

## Duty of Care Policy

The duty of care is a general legal duty on all individuals and organisations to avoid carelessly causing injury to persons. It requires everything **'reasonably practicable'** to be done to protect the health and safety of others at the workplace.

The duty is place on:

- All employers/organisations
- Their employees
- Any others who have an influence on the hazards in a workplace

The latter includes contractors and those which design, manufacture, import, supply and install plant, equipment or materials used in the workplace. The duty is regardless of the size of the organisation, its income or whether the organisation has paid staff.

**'Reasonably Practicable'** means that the requirements of the law vary with the degree of risk in a particular activity or environment which must be balanced against the time, trouble and cost taking measures to control the risk. It allows the duty holder to choose the most efficient means for controlling a particular risk from the range of feasible possibilities. The duty holder must show that it was not reasonably practicable to do more than what was done or that he/she has taken 'reasonable precautions and exercised due diligence'.

In accordance with our duty of care to individuals, we aim to provide:

- A safe working environment
- Information and instruction on workplace hazards and supervision of employees in safe work
- Monitoring of the health of employees and related records keeping
- The provision of health and safety advice
- Monitoring of the conditions at any environment under our control and management

We will ensure that:

- For each activity, the organisation has carried out a risk assessment to identify hazards, assess risks and put in place control measures for these.
- All employees are made aware of the health and safety policies and procedures

*J. W Barnett*

**J W Barnett**  
**Managing Director**

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