



9th April 2020

CONTRACTOR POLICY – CONTROLLING COVID 19 [CORONAVIRUS]

INTRODUCTION

There are serious concerns in respect of this virus and the subsequent illness suffered by those who become infected. This has particular reference to the United Kingdom which is now in the grips of a Covid 19 pandemic.

The directors of Wycombe Recycling & GAGE Demolition have addressed this problem and will continue to do so in consideration of their workplaces.

GOVERNMENT DIRECTIVES and GUIDELINES

We will always follow these and remain informed of changes and updates from reliable sources on a daily basis. We will take advice from our health and safety consultants and other informed persons taking appropriate action as a result of due consultation with them.

At this time the country is not in a state of statutory 'Lockdown' although this could change. Currently, everyone is advised to become 'Self isolated' and work from home wherever possible. We should emphasise that this is not a directive and the government recognise that some areas of work cannot be discharged from home – clearly, demolition & waste management falls into this category.

COVID 19 and MANAGEMENT IMPLICATIONS

COVID 19 is not a workplace related illness and as such does not come within health and safety law, codes of practice or guidance. Nevertheless, the directors of the Wycombe Recycling & GAGE Demolition recognise that this virus can be brought into our workplaces and infect our operatives which presents us, at the least, with a moral obligation to introduce measures which eliminate or reduce risk suitably, sufficiently and satisfactorily

RESPONSIBILITIES

For directors, as with all employers, the health, safety and welfare of our employees whilst at work ultimately rests with the Adele & Glen Hawes and this is emphasised in the Policy Statement of our Health and Safety Policy. We also accept workplace responsibilities for our sub-contractors and all other personnel engaged by us and associated with our workplaces.

We discharge our on site responsibilities largely through our Site Managers who are duly competent and have received extensive training in construction health and safety. This is now mainly driven by Construction [Design and Management] Regulations 2015 which places these responsibilities upon the duty holders. As Principal Contractor, Contractor and in some instances Client, Wycombe Recycling & GAGE Demolition may assume any or all of these roles.

Clearly, our health and safety procedures currently make no provision for dealing with COVID 19 and neither have our Site Managers received training in this respect. Consequently, the directors have developed systems that they consider addresses this problem and outlined in this policy. Site Managers have been charged with ensuring that all personnel on their sites are aware of company procedures for managing COVID 19 implications on site.

Wycombe Recycling & GAGE Demolition COVID 19 POLICY

In consideration of all reasonable information/advice and with the installation of appropriate controls listed under the next heading, the directors have decided that their workplaces should remain in operation subject to individual assessment.

In these circumstances our employees are expected to report for work.

SUB CONTRACTORS

We recognise that sub-contractors may have their own policies and procedures and we will recognise these subject to submission, inspection and approval. Further, we recognise all sub contractors' rights to withhold or supply their labour under their terms of contract in these circumstances. However, those sub-contractors who have chosen to remain operational at Wycombe Recycling & GAGE Demolition construction sites must comply with our onsite COVID 19 rules, policies and procedures.

In the event of any conflicting detail between Wycombe Recycling & GAGE Demolition policy and a respective sub-contractor policy, the Wycombe Recycling & GAGE Demolition policy will prevail.

RISK ASSESSMENT

The directors have undertaken and implemented the results of individual site Assessments which it considers are necessary to undertake.

PROCEDURES

These have in general been developed on a collective basis and follow recommended guidance and current law as it is reasonably interpreted. It must be remembered that no-one is in possession of the full implications and consequences of COVID 19 infection. The directors are following UK government law and guidance and will review their policies in line with changing circumstances and directives.

The directors will ensure that all those operatives and others who may be present on our sites or affected by our workplaces are suitably informed about our policies and procedures that relate to a particular site.

This information will be outlined to all Wycombe Recycling & GAGE Demolition operatives – employed, self-employed or agency and others who may attend our sites. The responsibility for carrying out this awareness has been delegated to our on-site management who have been instructed in company

procedures which relate to COVID 19 and are deemed competent to convey this information with immediate effect. No operative is permitted to work on any of our sites without a specific induction of this nature.

1. If you display any of the symptoms of COVID 19 or live in the same environment as someone who has these symptoms – do not report for work. Remain in isolation and take government advice – obtain professional advice and diagnosis if possible
2. Those operatives and others reporting for work who have not received a COVID 19 induction must remain outside their intended site and telephone the site manager before entering the site. These personnel must not commence work until they have received a COVID 19 induction
3. All on site are reminded that there is a responsibility upon them, as individuals, to observe Wycombe Recycling & GAGE Demolition procedures and play their part in preventing the spread of COVID 19. They should report any concerns that they may have – Wycombe Recycling & GAGE Demolition welcomes all reasonable suggestions that operatives may have which contribute to further control of the virus
4. Use your mobile phone for communication wherever possible. Do not allow others to use your phone and ensure this arrangement is reciprocated.
5. Good hygiene – this is vital and regular hand washing is essential. See 6. COVID 19 is transmitted by contact and touch. See 6. There is a constant danger of touching objects and then touching your face which increases risk dramatically. Wearing face masks is optional – these are designed principally to avoid hand to face contact and we are informed that the type of mask is not of significant importance

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6. Signage will be introduced in all site areas to indicate/remind operatives and others of procedures both general and location specific relating specifically to COVID 19.
7. Operatives must always remain a minimum of two metres from other persons on site. [Each site will be individually managed to ensure that this can reasonably be achieved and most likely will involve a reduction of onsite personnel].
8. Mess rooms will remain in operation but must be used in recognition of individual separation – this will be overseen by site management. See 1.
[It may be more suitable for operatives to eat and drink within their vehicles – but see 6.]
9. Toilets will remain operational and will be separated from each other observing the two-metre rule wherever possible. See 3. Ensure that the toilet door is locked during occupation

Signed Adele Hawes 9/4/2020

DIRECTOR