

Wareham & Purbeck Skip Hire

3a Blackhill Road, Holton Heath Trading Park, Holton Heath, Poole, Dorset BM16 6LS

Tel: 01202 620 077 01929 463 030 Fax: 01202 620 088

Registered waste carrier: CBDU57610. Waste Transfer Station No: EAWML/23716. Vat reg No: 675 8975 57

www.warehamskiphire.co.uk

Health, Safety Environmental and Welfare Policy

2022-2023

Compiled with the assistance of:



Chris Cahill Ltd
Health and Safety Management Services

Fellow of IIRSM

Chartered Safety and Health Practitioner

Chris Cahill Ltd. Registered Number: 03386088 (England & Wales)

Managing Director C P Cahill Pg. Cert: IMaPS: FIIRSM.RSP: FinsLM: ACIEH: MIIAI: CMIOSH. (OSHCR Consultant)



Pg	Index
2	Index Section
	Statement
3	Health and Safety Policy, Statement of Intent
4	Environmental Statement
	Organisation
5	Organisation and Responsibility Section - Partners
6	Organisation and Responsibility Section - Employees
	Arrangements
7	Housekeeping- General Housekeeping Standards
7	Consultation
7	Risk Assessments
8	Training
8	Personal Protective Equipment (PPE)
8	Manual Handling
9	Work Equipment
9	Baling Presses
9	Lifting Equipment
9	Forklift Trucks
10	Workplace Vehicles
10	Working at Height
10	Fire and Emergencies
11	First Aid
11	Accidents. Incidents. Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)
11	Blood Borne Viruses (BBV)
12	Alcohol and Drugs Misuse
12	Dermatitis
13	Stress
13	Leptospirosis (Weil's disease)
13	Control of Substances Hazardous to Health (COSHH)
13	Electricity
14	Consulting Employees Whose First Language is Not English
14	Young Persons or Inexperienced Operatives
14	Welfare Provision
14	Smoking
15	Display Screen Equipment
15	CDM 2015
15	Asbestos
15	Monitoring & Review
15	Document Amendment Record

Health and Safety Policy, Statement of Intent

It is the policy of Wareham & Purbeck Skip Hire to ensure so far as is reasonably practicable, the health, safety and welfare of all employees working for the company and other persons who may be affected by our undertakings.

As a company, Wareham & Purbeck Skip Hire recognises and acknowledges that the key to successful health and safety management requires an effective policy, organisation, and arrangements, which reflect the commitment of the senior partners.

Our aim is to protect our most important assets, our operatives, and clients; therefore, safety will be a major issue in all business decisions and will be managed with the same determination which ensures success in other areas of our operations.

Through adopting and encouraging a proactive approach to Health and Safety throughout the company, we intend to provide (through the medium of risk management) safe and healthy working conditions for all persons who may be affected by our works.


To this end Wareham & Purbeck Skip Hire will, so far as is reasonably practicable:

- Provide information, instruction, training, and supervision as is necessary to promote health and safety.
- Provide and maintain plant, equipment, and systems of work that are safe and without risk to health or safety.
- Ensure safety and absence of risk to health in connection with the use, handling, storage, and transport of articles and substances.
- Create and maintain a safe environment ensuring adequate arrangements for the health, safety, and welfare of operatives, clients, and all others.
- Encourage and promote co-operation between management and operatives on all matters relating to health and safety at work, and towards implementing this policy.
- Ensure that operatives are fit for the work they are required to do, that accidents are prevented and any loss due to a work-place injury or illness is minimised.

In addition to the responsibilities of the company, operatives are reminded that they have a legal responsibility to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions at work.

The partners of Wareham & Purbeck Skip Hire will maintain its full backing to this policy statement and all support and resources will be offered to those who enforce and undertake this responsibility.

This policy will be kept under constant review and will be revised at least on an annual basis.

Signed: 

Date: 18-09-2022

Mrs Julie Andrews (Partner)

Environmental Policy Statement

Wareham & Purbeck Skip Hire is committed to preventing pollution and to complying with all relevant environmental legislation, regulations, and other environmental requirements.

Wareham & Purbeck Skip Hire will regularly evaluate the environmental impact of our activities, products and services and we will act to continually improve our environmental performance.

It is the stated policy of Wareham & Purbeck Skip Hire to:

- Minimise the use of energy, water, and natural resources.
- Minimise waste through prevention, re-use, and recycling where possible.
- Dispose of waste safely and legally.
- Avoid the use of hazardous materials, where practical.
- Work with environmentally responsible suppliers.
- Prevent environmental damage and minimise nuisance factors such as noise and air pollution.

As a company Wareham & Purbeck Skip Hire will define environmental objectives, targets and improvement actions that are related to this policy and to our significant environmental aspects.

We will regularly evaluate progress.

We are committed to providing relevant environmental training and promoting environmental awareness to employees and, where appropriate, to suppliers and to communicating our environmental performance.

We will implement processes to prevent environmental non-conformities and to ensure that we are prepared to deal with potential environmental emergencies.

This policy will be regularly reviewed and updated to take account of organisational priorities and changes, environmental legislation, and best practice.

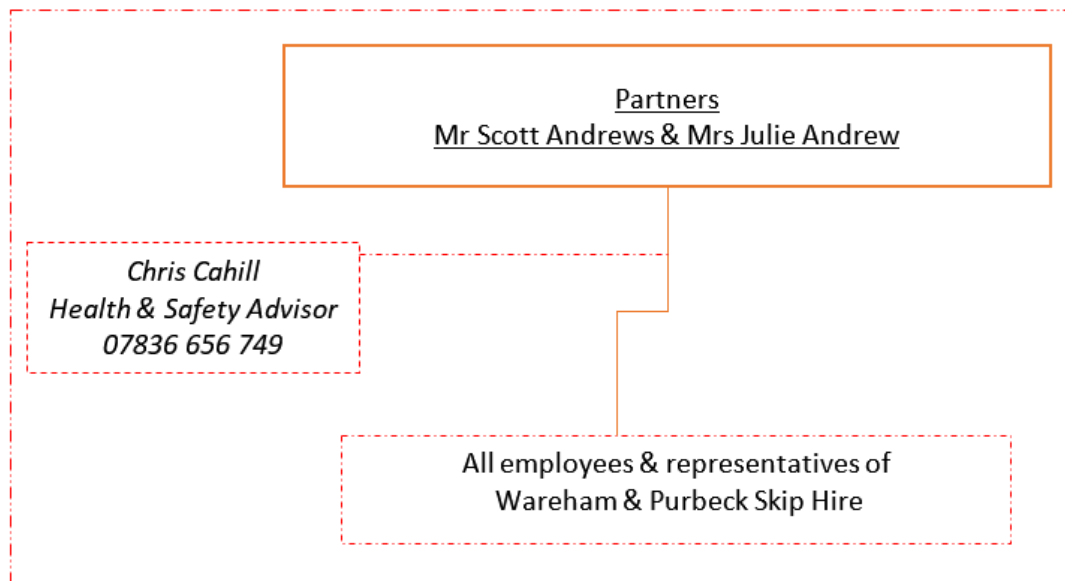


Signed:

Date: 18-09-2022

Mrs Julie Andrews (Partner)

Organisation Responsibilities



General Responsibilities

This section sets out certain responsibilities of the Partners, Mr Scott Andrews, and Mrs Julie Andrews within the Company. The general principle that applies throughout the company is simply this:

“Safety goes with the job.”

The Partners

The Partners recognise their responsibility for the oversight of the Company’s health and safety performance as part of their overall responsibility to ensure proper corporate governance.

The relevant Partner of Wareham & Purbeck Skip Hire will represent the other parts of the Company and will ensure that matters for consideration and regular reports on safety matters will be presented.

The partners will ensure that proper resources are made available to ensure that the aims of the safety policy are achieved. The Partners will take due account of safety when making decisions.

Their specific responsibilities are as set out below:

Partners – Mrs Julie Andrews, Mr Scott Andrews

The Partners have ultimate responsibility for all health, safety, and environmental matters throughout the company.

Employees

All persons who work or represent Wareham & Purbeck Skip Hire, regardless of their position in the Company, must take proper care for themselves and the people around them. The basic safety rules are these:

- At all times you must work safely and follow any safety training and instructions.
- Inform your superior about any matters that you think are unsafe and suggest safer ways of working if you can.
- Never take risks that could give rise to dangerous situation, or indulge in horseplay or practical jokes, which could injure you or others.
- Do not use any machinery, unless you are competent, and you have the Skills Knowledge & Training (SKT) to operate safely.
- Do not meddle with any electrical equipment – Tell you superior if something isn't working properly. Only trained electrical engineers may work on electrical systems.
- Use any protective clothing or equipment issued for particular tasks or work situation and report any loss or defect as soon as it is discovered.
- Be familiar with the location of fire escape doors, fire alarm operating points and fire extinguishers.
- Act promptly and in accordance with training and instructions when the fire alarm sounds. Take part in fire drills and never leave stock or equipment in a location where it obstructs a fire escape route.
- Be familiar with the location of the first aid boxes or grab bags and the identities of the appointed first aiders.
- Report all injuries, accidents or near miss events that may occur at work.
- Report all injuries resulting from work accidents even if they do not involve absence from work. Make sure that details of the accident are accurately recorded in the accident book.
- Assist, when requested, in the training of new employees and warn them of particular known hazards. Teach them the proper, safe way of doing every job.
- Put right any situation, which could present a danger to staff as soon as possible. If this is not possible then report the matter to your superior without delay.
- Comply with the company's strict rules about working under apparent influence of drink or drugs. Beware of some "over the counter" medicines that can affect your ability to work machinery, work from stepladders and working at heights.

If in doubt - ASK

Arrangement Section

Housekeeping- General Housekeeping Standards

In this context “general housekeeping” means the effective day-to-day organisation and arrangements of the business so as to keep a tidy maintained workplace and that it is a workplace that is safe and acceptable for all.

All persons shall ensure that all aisles and access routes are kept clear and free of tripping hazards. There are many different sorts of tripping risks and precautions, but some examples include:

- Pallets, packaging, and boxes left lying around the areas.
- Trailing leads.
- Spillage. (Water or other fluid).
- Ice /Snow in winter.

Don't Walk Past It – Fix It

If you cause or discover a spillage, make sure that it is cleared up right away but do not leave the spillage area until assistance arrives.

When required sufficient stocks of rock salt will be made available as winter approaches to deal with ice and snow, all persons should pay attention to the weather forecast. Also note the risk of flying objects when there are gales.

Don't Walk Past It – Fix It

Consultation

All Wareham & Purbeck Skip Hire employees will be regularly updated on all aspects of health & safety by the relevant Partner.

All employees have the right to make any enquiries on matters that may affect them.

No changes to the existing health & safety will be made without first consulting employees directly affected.

All employees are to be encouraged to take a keen interest in the Health & Safety of Wareham & Purbeck Skip Hire.

Risk Assessment

Risk assessments will be undertaken by the managing partners or delegated to a competent individual on their behalf.

That hazards are to be considered systematically, their level of risk determined, and appropriate control measures and work methods established to minimize the risk of injury.

The findings of the risk assessments will be recorded and shared with all persons who may be affected.

Action required removing and controlling risks will be approved by the managing partners.

Assessments will be reviewed for when the work activity changes or at least every 18 months whichever is soonest.

All risk assessments will be subject to monitoring and review to ensure that they are suitable and sufficient.

Training

All employees are given training appropriate to their responsibilities.

Training will be provided for the following situations:

- a) Induction training for new employees (health and safety awareness, company procedures etc).
- b) The introduction or modification of new / existing machinery or technology.
- c) A change in employee position / work activity or responsibility.

Specific training will be provided for work with hazardous substances, use of personal protective equipment (PPE), manual handling, work at height and other topics as relevant to the business's Training provided by the company will be formally recorded with details kept on file.

A programme of continual professional development and refresher training will be undertaken to keep employees up to date with legislation and industry best practice.

Personal Protective Equipment (PPE)

Appropriate PPE will be issued free of charge to employees as and when necessary for work activities. Suitable training will be provided for employees on the safe use, storage and maintenance of the relevant equipment before issue.

A written record detailing what PPE has been issued will be signed by the employees on receipt of the equipment, the record of the issue kept on file.

Employees have a legal duty to wear PPE as specified in relevant site rules, risk assessments and method statements.

Any defects or malfunction of PPE must be reported to your immediate supervisors.

There may be certain areas where the wearing of Respiratory Protective Equipment is mandatory. These areas are clearly marked, and all personnel employed within these areas are fully trained in its use and maintenance.

Manual Handling

Wareham & Purbeck Skip Hire work frequently involves considerably manual handling, however, no employee is required or expected to lift, carry, or drag loads, which are beyond their capacity and liable to cause injuries.

Supervisors are required to ensure that their staff are trained in safe lifting and handling techniques, to refresh staff where the need is perceived and to ensure that safe lifting and handling techniques are routinely being used.

Due account must be taken of the state of health of individual employees when assigning work to them.

As part of induction training all staff involved in manual handling receive training in the essential techniques of safe handling.

This includes practical demonstrations of the techniques necessary for handling a wide range of activities within Wareham & Purbeck Skip Hire.

All staff are expected to work in accordance with this training and instruction either when alone or when assisting other employees.

A wide range of mechanical handling aids are available and where practicable their use should always be the first option.

Work Equipment

All work equipment (including electrical equipment) used at work, as part of the Company's undertaking will comply with the Provision and Use of Work Equipment Regulations (PUWER) 1998.

All electrical equipment will be inspected and maintained according to the risk of the item becoming faulty. This will take into consideration how the equipment is constructed and the environment in which it is used. Where appropriate portable appliance testing will be carried out at an appropriate schedule. An assessment will be undertaken before new equipment is introduced into the working environment in order to ascertain that the equipment is suitable for its intended use.

No employee will use work equipment for which they have not received specific training.
No employee will knowingly misuse work equipment or remove any guards that are in place to minimise a specified risk.

All work equipment will be maintained and inspected at suitable intervals either internally by a competent person or by specialist external companies.

Baling Presses

Selected staff that have attained the age of 18 years old should be thoroughly trained in the safe use of waste baling presses in accordance with the manufacturer's operating instructions. A record will be kept of their training. Young persons will not be permitted to assist in the operation of a waste baling press.

Lifting Equipment

Lifting equipment used is specified, purchased, and maintained by the relevant partner and all queries should be made to them. "Statutory Inspections" of plant items are carried out on behalf of the company under national contracts and copies of the latest reports are to be kept and made available by the relevant partner.

Only lift equipment with a current test/inspection certificate shall be used.
All lifting equipment will only be used for its intended purpose.
All lifting equipment is to be inspected before each use (user visual check) in case of any defect.

Forklift Trucks

Wareham & Purbeck Skip Hire will manage the risk of forklift truck operations by providing sufficient resources and procedures for safe forklift operations.

Responsibilities will be allocated together with sufficient training and instruction to forklift truck operators and supervisors, to achieve safe forklift operations, these responsibilities include Regularly checking that forklift truck drivers are fit to drive.

Regularly inspecting and maintaining forklift trucks following manufacturer's recommendations and ensuring trucks are suitably marked.

Plan lifting operations, so that they can be carried out in a safe manner.

Arranging thorough examinations of forklift trucks by competent persons at appropriate intervals in accordance with the Lifting Operations Lifting Equipment Regulations.

Ensuring that lifting accessories, where relevant e.g. man cages are designed and are suitable for lifting tasks in accordance with the Lifting Operations Lifting Equipment Regulations.

Keeping records of training, inspection, examination, and maintenance.

Monitoring and reviewing the effectiveness of this arrangement periodically and as necessary.

Workplace Vehicles

All vehicles will be maintained in a safe condition.

Sufficient separation on all traffic routes shared by vehicles and pedestrians will be maintained.

All workplaces adjacent to traffic routes must be kept safe.

All employees/operatives have an obligation to report any concern or fault found with any vehicle to their supervisor as soon as practicable.

Working at Height

All work at height will be avoided where practical, if the work at height cannot be avoided then the work shall be properly planned to ensure a safe system of work.

All work at height to be undertaken by trained and competent persons who have the relevant information, instruction, and supervision to complete the work in a safe manner.
those persons undertaking the work.

All work at height equipment shall be inspected and certified where require and subject to a user visual check each use.

Fire and Emergencies

Fire prevention is an important obligation for all businesses. Wareham & Purbeck Skip Hire has a responsibility for ensuring the health, safety and welfare of all employees and others who may have access to the workplace as well as adjoining businesses or premises. These general duties include safety in relation to fire hazards, both from the work processes and activities, as well as general fire safety in the workplace.

It is the policy of Wareham & Purbeck Skip Hire to ensure that all employees, visitors, relevant persons and contractors are protected from the risks of fire. In order to achieve this, appropriate fire prevention, precautionary and evacuation measures shall be taken in compliance with the relevant fire legislation and recognised good practice standards.

All employees receive comprehensive induction before commencing work, to ensure that they are fully aware of all the arrangements in place to facilitate a safe evacuation.

A fire risk assessment for the premises is undertaken (and regularly reviewed) which clearly sets out identified control measures

A register of employees is kept up-to-date and will be taken to the fire assembly point in the event of an evacuation

All fire-fighting equipment is tested on a regular basis as per the manufacturer's guidelines and records kept.

A fire evacuation drill is carried out at least annually which will be recorded in the fire logbook

Emergency lighting and emergency exit lights are tested according to current guidelines and tests recorded.

First aid

Wareham & Purbeck Skip Hire will carry out a first aid risk assessment for the workplace to identify the level of first aid cover required, e.g. 'First-Aiders' (i.e. those who have either a First Aid at Work or Emergency First Aid at Work certificate) or 'Appointed Persons'

The business will ensure employees are aware and kept aware of the first aid arrangements for each workplace including in vehicles, in addition the business will:

- a) Provide the minimum numbers of first aid personnel at all times.
- b) Display the names of trained first aiders and the location of first aid kits.
- c) Regularly monitor the contents of first aid kits and replenish stock.
- d) Provide training and refresher training of First Aiders and Appointed Persons.
- e) Dispose of contaminated waste properly.

Accidents. Incidents. Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)

All accidents incidents & near miss events are to be reported to Wareham & Purbeck Skip Hire management to enable suitable actions to be implemented and to enable an investigation into the root causation to prevent an unnecessary repeat of an event.

Wareham & Purbeck Skip Hire will comply with all RIDDOR 2013 legislation.

Blood Borne Viruses (BBV)

Wareham & Purbeck Skip Hire recognise that there is a potential risk of employees coming into contact with Blood Borne Viruses (BBV) such as hepatitis and Human Immunodeficiency Virus (HIV). To reduce the risks posed by these viruses we will assess the potential for exposure and introduce controls to reduce the risk.

Hazards include:

- a) Direct contact with infected blood or saliva.
- b) Contact with clinical dressings.
- c) Needle stick injuries.
- d) First Aid Contact and accidental contact with bodily fluids.

Wareham & Purbeck Skip Hire will ensure that spillages are isolated and then cleared by a responsible and authorised person using suitable personal protective clothing to prevent any direct skin contact or splashes, etc.

Provide First aiders with information about dealing with spillages and discarded needles
Ensure that first aid kits contain disposable gloves to protect against possible contamination when handling an injured person.

Allowing the use of syringes within the workplace only for medical reasons (employees using syringes at work for any other reason than for treatment of a medical condition will be subject to disciplinary action) and then with the responsible controls in place and ensuring suitable arrangements for the storage and disposal of syringes that are permitted for use within the workplace.

Taking all suitable precautions to secure the safety of employees who have been diagnosed with a BBV and those employees working in close contact with the affected person, Wareham & Purbeck Skip Hire will treat any information that has been given by an employee in respect of a BBV condition in complete confidence.

Alcohol and Drugs Misuse

the effects of drinking alcohol, or drug use or misuse, can reduce personal performance and potentially increase absence rates.

Drug or alcohol related problems are serious matters and, in some circumstances, may be a criminal offence.

The scope of this policy extends to alcohol, illicit drugs or substances and over-the-counter or prescription medication if abused or taken in an irresponsible manner.

Wareham & Purbeck Skip Hire will seek to identify problems at an early stage and thus minimise the risk posed to the health and safety of employees and others, whilst ensuring that appropriate arrangements are in place to minimise the likelihood of alcohol, drugs and substance abuse occurring.

The company recognises that drug and alcohol problems are medical conditions that are potentially treatable. We will treat all information in the strictest of confidence.

If an alcohol or drug related problem comes to light that results in unacceptable behaviour or performance, it may be dealt with in accordance with our disciplinary or capability procedures.

Behaviour or performance which is found to be unacceptable and related to alcohol or drug abuse, may, depending on the circumstances of the individual case, result in summary dismissal.

It is everybody's responsibility to inform their immediate supervision if any person is taking any prescription medications that may affect the ability to safely operate vehicles, equipment, or machinery or to carry out the normal duties.

Dermatitis

Wareham & Purbeck Skip Hire will:

- a) As part of the risk assessments process, in accordance with the Control of Substances Hazardous to Health Regulations (COSHH), identify all substances likely to generate the risk of dermatitis and those persons who are at risk of work-related developing dermatitis.
- b) Where reasonably practicable, eliminate the use of substances that are likely to cause dermatitis.
- c) Where relevant, replace substances likely to cause dermatitis with less harmful substances.
- d) Establish control measures and safe systems of work to prevent and/or minimise skin contact with hazardous substances.
- e) Provide suitable personal protective equipment (PPE), skin care products and adequate washing facilities.
- f) Encourage employees to carry out regular skin checks to identify signs of dermatitis.
- g) Introduce health surveillance for all employees likely to be at risk of developing dermatitis.
- h) Provide employees with information, instruction, and training in relation to hazardous substances, use of PPE and skin care products.
- i) Record and investigate any diagnosed cases of dermatitis and follow RIDDOR reporting procedures, where appropriate.

Stress

A certain amount of stress provides high motivation, a positive outlook and good performance. However, it is when these personal levels are exceeded that detrimental health effects may appear. Whilst stress-related problems of short duration often resolve themselves, it is the long-term stresses that the company aim to address.

Through the risk assessment process, Wareham & Purbeck Skip Hire will continue to identify hazards and assess all mental and physical risks to health and safety with the objective of reducing them, as far as is reasonably practicable.

Leptospirosis (Weil's Disease)

Leptospirosis is a water-borne infection associated with rats. Symptoms include fever, headache, vomiting and muscle pain – it can lead to jaundice, meningitis, and kidney failure.

All persons when handling any waste must wear suitable protective gloves, shoes, boots, trousers.

Avoid handling bags and other receptacles accessible to rats without hand and forearm protection.

Wash hands after handling any contaminated clothing or material and always before eating, drinking, or smoking.

Control of Substances Hazardous to Health (COSHH)

Wareham & Purbeck Skip Hire will ensure that all substances that may be hazardous to health are subjected to all relevant controls.

The company will take appropriate steps to prevent or reduce workers exposure to hazardous substances used by:

- a) Identifying what the health hazards are.
- b) Deciding how to prevent harm to health (Risk assessment).
- c) Providing control measures to reduce harm to health and ensuring they are used.
- d) Keeping all control measures in good working order.
- e) Providing information, instruction and training for employees and others.
- f) Providing monitoring and health surveillance in appropriate case.
- g) Put in place suitable planning for any emergencies.

Electricity

With regard to mains voltage fixed installations Wareham & Purbeck Skip Hire will:

Ensure that electrical installations and equipment are installed and maintained in accordance with the latest edition of the BS7671 Wiring Regulations and are fit for purpose.

It is a company rule that no person undertakes any electrical work unless trained and competent to do so and they have the correct safe tools and equipment for electrical working.

All electrical equipment including contractor tools shall be safe in good condition, tested where required and used only as the manufacturer intended.

Consulting employees whose first language is not English

Wareham & Purbeck Skip have a responsibility to ensure all its workers are safe and that language ability is not a barrier to a clear understanding of H&S responsibilities.

Wareham & Purbeck Skip will ensure that any Non-English-speaking workers will receive understandable information on the risks to health and safety and relevant precautions.

Wareham & Purbeck Skip will ensure that employees roles and responsibilities are fully understood, and that supervisory staff have the skills and support necessary to be fully engaged when supervising Non-English-speaking workers.

Clarification of health and safety understanding of the worker will be sought prior to work commencing. Our practices will include

- a) Ensuring adequate time to consult with employees where language and/or literacy may be issues so they can absorb the information and respond appropriately.
- b) Providing verbal communication and instruction rather than written documentation.
- c) Encouraging our employees to express their views in their preferred language by using interpreters.
- d) Requesting a work colleague to interpret.
- e) Translate information, use pictorial information, and internationally understood pictorial signs where appropriate.
- f) Where information must be in English, use clear and simple materials.

Young Persons and inexperienced operatives

Some young people and any inexperienced operatives may be at particular risk because of:

- a) Their lack of awareness.
- b) Unfamiliarity with their surroundings.
- c) Being physically or psychologically less suited to certain tasks.
- d) Their lack of skills and training.

Wareham & Purbeck Skip Hire will ensure that young people and any inexperienced operatives are not exposed to risks at work that arise because of their lack of maturity or experience and any consequential lack of awareness of potentially dangerous situations, all trainees or new persons will be adequately supervised to ensure the safety of all.

Welfare Provision

Wareham & Purbeck Skip Hire will assess and provide, adequate welfare facilities for employees and other persons using the premises and take account of the general working environment to include:

- a) Suitable Adequate Ventilation.
- b) Suitable indoor temperature and the impact of working in hot and cold environments.
- c) Adequate Lighting.
- d) The provision of adequate room and space in which to complete the work activities.
- e) The safe and frequent removal of waste and the cleaning of the workplace.
- f) The provision of suitable workstations and seating for the activity being undertaken.

Smoking

Smoke-free legislation was introduced in England in 2007, banning smoking in nearly all enclosed workplaces and public spaces; therefore, it is the policy of the company to comply with this legislation. Education or disciplinary procedures will be followed if employees do not comply with this policy.

Display Screen Equipment DSE or VDU)

The relevant Partner should make certain that staff who normally use visual display units (VDUs) for continuous spells of an hour or more each day are identified, their workstation assessed, and they are trained in the appropriate safe behaviour and practices.

Identified users are not expected to undertake long uninterrupted spells of work at their VDU. If necessary, spells at alternative tasks may need to be arranged.

A standard questionnaire is used for carrying out workstation risk assessments. The workstations shall be maintained in a safe condition.

Construction (Design and Management Regulations) 2015 (CDM2015)

Where relevant the company will comply with all of its duties owed to the CDM 2015 legislation.

Asbestos

The company does not knowingly does not work with any asbestos containing materials (ACM)
The discovery or presumed presence of any ACM should be communicated immediately to the management the area must not be disturbed. Specialist guidance will be sought before proceeding.

Monitoring & Review

Wareham & Purbeck Skip Hire will consult with its external H&S consultant to ensure this document is current.

Wareham & Purbeck Skip Hire will consult with employees on a regular basis. Employees are encouraged to make suggestions.

This policy will be widely displayed and brought to the notice of all company personnel and relevant others. This policy will be reviewed by the management as often as appropriate.

Amendment & Review Record

Document number	HSM 01	Document Owner	Julie Andrews
Origination date	10 th June 2013		
Amended by	Amendment Date	Reason for Amendment	
CC	07-09-2018	Re written document to account for legislation updates	
CC	18-09-2019	Annual review	
JC CC	18-09-2020	Add Consulting when English not First Language	
CC	18-09-2021	Annual review	
CC	18-09-2022	Annual review	

Policy end