

Health & Safety Program



Pilot Program

In 2013, after attending the Safety and Health seminar hosted by the Labour Department , Republic Bank (Barbados) Limited agreed to participate in their Pilot Program for the Safety and Health at Work Self-Management System.

Pilot Program

At the time of the Pilot, Republic Bank did not have a formal documented Health and Safety Management System in place. We were aware of the Act and the need to comply but the Management System for monitoring and tracking was not structured.

Policies and Procedures

The Bank drafted a Safety and Health at Work Policy Statement which outlined the objectives of the Health and Safety Program of the Bank and the commitment of all levels of staff and management to the Program.

Policies and Procedures

The Bank has prepared robust Health and Safety Procedures which have been promulgated across the entire network. These procedures address the reporting of identified risks and hazards and ensure proper upkeep of things such as stairwells and exits, lighting, furniture etc.

Policies and Procedures

What has worked well is having Health and Safety Representatives in each Branch and Department so they are figuratively and literally speaking the eyes and ears of the Health and Safety reporting process.

Policies and Procedures

There is the alternative in place whereby through the Drop Box system, staff members may anonymously report on observations made with regards to Safety and Health.

Policies and Procedures

Structured monthly leadership visits by the Senior Management Team of the Committee, as well as monthly meetings of the full Committee ensure that matters arising are remediated in a timely fashion.

Policies and Procedures

There is now a much greater understanding and appreciation of the SHaW Act, and visible commitment from the Board, Management and staff towards prevention of workplace incidents.

Initiatives

Once satisfied that we had our internal structure at an acceptable level, we sought to undertake a number of initiatives to strengthen our commitment not only to staff but to the wider community.

Going Green Launch







Beach Clean-Up









*Presentation of Bins to Good Shepherd
Primary School*







*Presentation of Prizes to
Good Shepherd Primary
Students for Designing the
Bank's Going Green Mascot*









Captain Evergreen



Republic Bank



PRIMARY SCHOOLS'
SPEECH CONTEST

Let's keep
BARBADOS
green



Additional Initiatives

- ✓ Lunchtime Lectures
- ✓ Recycle Bins across the Bank's locations
- ✓ Monthly Email Health and Safety Tips
- ✓ Health and Safety Training Video
- ✓ Seminar for the Bank's Vendors