

**Health and Safety Audit**

**A1 Loo Hire - BRIDGEND DEPOT**

**17th December 2020**

# Approvals and Amendments

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Rev # | Date | Amended by | Approved by | Details |
| 01 | 17/12/20 | Sean Whittle | Spencer Morgan | Site audit and creation of draft |
| 02 | 21/12/20 | Sean Whittle |  | Report sent to client |
| 03 | Ongoing |  |  | Meeting to review actions |
| 04 | H&S meeting January 21 |  |  | Feedback to H&S Reps |
| 05 | 21/12/20 |  |  | Action Plans Devised |
| 06 | At H&S meetings |  |  | Action Plans reviewed |

Report completed by:

Sean Whittle FCIPD

HR Advisor

HR & Business Solutions Ltd

Report completed for:

Clive Owen

Director A1 Group,

Silver Birches,

Highland Avenue,

Wokingham,

Berkshire

RG41 4SP

This risk assessment is limited to the risks and findings identified on the day of the assessment and the recommendations contained in this report are based upon information provided by others and the assumption that all relevant information has been provided by those bodies from whom it has been requested.

This document is solely for the use and benefit of the Client. This document shall not be distributed, republished, uploaded, referred to, displayed, posted, edited, modified, re-written, copied in whole or part in any form (including but not limited to electronic, mechanical, printing, photocopying), by any other corporate entity, individual persons, or for any other purpose by the Client without the prior written permission of HR & Business Solutions Limited.

**Table of Contents**

[Approvals and Amendments 2](#_Toc59180187)

[1. Introduction 4](#_Toc59180188)

[2. Scope 4](#_Toc59180189)

[3. Aims and Objectives 5](#_Toc59180190)

[4. Meeting the Objective 5](#_Toc59180191)

[5. Background Information 5](#_Toc59180192)

[6. Significant and Moderate Risks 6](#_Toc59180193)

[Umbrella Risk Assessment Report 8](#_Toc59180194)

[Substantial Risks 8](#_Toc59180195)

[Moderate Risks 10](#_Toc59180196)

[Moderate and Low Priority Risks 16](#_Toc59180197)

[Next Steps 16](#_Toc59180198)

[Appendix 1 - Prioritised Risk and Hazard Table 17](#_Toc59180199)

[General Site - Risk Assessment Table 18](#_Toc59180200)

[Driving at Work - Risk Assessment Table 19](#_Toc59180201)

[Occupational Health - Risk Assessment Table 20](#_Toc59180202)

[Manual Handling - Risk Assessment Table 21](#_Toc59180203)

[Workshop Noise - Risk Assessment Table 22](#_Toc59180204)

[Training and Induction - Risk Assessment Table 23](#_Toc59180205)

[Offices and DSE Work Stations - Risk Assessment Table 24](#_Toc59180206)

[Contractors - Risk Assessment Table 25](#_Toc59180207)

[Site Electrical Equipment - Risk Assessment Table 26](#_Toc59180208)

[Delivery Drivers Lifting Equipment - Risk Assessment Table 27](#_Toc59180209)

[Water Systems and Shower - Risk Assessment Table 28](#_Toc59180210)

[Site Fire - Risk Assessment Table 29](#_Toc59180211)

[Work at Height - Risk Assessment Table 30](#_Toc59180212)

[Falling Objects - Risk Assessment Table 31](#_Toc59180213)

[Pressure Vessels and Gas Supplies - Risk Assessment Table 32](#_Toc59180214)

[Handling Waste for Disposal - Risk Assessment Table 33](#_Toc59180215)

[Machinery and Work Equipment - Risk Assessment Table 34](#_Toc59180216)

[External Area and Site Access - Risk Assessment Table 35](#_Toc59180217)

[First Aid and Accident Reporting - Risk Assessment Table 36](#_Toc59180218)

[Hazard and Near Miss Reporting - Risk Assessment Table 37](#_Toc59180219)

[Health & Safety Communication - Risk Assessment Table 38](#_Toc59180220)

[Outdoor Work - Risk Assessment Table 39](#_Toc59180221)

[Asbestos - Risk Assessment Table 40](#_Toc59180222)

[Kitchen Area / Rest room - Risk Assessment Table 41](#_Toc59180223)

[Pregnant Workers and Young Persons - Risk Assessment Table 42](#_Toc59180224)

[Appendix 2 - Risk Assessment Scoring 43](#_Toc59180225)

[Severity Score Table 44](#_Toc59180226)

# 1. Introduction

Clive Owen, Director, A1 Loo Hire commissioned HR & Business Solutions Ltd to

* Audit the occupational health and safety status of their site at **Unit 7, Litchard Industrial Estate, Bridgend CF31 2AL.**
* HR & Business Solutions used an umbrella risk assessment to achieve this requirement

A1 Group Ltd is a well-established company with three separate Divisions namely: Car Spares / metal recycling / Wet Waste and Loo Hire from its five depots in Wokingham, Bridgend, Coventry, Longacres (Bennetts) and Oakley (Oxford). The **Bridgend depot** comprises of a ground floor general office a separate Managerial Office and kitchen facilities. There is also a mezzanine floor above the general office area which contains storage facilities and a separate office. There is a large workshop/warehouse which is adjacent to the offices which houses spares materials / vehicles in for repair and a spares area for the toilets and welfare units. There are also toilet and an employee clothing storage facility to the side of the workshop and stairs leading up to the Mezzanine floor above the main offices. There is a further meeting room which is at the back end of the Workshop through a fire door. The large yard area is used for equipment and vehicle storage and a cleaning area. At the time of the visit approximately **155 people** (17 based at Bridgend) were employed within the A1 Group business, with around 4 **on the Bridgend site** at any time serving the operational needs of the business.

Risk assessment is a legal requirement and is the starting point for all Occupational Health and Safety (OH&S); HR & Business Solutions risk assessment approach is an umbrella over the top of A1 Loo Hire (Bridgend) ensuring all risks are captured. By assessing the risks of injury and ill health, identifying what is in place to control these risks and then determining further controls necessary, sets the boundaries on OH&S. The resulting risk control measures determine the effort, time and financial commitment that need to be applied to training, writing procedures, on-going support etc. The H&S system can then be proportionate to the risks; because it is derived from A1 Loo Hire (Bridgend) relevant risks, it will have value and purpose for your business. The umbrella risk assessment is a functional business tool, which should be used by the Board as part of their commitment to managing and monitoring OH&S risks.

By reviewing its operations and identifying key risks A1 Loo Hire (Bridgend) will be able to manage its OH&S issues. By establishing risks, A1 Loo Hire (Bridgend) can plan and implement relevant safe working procedures to ensure, so far as is reasonably practicable, the health, safety and welfare of those affected by its undertaking.

# 2. Scope

Carry out an ‘Umbrella Risk Assessment’ for A1 Loo Hire at its **Bridgend Depot**.

# 3. Aims and Objectives

The aim is to identify and provide A1 Loo Hire (Bridgend) with an overview of their key health and safety hazards and risks within their operations.

The main objective is to identify significant hazards and risks for A1 Loo Hire (Bridgend) and make recommendations in line with legislative requirements.

# 4. Meeting the Objective

To meet the objectives the following activities will be undertaken:

Umbrella Risk Assessment of Bristol Site

* Visit each key area in the Bridgend facility
* Meet and talk to management, H&S representative and employees, as appropriate
* Record relevant risks/hazards, current controls and recommendations
* Include hazard/risk table in appendix 1
* Outline significant and moderate risks in main body
* Make recommendations in line with legislative requirements

# 5. Background Information

H&S Poster

Not displayed around the depot.

H&S Policy

No signed copy displayed on notice boards.

Employers Liability Insurance

No current signed copy displayed in general office.

Accidents and Incidents

Reported, recorded but not reviewed. No significant incidents in the last 12 months.

Current H&S Documentation

* H&S Policy written but out of date
* Risk Assessments for items of work equipment, tasks and areas completed
* Risk Assessments are contained on a shared drive but are not available in certain relevant areas or specific relevant items of work equipment
* Risk Assessments reviewed annually by the responsible person for H&S

# 6. Significant and Moderate Risks

Understanding the Hazard and Risk Table (Appendix 1)

The columns in the Umbrella Risk Assessment Table are as follows:

**No.**

The hazard number.

**Hazard**

A description of the common hazard identified.

**S**

This is the severity of the hazard *(see Appendix 2 for Severity Scoring)*.

**Person Affected**

This column identifies the persons most likely to be affected by the hazard.

**Existing Control Measures and Common Theme**

These are the existing controls in place to reduce the likelihood of the hazard reaching full potential and any common themes seen at the depots.

**L**

This is the likelihood, taking account of the persons affected and the existing controls, of the hazard occurring *(see Appendix 2 for Likelihood Scoring)*.

**RPN**

This is the Risk Priority Number = Severity x Likelihood.

**Recommendations**

These are recommendations of how to lower the risk.

**Relevant Legislation**

Applicable legislation for the risk identified.

Risk Priority Number is kept simple and scoring is summarised in the following table and in Appendix 2 - Risk Assessment Scoring.

|  |  |
| --- | --- |
| Risk Priority Number | Action and Timescale |
| Intolerable:  RPN = 9 | Stop activity immediately or do not start until action has been taken to reduce the level of risk. (Enforcement risk - possible HSE Prohibition Notice). |
| Substantial:  RPN = 6 | Take action to reduce the risk level within 1 month. (Enforcement risk - possible HSE Improvement Notice). |
| Moderate:  RPN = 3 or 4 | Take action to reduce the risk level within 3 - 6 months. |
| Trivial/Low:  RPN = 1 or 2 | No further action required. |

The Risk and Hazard Table is prioritised with the high RPN’s listed first, these are discussed next.

# Umbrella Risk Assessment Report

On the day of the risk assessment, and in the opinion of the assessor there were **3 Substantial Risks and 8 Moderate Risks** scoring a four; these are outlined below.

# Substantial Risks

**1. Hazardous/Flammable Substances around site**

There were numerous flammable liquids / solvents and aerosols around the site and in the workshop area and there was limited control for them i.e. some were stored in a metal protective cupboard when not in use whilst others were left out in workbenches and tables. The Oxyacetylene in the workshop was stored correctly.

There were also a few gas bottles left around site with no gas storage area or lockable cage visible







Relevant Legislation

* Control of Substances Hazardous to Health Regulations 2002

Recommendation

1. All flammable liquids / solvents and aerosols **MUST** be stored in the lockable cupboard inside the workshop the key held by a responsible person and a control system for access should has been introduced.
2. Gas bottles on site should be in lockable cage. A gas bottle audit also needs to be undertaken and **ALL** old / empty bottles need to be discarded
3. Cleaning products should be stored in designated cleaning cupboard housed in the employee drying room

**2. Compressor in workshop**

There was no certificate present to confirm the compressor had been serviced.



Relevant Legislation

* Management of Health and Safety at Work Regulations 1999

Recommendation

1. Ensure both the hoist and compressor are serviced by competent engineer and a fit for purpose certificate are obtained for both pieces of equipment. These should be conducted annually and certificate readily available

**3. Fire Exit in canteen / Fire Exit out front of building through workshop**

There was no signage to in place to indicate Fire exit from employee canteen to fire assembly area and no site maps around site to indicate fire exit routes





Relevant Legislation

* Management of Health and Safety at Work Regulations 1999

Recommendation

1. Ensure Fire exit signage is placed above the two exit routes in canteen
2. As door is only opened by a key from inside this should either be push bar to exit door or closed off. As there are bars on outside for security when building not in use – this may be locked at time of fire it is recommended this is not used as fire exit form workshop

# Moderate Risks

**1. Health and Safety H&S signage / Emergency Lighting**

Emergency lighting was not checked annually which is a legal requirement.

Site speed limit signage not evident at entrance to yard.

Some H&S signage worn and writing not legible







Relevant Legislation

* Management of Health and Safety at Work Regulations 1999

Recommendations

1. Ask competent person to undertake check on the emergency lighting and this should be factored in on annual basis and a certificate of safe operation should be obtained.
2. Place speed limit sign on front gates – 5mph
3. Some H&S signage has become worn or weathered and should be replaced

**2. General housekeeping**

General housekeeping around the site was poor. There were various items of rubbish left in numerous areas. Some cleaning agents were openly stored in drying room in Workshop.











Specific Risks

The overall housekeeping was poor and there were numerous bins and areas with rubbish which had been there for a significant time which could cause health hazard. Cleaning agents should be stored correctly when not in use in a lockable cupboard to avoid misuse by employees and third parties.

Relevant Legislation

* Management of Health and Safety at Work Regulations 1999
* Control of Substances Hazardous to Health Regulations 2002

Recommendations

1. Purchase Lockable cabinet to store cleaning material and potentially hazardous liquids in drying room and the key to be held by the responsible person i.e. office manager / workshop engineer.
2. Consider one main rubbish area on site / larger bins with signage for the various types i.e. plastics / metal / general / carboard
3. Introduce IAuditor for a weekly walkaround - employees reminded to clear working areas of general rubbish.

**3. Drainage pipe**

The down pipe in yard was fractured and could leak water which could freeze causing slip hazard



**Specific Risks**

Area freezing and employees using area to collect toilets.

**Relevant Legislation**

* Management of Health and Safety at Work Regulations 1999

**Recommendations**

1. Repair down pipe and direct into drain

**4. Ladders on site**

There were three ladders with no identification 2 in workshop 1 outside (step ladder).



**Relevant Legislation**

* Management of Health and Safety at Work Regulations 1999

**Recommendations**

1. If ladders are used regularly then they must be identified and hold a fit for use identification and then be captured each week on the H&S walkaround
2. If not in use, then they should be cut up and discarded and not kept on site.

**5. Trailing hoses / cables**

There were numerous hoses and cables left of floor areas around the site which could be considered trip hazards or electrical hazards







**Relevant Legislation**

* Management of Health and Safety at Work Regulations 1999

**Recommendations**

1. Ensure all hoses are hooked up and off floor when not in use. Ensure all electrical cables are secured off the floor

**6. Fire Assembly point**

There is a fire assembly on site located at the front of the building – the area was blocked by a vehicle so employees could not congregate in this area during an emergency



**Relevant Legislation**

* Management of Health and Safety at Work Regulations 1999

**Recommendations**

1. Ensure the Fire Assembly area is clear and not blocked. If necessary, hatch out an area (numbered box) to prevent employees parking in front. If area is blocked this will encourage employees to go elsewhere and maybe stray out into road area.



**7. Fire Extinguishers on floor**

There were a number of Fire Extinguishers placed on the floor or inaccessible



**Relevant Legislation**

* Management of Health and Safety at Work Regulations 1999

**Recommendations**

1. Ensure all fire extinguishers re placed off the floor and on walls with correct signage indicating usage

**8. Occupational Health**

Work activities can impact on employee’s heath as well as their safety. A proactive occupational health program can assist with the monitoring of adverse health effects and also maintain a healthy and productive workforce.

Specific Risks

Some occupational health is required under certain regulations for managing specific risks. For A1 Loo Hire these include:

* Skin sensitising chemicals - currently undertaking
* Manual Handling - review required
* Noise - currently undertaking

Additional Considerations

* Sickness absence management, Fitness for work assessment
* Wellbeing and stress management, Drug and alcohol

Relevant Legislation

* Management of Health and Safety at Work Regulations 1999
* Noise at Work Regulations 2005
* Control of Substances Hazardous to Health Regulations 2002
* Working Time Regulations 1998

Recommendations

**Audiometry**

Introduce audiometry for those exposed to noise above the 1st and 2nd action levels.

**COSHH Heath Surveillance**

Review following outcome of COSHH Assessments (separate recommendation).

**MSD Report**

Introduce reporting system for MSD. Train employees on what to look out for and report issues to line managers.

* Train line managers on completing MSD form, restricting duties and referral procedure to OH

# Moderate and Low Priority Risks

There are a number of remaining Moderate and Low Priority risks that are included in the Hazard and Risk Table but not discussed in this section of the report.

# Next Steps

This risk assessment is a live working document and a tool for the business.

Read the recommendations in point 6 above. These are the top priority recommendations based on the RPN.

Further recommendations are outlined in the risk assessment table (Appendix 1).

Documented Action Plan

Document an Action Plan and assign responsibility with timescales for completing the recommendations in the report.

* Monitor and review the Action Plan on a regular basis, recording when the actions are completed. Note down any relevant evidence against the completed actions i.e. training records, new work instructions etc.
* Some examples of how to record the evidence: on the action plan, hand written notes in this report, or separate documents attached or referenced to the report/Action Plan

Consultation and Training

There is a legal requirement to consult employees on risk control measures that relate to, or affect them and to provide any related training. Where either result from this risk assessment, ensure the communications and training occur. Document when and how consultation was achieved, and document employee training records.

Risk Assessment Review

There is no legally set review period for a risk assessment, but there needs to be a mechanism for reviewing when necessary.

As a framework, a risk assessment should be reviewed:

* At least every 1-5 years; the Health and Safety Executive recommend annual review
* If the business expands, takes on more staff or moves premises
* If there is a significant change to the work activities, process or task
* If the type or no. of persons exposed changes
* If there is a related accident, ill-health or incident reported
* If there is a change in technology or information that could affect the risk
* For any other reason if the assessment is no longer valid

# Appendix 1 - Prioritised Risk and Hazard Table

Hazards considered during this Risk Assessment:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Work At Height | **X** |  | Manual Handling | **X** |  | Slips, Trips & Housekeeping | **X** |
| Lighting, Heating & Ventilation Levels | **X** |  | Falling Objects | **X** |  | Display Screen Equipment | **X** |
| Layout/Storage/Space/Obstructions | **X** |  | Workplace Transport / Pedestrians | **X** |  | Driving At Work | **X** |
| Welfare Facilities | **X** |  | Pregnant Workers / Young Persons | **X** |  | DDA |  |
| Outdoor Work/Extreme Temperature | **X** |  | Off Site/Home/Peripatetic Working |  |  | Occupational Pressure |  |
| Violence To Staff / Verbal Assault |  |  | Contractors | **X** |  | Visitors / Trespassers | **X** |
| Lifting Equipment | **X** |  | Work Equipment (Fixed / Portable) | **X** |  | Electrical Equipment | **X** |
| Lone Working/Out Of Hours/Security | **X** |  | Pressure Vessels / Gas Supplies | **X** |  | Hazardous Substances | **X** |
| Noise | **X** |  | Vibration | **X** |  | Biological Agents |  |
| Legionella or Lead | **X** |  | Asbestos | **X** |  | Flammable Substances (F, F+) | **X** |
| Dangerous Substances (O, E, DSEAR) | **X** |  | Radiation Sources I.E. Lasers, UV |  |  | Confined Space/Asphyxiation |  |
| Environmental Risks | **X** |  | Food Preparation |  |  | Fire | **X** |

X = Relevant at the time of the visit, if there is no X the hazard was considered not relevant or insignificant.

# General Site - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 1 | **Hazardous/Flammables Substances – gas bottles**  Gas bottles are stored around the site by the Workshop area. There is no lockable cage in which to store them. | 3 | Employees | Existing controls exist to store flammable liquids / cleaning products etc. when not in use.  Oxyacetylene stored correctly in lockable trolley. | 2 | 6 | **Ensure that the flammable liquids / cleaning products are stored correctly in a lockable cupboard.**  **Place all gas bottles in lockable cage and discard all bottles that are damaged or empty**  **Create an inventory of the substances by their hazard properties and risk phrases.**  **Skin checks (risk phrase R43) health surveillance may be necessary for certain materials.** | Control of Substances Hazardous to Health Regulations 2002 |

# Driving at Work - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 2 | **Driving At Work -** Delivery and tanker drivers are the main drivers for A1 Group but other employees may drive on company business.  Hazard: road traffic accident.  Vehicles used are both company and privately owned. | 2 | Employees | A Driving at work procedures manual is in place. | 1 | 2 | Copies of MOT, business class insurance and driving license are taken annually for ALL employees who drive at work.  Driver risk assessments were not viewed on the day of the visit. | Management of Health and Safety at Work Regulations 1999 |

# Occupational Health - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 3 | **Occupational Health -** Work activities can impact on employee’s heath as well as their safety. A proactive occupational health program can assist with the monitoring of adverse health effects and also maintain a healthy and productive workforce.  **Specific Risks** - Some occupational health is required under certain regulations for managing specific risks: For IOS these include Skin and respirator sensitising chemicals, Noise and Task Repetition.  **Additional Considerations**   * Sickness absence management * Fitness for work assessment * Wellbeing and stress management * Drugs and alcohol | 2 | Employees | **MSD Reporting (musculoskeletal disorder)** - Repetitive tasks have ben risk assessed Use of HSE guidance in HSG60 is recommended but not recorded at time of assessment. MSD reporting is currently verbal and too Depot managers. If further medical advice is required the employee is referred to the OH.  **Audiometry -** No audiometry is carried out currently.  **COSHH Heath Surveillance -** Currently, nothing is carried out.  **Stress/Wellbeing -** Employees reporting stress are currently referred to the OH.  **Drugs & Alcohol -** Zero tolerance, procedure in place. Facility to random test in place. | 2 | 4 | **Sickness Absence -** There is no system that records current absence levels which should be discussed at a monthly H&S committee meeting  **Audiometry** - Introduce audiometry for those exposed to noise above the 1st and 2nd action levels.  **MSD Report** - Introduce reporting system for MSD. Train employees on what to look out for and report issues to line managers.  Train line managers on completing MSD form, restricting duties and referral procedure to OH. | Management of Health and Safety at Work Regulations 1999  Noise at Work Regulations 2005  Control of Substances Hazardous to Health Regulations 2002  Working Time Regulations 1998 |

# Manual Handling - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 4 | **Manual Handling -** Handling of incoming/outgoing equipment. | 2 | Employees | Risk Assessments include manual handling activities; these are housed on the Back Office.  Safety shoes worn by all employees handling equipment.  Manual Handling training recorded in training files soon to be via Human Focus which will be accessible via the HUB. | 1 | 2 | Ensure training on manual handling conducted at induction and includes practical manual handling.  Ensure annual training to all employees who are required to carry out MH operations such as lifting, pulling, pushing, bending and twisting as part of their role. | Manual Handling Operations Regulations 1992  Lifting Operations and Lifting Equipment Regulations 1998  Provision and Use of Work Equipment Regulations 1998 |

# Workshop Noise - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 5 | **Noise: Equipment and vehicles being serviced after hire and before new hire -** Exposure to noise above statutory action levels of 80dBA and 85dBA can lead to hearing loss. | 2 | Employees | No existing controls in place | 1 | 2 | Users are trained to fit their hearing protection, and this is documented.  All employees were witnessed wearing appropriate PPE | Noise at Work Regulations 2005 |

# Training and Induction - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 6 | **Training and Induction -** Without a clear and relevant induction and training programme, new starters and employees are more likely to have accidents and/or suffer from work related ill health.  A1 Group Training Includes:   * Manual Handling - Induction and annually * DSE training online * Role specific training * Equipment specific training * Managers H&S responsibilities - I didn’t ask this, is it done? | 2 | Employees | Good training arrangements in place.  All employees’ are trained against defined skills and subjects, which are recorded in personal file,  H&S training is captured either as a specific role H&S module or as part of other training i.e. equipment operation.  A lot of the H&S related training is managed and delivered in house. | 1 | 2 | Review other specific H&S training delivered internally to ensure the key points of the training are documented.  All employees receive practical manual handling training as well as the on-line training. This is documented and refreshed regularly i.e. 1-2 yearly.  General H&S awareness training is undertaken for all employees yearly.  Introduce training for MSD and issues related to repetitive roles.  Introduce Health Surveillance training in relation to skin issues.  Introduce regular H&S training for members of H&S committee. | Management of Health and Safety at Work Regulations 1999 |

# Offices and DSE Work Stations - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 7 | **Display Screen Equipment -** Use of desktop PCs at workstations in various locations at Bridgend Depot. | 1 | Employees | Employees made aware of DSE during Induction.  Annual Assessments have been completed | 2 | 2 | **DSE Refresher training conducted annually** | Display Screen Equipment Regulations 1992 |

# Contractors - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 8 | **Contractors -** Uncontrolled contractor activities can lead to incidents both to themselves on company premises or which could affect company employees.  Hazards include: falling objects, electrical damage, fires etc. | 2 | Employees and Contractors | There is mention of contractor management in the H&S Manual.  Contractors supply business with completed questionnaire, RAMS and insurance documentation prior to wok being undertaken. | 1 | 2 | Risk assessments and method statements prior to contractors working on site were not available at time of visit. Prior to starting work contractors receive a contractor’s safety induction.  H&S procedures required to manage risks while working at an A1 Group depot, including preparation of risk assessments, method statements and assessing competence. | Management of Health and Safety at Work Regulations 1999 |

# Site Electrical Equipment - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 9 | **Electrical Equipment -** Failure of electrical equipment through poor maintenance or damage can lead to electrocutions. | 3 | Employees and Third Parties | PAT Testing completed  Fixed wiring installation tested and inspected. | 1 | 3 | No further recommendations | Electricity at Work Regulations 1989 |

# Delivery Drivers Lifting Equipment - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 10 | **Lifting Equipment -** Failure of lifting equipment can result in a serious incident and would be a RIDDOR reportable incident.  Lifting equipment identified:   * Workshop hoist equipment * Roller Shutter Doors * Tailgates on vehicles | 2 | Employees | Statutory inspections for lifting equipment and accessories are completed.  Maintenance in place for all lifting equipment.  Workshop/delivery drivers wear safety shoes and high visibility clothing.  Risk Assessments are completed and reviewed regularly | 1 | 2 | Manual Handling training provided for all employees in use of any lifting equipment.  No further recommendations | Lifting Operations and Lifting Equipment Regulations 1998  Provision and Use of Work Equipment Regulations 1998 |

# Water Systems and Shower - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 11 | **Legionella -** Hazards: Legionella bacterial inhalable through water mist from a shower or developing in hot and cold water systems. | 2 | Employees | Legionella risk assessment not available at time of audit. | 2 | 4 | In addition to reviewing the risk assessment if the system changes, also set a review by a competent person periodically i.e. 3 years.  **Shower should be tested and descaled monthly.** | Control of Substances Hazardous to Health Regulations 2002 |

# Site Fire - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 12 | **Fire -** Fire risks from ignition source finding a fuel source. Fuel sources include stock, cardboard/paper/waste materials in outside bins. | 3 | Employees, Third Parties, Vulnerable Persons and Contractors | Fire risk assessment completed by external competent person.  Fire Extinguishers are stored off the floor and signage for correct use displayed near all extinguishers. | 1 | 3 | **Reviewed annually by competent H&S contractor**  **Ensure all extinguishers placed off floor and in areas that are both visible and easily accessible**  **List of Fire Marshals must be displayed around site with contact numbers and Fire Evacuation procedure**  No Further recommendations | Regulatory Reform (Fire Safety) Order 2005 |

# Work at Height - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 13 | **Work at Height -** Limited work at height for A1 Group employees.  No work at height for Office workers.  Contractors carry out work at height. | 2 | Employees | Limited working at height activity at Depot therefore not risk assessed. | 2 | 4 | **Steps and ladders should be locked away when not in use or discarded is broken and captured as part of the IAuditor walkaround – two seen in workshop on side.**  Contractors should manage their own risk assessments for work at height and these should be managed by A1 Group (see contractors row).  No Further recommendations | Work at Height Regulations 2005 |

# Falling Objects - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 14 | **Falling Objects -** Hazards: items falling on persons around the site. | 3 | Employees | Items over 20kgs were stored above head height in various areas around the depot | 1 | 3 | **Weekly visual inspections should be carried out on site by person responsible for H&S -i.e. IAuditor**   * **Workshop shelving and area to side of workshop still had some rubbish items stored on shelves** * **Mezzanine floor in workshop**   No Further recommendations | Management of Health and Safety at Work Regulations 1999 |

# Pressure Vessels and Gas Supplies - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 15 | **Pressure Vessels and Gas Supplies -** For A1 Group these are:   * Gas Storage bottles * Gas boiler * Compressor for machine air lines * Pressure Washer   Failure of pressure vessels or poorly maintained gas supplies can lead to serious incidents.  Hazard: uncontrolled release of pressurised material, failure of pressure vessel, release of gas, explosion or fire. | 3 | Employees and Third Parties in the areas | Gas boiler inspected annually by a gas safe registered company - viable maintenance ticket visible at time of visit. | 2 | 6 | **Ensure all gas bottles to be stored in lockable cage**  **Ensure boiler in drying room is serviced annually**  No further recommendations. | Gas Safety (Installation and Use) Regulations 1998  Pressure Systems Safety Regulations 2000 |

# Handling Waste for Disposal - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 16 | **Handling Waste for Disposal -** Use of bins at the back of the site.  Hazard: manual handling. | 2 | Employees | Waste is stored bins around the site. All materials are disposed of correctly. | 2 | 4 | **Ensure general housekeeping from all employees to ensure waste is disposed of correctly**  **consider introducing a waste management system for different types of waste.**  No further recommendations. | Management of Health and Safety at Work Regulations 1999  Manual Handling Operations Regulations 1992 |

# Machinery and Work Equipment - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 17 | **Machinery and Work Equipment -** Use of work equipment by untrained persons or work equipment that is poorly guarded and maintained is more likely to lead to incidents.  Work equipment includes:  Lifting equipment  Hire Equipment. | 2 | Employees | **Risk Assessment -** The use of each item of work equipment is risk assessed. on hooks on walls on hooks on walls on hooks on walls  New equipment is captured when purchased and training on use delivered by supplier.  . | 1 | 2 | **Provide a hard copy of risk assessments on certain equipment in various areas on site.**  **Produce generic risk assessments in various locations on site i.e. office, workshop etc.**  No further recommendations | Provision and Use of Work Equipment Regulations 1998 |

# External Area and Site Access - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 18 | **Visitors/Trespassers -** Unaccompanied visitors may be more likely to have an accident due to less knowledge about the site layout and operation.  Foreseeable hazards to trespassers should be avoided. | 2 | Employees, Visitors, Contractors and  Trespassers | Signage generally good around site  Site fencing is adequate | 2 | 4 | **Visitors/Contractors should be made aware of fire evacuation procedures upon arrival**  **Grit bins should be full and maintained for wintery months. All freezing areas should be treated I.e. yard area need water area.**  No further recommendations | Management of Health and Safety at Work Regulations 1999  Occupiers Liability Act 1947/1984 |

# First Aid and Accident Reporting - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 19 | **First Aid and Accident Reporting -** If an incident occurs, slow first aid response can increase the severity of the injury. | 2 | Employees and Third Parties | Accident reporting procedure in place although not available at time of audit.  First aiders trained and displayed as pictures around the site on notice boards. | 1 | 2 | No further recommendations | First Aid Regulations 1981 |

# Hazard and Near Miss Reporting - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 20 | **Hazard and Near Miss Reporting -** Reported incidents (Hazards and Near Misses) are indicators of potential accidents waiting to happen. | 1 | Employees and Third Parties | System in place for recording near miss occurrences on site or for drivers. This is agenda item on the H&S monthly meeting. Corrective Actions are then discussed. | 1 | 1 | No further recommendations | Management of Health and Safety at Work Regulations 1999 |

# Health & Safety Communication - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 21 | **H&S Communication -** Clear methods of H&S communication.  A written H&S policy signed and displayed.  H&S procedures for controlling workplace risks in place and available to employees.  H&S Committee. | 3 | Employees | H&S Committee meet monthly and made up of a chairperson and committee reps from all 5 depots. | 2 | 6 | **H&S Policy to be replaced annually and displayed on notice boards around site i.e. office, canteen and workshop.**  **Consider weekly H&S inspections to be carried out by the reps and issues discussed at H&S committee meeting. Corrective actions are implemented immediately.**  **Site evacuation procedure and site map to be displayed in Offices / Canteen / Workshop and meeting rooms**  No further recommendations. | Health and Safety at Work Act etc. 1974  Management of Health and Safety at Work Regulations 1999  The Health and Safety (Consultation with Employees) Regulations 1996 |

# Outdoor Work - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 22 | **Outdoor Work -** Some employees have a need to work outside during the winter but they are not based outside continuously. | 2 | Employees | All employees are provided with high visibility jackets/fleeces gloves for wearing in all areas apart from offices on site.  All affected employees can move into the warmth as required.  Heaters provided in rest area and general offices  Gritting products available to prevent slips in winter weather. | 2 | 4 | **Possible defined walkways between pressure washing area and workshop and Warehouse**  **Purchase Grit bin and ensure fill - to be used in freezing conditions as yard area is in constant use by employees.**  No further recommendations. | Management of Health and Safety at Work Regulations 1999 |

# Asbestos - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 23 | **Asbestos -** If asbestos is present in the building, disturbance of the fibres can lead to personal exposure. | 1 | Employees and Contractors | Asbestos not present on site. | 1 | 1 | No further recommendations. | Control of Asbestos at Work Regulations 2006 |

# Kitchen Area / Rest room - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 24 | **Food Hygiene -** risk of bacterial cross contamination with out of date food.  **Slips Trips and falls** - bags / clothing and rubbish across floor | 2 | All employees | Fridge provided to place food into to keep at adequate temperature.  Lockers and hooks provided to store personal belongs and work clothing.  Bins provided | 2 | 4 | **Place additional signage around canteen reminding employees of responsibility to keep area clean and tidy.**  **Locate lockers into drying room to store bags etc.**  **PAT testing on equipment to be undertaken**  No further recommendations. | Food Hygiene Regulations 2006  Management of Health and Safety at Work Regulations 1999 |

# Pregnant Workers and Young Persons - Risk Assessment Table

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **#** | **Hazard** | **S** | **Persons Affected** | **Existing Control Measures and Common Theme** | **Risk** | | **Recommendations** | **Relevant Legislation** |
| **L** | **RPN** |
| 25 | **Pregnant Workers and Young Persons -** Higher risk groups more susceptible to workplace risks. | - | Pregnant Employees and Young Persons | Pregnancy Risk Assessment is a HR procedure and is in place.  No young persons employed at the time of the visit. Risk Assessments are completed for any work experience visitors. | - | - | No further recommendations | Management of Health and Safety at Work Regulations 1999 |

# Appendix 2 - Risk Assessment Scoring

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Risk Management and Compliance Audit Scoring** | | | | | |
| Severity Hazard (S) | Severity Hazard (S) | | Likelihood of Occurrence (L) | | |
| Compliance | Harm or Ill Health | Low | Medium | High |
| 3 - None | 3 - High | 1 | 2 | 3 |
| 2 - Partial | 2 - Medium |  |  |  |
| 1 - Satisfactory | 1 - Low |  |  |  |

|  |  |
| --- | --- |
| Risk Priority Number | Action and Timescale |
| Intolerable:  RPN = 9 | Stop activity immediately or do not start until action has been taken to reduce the level of risk. (Enforcement risk - possible HSE Prohibition Notice). |
| Substantial:  RPN = 6 | Take action to reduce the risk level within 1 month. (Enforcement risk - possible HSE Improvement Notice). |
| Moderate:  RPN = 3 or 4 | Take action to reduce the risk level within 3 - 6 months. |
| Trivial/Low:  RPN = 1 or 2 | No further action required. |

See next page for Severity and Likelihood descriptions.

# Severity Score Table

|  |  |  |
| --- | --- | --- |
| # | Description | |
| **3** | **High Hazard - extremely harmful consequences**  Major notifiable RIDDOR injury or fatality. Permanent disability. Severe life threatening RIDDOR Reportable diseases and illnesses i.e. cancer, asbestosis  Extensive loss of plant, or major damage to equipment, property or the environment. RIDDOR Dangerous Occurrence.  Would attract a prohibition notice from the HSE.  **None Compliance**  Breach of a relevant statutory provision with potential for harm.  No evidence of compliance to the relevant statutory provisions. | |
| **2** | **Medium Hazard - harmful consequences**  7 Day RIDDOR Reportable Lost time incident. Temporary disability, lacerations, serious cuts and bruises, burns, concussion, serious sprains and strains, minor fractures (fingers and toes).  RIDDOR Reportable Diseases i.e. occupational deafness, dermatitis, allergy, repetitive strain injury. Serious damage to equipment, property or the environment disrupting normal activities would attract an improvement notice from the HSE.  **Partial Compliance**  Minor or technical Breach possible. Some evidence of compliance to the relevant statutory provision i.e. hazards and risks identified some supporting documentation & training records. | |
| **1** | **Low Hazard Severity - slightly harmful consequences**  Minor Injuries & ill health i.e. minor sprains and strains, cuts and bruises, eye irritation, nuisance (e.g. headaches), minor skin irritation.  Minor damage to equipment, property or the environment.  **Satisfactory**  At the time of the audit or risk assessment and in the opinion of the assessor, compliance to the relevant statutory provisions is considered to be adequate i.e. hazards and risks identified by competent persons, full documentation supporting a system of managing the relevant risk and hazards identified, training in place and recorded, communication of risk control measures to employees in place.  *Achieving this standard does not absolve the company of its duty to continuously monitor compliance to the relevant statutory provisions review risk on a regular basis.* | |
| Likelihood of Occurrence Table | | |
| **3** | **High** (highly likely) | Daily or weekly opportunities for the hazard to be realised.  Continuous or almost continuous presence of the hazard. |
| **2** | **Medium** (likely) | Opportunities for hazard to be realised are possible i.e. within the next 6-12 month period. |
| **1** | **Low** (unlikely) | Opportunities for hazard to be realised are Infrequent and possible, but not expected in the next 12 month period. |