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Health, Safety & Environmental Management System

SECTION 22 RED & YELLOW CARD SCHEME

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Date	Item Change	Comments
29/10/20	22.2 Red card offences 22.2.1	Ban times reduced New sub section – Justification before return
03/12/21	22.2 Red card offences	Additional offences added
10/12/21	22.2 and 22.3	Amendments



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22.1 Introduction

Lindum Group has introduced a Red and Yellow Card procedure to target certain high risk breaches of their health and safety systems.

There will be two levels of breaches. A breach is hereinafter referred to as an “offence”. A Red Card will be issued for the most serious breaches and will result in the immediate removal from site. A Yellow Card will be issued for the less serious offences.

A “Red Card” and a Yellow Card each consist of a written notice from Lindum Group to the offender and their employer (which will include Sub-Contractor where the offender is on site on behalf of the Sub-Contractor) identifying the offence committed and identifying it as either a Red Card offence or a Yellow Card offence.

22.2 Red Card Offences

The following actions will result in removal of the offender from the workplace for a period of 6 months. In addition, a payment/allowance to Lindum Group from the Sub-contractor of £250.00 in respect of each offence committed by them or by anyone on site on their behalf:-

- Unsafe work at height.
- Abuse of and/or putting the public at risk.
- Flagrant disregard for the safety method statement.
- Urinating and defecating in unauthorised location.
- Drugs and alcohol abuse.
- Working within unsafe excavations and confined spaces.
- Misuse of scaffolding or access equipment.
- Unauthorised use or unsafe use of Plant.
- Illegal discharges into drainage or water courses.
- Misuse of fire prevention equipment.
- Unauthorised work on asbestos-containing materials.
- Smoking on site other than in designated areas, but especially on timber frame projects
- Operating plant while using a mobile phone.
- Not using a quick hitch safety pin.
- Inappropriate behaviour, offensive jokes, bullying and harassment
(this includes gender, race and ethnicity, religion, sexual orientation or disability)
- Violent conduct or threatening behaviour
- Foul and/or abusive language
- Malicious damage
- The receipt of more than one Yellow Card issued by Lindum Group within a 6 month period.



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22.2.1 Justification before return

Following the issue of a red card the individual will be held on a central register. After the 6 month period Dept managers will review each individual case prior to allowing the individual to return to a Lindum site. Justification is required before allowing the person/s to return.

22.3 Yellow Card Offences - Warning Notice Issued

- Not wearing hard hats.
- Not wearing safety footwear.
- Incorrect use of PPE.
- Misuse of lifting appliances and equipment.
- Misuse of tools and equipment.
- Use of mobile telephone in unsafe areas.
- Use of step ladders when safer means could be used i.e. podium/scaffold
- Misuse of welfare facilities.
- Use of 240v tools.
- Incorrect use of waste facilities
- Not signing in and out of site.
- Not using pedestrian walkways.
- Working without a permit to work e.g. permit to break ground
- Eating and drinking outside of the canteen.

After a Yellow Card Notice has been issued, should a further offence be committed by the same person and or Sub-Contractor on any site within a period of 6 months from the original offence (the continuance of the original offence by the offender shall be deemed to be a further offence), Lindum Group may required the removal of the offender (which will include the Sub-Contractor where the offender is on site on behalf of the Sub-Contractor) from the workplace, either temporarily, for a certain period of time or permanently, at the sole discretion of Lindum Group.

In addition a Yellow Card offence will result in a payment/allowance to Lindum Group from the Sub-Contractor of £50.00 in respect of each offence.

22.4 Guidance on the Implementation of Red and Yellow Card Scheme

All enquiries at tender stage to include statement on Red and Yellow Card Scheme



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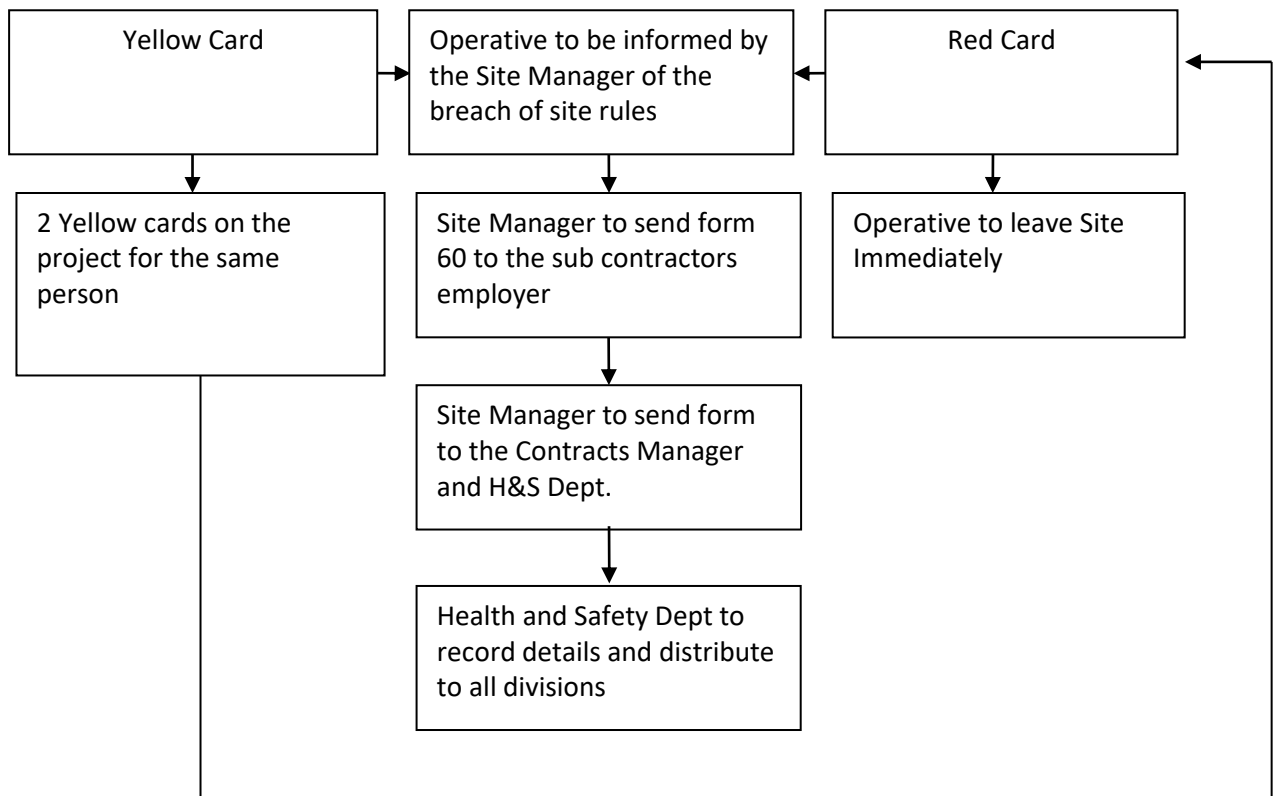
Post tender sub-contract enquiries to include Red and Yellow Card procedure.

Pre start meeting must always be held with sub contractors. This meeting must reinforce the site rules and the Red and Yellow Card Procedure.

At site safety meetings the Red and Yellow Card Scheme must always be on the agenda.

Site signage must make reference to the Red and Yellow Card Scheme.

22.5 Procedure on implementing the Red Card and Yellow Card Scheme on site.





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22.6 Forms

Form 60 – Yellow Card

Form 61 – Red Card

Red and Yellow Card poster to be displayed on site.