

# Sainsbury's Human Resources Involvement With Health And Safety

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Health and safety doesn't just occur in HR. It has to be closely and carefully monitored at all times. Human resources must comply with a significant amount of legislation; this is where the human resources part comes into function in this area. Sainsbury's HR like all other businesses has a safety policy. This is a legal requirement, the policy says in simple terms what the aims of Sainsbury's are in relation to health and safety of employees. It also includes key members of staff and actions for carrying out the policy. The policy

will include [arrangements](#) covering training and instruction, company rules and emergency arrangements. This will be signed by the senior manager; it is revised regularly to be kept up to date. Sainsbury's HR has their own codes of practice; this is unique to Sainsbury's HR as all different businesses have their own. This states what employees should do in an event of an emergency, such as a fire, bomb scare etc. It says how to contact a first-aider, where a medical room is, calling a doctor and so on. Sainsbury's HR has a health and safety office in all their stores; they have the responsibility for all health and safety policies and training. They advise store managers about their responsibilities for h+s and make [sure](#) that all employees working in stores are informed about them. This is all to do with health and safety laws. They place a responsibility on both the store managers and employees. Human resources [record](#) all accidents in an accident book which all employees have, they also record 'near misses' so they can see where improvements need to be made.

Human resources train new staff for health and safety jobs which include roles being health and safety officers, safety committee meeting holders etc. Customers are also accounted into the health and safety acts for Sainsbury's HR, these include:-

- \* Disability needs accounted for- wheelchair access, lifts, helpers etc

- \* Car parks- checked regularly for trolleys causing hazards, etc.

- \* Customer fire exits- Kept clear at all times.
- \* Shelves- all stacked to the lowest they can be.
- \* Warning signs- always can be visible and heard.
- \* Smoking, drinking, eating- banned in all stores.
- \* Substances and solvents- all kept in unreachable areas for children's safety (3rd or 4th level shelves).
- \* Toilets- checked every half an hour for staff and customers.

There are a lot more things human resources do to protect all their customers and employees. Health and safety is important for human resources as it protects their employees and customers, Sainsbury's reputation will not be very good if employees

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