

## Health & Safety At Work Act 1974

## Health & Safety Policy Statement

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**1. General statement of policy**

Our policy is to provide and maintain safe and healthy working conditions, equipment and systems of work for all our employees, and to provide such information, training and supervision as they need for this purpose. We also accept our responsibility for the health and safety of other people who may be affected by our activities.

The allocation of duties for safety matters and the particular arrangements which we have made to implement the policy are set out below which apply to all employees, self employed persons and visitors working in the premises of PMTech (Anglia) Ltd.

The policy will be kept up to date, particularly as the business changes in nature and size. To ensure this, the policy and the way in which it has operated will be reviewed on a regular basis.

Signed.....

**Paul Morgan**  
**Managing Director**  
**PMTech (Anglia) Ltd**

## 2. Responsibilities

(a) Overall and final responsibility for health and safety in the company is that of:  
Paul Morgan  
Managing Director

(b) The following persons are responsible for ensuring that the requirements of health and safety regulations for which they are responsible are complied with on behalf of the company.

### **Service & Support**

Steve Mosey

-

### **Workshop area**

Jamie Arnold

-

### **VDU workstations**

Paul Morgan

-

### **Equipment and cable testing**

Steve Mosey

-

### **Administration**

All staff

-

### **Visitors**

Paul Morgan

-

### **First Aid**

Sarah Tutton

-

All managers are responsible for ensuring that the companies health And safety policy is brought to the attention of the employees in their respective departments and that appropriate training is undertaken as directed from time to time.

(c) All employees have the responsibility to cooperate to achieve a healthy and safe workplace and to take reasonable care of themselves and others.

- (d) Safety rules and recommended work practices drawn up by the company or by the manufacturer of any equipment must be observed at all times.
- (e) Safety equipment and any safety devices provided should be used at all times.
- (f) Whenever an employee notices a health or safety problem or hazard which they are unable to put right, they must immediately advise the appropriate person named above.
- (g) Further information on the Health & Safety regulations are available from Paul Morgan.
- (h) Employees working on a customer's site should abide by the customer's health & safety policy. If in doubt always ask for clarification from their safety officer.

### **3. Obligations**

The company has duties under the Health & Safety at work Act 1974, to ensure the health, safety and welfare of its employees at work with particular reference to the provision of:

- safe plant and systems of work
- arrangements for the safe use, handling, storage and transport of articles and substances.
- safety training, a safe place of work with safe access/exit and a healthy working environment.

It also has similar obligations towards other persons who may be either on its premises or affected by its activities.

Employees also have responsibilities under the Act to take reasonable care of themselves and other persons affected by their actions, and to cooperate with their employer in the implementation of duties required by the Act.

The following rules and procedures are intended to ensure, so far as is reasonably practicable, that both the Company and its employees are fulfilling their respective obligations.

#### **4. First Aid**

It is the policy of the company to have a certified first aider on duty during normal working hours and arrangements are made for training in first aid to encourage employees to obtain certificates.

##### **Accident Book**

All accidents, however slight, to employees whilst they are at work and to all other persons on company premises must be reported immediately. Injuries should be recorded in the accident book. The RIDDOR Regulations - (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) require that certain injuries, dangerous occurrences and prescribed diseases are notified to the Health & Safety Executive. Details of the incidents requiring reporting in this way are available from Paul Morgan.

The person responsible for recording accident details and reporting incidents:

**Miss Sarah Tutton**

##### **The first aider is:- Sarah Tutton**

Local casualty department The Colchester General , Turner Road,  
Colchester

Tel: 01206 747 474 (all departments)

Tele: Emergency 999

The accident record book is in the Office by the first aid box.

## **5. Fire Procedures**

The procedure to be followed in the event of a fire is displayed on the company noticeboards and repeated in Appendix 3. From time to time there will be fire drills and these should be taken seriously by all personnel.

At the Colchester office, fire bells are located in the workshop area by the back door and in the main office by the fire safe. They will be tested periodically. Fire extinguishers of various types are provided, please note the positions and their intended use.

### **Intended use**

(Recommended use shown shaded)

**WARNING** Traditionally, the UK's method of identifying fire extinguishers has been by their colour, this system is now being replaced by a European Standard and all extinguishers will be red. Select the correct extinguisher by reference to the icons on the extinguisher.

### **Freely Burning Materials**

**Flammable Liquids**

**Flammable Gases**

**Electrical Hazards**

**Water Red**

**Foam Cream**

**CO2 Black**

**Dry Powder Blue**

## Location of extinguishers

### Colchester Office

In the area of:

Front Entrance

Bench in workshop

Emergency exit in stores

Exit door in workshop

The fire extinguishers at Colchester are inspected annually under contract by Chubb Fire Ltd (tele: 0181 844 1666)

Employees are asked to ensure that fire extinguishers are not removed from the designated sites.

### Fire Exits

Fire exits should be kept clear of obstructions at all times.

Please note that the exit adjacent to the office is normally locked. The key for use in emergency is kept on a hook on the door jamb opposite the meeting room.

## 6. Safety Training

It is company policy to provide all the training necessary to ensure that employees are able to do their job safely. No employees should be allowed to use any equipment or materials which may be dangerous or hazardous unless they have been instructed in the use and dangers, and the precautions taken.



## **7. Visitors and Contractors**

All self-employed persons, visitors and contractors must abide by the Company safety procedures. The person being visited should advise the visitor as appropriate on their arrival. They should sign-in on arrival, and advise on their departure. If a contractor is to carry out work on site then a discussion needs to establish how any risks from their work can be avoided.

## **8. Keith Michaels PLC**

A copy of our Health & Safety statement is provided to Keith Michaels PLC.  
(Our Insurance Agent)

## **9. Working on Customer's Premises**

All employees who work on a customers site must be competent and able to work unsupervised.

Employees working at customer's premises should abide by their Health & Safety Policy.

In addition to the statutory responsibilities employees must comply with site safety rules and any associated codes of practice relevant to the work being undertaken in respect of the contract.

If in any doubt always ask for clarification from their safety officer.

The company will appoint a company representative for each relevant contract who will be responsible for receiving safety documents and attending any meetings with the customer's representatives at which the implications and extent of the health and safety requirements for the contract can be reviewed.

Employees must attend any required training sessions.

Employees must ensure that all equipment taken on site is in good condition, complies with the relevant statutory requirements and is used safely.

## **10. Housekeeping and Premises Access**

Employees should assist in keeping all areas of the workplace in a safe and clean condition and ensure that there is safe access to all areas at all times.

**Cleanliness**

The office and factory areas will be cleaned regularly.

**Waste disposal**

All waste bins will be emptied regularly. Any waste which might be considered hazardous if disposed of carelessly, must not be dumped or allowed to pollute water supplies or land.

**Telephones**

Materials are provided to enable employees to sanitize and clean their phones.

**Safe stacking**

All items are to be stacked so that they do not stick out beyond the supporting shelf. Steps should be used to reach upper shelves. Only authorised personnel are to store items in the mezzanine area which has limited loading capability in some areas and careless storage could create the hazard of falling items.

**Gangways/Exits**

All main gangways and Fire Exits are to be kept clear of obstructions which may cause a hazard or prevent access. Precautions will however be necessary when in areas not designated as gangways.

**11. Risk Assessment**

Every employer has to make an assessment of the risks to the health and safety of his employees and anybody else who may be affected by the business. These have to be recorded. The assessment of risks is a close look at what in the workplace could cause harm and then deciding whether precautions already being taken are sufficient or if further action can be taken. A listing of the assessment is provided in Appendix 1.

## **12. Personal Protective Equipment**

Although the company does try to reduce the risks to employees there are some operations where Personal Protective Equipment may be required. This is provided by the company in the form of protective clothing such as, overalls, gloves etc. and protective equipment such as safety goggles etc. for the use of employees.

Employees are urged to use the items provided and take particular care in respect of the following areas:-

### **EYES**

*Hazard:* chemical and metal splash, projectiles.

*Choice of protection:* Goggles, spectacles

### **HANDS & ARMS**

*Hazard:* abrasions, temperature extremes, skin infection. *Choice of protection:* gloves

### **BODY**

*Hazard:* temperature extremes, adverse weather, chemical or metal splash, dust.

*Choice of protection:* overalls

## **13. Workshop Area**

No machinery of any type should be used when working alone.

The company is responsible for the condition of all tools and equipment. The user is responsible for reporting any deficiency to his superior.

The area is to be kept tidy at all times. All equipment should be used with due care and in accordance with the manufacturer's instructions adopting the appropriate working practices with attention being paid to:-

- the clamping and retention of a workpiece
- overloading the equipment
- overspeeding for the operation
- loose clothing - avoid
- long hair
- use of goggles and gloves

All equipment in use is to be checked once a year and marked by:

**Steve Mosey**

In addition, only authorised personnel are to use the machine shop facilities and the guillotine should be chained to prevent movement when not in use.

Authorised personnel:

Paul Morgan

Steve Mosey

#### **14. Electrical Equipment**

If an employee is working alone, mains powered equipment must **NOT** be used with the covers removed.

##### **Electric Shock**

Notices are displayed on what to do if someone gets an electric shock.

Please read them.

##### **Plugs and Cables**

All power leads and multiple extensions are to be visually inspected, tested and marked once a year. Any frayed or damaged cables are to be replaced completely.

Always use the correct plug and fuse rating.

##### **Portable Equipment**

A list of portable electrical tools and equipment is to be maintained. Each item is to be inspected, tested and marked once a year.

##### **Socket Outlets**

If for any reason a unit has to be powered with its covers removed, it **must** be connected to an supply outlet that is protected by a residual current circuit breaker. Some of the socket outlets in production have RCB protection provided at the fuseboard but others are not so protected (but these are labelled). Plug-in RCBs are provided for this purpose. *Do not take risks.*

Sufficient socket outlets are provided for direct connection in most cases, if however a multi-way adaptor is required always use a short extension lead with a multi-socket block.

A Mains Isolator switch is provided in the workshop to cut off power in an emergency. Individual switches for each bench are provided, together with a master isolate on the wall by the first aid box.

In the front office/engineering area the master isolator for the whole building is contained in the cupboard by the rest area/kitchen.

#### **Outdoor use of Electrical Equipment**

All electrical equipment used outdoors or in damp conditions should be protected by a residual current circuit breaker.

#### **15. Hazardous substances –COSHH**

The COSHH regulations(Control of Substances Hazardous to Health) came into effect on the 1st January 1990. They provide a framework to help protect people in the workplace against health risks from hazardous substances. Hazard sheets and manufacturers guidance notes provide useful information and are available for substances identified as a hazard. All substances should be handled carefully and stored in accordance with the manufacturers recommendations.

#### **Flammable Materials**

Any flammable materials paints, thinners, solvents in regular use should be stored in the lockable cage, to be locked at all times. Anyone handling flammable materials should ensure that only the minimum quantity required is taken from the store. These should be returned as soon as practical and not left on benches.

### **Hazard Sheets (MSDS)**

Hazard sheets for the substances that the company use are contained:

Workshop Area - in a file in the production area by the first aid box.

A list of hazardous materials currently in use within the company is provided in Appendix 2.

When new hazardous items are introduced, suppliers hazard data sheets should be obtained and retained in the appropriate file and users advised of the hazard.

### **16. VDU Workstations**

The Health and safety (Display Screen Equipment ) Regulations came into effect on the 1st January 1993. These regulations apply to employees who habitually use display screen equipment as a large proportion of their everyday job with the objective of removing, or reducing the risks.

Regulations require that all new workstation installations and display screen equipment must conform by the 1st January 1993, and all existing workstations must conform by the 31st December 1996. Users are encouraged to study the training information available on the subject. Any user with eye problems should advise Isobel Snodgrass as eyesight tests are available at the expense of the company.

Users can help themselves by turning off the monitor when not in use and ensuring that the screen and the area around the workstation is kept clean and tidy.

All workstations are to be checked once a year to assess the risks arising from their use and to reduce those risks to the lowest level practicable. A register will be maintained of workstations and users.

### **17. Manual Handling Operations**

Employees are requested to make full and proper use of any handling aids and protective equipment provided. Exercise care and diligence at all times, giving consideration to others who may be affected by your activities. Employees should advise of any medical condition which might affect their ability to undertake manual handling operations. Please study the manual handling notes shown in Appendix 4.

### **18. General Environmental Policy**

It is the policy of PMTech (Anglia) Ltd to conduct its operation in a manner that reflects a commitment towards the protection of the environment and compliance with all applicable environmental laws and regulations.

Although PMTech is not a business which creates severe pollution problems, PMTech is committed to:

- \* improvements in energy efficiency
- \* reduction in pollution
- \* the use of recyclable materials where possible

#### **Company Measures**

- \* re-use packing material and other items where possible
- \* recycle used paper
- \* limit use of toxic chemicals and where possible use non-CFC products
- \* ensure all company vehicles where possible run on unleaded fuel or Diesel
- \* ensure heating systems are regularly serviced
  - turn off electrical equipment when not in use.

## 19. Advice

If further information on health & Safety is required this is available from the enforcing authority. this could be either:-

Employer Medical Advice Service  
Priestley House  
Priestley Road  
Basingstoke RG24 9NW  
tele: (01256) 404000

Babergh Borough Council  
Planning & Environmental Health  
Babergh District Council,  
Corks Lane,  
Hadleigh,  
Ipswich  
IP7 6SJ

tel: (08701) 545500 (office hours)  
[healthandsafety@babergh.gov.uk](mailto:healthandsafety@babergh.gov.uk)

Who enforce legislation in offices and allied sectors.

First Aid training is provided through:

British Red Cross  
244 London Road  
Leicester



**Hazard**

**Who might be harmed?**

**Is the risk adequately controlled?**

**What further action is necessary to control the risk?**

Electric pillar drill in workshop,

Production Operators,

Only approved personnel to use facility. Not to be used by lone worker switch adjacent to drill.

Improve lighting.

Electricity, All employees,

Policy on working on equipment with covers removed published.

All workbenches provided with RCD protectors.

New mains isolator covering whole building fitted

Scalpels,

Production operators.

Depends on training and good practice of operators.

Place blade in cork when not in use.

**Material Use Hazard/Action**

Printed Circuit Cleaner PCC400H - (replacement Flux Clean 400D)

Small batch quantities and modifications - cleaning by hand.

Do not inhale spray. Ensure good ventilation. Protect eyes.

Replacement flammable. Solvent 20 SBP2 Cleaning Highly flammable.

Avoid inhalation, contact with eyes and skin. Wear gloves and eye protection. Ensure good ventilation.

Solder flux Soldering Irritating to eyes and skin. Do not breath fumes.

Electrolube EHT sealing Flammable, must not be inhaled. Avoid contact with eyes and skin. Use in ventilated area.

Paints Refurbishing Flammable, must not be inhaled. Needs good ventilation.

Safewash 2000 PCB cleaning Irritant to eyes, respiratory system and skin. Harmful by inhalation.

Ambersil General purpose cleaner

Araldite Adhesive Irritating to eyes and skin.

Butane gas refill for Microjet T25 Extremely flammable

Aerosol Clear Lacquer Slight skin irritant, eye irritant.

Cellulose thinners Cleaning Highly flammable.

Bleach Domestic Cleaning Avoid contact with eyes and skin.

Do not inhale.

Tipp-Ex Correction fluid F/Highly flammable.

In case of fire please ensure you observe the following:

- 1: Raise the alarm
- 2: Telephone the fire brigade on 999
- 3: Tackle the fire if safe to do so—do not take risks if in doubt get out!
- 4: If you hear the alarm immediately cease what you are doing .
- 5: Leave the building by the nearest available exit.
- 6: DO NOT stop to collect personal possessions/finish work as this time delay may be extremely dangerous.
- 7: Where possible close all doors and windows behind you.
- 8: Assemble in the car park.
- 9: Check that everybody is accounted for.
- 10: Do not return to the building until you are authorised to do so.
- 11: DO NOT PANIC.

- Plan your lift before you start—where you'll grip it, where it's going, the path you'll follow and how you'll put it down.
- Lift the edge of the object to get an idea of its weight. If it's too heavy, get help or use mechanical assistance.
- Stand close to the load, feet firmly on the floor.
- Squat down—back straight, knees bent, stomach muscles tight.
- Grab the load firmly and make sure you can carry it before you start to move.
- Stand up slowly, lifting with your leg muscles and straightening your back as you stand. Hold the object close to your body.
- DON'T twist your body, while carrying a heavy load.
- Put the load down smoothly and slowly; bend

