

Safe Working Directive (Mando Solutions Ltd Contractor)

Mando Solutions Ltd Commitment:

Working safely requires the establishment of safe systems of work, delivered by a competent workforce demonstrating the correct safety behaviours.

No employee of Mando Solutions Ltd, or anyone working on behalf of Mando Solutions Ltd, is expected to carry out any task where the risk to themselves or any other person is considered to be unacceptable.

Under this Safe Working Directive, each worker has the absolute right to refuse to carry out work if they feel it is not safe to do so.

Refusal to work on the grounds of Health and Safety, where the correct procedure as outlined below is followed, is free from any disciplinary action and will not affect, in any way, their future prospects with Mando Solutions.

All refusals to work will be responded to positively and promptly and the worker raising a concern under the Safe Working Directive will be informed of decisions throughout the process.

All workers are also encouraged to report any unsafe acts or conditions which they have witnessed.

Procedure:

Any situation arising which leads to an individual refusing to work for Health and Safety reasons must be reported, in the first instance, to your Line Manager as soon as possible, explaining that you have invoked the Safe Working Directive Procedure and why you have stopped work.

The Line Manager shall, in discussion with the worker, make an assessment of the situation and determine the course of action required.

An agreement should be reached that there has been a suitable and sufficient risk assessment of the task, the system of work is safe and that the work can be restarted.

If a safe method of work cannot be agreed, the work will not be restarted and the Line Manager shall report to Senior Management or a Director for further instruction.

No work should be recommenced until the issue causing concern has been addressed.

Details of all instances of invoking the Safe Working Directive Procedure are logged and reported to the Director.