

WORKSAFE POLICY

Section 1: Purpose

The purpose of this document is to outline the measures taken in order to demonstrate that USSL acknowledge our responsibility under the Health & Safety at work act 1974 and recognize our duty of care and strive to continually improve our health and safety performance and safety systems effecting the health, safety & Welfare of our employees and subcontractors. This policy has been created to protect employees and to ensure that the operating sites are not put at risk.

Section 2: Scope

This policy applies to all of USSL operations, staff and subcontractors.

Section 3: Policy

All employees must be briefed on this "Worksafe" and any of the other USSL policies. All USSL policies are designed to cover the whole of USSL's operations, staff and subcontracting organisations. The aim of this policy is to ensure that no USSL employees are exposed to undue risk on site. Where the use of plant, equipment or the method of working constitutes a danger to the employee or another person, or affect the safe passage of clients, Members of the public, vehicles etc. or were site conditions constitute a danger to the employee, the employee may refuse to work.

In stopping work for any reason, employees must ensure safe situations are maintained at all time, in the event this is not possible then work must cease immediately and the Health & Safety Manager informed immediately, operations must not recommence until a safe method of working has been established regardless if this has a negative effect of production or produces excessive downtime. Operatives and Staff have the right to refuse to work if they feel that Health & Safety may be compromised in any way. Should this be the case then USSL will not:

- Discipline
- Lay Off
- Discharge
- Demote
- Suspend
- Impose any financial penalty
- Harass
- Take any other action

On an employee who invokes the refusal to work procedure on the grounds of Health and Safety.

All issues relating to the "Worksafe" Policy must be immediately forwarded to the Health & Safety Manager. Escalation for resolving a refusal to work is through the senior person on site in the first instance. If agreement cannot be made, the operations director or Managing director will be contacted and own the issue until a suitable resolution / Amended method of work has been established.

The employees implementing the "Worksafe" policy will be kept informed of any decisions thought the resolution process.

Section 4 Document History

October 2016	New Document
April 2018	Amended with new branding