



Commissioner and Government of South Georgia and the South Sandwich Islands

Health, Safety and Welfare Policy

Summary

This document sets out the policy on the Commissioner and their Government's policy on health, safety, and welfare matters concerning employees, contractors, others working for or with the Government (including volunteers) and those who may be affected by such works such as employees of other organisations, contractors working for such organisations, visitors and other members of the public.

Guiding Policy

The Commissioner and Senior Leadership Team of the Government recognise the duties of care they have including:

- to support and safeguard the health, safety and welfare of all Government employees and those working with or for the Government (including volunteers); and
- to safeguard the health, safety and where appropriate the welfare of others who may be affected by the Government's works or activities such as workers employed or volunteering for other organisations and members of the public.

Such duties are necessarily qualified by what is reasonably practicable in the circumstances.

The Commissioner and Senior Leadership Team are committed to developing a culture that supports the effective management of health, safety and welfare within Government and protects the health and safety, and where appropriate, the welfare of those with whom the Government works or for whom the Government has a duty of care. They recognise that health, safety and welfare matters are integral to the work of Government and that appropriate management and support of health, safety and welfare arrangements is a key management and Government objective.

The Commissioner and Senior Leadership Team are committed to meeting their duty of care obligations, and complying with all applicable legal, legislative and regulatory requirements in whatever jurisdiction they arise.

In delivery Government will:

- create and maintain safe working environments, such as through proper planning and by taking effective steps to manage and mitigate risks to prevent work related accidents and cases of work-related ill health;
- provide and maintain plant and systems of work that are safe and without risks to health;
- make arrangements for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances (including wastes);

- provide appropriate information, instruction, training and supervision as is necessary for its employees and others who work for the Government;
- Provide emergency arrangements, equipment and facilities;
- provide the necessary financial and physical resources, appropriate management training and supportive systems and seek to obtain any necessary expert advice in order to support this health and safety policy;
- review and revise this policy regularly, but at least once a year, to deliver continual improvement of all health, safety and welfare arrangements;
- The Government acknowledges its extended obligations to those working with or for the Government whilst living and working in South Georgia and the South Sandwich Islands, or at sea which necessarily include the provision of safe and appropriate living accommodation and welfare facilities and arrangements as far as is reasonably practicable; and,
- access to reasonable and proportionate medical facilities.

The Government also acknowledges its obligations to co-operate, plan and co-ordinate its activities, as far as is reasonably practicable, with other organisations working alongside Government or who may be affected by works undertaken for Government.

In order to achieve high standards in health, safety and welfare, the Government expects those employed by, or who work with the Government to: -

- act lawfully and to take reasonable care of their own health, safety and welfare and of others who may be affected by their actions or omissions;
- correctly and safely use equipment;
- follow and comply with all relevant policies, safe systems of work, risk assessments and other relevant information; and,
- co-operate with the Commissioner and Senior Leadership Team to ensure compliance with all applicable legal requirements and standards.

Reason for the Policy

Having an appropriate health, safety and welfare policy in place and implemented helps to ensure the wellbeing of employees, provide a safe and healthy workplace, and protects GSGSSI from loss of resources and insurance and liability claims.

Who is affected by this Policy

All employees, those who work with or alongside Government and those who may be affected by the Government's activities.

Revocation and Review

This Policy replaces Policy No.12 of 1 December 2016. This Policy can be reviewed at any time but must be reviewed within 5 years of coming into force.

Responsible Officer

Commissioner and SLT