



Employee Safety Handbook



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Thrums Veterinary Group

Employee Safety Handbook

This handbook has been prepared to provide you with information about our Health and Safety Policy, procedures and arrangements. It also includes information about your duties as an employee and will help you to understand health and safety issues which affect you at work.

What The Law Requires

As an employer we must prepare a written health and safety policy statement explaining how we intend to protect the health and safety at work of our employees, clients and anyone else who might be affected by our work activities. Our Health and Safety Policy and Arrangements reflect our commitment to the provision of a safe working environment. They also meet a requirement to identify the duties and responsibilities for employees with responsibilities for managing health and safety in our workplace.

We also have a responsibility and duty to ensure that you are:

- Aware of and understand our Health and Safety General Policy;
- Aware of and understand the health and safety rules relating to your work;
- Provided with adequate information, instruction, training and supervision;
- Made aware of the significant risks associated with your work activities and how they may affect others;
- Provided with Safe Systems of Work; and
- Provided with a safe and healthy working environment.

The policy is reviewed at regular intervals.

We ask you to acknowledge that you have read and understood the rules set out in this handbook, that you will obey them and any other rules or changes that are drawn to your attention. We will also provide, as appropriate, additional documents, training and instruction to help you to carry out your work safely and without risk to your health.

Health & Safety General Policy Statement

Thrums Veterinary Group

Thrums Veterinary Group recognises that it has responsibilities for the health, safety and welfare of our direct employees, other workers and contractors on practice premises and for the health and safety of clients and other people who could be affected by our work activity. We will assess the hazards and risks they face and take action to minimise hazards and control risks to an acceptable, tolerable level.

Managers and supervisors are made aware of their responsibilities and required to take all reasonable precautions to ensure the safety, health and welfare of workers, clients and anyone else likely to be affected by the operation of our practice.

This practice will meet its legal obligations by providing and maintaining a safe and healthy working environment so far as is reasonably practicable. This will be achieved by:

- Providing leadership and control of identifiable health and safety risks on our premises and other places visited by our workforce in the course of their duties.
- Consulting with employees and workers on matters affecting their health and safety.
- Providing and maintaining safe equipment and premises.
- Ensuring safe access to and from the practice and within the premises, particularly for those with mobility concerns.
- Having procedures and arrangements for dealing with large animals and animals under stress.
- Maintaining high standards of infection prevention and control.
- Ensuring the safe handling and use of substances and sharps.
- Providing information, instruction, training where necessary for our workforce, taking account of any who do not have English as a first language.
- Ensuring that all employees and contractors are competent to do their work, and where appropriate giving them suitable training.
- Assessing the need for assistance at visits to farms, stables and similar places.
- Preventing accidents and cases of work-related ill health.
- Actively managing and supervising health and safety at work.
- Having access to competent advice.
- Aiming for continuous improvement in health and safety performance and management by regular review and revision of this policy.
- The provision of the resource, financial and other, required to make this policy and our health and safety arrangements effective.

We also recognise our duty to co-operate and work with contractors and other employers when they come onto our premises, to ensure the health and safety of everyone at work.

To help achieve our objectives and ensure that our employees recognise their duties under health and safety legislation, we will also remind them of their duty to take reasonable care for themselves and for others. These duties are explained on first employment, at induction. A personal copy of a Safety Handbook, which sets out their duties and specific health and safety rules is given to each employee and worker.

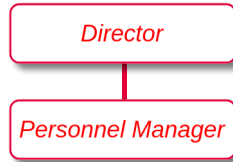
This policy, procedures and arrangements will be reviewed annually.

Signature Date

Position

Health and Safety Organisation

In support of our Health and Safety Policy the Director has identified key personnel for its implementation and allocated specific responsibilities as set out here and in the following pages.



Responsibilities

Responsibilities are allocated to key management personnel as below.

Key

PM - Personnel Manager

D - Director

| Safety arrangements | PM | D |
|--|-----------|----------|
| Managing Safety And Health At Work | ✓ | ✓ |
| Managing Migrant Workers | ✓ | |
| Accident, Incident, Ill-Health Reporting And Investigation | ✓ | |
| Workplace Health And Safety Consultation | ✓ | |
| Risk Assessment And Hazard Reporting | ✓ | |
| Occupational Health And Health Surveillance | ✓ | |
| Substance And Alcohol Abuse | ✓ | |
| Purchasing | ✓ | |
| New And Expectant Mothers | ✓ | |
| Employing Children And Young Persons | ✓ | |
| Lone Working | ✓ | |
| Health And Safety Training | ✓ | |
| Health And Safety Of Visitors | ✓ | |
| Personal Protective Equipment | ✓ | |
| Home Working | ✓ | |
| Employing Agency And Temporary Staff | ✓ | |
| Safe Systems Of Work | ✓ | |
| Action On Enforcing Authority Reports | ✓ | |
| Equality And Disability Discrimination Compliance | ✓ | |
| Health And Safety Information For Employees | ✓ | |
| Fire Safety - Arrangements And Procedures | ✓ | |
| Fire Safety - Arrangements And Procedures - No Premises | ✓ | |
| First Aid | ✓ | |
| Welfare, Staff Amenities, Rest Rooms And The Working Environment | ✓ | |
| Welfare, Staff Amenities, Rest Rooms And The Working Environment - No Premises | ✓ | |
| Housekeeping And Cleaning | ✓ | |
| Pest Control | ✓ | |

| Safety arrangements | PM | D |
|---|-----------|----------|
| Building Services | ✓ | |
| Control Of Hazardous And Non-Hazardous Waste | ✓ | |
| Access, Egress, Stairs And Floors | ✓ | |
| Windows, Glass And Glazing In The Workplace | ✓ | |
| Workplace Signs | ✓ | |
| Working In The Open Air, Working In The Sun | ✓ | |
| Water Temperature Control | ✓ | |
| Premises | ✓ | |
| Electrical Safety | ✓ | |
| The Provision, Use And Maintenance Of Work Equipment | ✓ | |
| Hand Tools | ✓ | |
| Office Equipment | ✓ | |
| Storage Of Chemical Substances And Agents | ✓ | |
| Control Of Flammable Liquids | ✓ | |
| Slips, Trips And Falls | ✓ | |
| The Provision And Use Of Machinery | ✓ | |
| The Safe Use Of Machinery | ✓ | |
| Compressed Air And Pressure Systems | ✓ | |
| Lifting Equipment And Lifting Operations | ✓ | |
| Lifts And Hoists | ✓ | |
| Work At Height | ✓ | |
| Access Equipment | ✓ | |
| Work In Confined Spaces | ✓ | |
| Workplace Transport Management And Pedestrian Control | ✓ | |
| Battery Charging | ✓ | |
| Occupational Road Safety | ✓ | |
| Sharps And Needlestick Injuries | ✓ | |
| Water Hazards | ✓ | |
| Racking Storage Systems And Mezzanine Floors | ✓ | |
| Safe Use Of Medical Oxygen | ✓ | |
| Hand Arm Vibration | ✓ | |
| Whole Body Vibration | ✓ | |
| Zoonoses | ✓ | |

| Safety arrangements | PM | D |
|---|-----------|----------|
| Infection Control | ✓ | |
| Working Time, Night Work And Shift Working | ✓ | |
| Wruld (Work Related Upper Limb Disorders) | ✓ | |
| Radiography | ✓ | |
| Ionising Radiations | ✓ | |
| Leptospirosis | ✓ | |
| Manual Handling | ✓ | |
| Display Screen Equipment | ✓ | |
| Legionella Control | ✓ | |
| Use Of Chemical Agents And Substances | ✓ | |
| Horticultural Chemicals And Substances | ✓ | |
| Asbestos At Work - 2000+ Premises & No Off-Site Risk | ✓ | |
| Asbestos At Work - No Survey & Off-Site Risk | ✓ | |
| Control Of Noise At Work | ✓ | |
| Stress In The Workplace | ✓ | |
| Aggression And Violence | ✓ | |
| Occupational Asthma | ✓ | |
| Dermatitis | ✓ | |
| Artificial Optical Radiation | ✓ | |
| Lasers And Artificial Optical Radiation Devices Used In Health Care | ✓ | |
| Autoclaves | ✓ | |
| Working With Anaesthetic Gases And Machines | ✓ | |
| Drugs And Medication (Veterinary Practice) | ✓ | |
| Working With Animals | ✓ | |
| Cattle Markets And Lairages | ✓ | |
| Working With Large Animals At The Surgery | ✓ | |
| Working With Large Animals At Client Premises | ✓ | |
| Contractor Control And Management | ✓ | |
| Mobile Workforce | ✓ | |

Thrums Veterinary Group

Key Health and Safety Responsibilities

Introduction

Health and safety legislation places specific duties on employers to make arrangements to protect the health, safety and welfare of their employees whilst at work and anyone else (visitors, contractors, etc) who might be affected by their business activity.

To help us comply with these duties we have assigned specific health and safety responsibilities to Key Personnel as shown on the previous page.

In addition, we have a health and safety management system that includes:

- Our Health and Safety Statement.
- Safety responsibilities for key personnel.
- Safety arrangements to deal with health and safety issues in our practice.
- Risk assessments.
- Procedures to deal with emergencies.
- Employee safety rules.
- Additional information such as documented Safe Systems of Work, fire precautions and specific rules e.g. dispensing drugs and medication are also provided.

Other health and safety information provided to employees includes:

- Health and safety booklets and information sheets.
- Information about significant findings from risk assessments and action to be taken.
- Information relating to Safe Systems of Work and veterinary procedures.

Employees' Legal Responsibilities

All employees have a legal duty to take reasonable care for themselves and others and to co-operate with management on all aspects of health and safety.

- You must co-operate with and follow all emergency arrangements.
- You must ensure that you report all accidents, near misses or damage to equipment and property as soon as possible. You must co-operate and assist with accident or incident investigations when asked.
- You must not interfere with or deliberately damage anything provided in the interests of health, safety and welfare. This includes alteration, removal or deliberate disablement of guards and other safety devices and unauthorised alteration or repair of equipment.
- You must carry out your tasks in a safe manner and follow any instructions, procedures or Safe Systems of Work given to you by managers and supervisors. If you identify a hazard or hazardous situation, you must immediately, or as soon as possible report, it to the person managing the work.
- You also have a duty to ensure that all personal protective equipment provided for you is worn as directed, kept clean, maintained and stored in the correct manner.

Remember that these are statutory duties. The Enforcing Authorities can prosecute individual employees who fail to comply. Prosecution can result in heavy penalties - fines and or imprisonment.

Safety Rules

This section outlines some of the general health and safety rules that apply while you are working for us. There may be other more specific procedures where particular pharmacy practices apply and for which training and instruction will be provided.

Accident Procedures

- All work-related injuries, however minor, must be reported to your manager at the earliest opportunity and recorded in the Accident Book.
- Report all injuries, incidents, near misses, dangerous occurrences and damage to property or equipment to your manager at the earliest opportunity.

Working Practices

- You may only use your mobile phone at designated break times.
- Do not operate any equipment or use hazardous and dangerous substances unless you have been trained and authorised.
- Use all work equipment in accordance with your training and instruction. Before use check that it is safe and in full working order.
- Report faulty, damaged, defective or malfunctioning equipment to your manager without delay. Do not attempt repairs unless you have been trained and authorised.
- When cleaning work equipment you must use the correct procedure as instructed.
- Work equipment must not be left switched on without someone in control of it.
- If you are under 18 years old you must not operate or clean dangerous machinery without direct supervision and instruction.
- Use all hazardous substances in accordance with written assessments, procedures and instructions.
- Hazardous, flammable or explosive substances that are not in immediate use must be stored correctly in their designated safe storage areas.
- Always follow our Drugs and Alcohol Policy.
- Carry out manual handling tasks as instructed and according to your training.
- You must comply with all of our safe working procedures.

- When at work you must always wear suitable footwear.

Working Conditions and Working Environment

- Always use the correct tools provided for your work.
- Clear up spillages as soon as possible, clean as you go. If the spillage is of a hazardous substance report it to a manager.
- All hazardous waste must be disposed of in a safe and approved manner.
- Do not allow hazardous substances to enter drains or sewers.
- Keep floors and other work areas free from obstruction and all other areas clean and tidy. Clean as you go.
- Dispose of all rubbish and waste materials as instructed.
- Disinfection procedures must be followed as instructed.
- You must report any hazardous conditions to management.

Fire Precautions

- Do not obstruct any fire escape route, fire equipment or fire doors at any time. Locked or obstructed fire escape routes must be reported immediately to management.
- You must comply with all established emergency procedures.
- You must report any use of firefighting equipment to management.
- Do not attempt to fight fires unless you have been trained how to do so.
- You must not interfere with or misuse any fire equipment provided.
- Fire doors must be kept closed at all times unless they are fitted with an automatic closing device linked to the fire alarm.

Hygiene

- You must maintain high standards of personal hygiene at all times when at work.
- You must protect all open wounds with a suitable dressing.
- You must not consume food or drinks in a place where it may become contaminated.
- Use and treat the toilets, washing and welfare facilities with care and respect, keep them clean and tidy so that the risk of contamination and cross-infection are minimised.

Health

- Report early signs of work related dermatitis (red, cracking, dry, sore skin) to your manager.
- Report any medical condition, symptoms or use of medication which could affect your safety or the safety of others to management. Failure to do so could result in disciplinary action.
- You must cooperate with our occupational health surveillance programme.
- You must inform your manager, as soon as possible, if you are pregnant.
- You must inform management of any infections or illness immediately. Decisions to keep you away from work, due to illness, will only be taken after careful consideration.
- You must not attend work under the influence of either alcohol or illegal drugs.
- Report any instances of illness that could compromise food hygiene or other people's wellbeing to your manager. This includes-
 - diarrhoea, sickness (vomiting) and other stomach disorders.
 - any discharge from the eyes, ears or nose or a sore throat.
 - any septic skin condition such as sores, boils, septic cuts etc.
 - Any other infection.

Hazard Warning Signs, Signals and Notices

- You must comply with all workplace warning signs, signals and notices displayed.

Vehicles

- You must tell us, without delay, about endorsements or changes to your driving licence.
- You must tell us immediately about any medical condition likely to affect your ability to drive.
- Regular safety checks must be carried out on all work vehicles.
- Do not drive or operate any work vehicles without approval.
- You must not allow unauthorised passengers in work vehicles.
- You must not use work vehicles for unauthorised purposes.
- You must not overload work vehicles.
- You must not use a handheld mobile phone whilst driving.
- Smoking is not permitted in work vehicles.

Protective Clothing and Equipment

- Use all personal protective equipment as instructed.
- You must not damage or misuse personal protective equipment.
- After use personal protective equipment must be properly cleaned and stored correctly.
- You must inform your manager about damaged, defective or lost personal protective equipment.

Drugs and Medicines

- Where you are authorised to administer medication you must obey the established procedures.
- Do not administer medication unless you have been specifically authorised.
- You must not misuse drugs or medicines intended for our clients - this is a disciplinary offence.
- All drugs and medicines that are not needed must be disposed in the authorised manner.
- Any medication administered to our clients and service users must be carefully recorded.

Gross Misconduct

- You will be liable to summary dismissal if you are found to have acted in either of the following ways:
 - Serious breaches of the preceding health and safety rules, which endanger the lives of or may cause serious injury to employees or any other person.
 - Interference with or misuse of any equipment for use at work, such that it may cause harm.

Hazard Reporting

If you have concerns about health or safety hazards in the workplace you should raise them with your supervisor or manager so that they do not go unnoticed and remedial action can be taken. Recognising that some people can feel uncomfortable about raising hazard issues we also have a system which allows you to report your concerns in writing and (should you choose) anonymously. Complete the Hazard Log form at the back of this handbook, put it in an envelope and place it in the mailbox. Should you need additional Hazard Log forms or would rather not use the one in this booklet you can get additional copies by asking your line manager. We encourage your participation in reporting hazards, so that defects or hazards can be quickly identified and remedied before they can cause injury or ill-health to you or your colleagues.

Consultation

To promote your involvement in the health and safety of the organisation we provide various formal opportunities for staff consultation. Between those opportunities you should raise any general concerns about health and safety at work with your supervisor or manager.

Every effort will be made to provide consultation and communication on important health and safety issues such as:

- Risk assessments and subsequent safe systems of work,
- Workplace hazards,
- Emergency procedures,
- New working practices and new work equipment and
- Workplace welfare issues.

Occupational Health

Hazards that have the potential to harm your health, or anyone connected with our activities are identified in our risk assessments.

It is our policy that we only use substances hazardous to health where there is no alternative safe substance that could be used. Where we have to use hazardous substances we always try to use those that present the lowest level of risk to people who use them.

Where risk assessment identifies the presence of occupational health hazards and risks we will always implement suitable control measures. Where occupational health surveillance is recognised as being able to recognise and protect against ill-health appropriate systems will be implemented. You will be told if you need to be involved.

We anticipate that you will cooperate and take part in health monitoring which will be for your benefit. The specific results of any monitoring carried out by a registered occupational health practitioner will always be confidential.

We also expect you to follow our rules for managing and controlling the spread of societal illnesses whilst at work.

Risk Assessments

We carry out the process of risk assessment to reduce the risk of injury and ill health, and identify:

- The significant hazards that you may be exposed to.
- Who could be harmed and how.
- The likelihood of anyone being harmed by the hazard.
- Existing control measures.
- What (if any) further actions are required.
- Appropriate safe systems of work and necessary training.

For further information on risk assessment and to view those relevant to your work you should speak to your supervisor or manager.

General Safety Rules

Applicable to all Employees, Visitors and Contractors

1. Obey all rules, signs and instructions.
2. Attend for health and safety training or induction as instructed.
3. Do not attempt to carry out a work activity for which you have not been trained.
4. Ensure that all equipment used is in a safe condition.
5. Do not wedge open any fire doors.
6. Wear Personal Protective Equipment as specified.
7. Do not enter any areas for which you are unauthorised.
8. Report all accidents, incidents, hazards and near misses must be reported to the store manager as soon as possible.
9. Do not smoke any type of cigarette in the workplace.
10. Maintain good housekeeping at all times.
11. Keep pedestrian and vehicle traffic routes clear at all times.
12. Follow all statutory and professional rules regarding the handling and dispensing of 'controlled' and 'over the counter' (OTC) drugs and medication.

HAZARD REPORTING FORM

Use this form to report workplace hazards unsafe working conditions or practices that you are not able to correct for yourself or are not within your area of responsibility. If you have a suggested solution or remedy, please let us know about it. To report a hazard please follow the procedure explained in your Safety Handbook. Should you need additional copies of this form or would rather not use the one from this booklet you can get additional copies by asking your line manager.

Report date: _____

Hazard location: _____

Hazard description: _____



Suggested solution: _____

What is your name? (not compulsory): _____

For employer's use

Action identified as necessary:

Action allocated to: _____

Target date for completion: _____

Employers should copy basic details of this hazard report to form HL, Hazard Log, which will act as a running record and give an oversight of all hazards reported.

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Form ESH1

Thrums Veterinary Group

EMPLOYEE CONFIRMATION OF RECEIPT AND CONTENT OF EMPLOYEE SAFETY HANDBOOK

Please read the notes below, then sign and date this form

Part 1

Thrums Veterinary Group has prepared a Health and Safety Policy. This form is to let you know that the sections of the Policy affecting you are contained in the Employee Safety Handbook. Should you wish to see the complete Health and Safety Policy this can be arranged; ask your line manager. They will arrange for it to be made available. Please read the Employee Safety Handbook and take time to understand it. Raise any questions about the content with your manager. Then read and sign part 2 and return it to your manager.

Part 2

I have read my Employee Safety Handbook. I understand, accept and will comply with the contents. I understand that compliance with the rules and conditions set out forms part of my contract of employment. I will keep myself aware of its contents and any updates I am told about.

Employee signature: _____

Date: _____

Name: _____

Department: _____

Note: Note: By law, employers must give employees relevant information about their health and safety policies, procedures, and safe working systems. The same legislation requires employees to follow safety rules, procedures and instructions set by their employer. Employees should confirm that they understand these matters. Should you refuse to sign this document, the contents will be read to you and this will be recorded by your manager.

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