5.2 Portable Appliances and Electrical Safety

All portable electrical appliances will be tested in accordance with the requirements of current HSE guidance. All portable electrical equipment should be given a visual inspection for damage to the casing and wiring before being used.

The CCG will liaise with the Buildings Landlord to ensure that the fixed wired electrical installation system is tested in accordance with the Institute of Electrical Engineers (IEE) Wiring Regulations and / or Department of Health Technical publications. Testing and examination of the electrical installation will be the responsibility of the building landlord and they will need to provide the necessary assurances to the CCG Board.

Further guidance on portable appliances and Electrical Safety can be found in the Office/Workplace Safety procedure.

7.5.3 Building maintenance

The CCG will liaise with the Buildings Landlord to ensure planned preventative maintenance for all key building services such as air-conditioning, heating, hot and cold water supplies, lighting, cleaning, fire equipment and alarm systems, lifts and lifting equipment, security systems, sanitary facilities and general decoration is in place.

Service Level Agreements will be put in place for such maintenance and appropriate records will be kept of all maintenance, breakdowns and repairs.

Essential information for use in the event of emergency breakdowns will be available to all designated responsible persons at each site.

7.6 Control of Substances Hazardous to Health (COSHH)

The CCG is based in a low risk office environment with very few hazardous substances present.

Risk assessments will be undertaken to ensure staff do not become harmed in any way from exposure to hazardous substances in the workplace. Where elimination of that substance is not possible, a substitute will be found to lower the risks.

Any potentially hazardous substances identified will be suitably stored and labelled correctly. Appropriate information will be readily available relating to the natural characteristics of a particular substance, and suitable control measures and contingency plans will be in place to ensure appropriate action is taken in the event of an accident or injury.

Full training and information will be given to all staff that are required to handle such substances.

Protective personal equipment will be provided where appropriate, and a full review of substances will be carried out at regular intervals.

7.7 First Aid, Incident and Accident Reporting

7.7.1 First Aid

The CCG is based within a low risk office environment, however adequate first aid cover will be provided to minimise the consequence of injury or ill health in the workplace by treating minor injuries and where necessary giving help until professional assistance can be obtained. This will be achieved by:

- Carrying out assessments to determine the extent of first aid provisions required within the area or workplace for which they are responsible;
- Providing adequately stocked and accessible first aid boxes at identified locations;
- Providing appropriate training for employees so to assist them in gaining the relevant qualification to be either an Emergency First Aider or an Appointed Person.

It is acknowledged by the HSE that registered Doctors and Nurses who may not have attended

a first aid course, if present at an accident / incident at work can act in an Emergency First Aider capacity. The CCG first aid kits are located on all wings of the 4th and 5th floor and a list of all qualified First Aid trained staff is located on the notice boards.

7.7.2 Accident, Incident and Near Reporting

In the event of an accident, all staff will ensure that a detailed entry of the event is recorded on the CCG's Incident Reporting System and will notify their line manager who will subsequently determine, in conjunction with the Midlands and Lancashire Commissioning Support Unit's Health and Safety Advisor, if notification is required under The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).

For further guidance on reporting accidents, incidents and near misses staff should contact their Midlands and Lancashire Commissioning Support Unit's Health and Safety Advisor.

7.8 Fire Safety

The CCG will ensure that all persons on site are able to proceed safely along a recognised escape route to a place of safety regardless of the location of the fire.

A Fire Risk Assessment will be carried out by the buildings Landlord to ensure that, as far as is reasonably practicable, all fire hazards and/or risks are eliminated.

Fire Wardens will be appointed at all the CCG controlled sites to assist with evacuation procedures.

Assembly points will be clearly identifiable and located in a suitable place away from any other dangers.

Staff will be fully informed and trained via evacuations in local evacuation procedures and will receive suitable refresher training as appropriate.

Further guidance and information can be found in the Fire Safety Policy.

7.9 Other Emergency Evacuations

Emergency evacuations prompted by bomb threats or other events will have the same essential principles for fire evacuation, although may not be signaled by an audible alarm, but via Fire Wardens as one or more escape routes could be impacted by any suspicious device or gas leak for example. Specific instructions will be issued to staff as the need arises.

Staff should read the appropriate evacuation process for any sites that they attend.

7.10 Manual handling

Risk assessments will be carried out for any task where there is a significant risk to a person who is required to move an object through pushing, pulling, carrying or lifting. The assessment will consider the load, the working environment and the physical capability of the individual. Such assessments will be readily available and will be shared amongst staff.

Training, supervision and information will be given to staff by competent people prior to manual handling work being carried out.

7.11 New and Expectant Mothers

The CCG accepts its responsibilities as set out within the Management of Health and Safety at Work Regulations to protect new, expectant and breastfeeding mothers.

The CCG requires new and expectant mothers to provide a written notification of pregnancy as early as possible or that they have given birth in the last six months or are breastfeeding.

Line managers are responsible for completing a New and Expectant Mothers risk assessment to ensure that the employee and the unborn child are not exposed to any significant risk.

The CCG will ensure that there are suitable facilities provided for nursing mothers to rest, express and store milk.

7.12 Driving Vehicles

All employees who drive vehicles as part of their CCG duties are expected to be in possession of a full, valid and current driving license for the category of vehicle they are driving. This should be checked annually by relevant line managers.

All vehicles, including employees own vehicles, should be kept in a roadworthy condition at all times and have a current, valid MOT certificate. All drivers should be adequately insured including 'business use'.

The CCG expects drivers to observe the Highway Code and all road traffic laws, and to drive with due consideration and courtesy to other drivers at all times.

7.13 Training

Health and Safety training is a statutory requirement of legislation and therefore mandatory for all staff of the CCG. Provision will be made to ensure staff receive adequate information, instruction and training with respect to Health and Safety where appropriate. The CCG currently requires all staff to complete the mandatory e learning training packages located on the Learning Management System in Health & Safety, Fire and Manual Handling.

All new permanent employees, and temporary workers must receive an Induction to include Health, Safety, Welfare, Fire and Security procedures and arrangements.

7.14 Contractors

Any Contractor commissioned to carry out services on behalf of the CCG where there is a possibility that their activities will cause harm to people, will be required to submit a copy of their Health and Safety documentation such as; Health and Safety Policy/Procedures, liability insurance, relevant risk assessments/method statements along with their tender, in order for the CCG to ensure the contract includes appropriate measures for Health and Safety.

All contractors that attend a CCG site to carry out work will be provided with information on local Health and Safety arrangements and will be issued with permits for work where applicable.

8. Equality Analysis Assessment

8.1 The CCG aims to design and implement procedural documents that meet the diverse needs of our service and workforce, ensuring that no one is placed at a disadvantage over others, in accordance with the Equality Act 2010.

8.2 The Equality Analysis Checklist initial screening, which was used to determine the potential impact this policy might have with respect to the individual protected characteristics, is incorporated at Appendix B.

8.3 The results from this initial screening indicate that this policy will not require a full Equality Analysis Assessment.

9.0 References

The Health and Safety at Work etc. Act 1974;
The Management of Health and Safety at Work Regulations 1999;
The Workplace (Health, Safety & Welfare) Regulations 1992;
Health and Safety (Display Screen Equipment) Regulations 1992 (as amended);
Manual Handling Operations Regulations 1992 (as amended);
Provision and Use of Work Equipment Regulations 1998;
The Reporting of Incidents, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).
Control of Substances Hazardous to Health Regulations 2002 (COSHH);
Health and Safety (First Aid) Regulations 1981 (as amended);
The Regulatory Reform (Fire Safety) Order 2005;
Electricity at Work Regulations 1989;
Employers' Liability (Compulsory Insurance) Act 1969;
The Health and Safety (Miscellaneous Amendments) Regulations 2002;
The Health and Safety Information for Employees Regulations 1989;
The Safety Representatives and Safety Committees Regulations 1977 (as amended);
The Health and Safety (Consultation with Employees) Regulations 1996 (as amended);
Disability Discrimination Act 1995;

GENERAL STATEMENT OF HEALTH AND SAFETY POLICY

Philosophy

NHS Wirral Clinical Commissioning Group (CCG) is committed to providing a safe and healthy working environment for all its employees and regards Health and Safety as a matter of the utmost importance. An effective policy enhances business performance, reduces injuries and ill health, protects the environment and reduces unnecessary losses and liability. It follows that minimising risk to employees, visitors, and property is inseparable from all other business objectives.

General Statement of Policy

The CCG, as an employer, is committed to ensuring the health, safety and welfare of its employees, so far as is reasonably practicable. We also fully accept our responsibility for other persons who may be affected by our activities and we will take steps to ensure that our statutory duties are met at all times. The Governing Body expects all staff, visitors, contractors and other employers who work at the CCG to share this commitment by complying with the CCG policies and procedures, and to understand that they too have legal and moral obligations to themselves and to one another.

We intend to ensure the Health and Safety of all persons who may be affected by our activities are maintained by ensuring that, in so far as is reasonably practicable:

- A safe working environment is provided, along with adequate welfare arrangements and facilities;
- Identifying hazards and conducting formal risk assessments when appropriate in order to minimise the risk for all activities undertaken by the CCG;
- All systems of work are safe and without unnecessary risks to Health and Safety;
- Providing, managing and maintaining plant and equipment so that it is, so far as reasonably practicable, safe and that risks to health are controlled;
- Ensuring that control measures and emergency procedures are: in place; effective; properly used; monitored and maintained;
- Provide suitable and sufficient information, instruction, training and supervision at all levels necessary to ensure that staff are competent to undertake their work activities;
- Consulting with and involving our staff in matters relating to their own Health and Safety;
- Keeping up to date with best practice in relation to Health and Safety and complying with all relevant legislation and authoritative guidance.
- Contractors & Providers undertaking work on behalf of the CCG, are competent to do so;

The CCG will undertake to continually review and develop our safety management systems, with the overarching aim of conducting our activities in a manner which does not affect the Health and Safety of any staff, contractors, visitors or members of the public.

I and the other members of the governing body are committed to this Policy and to the implementation and maintenance of the highest standards of health, safety and welfare within the CCG. We expect every member of the CCG to share this commitment and to work together to achieve it.

Signature of Accountable Officer

Printed Name:

Date:

Signature of CSU H&S Representative

Printed Name:

Date:

Appendix B
Equality Analysis Checklist

| Equality Analysis Checklist | Yes | NO |
|--|---|----|
| <p>Does the 'Activity' being considered for equality analysis affect service users, employees or the wider community and therefore potentially be highly significant in terms of equality?</p> <p><i>(Relevance will depend not only on the number of those affected but also by the significance of the effect on them)</i></p> | | X |
| <p>Is it a major 'Activity' with significant implications for equality?</p> <p><i>E.g. a strategy, commissioning large scale programmes, care pathway re-design, building development etc.</i></p> | | X |
| <p>Has previous engagement highlighted important inequalities for protected groups?</p> | | X |
| <p>Does or could the 'Activity' affect different protected groups differently?</p> | | X |
| <p>Does the 'Activity' relate to a known area of inequalities?</p> <p><i>E.g. access issues for disabled people, services for vulnerable people.</i></p> | | X |
| <p>If you have answered yes to any of the questions above you need to complete an Equality Analysis.</p> <p>Focus attention on those aspects most relevant to equality. Which protected groups is it most relevant to?</p> | | |
| <p>If you answered no to all of the questions above then you don't need to undertake an Equality Analysis.</p> <p><i>*When you decide an 'Activity' is not relevant to equality and therefore does not require an Equality Analysis it is important to document the decision and reason for the decision. This ensures that you have not overlooked potential issues relevant to equality which could leave you vulnerable to legal challenge.</i></p> | | |
| <p>Decision: No requirement for a full Equality Analysis Assessment</p> | <p>Reason: The degree of relevance to individual equality strands will <u>not</u> require a full Equality Analysis Assessment.</p> | |
| <p>Name: (M&LCSU Health and Safety Department)</p> | <p>Date: 21/06/18</p> | |

Appendix E

OFFICE SAFETY Guidance

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1. Introduction

NHS Wirral Commissioning Group (CCG) wishes to ensure that all office environments within its operations are both managed and used in a manner that is conducive to the safety of all CCG employees and other parties who may have cause to work in the offices, for whatever reason.

There are several laws relating to the office environment. In general, an office, as is any work environment, is covered by the Health and Safety at Work etc. Act 1974: more specific detail is contained in the Workplace (Health, Safety and Welfare) Regulations 1992, which specify standards for the general office environment, including issues such as temperature, seating, space and lighting levels. Other legislations applicable to offices are the Management of Health and Safety at Work Regulations, First Aid at Work Regulations, Manual Handling Operations Regulations, Display Screen Equipment Regulations, Electricity at Work Regulations and The Regulatory Reform (Fire Safety) Order.

All Health and Safety (H&S) legislation is part of statute law, and breaches of the laws and regulations are criminal offences under the umbrella of the Health and Safety at Work etc. Act 1974. Penalties for breaches of H&S legislation can now be very severe.

2. Purpose

This procedure applies to all employees of the CCG including partner agencies, visitors, contactors, agency and subcontracted staff. Managers at all levels are expected to take an active lead to ensure that health and safety and systems of internal control are of the highest standard and integral to the operation of the organisation. All employees and other persons are expected to have due regard for their own health and safety and that of their colleagues and other persons. If safe systems of work have been introduced, employees are expected to follow them, and any other relevant instructions.

3. General Housekeeping

Poor housekeeping is a common cause of accidents, especially slips, trips and falls and fires in the workplace. In order to ensure that satisfactory standards of housekeeping are achieved, the following arrangements should be adhered to by all employees:

- Check that the workplace is free from hazards at the beginning of each day;
- Always put office equipment away immediately after use;
- Clear up any spillages or spills etc. immediately as per local procedures;
- Report to the building manager any loose carpet or any damaged floor coverings;
- Do not allow objects to protrude into walkways;
- Ensure that waste materials are properly stored and are removed on a regular basis;
- Ensure that special arrangements are made for the removal of unusual or extra-large items;
- Do not store office equipment anywhere other than in designated areas;
- Ensure that your work area is kept tidy at all times;
- Trailing leads will be avoided wherever possible or otherwise ramped or protected to avoid potential tripping hazards;

- The bottom drawers of filing cabinets should be filled first and, in the absence of safety devices to prevent it toppling, only one drawer at a time should be opened to avoid the risk of toppling;
- Defects such as broken chairs, faulty drawers, trailing cables etc. should be reported immediately to your line manager;
- Chairs - routinely inspect chairs for condition, do not use chairs for climbing – a stepping stool or step ladder only should be used.

4. Electrical Risks

Electrical accidents can have very serious consequences. To help prevent them, remember these three basic rules:

- Always check electrical equipment visually before use and report faulty or damaged equipment; do not attempt to use it;
- Do not try to repair faulty equipment; leave it to a competent person;
- Never use electrical equipment in damp surroundings unless you know that it is suitable for that purpose.

4.1 Fixed Wiring Systems

The integrity and safety of the electrical installation from supply into the building to the electrical socket outlet is the responsibility of the Landlord/ NHS Property Services. Fixed wiring systems are installed and maintained in accordance with the IEE's Wiring Regulations 17th Edition wiring regulations (BS 7671). Fixed wiring will be subject to routine examination and testing by a NICEIC (National Inspection Council for Electrical Installation Contracting) accredited company at a minimum of every five years. Work on fixed systems must only be done by persons who are competent to do this.

4.2 Portable Appliances

The responsibility for the safety of equipment from the electrical socket to the equipment is the responsibility of the CCG.

This means that the CCG will purchase electrical appliances and equipment from reputable suppliers, manufactured to an appropriate standard and where possible they must be CE marked. The equipment should be used correctly and not abused, there should be no unauthorised repairs and the equipment should be periodically subject to a Portable Appliance Test. The CCG will, through a SLA with BTH estates, ensure that all portable appliance equipment is tested in accordance with current guidelines. Nearly 75% of electrical faults are caused by faulty leads or plugs. Long extension leads are to be avoided wherever possible. If their use is unavoidable, ensure that the connector is manufactured to BS EN 60309. No unauthorised electrical equipment is permitted on the CCG's premises without authorisation. Further guidance on Portable Appliances can be found at Appendix A.

Note: Plug in Block Adaptors are prohibited in all CCG premises.

5. Lighting

Offices require sufficient light to enable work to be undertaken without risks to the occupants. There are standards contained in Health and Safety Executive (HSE)

publications that offer guidance to the lighting levels in workplace environments. The provision of adequate light can be by natural or artificial means. Where possible natural light should be utilised, but because the quality of light in this country is variable, and often poor during the autumn and winter months, there is a great reliance on artificial means. Any artificial lighting should be fully diffused where DSE equipment is in use. The quality of light is important and a mixture of good natural light and artificial systems is the best method of providing the correct lighting level. It is also important that the direction of natural light can be controlled to ensure an absence of reflections on the DSE screens.

6. Ventilation/Air Quality

Ventilation refers to the rate of exchange of air in a specified area of a building. This is usually expressed in the number of air changes in a given time. Many office buildings use re-circulating air systems to provide ventilation. Suitable air filtering systems are required to ensure the quality level of the re-circulated air. The purpose of ventilation is to provide occupants with an acceptable quality of inhaled air, and to remove or dilute airborne contamination. Do not confuse ventilation with air conditioning, which is designed to provide air at the temperature and humidity required for thermal comfort.

7. Temperature

Thermal comfort is subjective but describes an individual's satisfaction with their temperature environment. There are a number of factors that can affect thermal comfort including air movement, humidity, type and amount of clothing worn, and the type of work being undertaken.

The temperature in workrooms should normally be at least 16 degrees Celsius unless much of the work involves severe physical effort in which case the temperature should be at least 13 degrees Celsius. These temperatures may not however ensure reasonable comfort, depending on other factors such as air movement and relative humidity. These temperatures refer to readings taken using a dry bulb thermometer close to the work station at working height and away from the windows. If you feel that you have a problem with the temperature within your office please contact your line manager for further advice and guidance.

8. Adequate Space to Work

Workrooms should have enough free space to allow people to get to and from workstations and to move within the room, with ease. The number of people who may work in any particular room at any one time will depend not only on the size of the room, but on the space taken up by furniture, fittings, equipment, and on the layout of the room. Workrooms, except those where people only work for short periods, should be of sufficient height (from floor to ceiling) over most of the room to enable safe access to workstations. In older buildings with obstructions such as low beams the obstruction should be clearly marked.

The total volume of the room, when empty, divided by the number of people normally working in it should be at least 11 cubic metres. The figure of 11 cubic metres per person is a minimum and may be insufficient if, for example, much of the room is taken up by furniture etc.

The floor space per person indicated above will not always give sufficient unoccupied space, as required by the Regulations. Rooms may need to be larger, or to have fewer people working in them, depending on such factors as the contents and layout of the room and the nature of the work. Where space is limited careful planning of the workplace is particularly important.

9. Risk Assessment

Risk assessment is not new and has always been part of working life. Identifying how to undertake a task without incurring harm or damage is a risk assessment. This methodology has been called many things in the past, e.g. system of work, safe working procedure, local rules, method of work. As long as the significant hazards of any activity have been assessed, the risks identified and risk control precautions implemented, then the obligation has been satisfied.

10. Machinery

There are a number of machines that are commonly used in an office environment that could cause harm if used incorrectly or are poorly maintained. Apart from the electrical safety requirements, there are other hazards which could be present. Photocopiers are essential office machines that use electrical, electronic and mechanical parts to work. Unauthorised repairs or servicing from an untrained person could create unnecessary risks and should not be permitted. Office staff should only carry out basic functions recommended by the machine supplier, such as changing toner cartridges, unless properly trained. Laser printers emit ozone during the printing process and this is controlled by suitable filtering and there should be no risk to any person's health. All office machines should be subject to a regular service and maintenance contract to ensure that machines are cleaned internally, filters are changed, and safety is maintained.

11. Noise

Noise at work is controlled by legislation to prevent harm to hearing. Action levels are prescribed where an employer should instigate protective measures. These action levels would not normally be exceeded in an office. However noise can be a nuisance and a distraction if concentration is required. Office layouts can prevent unnecessary noise e.g. large photocopiers being placed in their own machines room. Desk printers are now much quieter than they were several years ago, and this has helped reduce the overall noise level in offices. Where noise is a problem then other control methods can be considered. Further advice on noise can be sought from the Health and Safety Advisor.

12. Visual Display Equipment

Computer monitors, or to give them their statutory name Display Screen Equipment (DSE) are used extensively within the CCG office environments. Staff who are designated users have certain rights. Designated users are entitled to have their workplace ergonomically assessed. The assessment will consider lighting, space, desk, layout, seating, welfare and safety etc. They are also entitled to free eye tests and the provision of appropriate corrective eyewear if needed only for DSE use. Further guidance on working with DSE can be found in the Display Screen Equipment Policy.

13. First Aid Arrangements

The CCG is under a general duty to provide a safe place of work, with suitable arrangements for welfare. The CCG must ensure that there is adequate first aid provision for employees who may become ill or are injured at work. A suitable person must be appointed to take responsibility for first aid provision and maintenance of the first aid box under the Health and Safety (First Aid) Regulations 1981 (as amended).

The CCG will consider the nature of activities at the workplace when determining the number and types of first aiders to appoint. As a minimum, a low-risk workplace such as a small office should have a first-aid box and a person appointed to take charge of first-aid arrangements, such as calling the emergency services if necessary.

Employees will be informed of arrangements which have been made for first aid, including the location of equipment, facilities and appointed personnel.

Further information and guidance on First Aid requirements can be found at Appendix C.

14. Accident, Incident and Near Miss Reporting

All accidents, incidents and near misses, however small, must be investigated and reported via the electronic accident report form. Incidents that have not caused injury but had the potential to cause harm must also be reported, as well as incidents of ill health that are work related. Further advice and guidance can be found in the Accident and Incident Reporting Procedure.

15. Manual Handling

Poor lifting and carrying technique contribute to manual handling related injuries of staff every year. Although there are some members of staff who lift objects on a daily basis as part of their employment, nearly all staff will lift some objects during their working week. Good technique is vital in preventing injury. Short courses are available via the Skills for Health online training website that will provide some basic skills, which if implemented, will help to prevent injury. If the object to be lifted is large, awkward or heavy then an assessment should be undertaken. The first part of any assessment should consider whether the object needs to be lifted at all. Engineering methods e.g. lifting appliances, or trolleys etc., should be considered next. If this is not possible a method for manual lifting with the assistance of other staff can be used. Many people use poor techniques and have escaped injury due to their general fitness and age. However there will be a risk of eventual injury as these conditions change. A serious back injury could cause substantial pain and be extremely debilitating.

Some tips on efficient lifting:

- is it necessary to lift the load? If not – don't!
- assess the lift and decide if help is needed;
- obtain a firm grip on the load (use gloves if necessary);
- bend at the knees not from the waist;
- use your legs not your back to thrust upwards (the leg muscles were designed for power and strength);
- keep the load near to your body;

- do not twist your spine when lifting or carrying loads.

Further advice and guidance on Manual Handling Operations can be sought through the Health and Safety Advisor.

16. Welfare Facilities

Welfare facilities include the provision of adequate toilet and washing facilities. The CCG will ensure these facilities will be in sufficient numbers, be clean, well maintained and have adequate ventilation. Hot and cold water, soap and hand drying facilities will also be in place. The provision of suitable drinking water is also a statutory requirement and will be supplied.

17. CCG Workplace Inspections

The CCG will undertake a full safety inspection of their workplace at least annually. The CCG will organise the support of the CSU's Health and Safety Advisor to undertake this inspection on their behalf. A report will be prepared and submitted to the nominated person for action.

18. Workplace Stress

The CCG has a stress policy that is supported by a number of associated documents. A guide is available for all staff on dealing and coping with stress. There are additional documents aimed at managers on the practical implementation of the policy and how the effects of stress should be considered during the decision making process.

19. Fire Prevention

In order to reduce the risk of fire, at the end of the working day non-essential display screen equipment and other office equipment (for example, photocopier, desk lights etc.) should be switched off completely (and not left on 'stand-by'). Further advice and guidance can be found in the Fire Safety Policy.

20. Control of Substances Hazardous to Health (COSHH)

The use of chemical substances in any environment requires strict control procedures to ensure the safety of personnel and visitors. The Control of Substances Hazardous to Health Regulations 2002 (COSHH) requires employers to make arrangements to control the exposure of their employees to all substances which may affect their health.

The CCG will endeavour, wherever possible, only to use substances classified as non-hazardous. Where this is not possible and a hazardous substance cannot be substituted, strict controls will be enforced as list below:

- If using a hazardous substance a COSHH assessment on its use must be prepared;
- Before using a new product, managers must ensure that they are in possession of the COSHH assessment. The content of which must be provided to those employees who are likely to come into contact with the product;
- Always work to the systems that are in place and follow the guidance given in the material safety data sheet (MSDS) and COSHH Assessment Form;
- Always wear the supplied PPE if necessary for the task;



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- Always work in a safe and professional manner;
- DO NOT USE any hazardous substance for anything other than its intended use; Report to management any issues/concerns that you may have;
- Ensure hazard information is kept up to date;
All substances that have the potential to cause harm to health must be stored safely and securely and with regards to the supplier's recommendations;
- Ensure that employees are trained in all areas mentioned above.

The CCG requires all contractors (i.e. cleaners) using COSHH items within CCG premises to ensure that they comply with the arrangements above.

Further advice and guidance on using COSHH can be sourced from the Health and Safety Advisor.

21. Office Lone Working

It is often necessary for employees of the CCG to have to work on their own. In the vast majority of cases, this poses no problem. Within the CCG there are various work activities that involve solitary working to a greater or lesser degree. Many employees by necessity have to work alone and unsupervised. The CCG is committed to the safety of all employees as far as is reasonably practicable and will ensure that measures are in place to manage staff who may be lone working and to minimise any foreseeable resultant risks to those staff.

There is no precise definition of the term 'Lone Worker' although in this context it can be regarded as meaning 'a person whose work activity involves a significant part of their working time in situations where there is no regular, close involvement with other personnel or supervision'.

This can involve employees in premises where:

- the person is in the building on their own;
- the person works separately from others in the same building; or
- the person works outside normal hours

All employees should ensure that any equipment issued for lone working is in good condition and is suitable for the task. They should be aware of the procedures to obtain replacements as necessary, ensuring that equipment is exchanged as soon as possible if it does not function correctly.

Generally there are no specific prohibitions on staff working alone. However, some health and safety legislation stipulates that a minimum of two people must be involved in certain work activities and particular safe systems of work must be followed. In other legislation a minimum level of supervision is required and limits the extent to which personnel may work on their own, for instance, young persons under the age of 18.

Lone working is specifically **not** permitted within the CCG for employees under the age of 18 or expectant mothers in the later stages of pregnancy.

From time to time there may be a need for staff to be within a building on their own. The following in particular should be taken into account:

- Regular checks should be arranged by other staff to ensure the well-being of the lone worker;
- The room layout should be designed to ensure that wherever possible and practical there is an adequate physical barrier between
- personnel and any potential attacker;
- The room layout should have clear and accessible escape routes from the area; Where personnel are alone in a building they should, where possible, lock all entry doors, although they should ensure that they still have a means of escape in the event of a fire.

Any increased risk should be taken into account when undertaking the risk assessment for the activity.

22. Young Persons

Under the Management of Health and Safety at Work Regulations, the CCG will carry out risk assessments specific to the employment of young persons, before they start work. This will apply to all young people including long-term employees, temporary staff, those on government-funded schemes and those on work experience programmes. The extent of the risk will determine whether the work of young people should be restricted. **In the case of young people under the minimum school leaving age, their parents (or those having the parental responsibility) will be informed of the key findings of the risk assessment and the control measures taken.**

Young persons may be exposed to additional risks at work due to their lack of knowledge, experience and possible immaturity. The following procedures should be implemented to by line managers to ensure their safety:

- Additional training, instruction and supervision should be provided until the young person has demonstrated a satisfactory degree of competence;
- Both the young person and the line manager should pay careful attention to any restrictions placed on the type of work, which may be undertaken.

23. Expectant and New Mothers

The CCG accepts its responsibilities as set out within the Management of Health and Safety at Work Regulations to protect new, expectant and breastfeeding mothers.

Line managers are responsible for completing a New and Expectant Mothers risk assessment to ensure that the employee and the unborn child are not exposed to any significant risk.

The CCG will provide suitable facilities for nursing mothers to rest, express milk and store milk within a dedicated fridge. This facility must be situated conveniently in relation to sanitary facilities.

Further information and guidance can be obtained from the HR department.

24. Staff Inductions

In order to secure the health and safety of all employees, the CCG will provide health and safety training to new employees, which will be incorporated into general induction training.

Induction training will commence on the first day of employment so that employees are familiar with basic procedures once they are at their place of work. Where this is not possible, induction training will take place as soon as possible after the employee has started work. The person responsible for this will always be the Line Manager.

The health and safety component of induction training will contain the following:

- **CCG's health and safety policy** — the contents of the CCG's policy statement will be covered in detail, including the responsibilities set out in the policy; this will enable the employee to become acquainted with the organisational arrangements;
- **Accident reporting procedures/first aid** — this will cover the action to be taken when an accident has occurred, the person to be informed and where to acquire first aid treatment (this section will also cover the CCG's procedure as to the investigation of accidents; the reporting procedure will be explained so that the employee is aware as to what will happen when an accident occurs);
- **Fire procedures and precautions** — this section covers action to be taken in a fire situation and will include:
 - the location of the fire exit;
 - the assembly point;
 - the responsible person the employee must report to;
 - further instructions on the action to be taken in the event of discovering a fire;
 - what to do with machinery or processes left prior to evacuating an area.
- **Safety rules** — this section will cover the CCG's and local safety rules;
- **Safety procedures** — items for discussion in this section could include;
 - use of display screen equipment;
 - safe manual handling of loads.

Once the induction training has been completed, a record of the training will be kept. The name of the employee, the date and subjects covered should be included.

25. Contractors and visitors

Visitors must report to reception and be escorted to their destination. They should be made aware of any local safety procedures and, in the event of fire evacuation, escorted out of the premises to the assembly points.

If contractors or visitors are seen acting unsafely this should be reported to the building manager so that the matter may be raised with the individual or company concerned.

26. References

- Health and Safety at Work etc. Act 1974;
- Management of Health and Safety at Work Regulations 1999;
- Workplace (Health, Safety and Welfare) Regulations 1992;
- The Health and Safety (First Aid) Regulations 1981;
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR);
- Provision and Use of Work Equipment Regulations 1998 (PUWER)
- The Health and Safety (Display Screen Equipment) Regulations 1992;
- The Electricity at Work Regulations 1989;

- Maintaining portable electric equipment in low-risk environments INDG236 (REV2);
- The Regulatory Reform (Fire Safety) Order 2005;
- Control of Substances Hazardous to Health Regulations 2002 (COSHH);
- Manual Handling Operations Regulations 1992 (as amended);
- The Control of Noise at Work Regulations 2005.

Appendix A

Portable and Transportable Electrical Equipment Guidance

This applies to equipment which is not part of a fixed installation but is, or is intended to be, connected to a fixed installation, or a generator, by means of a flexible cable and either a plug and socket or a spur box, or similar means. It includes equipment that is either hand held or hand operated while connected to the supply, or is intended to be moved while connected to the supply, or is likely to be moved while connected to the supply.

There are no universally accepted definitions of what is meant by portable or transportable electrical equipment. The definition given above indicates the types of equipment covered by this guidance note, the supply to the equipment being at a voltage which can potentially result in a risk of fatal electrical shock to any person, i.e. when it is more than 50V ac or 120V dc.

Extension leads, plugs and sockets, (i.e. 'four way gangs/trailing leads) which supply portable equipment are classed as portable equipment since they operate in the same environment and are subject to the same use as the equipment they serve.

Examples of portable equipment would be: tools and extension leads in the construction industry (high risk); grinders and hand lamps in general manufacturing (medium risk); and floor cleaners and kettles in offices (medium risk).

Note: The word portable is used subsequently to mean both portable and transportable.

USER CHECKS (VISUAL)

The person using the equipment can be encouraged to look critically at the electrical equipment they use and, after a minimum of basic training, visually check for signs that the equipment is not in good condition, for example:

- there is damage (apart from light scuffing) to the cable sheath;
- the plug is damaged, for example the casing is cracked or the pins are bent;
- there are inadequate joints, including taped joints in the cable;
- the outer sheath of the cable is not effectively secured where it enters the plug;
- obvious evidence would be if the coloured insulation of the internal cable cores were showing;
- the equipment has been subjected to conditions for which it is not suitable, e.g. it is wet or excessively contaminated;
- there is damage to the external casing of the equipment or there are some loose parts or screws;
- there is evidence of overheating (burn marks or discoloration).

These checks also apply to extension leads and associated plugs and sockets. **All employees are expected to undertake regular visual checks of their workstations and after a workstation move.**

Checks should be undertaken by the user each time the equipment is used and during its use. Any faults should be reported to the line manager and the equipment taken out of use immediately. Line Managers should take effective steps to ensure that the equipment is not used again until repaired by a person competent to carry out the task, (e.g. the defective equipment could be labelled as 'faulty' and its associated plug removed).

FORMAL VISUAL INSPECTIONS

The most important component of a maintenance regime is usually the formal visual inspection carried out routinely by a competent person. The majority of potentially dangerous faults can be picked up by such inspections, and the maintenance regime should always include this component. To control the risks and to monitor the user checks, a competent person should carry out regular inspections which include visual checks similar to those in the above paragraph but undertaken in a more formal and systematic manner. Additional checks could include removal of the plug cover and a check made that a fuse is being used (e.g. it is a fuse not a piece of wire, a nail etc.) and that it is the correct rating, the cord grip is effective, the cable terminations are secure and correct, including an earth where appropriate, and there is no sign of internal damage, overheating or ingress of liquid or foreign matter. The formal visual inspection should not include taking the equipment apart. This should be confined, where necessary, to the combined inspection and testing.

The competent person is a person who has sufficient information and knowledge, following appropriate training on what to look for and what is acceptable, and who has been given the task of carrying out the inspection. To avoid danger, competent persons should know when the limit of their knowledge and experience has been reached. Simple written guidance relating to this visual inspection can be produced, summarising what to look for, procedures to follow when faults are found and when unauthorised equipment is found in use. This can aid the persons carrying out the formal visual inspection and also users.

The inspections should be carried out at regular intervals. The period between inspections can vary considerably depending on the type of equipment, the conditions of use and on the environment.

In all cases, however, the period between inspections should be reviewed in the light of experience. Faulty equipment should be taken out of service and not used again until properly repaired. If necessary, it should be tested prior to its re-use.

COMBINED INSPECTION AND TESTS

The checks and inspections outlined above will, if carried out properly, reveal most (but not all) potentially dangerous faults. However, some deterioration of the cable, its terminals and the equipment itself can be expected after significant use. Additionally, equipment may be misused or abused to the extent that it may give rise to danger. Testing, together with a thorough visual inspection, can detect faults such as loss of earth integrity, e.g. broken earth wire within a flexible cable, or deterioration of insulation integrity or

contamination of internal and external surfaces. Failure of insulation could result in the user receiving an electric shock with potentially fatal results.

Periodic inspection and testing are the only reliable way of detecting such faults, and should be carried out to back up the inspection regime. Occasions when testing is likely to be justified are:

- whenever there is reason to suppose the equipment may be defective, (but this cannot be confirmed by visual inspection);
- after any repair, modification or similar work;
- at periods appropriate to the equipment, the manner and frequency of use and the environment, i.e. as specified by manufacturers and HSE Guidance (see table below).

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

- checking of correct polarity;
- checking of correct fusing;
- checking of effective termination of cables and cores;
- checking of the suitability of the equipment for its environment.

Such combined inspection and testing should be carried out by someone with a wider degree of competence than that required for inspection alone, because the results of the tests may require interpretation and appropriate electrical knowledge will be needed.

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

- The first is where a person not skilled in electrical work routinely uses a simple 'pass/fail' type of portable appliance tester (PAT), where no interpretation of readings is necessary. The person would, of course, need to know how to use the PAT correctly. Providing the appropriate test procedures are rigorously followed and acceptance criteria are clearly defined, this routine can be straightforward;
- The second is where a person with certain electrical skills uses a more sophisticated instrument, which gives actual readings that require interpretation. Such a person would need to be competent through technical knowledge or experience, related to the type of work.

Maintenance and Test Records

An inventory should be kept of all electrical equipment kept on site. This inventory is normally kept by the contractor carrying out the testing.

**Proposed Schedule of Inspection & Testing
PORTABLE APPLIANCES TESTING
(P.A.T.)**

| Environment | Equipment | User Check | Formal Visual | Inspect & Test |
|-------------|--|------------|---|---|
| | Battery operated: (less than 20 volts) | No | No | No |
| | Extra low voltage: (less than 50 volts AC) e.g. telephone equipment, low voltage desk lights | No | No | No |
| | Information technology: e.g. desktop computers, VDU screens | No | Yes. 2-4 years | No if double insulated – otherwise up to 5 years |
| | Photocopiers, fax machines: NOT hand-held. Rarely moved | No | Yes, 2-4 years | No if double insulated – otherwise up to 5 years |
| | Double insulated equipment: NOT hand-held. Moved occasionally, e.g. fans, table lamps, slide projectors | No | Yes, 2-4 years | No |
| | Double insulated equipment: HAND-HELD e.g. some floor cleaners | Yes | Yes, 6 months – 1 year | No |
| | Earthed equipment (Class 1): e.g. electric kettles, some floor cleaners | Yes | Yes, 6 months – 1 year | Yes, 1-2 years |
| | Cables (leads) and plugs connected to the above. Extension leads (mains voltage) | Yes | Yes, 6 months – 4 years depending on the type of equipment it is connected to | Yes, 1-5 years depending on the type of equipment it is connected to |

Appendix B

First Aid Requirements Guidance

The aim of first aid is to reduce the effects of injury or illness suffered at work caused either by the work itself or by some other factor outside the CCG's control. First aid provision must be 'adequate and appropriate in the circumstances'. This means that sufficient first aid personnel and facilities should be available to:

- Give immediate assistance to casualties with common injuries or illness and injuries likely to arise from specific hazards at work;
- Provide first aid and offer assistance to a member of the public, resident, guest or service user who is on CCG premises, including those visiting or attending any CCG events; and
- Summon an ambulance or other professional help.

The extent of the first aid provision required depends on the circumstances in each workplace.

As with risk assessments, first aid assessments shall be reviewed on a regular basis, that is, every year and whenever there is a material change either to the amount and type of work carried out or to the number of staff members employed on the site.

In assessing needs, the following need to be taken into account:

- Workplace hazards and risks;
- The number of staff members employed on the site;
- The accident record of the site;
- The nature and distribution of the workforce;
- The remoteness of the site from emergency medical services;
- The needs of travelling, remote and lone workers;
- Annual leave and other absences of First Aiders and, if applicable, appointed persons

Suggested numbers of first aid personnel to be available at all times people are at work

| Degree of Hazard | How many employees | What First Aid personnel are recommended |
|-------------------------|--------------------|--|
| Low Hazard e.g. offices | Less than 25 | At least one appointed person |
| | 25 -50 | At least one first – aider trained in EFAW |
| | More than 50 | At least one first – aider trained in FAW for every 100 employed (or part thereof) |

Appointed Person

When an employer's first-aid needs assessment indicates that a first-aider is unnecessary, the minimum requirement is to appoint a person to take charge of first-aid arrangements. The roles of this appointed person include looking after the first-aid equipment and facilities and calling the emergency services when required. They can also provide emergency cover, within their role and competence, where a first-aider is absent due to unforeseen circumstances (annual leave does not count).

Emergency First Aid at Work (EFAW)

Provides basic lifesaving first aid including:

- Understanding of Health and safety (first aid) regulations;
- Managing an incident;
- The priorities of first aid;
- Treatment of an unconscious casualty;
- Resuscitation;
- Shock;
- Choking;
- Seizures;
- Bleeding;
- Common workplace injuries.

First Aid at Work (FAW)

Provides comprehensive set of practical skills for first aid situations including:

- Accidents and illness;
- Treatment of an unconscious casualty;
- Heart attacks;
- Resuscitation;
- Shock;
- Choking;
- Bleeding;
- Burns and scalds;
- Poisoning;
- Fractures;
- Seizures;
- Asthma;
- Severe allergic reaction;
- Eye injuries;
- Low blood sugar;
- Fainting.

Qualified physicians and nurses can act as fully qualified First Aiders without having to attend specific training courses. To be counted as part of the CCG complement of first aiders a doctor and nurse must:

- be in clinical practice;
- maintain competency in resuscitation techniques;
- be willing to attend incidents on request;
- be included on lists of first aiders.

First Aid equipment

There is no mandatory list of items that should be included in a first aid kit (only a suggested contents card as a minimum). As a guide, where no special risk arises in the workplace, a minimum stock of first aid items would normally be:

- A leaflet giving general guidance on first aid (for example, HSE's leaflet No 6, *Basic Advice on First Aid at Work*);
- 20 individually wrapped sterile adhesive dressings (assorted sizes), appropriate to the type of work;
- two sterile eye pads;
- four individually wrapped triangular bandages (preferably sterile);
- six safety pins;
- six medium sized individually wrapped sterile unmedicated wound dressings – approximately 12 cm x 12 cm;
- two large sterile individually wrapped unmedicated wound dressings – approximately 18 cm x 18 cm;
- one pair of disposable gloves.

This is a suggested contents list only; equivalent but different items will be considered acceptable.

Additional materials and equipment may be necessary, for example scissors (blunt nose type), disposable aprons, and individually wrapped moist wipes. These may be kept in the first aid kit container, if there is room, but they may be stored separately as long as they are available for use if required.

Where mains tap water is not readily available for eye irrigation, at least a litre of sterile water or sterile saline (0.9%) in sealed, disposable containers should be provided. Once the seal is broken, the containers should not be kept for reuse. The container should not be used after the expiry date.