



Local Health and Safety Policy

Part 1: LMS Health and Safety Policy Statement by the Interim Director

The MRC London Institute of Medical Sciences (LMS) is a biomedical research institute where scientists and clinicians collaborate to advance the understanding of biology and its application to medicine.

This Health & Safety (H&S) Policy & Statement is to be read in conjunction with the responsibilities, arrangements, procedures and guidance set by the [United Kingdom Research and Innovation](#) (UKRI) H&S policy, the [MRC H&S Policy & Statement](#) and those imposed by [Imperial College's Faculty of Medicine](#).

The objective of this policy is to define the LMS commitment to providing a safe and healthy working and learning environment.

The LMS' safety arrangements for staff apply to all LMS workers, including visitors and contractors, employed directly by UKRI as well as staff, visitors, contractors and students contracted to Imperial College who work in areas and facilities managed by LMS.

The LMS has a Joint Health and Safety Memorandum of Understanding with Imperial College, which ensures there are no gaps or overlaps in responsibilities for health and safety.

The LMS takes necessary steps to ensure it meets its legal responsibilities in relation to health and safety at all times, ensures the physical and psychological health, safety and welfare of LMS workers, and accepts responsibility for visitors to, and others that may work in, the premises under its control and all those who may be affected by its work.

The LMS effectively manages health and safety as an integral part of its research activities, and operates a health and safety management system that is consistent with the nature and scale of its operations. In particular, it does the following:

- Appoints in writing competent people to carry out health and safety duties, and provide appropriate training to fulfil those roles where necessary.
- Maintains the workplace (including facilities, plant, equipment, systems and working conditions under its control) in a safe condition and without significant risk to the health of employees, visitors, contractors and the public, and provides safe access to and from buildings under its control.
- Ensures arrangements are in place for the safe transport, handling, storage and disposal of articles and substances that may be hazardous to health.
- Takes full account of health and safety considerations and makes sure ample provision is made in terms of money, time and personnel to control risks which may arise in accordance with legal requirements when planning and making decisions about what research to do,

- Engages with and includes staff in consultation processes for decision making where there may be an impact on workplace health and safety.
- Provides information, instruction, training and supervision to all LMS staff to enable them to carry out their work safely.
- Ensures that workers and their representatives are able to raise health and safety issues with management and have those concerns dealt with proportionately and quickly.

All workers on site have a legal duty to take reasonable care of their own health and safety and of the health and safety of others who they work with or who may be affected by their work. All staff are required to follow all local rules, and report any matter likely to present a significant health or safety risk to management.

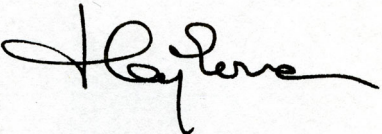
Maintaining high standards of health and safety in the LMS requires the co-operation and commitment of every LMS worker. Those in management roles are required to make sure people in their Groups, Facilities and Departments comply with health and safety related rules and regulations. Deliberate deviation from the established rules and standards may result in disciplinary action.

Each LMS worker receives a copy of this Policy Statement during onboarding or induction, and is given access to information published by the LMS, MRC, UKRI and IC on health and safety matters. This includes information on the organisation of and arrangements for health and safety management.

Implementation of this Health and safety Policy and arrangements is monitored to ensure that objectives for safe working are being met. Policy and procedures are revised from time to time in the light of experience, legislative or organisational change.

As the Interim Director of the MRC London Institute of Medical Sciences I endorse and support this policy and require that all LMS staff do too.

If you have any suggestion or comments regarding this Policy, please contact the LMS Head of Operations.



Petra Hajkova
Interim Director, MRC London Institute of Medical Sciences