

Questions and Answers

Q. *When attending Health and Safety Courses and meetings will I have to make the time up in my workplace?*

A. Paid time off is allowed for you to attend the training/meetings and to carry out other health and safety duties in your area.

Q. *Why is the minimum of two years service necessary?*

A. We felt that time in your workplace is important in the first couple of years. The induction training needs to be completed within a certain time scale, you also need time to settle into your workplace environment and know the structure of Nationwide. Two years seems a comfortable time-scale.

Q. *Can I be made personally liable for anything Nationwide may do or fail to do regarding Health and Safety?*

A. Under SRSCR, Safety Representatives are given a number of legal functions, which their employers should allow them to carry out. However, Regulation 4 also states that they can not be legally penalised if they do not, or only partly, carry them out.

As Safety Representatives are not legally responsible for health, safety or welfare at work under these regulations they cannot be liable in either criminal or civil law for anything they may do, or fail to do.

Q. *Will I be expected to pass an exam after attending the Health & Safety Stage 1 Course?*

A. There are no exams for this course. It will be the same as the competencies that you complete for your personal training within Nationwide. There will be evidence to collect and pre/post course work to complete.

Q. *How many offices will I be responsible for?*

A. You will represent your Area if you work within Retail. If you work in one of Nationwide's admin centres you will be allocated an area within the centre.

Q. *I would really like to take up this opportunity, but feel that my colleagues would have to work extra to compensate for my new duties. What support will my colleagues have if I am needed away from my workplace?*

A. This role has the full support of Nationwide and although the role should not take up a lot of your time, if an emergency did happen your line manager should have a contingency plan in place so that your colleagues would not be disadvantaged. All work groups and courses would be planned well in advance so that your workplace can plan your absence.

