



Statement of policy

Legal obligations

Under the Health and Safety at Work etc. Act, 1974 there is a general obligation for Clearwater DC 2001 Ltd to ensure so far as is reasonably practicable the health, safety and welfare of all members of staff

Occupational health

As a Health Promoting Company, Clearwater DC 2001 Ltd has a commitment to the health and welfare of its staff. The Company are concerned with all issues relating to health and work. The companys HR dept can be contacted directly.

The aims of the function are to:

- a. carry out necessary medical screening for any staff working with processes, materials or substances that require them to receive medical supervision;
- b. provide advice and training on ergonomics, especially relating to computer technology and manual handling;
- c. carry out environmental surveys and risk assessments and to provide advice on issues relating to workplace ergonomics, occupational hygiene and safety. This work is often undertaken in conjunction with the Safety Officer;
- d. supervise the Clearwater's team of first aiders, co-ordinate first aid training and the provision of first aid supplies;
- e. monitor sickness absence and provide sickness absence statistics, counselling and advice to managers and individuals;
- f. offer counselling support for staff to complement other welfare services offered by Clearwater DC 2001 Ltd HR
- g. carry out pre-employment screening by medical questionnaire, interview and medical examination where appropriate;
- h. give general medical and health advice and information to all members of staff when requested.
- i. advise HR and line managers in the event of illness on the fitness to return to work and/or rehabilitation needs of individuals. Assist those individuals when they return to work to enable them to settle into their work pattern with minimum stress and disruption.

Signed

Murray Pitcairn
Managing Director

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