

Under the Health and Safety at Work etc. Act, 1974 we recognise the general obligation for Shingler Construction Ltd to ensure so far as is reasonably practicable the health, safety and welfare of all members of staff. (Section 2).

Occupational health embraces:

- a. The effect of work on health, whether through sudden injury or through long-term exposure to agents with latent effects on health, and the prevention of occupational disease through techniques which include health surveillance, ergonomics and effective management systems;
- b. The effect of health on work, bearing in mind that good occupational health practice should address the fitness of the task for the employee, not the fitness of the employee for the task alone;
- c. Rehabilitation and recovery programmes;
- d. Managing work-related aspects of illness with potentially multi-factorial causes (e.g. muscular-skeletal disorders and coronary heart disease).

With regard to occupational health, Shingler Construction Ltd will ensure that:

- a. Necessary medical screening is carried out for any staff working with processes, materials or substances that require them to receive medical supervision;
- b. The provision of advice and training is given on ergonomics, especially relating to manual handling;
- c. Risk assessments are carried out to provide advice on issues relating to workplace ergonomics, occupational hygiene and safety. This work is often undertaken in conjunction with the external Safety advisor;
- d. Supervision is maintained of the company's first aiders, that we co-ordinate first aid training and provide first aid supplies;
- e. Monitoring is carried out of sickness absence and that we provide advice to managers and individuals;
- f. General medical and health advice as well as information is given to all members of staff when requested.
- g. Advice is given to employees and any appointed contractors in the event of illness on the fitness to return to work and/or rehabilitation needs of individuals. That we assist those individuals when they return to work to enable them to settle into their work pattern with minimum stress and disruption.

To this end, Shingler Construction Ltd will also ensure that:

- a. Advice is provided to all employees and appointed contractors on all aspects of Occupational Health;
- b. Optimum health for all employees is promoted and actively encouraged;
- c. Workplace health surveillance, education and training programs are carried out where they are deemed necessary;
- d. First Aid provisions, arrangements and ongoing training is suitably and sufficiently managed.

Shingler Construction Ltd has ensured that there are arrangements in place for the effective development and review of this policy statement.

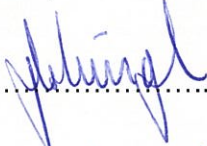
Legal Reference


This policy and its associated guidance notes, outline the provisions which Shingler Construction Ltd will make to discharge its duties in relation to the following statutory requirements:

The Health & Safety at Work etc Act 1974, Section 2 – "The duty to provide and maintain a working environment for employees that is, so far as is reasonably practicable, safe without risks to health and adequate as regards facilities and arrangements for their welfare at work."

The Management of Health and Safety at Work Regulations 1992, Regulation 5, "The duty to provide health surveillance".

Signed on behalf of Shingler Construction Ltd;

Director: Mr. Jeremy Shingler Signed:  Date: 12/5/09

Director: Mr. Keith Shingler Signed:  Date: 11/5/09