

Scottish Water Business Stream

Health and Safety – General Policy Statement

As Chief Executive, I accept overall responsibility to the Board for the health and safety of all employees and any other individuals who are engaged in, or may be affected by, the activities of Business Stream. To discharge this responsibility, I am committed to ensuring that health and safety is a prime business concern and fully considered in all business decisions within Business Stream. The Executive Leadership Team (ELT) and Senior Management Group (SMG) will assist me in this task by accepting their collective and individual responsibilities, and consistently demonstrating their support of this commitment.

Business Stream's Health and Safety Management System Manual details specific safety responsibilities for the ELT & SMG and other named individuals. The Board have allocated to the Health Safety & Facilities Lead the overall responsibility for promoting and monitoring the development of health and safety systems within the organisation. The ELT & SMG working closely with our Health & Safety & Facilities Lead shall establish and maintain a competent source of advice to the organisation on all matters relating to health and safety, and maintain an effective occupational health and welfare service for the benefit of all employees.

I expect the ELT and SMG to co-operate in developing and implementing the Safety Management System and common standards across the organisation. I also expect each ELT and SMG member to ensure they allocate adequate resources to meet their health and safety commitments. In this respect compliance with legislation will be regarded as the minimum standard.

All activities undertaken by Business Stream, including the procurement of materials and services will be adequately risk assessed and effective controls adopted to ensure the health and safety of those who are involved or may be affected. As part of the control process, all employees will receive adequate supervision, instruction, information and training to ensure an adequate level of competence is achieved and maintained in the safety aspects of their work.

If an accident/incident does occur, it is important to recognise these may not necessarily be the fault of the individuals, but may be the result of management system failures. To ensure any such failures can be identified and remedied, an effective accident/incident recording and analysis system will be maintained, and all accidents and incidents will be appropriately investigated.

Each month a Health and Safety update will be included within the Board papers and covered at the Board meeting. As part of the review process, opportunities for improvements will be identified and action plans prepared for implementation over an appropriate timescale.

I recognise the valuable contribution to be made by employees and employee representatives to the development of health and safety. To facilitate this, a health, safety and well-being committee has been established to maintain effective communication, consultation and engagement processes, and provide a channel for practical contributions to improving health and safety.

Finally, I would remind all employees that a healthy and safe working environment will only be achieved through the co-operation of everyone involved. Each and every employee has a duty to work safely, to comply with all safety procedures and take reasonable care of themselves and any others affected by their activities.



Jo Dow, Chief Executive
12 September 2017