



NOVA
HEALTHCARE
SERVICES

Health and Safety Policy



Nova Healthcare Services Ltd as an employer, is committed to ensuring the health, safety, and welfare of its employees, so far as is reasonably practicable. We also fully accept our responsibility for other persons who may be affected by our activities and we will take steps to ensure that our statutory duties are met at all times. Nova Healthcare Services Ltd expects all staff, visitors, contractors, and other employers who work at Nova Healthcare Services Ltd to share this commitment by complying with the policies and procedures at Nova Healthcare Services Ltd and to understand that they too have legal and moral obligations to themselves and one another.

Nova Healthcare Services Ltd acknowledges and accepts the responsibilities placed on it as an 'Employer' by the Health and Safety at Work etc. Act 1974 and other relevant legislation, Nova Healthcare Services Ltd considers that a safe and healthy working environment is a prerequisite to achieving safe, high-quality Care and a safe working environment for our staff and those who work on our behalf.

Nova Healthcare Services Ltd will provide and maintain a healthy and safe working environment to minimize the number of instances of occupational accidents, incidents, illnesses, and near misses. Through the implementation of the Health and Safety Policy and Procedure, Nova Healthcare Services Ltd is committed to the following objectives:

- **To provide, as far as reasonably practicable, a safe and healthy working environment, safe premises, and facilities for staff, Service Users, contractors, and others who work on our behalf.**
- **Maintaining the workplace in a safe condition and providing adequate facilities and arrangements for welfare at work.**
- **The provision and maintenance of equipment and systems of work that are safe.**
- **Arrangements for ensuring safety in connection with the use, handling, storage, and transport of articles and substances are in place.**
- **Providing information, instructions, training, and supervision as necessary to ensure the health and safety at work of its employees and other persons.**
- **Health and safety policies, standards, and management systems (including procedures and work instructions) will be defined, documented, implemented, and maintained.**
- **Creating for staff, as far as is practicable, a working environment where potential work-related stressors are avoided, minimized, or mitigated through good management practices, effective human resources policies, and staff development.**



- **Ensuring, as far as reasonably practicable, that risks associated with travel by staff for Nova Healthcare Services Ltd are appropriately managed.**
- **Making sure that all staff are aware of their health and safety responsibilities and know what is expected of them and what they must do to discharge the responsibilities assigned to them.**
- **Providing access to staff to appropriate training and development to enable them to discharge competently the responsibilities assigned to them.**
- **Having an effective system for communicating and consulting on health and safety matters and securing the cooperation of staff, Service Users, and commissioners implementing the Health and Safety Policy and Procedure.**
- **To have in place arrangements to plan, implement, monitor, and review measures to address risks arising from activities at Nova Healthcare Services Ltd.**
- **To strive to improve continuously the health and safety performance of Nova Healthcare Services Ltd.**
- **Appointing a competent person to support Nova Healthcare Services Ltd in meeting our statutory duties.**

Nova Healthcare Services Ltd will undertake to continually review and develop our safety management systems, with the overarching aim of conducting our activities in a manner that does not affect the health and safety of any staff, contractors, visitors, or members of the public.

The other members of Nova Healthcare Services Ltd and I are committed to this policy and the implementation and maintenance of the highest standards of health, safety, and welfare within Nova. We expect every member of Nova Healthcare to share this commitment and to work to achieve it.

For any questions or concerns related to this policy, please contact admin@novahc.co.uk

Policy Approval Date: **01/01/2026**

Policy Review Date: **31/12/2026**

Nikki Virk.

Director and Founder.

Nova Healthcare Services Ltd.