

# HR *Advantage*

## Health & Safety

[www.hradvantage.co.uk](http://www.hradvantage.co.uk)

All employees have the right to work in a healthy and safe environment and as an employer you must ensure that you have taken steps as far as is "reasonably practical" to ensure a suitable working environment.

HR Advantages' Health and Safety services offer you exactly the Health and Safety support you need to operate safely and meet your legal obligations. In order to comply with the Health and Safety legislation and to follow "best practice" principles all employers should have at least the following:

- A Health and Safety policy
- A signed Health and Safety policy statement
- A completed Health and Safety poster
- An appointed competent person to evaluate and manage risks and hazards
- Current completed risk assessments based on the above
- Detail of how measures identified will be implemented
- Evidence that Health and Safety issues have been communicated to all staff
- Signed documents as evidence that Health and Safety training has taken place for all employees
- Establish procedures to be followed in the event of serious and imminent danger to persons working in the organisation

### The Consequences

The penalty for breaching Health and Safety law can be a large fine and in some cases imprisonment. These of course will be detrimental not only to the financial stability of your business but also to its reputation and continuing viability.

### How HR Advantage can help

For your continued peace of mind HR Advantage can provide a full consultancy service aimed at ensuring that your organization is fully compliant with all health and safety legislation. This includes:

- Risk assessments for COSHH, PUWER, DSE, Noise, Manual Handling and Fire
- Safety Management system including a policy and associated template documents and procedures
- The Health & Safety Audit
- On-site Health & Safety Training Courses
- Health & Safety help line and on-site support
- Fire risk assessments, fire plans, ongoing monitoring and training.

**If you would like to find out more call Lynne on 01494 451681 or e-mail us at [contact@hradvantage.co.uk](mailto:contact@hradvantage.co.uk)**