

This Policy replaces
POL39/4

Copy Number

Effective 03/06/19

Summary of Significant Changes
Updated for new Chief Executive

Policy

Health, Safety & Wellbeing Culture

The safety of our colleagues, products and services is at the centre of everything we do, with good Health, Safety and Wellbeing (HS&W) forming a central part of NHSBT's culture. I believe that all colleagues should be empowered to contribute to an injury free and healthy workplace through active involvement in safety systems and practices.

Through proactive risk assessment, the elimination of waste and by streamlining our processes, we can continuously improve our performance and foster a safer work environment leading to zero harm. Health, safety and wellbeing objectives will be as important within our business plan as all of our other strategic objectives and supports the People Strategy guiding principles of engage, enable and deliver. All incidents will be investigated to establish the immediate and root cause, with further control measures implemented where needed. Everyone has a responsibility to work safely, but I recognise that injuries are usually the failure of systems and not usually the fault of the individual.

The HS&W management system accreditation to the Occupational Health and Safety Assessment Series standard (OHSAS) 18001 will be maintained to provide assurance that standards are good and being maintained. The planned transfer to ISO45001 will integrate wellbeing into the management system over the next 3 years. Health and Wellbeing initiatives to support healthy lifestyles will be offered to everyone to help improve and maintain their quality of life at work and home.

Working Together Towards a Safer Working Environment

HS&W risks will be registered on the Corporate Risk Register and reviewed regularly. The Executive team and I will continue to support our leaders to champion HS&W through national and local plans. Leaders will also carry out safety tours in their area of responsibility to show their personal commitment to HS&W

A partnership approach is key to ensure a good and sustained HS&W performance, we will work with you and Trade Union representatives to ensure NHSBT is a safe and healthy workplace.



Signed

Date: 29/04/19

Betsy Bassis Chief Executive