

UK Health & Safety Legislation requires the provision of a safe place of work and safe systems of work to ensure employee and client safety. Under the Health & Safety Management Regulations employers are required to carry out Risk Assessments on all locations and all work activities. In addition there is a myriad of new and emerging legislation covering issues such as first aid, access for the disabled, reporting of accidents and stress in the workplace.

The Xact / NVS Solution to compliance with Health & Safety Legislation is:

- An initial Audit to assess compliance – Free to all clients of NVS.
- Assistance in carrying out COSHH Assessments.
- Assistance in carrying out all other Risk Assessments in all areas e.g. Fire.
- Assistance in the preparation of your Disability Discrimination Act Access Audit and Plan.
- The provision of a Personalised Health & Safety Manual to house all documented Risk Assessments and Control Procedures.
- The provision of Employee Handbooks.
- The provision of Technical Updates on new and emerging legislation.
- Annual compliance visit to ensure system is working and to update any changes.
- The provision of a telephone helpline.

To ensure peace of mind contact:

Xact Consulting Ltd on 0845 665 3006

to arrange a Free Audit





New legislation – Disability Discrimination Act (Access Requirements)

New regulations on Access to Business Premises and Services by Persons with Disabilities comes into force on the 1st October 2004. From this date it is unlawful for a business providing goods and services to the public to discriminate against disabled persons by failing to take "reasonable" steps to make their premises accessible.

The Legislation states that where a physical feature makes it impossible or unreasonably difficult for disabled persons to access your goods or services, your organisation is required to take reasonable steps to:

- Remove the feature, or
- Alter it so it no longer has that effect, or
- Provide a reasonable alternative method of making the access or service available

Disabled persons will be entitled to financial compensation and other legal remedies where it is found they are affected by a breach of the requirements.

What do I need to do now:

Firstly:

- ***Don't Panic.*** The Regulations only require a business to take 'reasonable' steps. Changes should be cost effective for the business.
- ***Don't assume that you need to make major physical alterations to your premises*** e.g. installation of ramps, lifts etc.

You need to prepare an Access Plan/Statement for the premises detailing what changes, if any, are required to allow disabled access.

The Access Plan/Statement should outline

- The changes required
- The timescale for achieving these changes

The NVS Health & Safety System includes help and advice in dealing with the new Disability Discrimination Access Requirements. The system will provide you with help and assistance in:

- Auditing your existing procedures
- Evaluating the options available to you
- Preparing your Access Plan/Statement