

Compass Group (UK and Ireland) Ltd

Refrigerant Gases (F-Gas) Operational Policy

Owner: Peter Priday

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Version Control

Version Number	Implementation Date	Review Date	Amendments		
1.0	November 2015	November 2017	New Site-Specific Policies		
2.0	October 2017	October 2019	Trading Name Changed to Compass Group. Group Policy, Site Specificity Removed.		
2.1	October 2019	September 2021	Font Changed to Ariel		
2.2	September 2021	September 2023	Spelling and Grammatical Corrections Introduction of Designated Person Contract Manager designation changed to Operations Manager Update of Part 5 Maintenance of Refrigerant Gas Systems and Equipment Inclusion of Danger Sign Template		
2.3	January 2025	January 2028	Grammatical amendments made to the Policy Statement. Designated Person designation changed to Technical Authority. Inclusion of Authorised Signatory designation. Update of the Responsible Persons' Responsibilities. Update of the Safety Arrangements. General Definitions moved to Appendix 4		

Technical Authority Peter Priday



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Part 1 Policy Statement

Compass Group (UK & Ireland) Ltd (hereafter referred to as Compass Group) is committed to:

- Implementing this policy.
- Ensuring all Refrigerant Gas Systems are managed without giving rise to danger or risk to the environment.
- Providing safe operation and maintenance of the Refrigerant Gas Systems under their control.
- Monitoring this policy to ensure its effectiveness.

This policy has been created for the protection of those persons whose employment involves them using or carrying out work on Refrigerant Gas Systems and Equipment controlled by Compass Group and any person likely to be affected by the activities of Compass Group employees.

This policy should be read in conjunction with the Compass Group Control of Legionella in Water Systems Operational Policy, Pressure Systems Operational Policy, and Ventilation Systems Operational Policy.

Addition guidance can be found in the Compass Group Operational Policy for Electrical Systems and Safety Policies for Confined Spaces, Working at Height, and Lifting Equipment & Lifting Operations.

This policy is in accordance with the requirements of:

- The Health and Safety at Work Act 1974
- EU F Gas Regulations (EU) No 517/2014
- Management of Health and Safety Regulations
- Control of Substances Hazardous to Health Regulations.
- Reporting of Injuries, Diseases and Dangerous Occurrence Regulations.
- Workplace (Health, Safety and Welfare) Regulations
- HSG253 Safe Isolation of Plant and Equipment

No employee will work on any Refrigerant Gas System unless authorised or instructed to do so by the Responsible Person for that system.

All work on Refrigerant Gas Systems will be carried out in accordance with The EU F Gas Regulations (EU) No 517/2014.

It is the duty of all persons, who may be concerned with the operation of, or work upon the Refrigerant Gas Systems and Equipment to:

- Comply with this Policy.
- Be conversant with all legislation governing the work they are called upon to undertake.

Only employees with the appropriate knowledge, skills and training will be authorised or instructed to work on Refrigerant Gas Systems. Where it is appropriate, training and instruction will be given.



Part 2 Definitions

2.1 Definitions of Personnel

2.1.1 Duty Holder (DH)

The Duty Holder is a person on whom the Health and Safety at Work Act 1974 and its associated Regulations impose a duty in connection with safety.

2.1.2 Technical Authority (TA)

A person appointed, in writing by the Duty Holder to take responsibility for the creation and update of the Compass Group Operational Policy for Refrigerant Gas Systems.

2.1.3 Operations Manager (OM)

The Operations Manager is defined as the person in the organisation, who is accountable for the maintenance of the premises.

2.1.4 Responsible Person (RP)

A person appointed, in writing by the Duty Holder to take responsibility for keeping accurate records of Refrigerant Equipment Maintenance and Refrigerant Gas Usage.

2.1.5 Authorised Signatory (AS)

An Authorised Signatory is appointed in writing by the Duty Holder to take responsibility for the approval of the issue of an Authority to Work for low and medium risk work activities.

2.1.6 Competent Person (CP)

A Competent Person is appointed in writing by the Operations Manager on the recommendation of a Responsible Person for defined work. They must possess the necessary technical knowledge, skill, and experience relevant to the nature of the work to be undertaken, and be able to prevent danger or, where appropriate, injury.

2.1.7 Authorised Person (AP)

An Authorised Person is appointed in writing by the Operations Manager on the recommendation of the Authorising Engineer or Responsible Person for the issue of Permits to Work where a task involves a defined High-Risk System or Activity, such as Electrical Systems, or Hot Works.

2.2 Definitions of Safety Documents

2.2.1 Authority to Work (ATW)

This is a Safety Document used to control works conducted by contractors and third parties that have been identified as requiring operational controls. The Authority to Work authorises competent personnel to carry out specific work including works on Refrigerant Gas Equipment.

2.2.2 Permit to Work (PTW)

Permits to Work form part of the suite of Safety Documents issued by the relevant Authorised Persons (APs) where "High Risk" activities have been identified as part of the task. High Risk activities include Hot Works.



2.3 Definitions of Safety Signs

2.3.1 Isolation Signs

These are temporary, non-metallic sign (as per Appendix 2a & b), bearing the words "caution – persons working on equipment". Which is to be secured at a point of isolation by an Authorised Person or Level 2 or 3 Competent Person.

2.3.2 Danger Signs

These are temporary, non-metallic signs (as per Appendix 2c), bearing the words and pictograms identifying remaining hazards adjacent to a point of work, or at approaches to work areas where an identified hazard exists.

2.3.3 Warning Signs

These are permanent signs (as per Appendix 2d) indicating the presence of a known Refrigerant Gas Systems hazard.



Part 3 Responsibilities

3.1 General Responsibilities

3.1.1 Compass Group Management

It is the responsibility of Compass Group Management to ensure that arrangements are in place to enable contracts to comply with all relevant statutes and Safety Rules. Specific responsibilities with regards to refrigerant systems are outlined in Parts 3.2 to 3.4.

3.1.2 Compass Group Staff

It is the responsibility of all employees to comply with the management arrangements put in place for statutory compliance. Only Competent Persons with a valid Certificate of Appointment are to carry out works on the refrigerant systems. Specific responsibilities for Responsible and Competent Persons are outlined in Parts 3.5 to 3.7.

3.1.3 Contractors Working for Compass Group

It is the responsibility of all contractors to comply with the management arrangements put in place for statutory compliance. Only contractors in possession of valid Safety Documentation or Competent Persons Certificate are to carry out works on the Refrigerant Gas Systems. Specific responsibilities with regards Contractors are outlined in Part 4.1.4.

3.2 Duty Holder

3.2.1 General

The Duty Holder is responsible for ensuring the Appointments Structure, including Responsible Persons have sufficient resources and the authority necessary to ensure that the refrigerant systems under the control of Compass Group comply with the requirements of all relevant legislation.

3.2.2 Appointment of The Technical Authority

The Duty Holder is responsible for appointing in writing a Technical Authority to produce and update the Compass Group Refrigerant Gas Systems Operational Policy.

3.2.2 Appointment of a Responsible Person

The Duty Holder is responsible for appointing in writing adequate numbers of Responsible Persons to effectively implement this policy in respect of the accurate recording of maintenance and repair of, defined Refrigerant Gas Systems Equipment.

3.2.4 Appointment of Authorised Signatories

The Duty Holder is responsible for appointing in writing adequate numbers of Authorised Signatories to effectively implement the Authority to Work process.



3.3 Technical Authority (TA)

3.3.1 General

The Technical Authority is responsible for the production of the Compass Group Refrigerant Gas Systems Operational Policy.

The Technical Authority is to ensure that the Compass Group Refrigerant Gas Systems Operational Policy is maintained and updated to ensure compliance with current legislation and where appropriate industry best practice.

3.4 Operations Manager

3.4.1 General

Operations Managers have, under the requirements of the Health and Safety at Work Act 1974 subsequent Regulations and EU F Gas Regulations (EC) to ensure that so far as is reasonably practicable the following are adhered to:

- a) Provision of adequate information, supervision, and instruction to ensure that work on Refrigerant Gas Systems can be carried out safely.
- b) Provision of a safe place of work, including adequate working space, access, and lighting.
- c) The design and purchase of new Refrigerant Gas Systems shall be carried out by persons with the appropriate accreditations, technical knowledge, experience and understanding of current regulations.
- d) All items of Refrigerant Gas Systems Equipment shall be selected to take account of the environment in which they are to be installed / used.
- e) All new Refrigerant Gas Systems installation work shall be inspected and tested prior to handover or putting into service.
- f) All Refrigerant Gas equipment shall be clearly labelled for identification purposes.
- g) Schematic drawings and plans shall be maintained to provide a comprehensive record of all Refrigerant Gas Systems, and arrangements shall exist for updating following systems modifications.
- h) Refrigerant Gas Systems Equipment shall be maintained, tested and appropriate records maintained.
- i) Refrigerant Gas Systems shall be maintained as appropriate to prevent danger to persons and the environment so far as is reasonably practicable.



3.4.2 Recommendation of a Responsible Person

The Operations Manager is responsible for submitting a person for appointment as the Responsible Person. The Operations Manager is to work with the Responsible Person to effectively implement items a to i listed in 3.4.1.

3.4.3 Appointment of Competent Persons

The Operations Manager is responsible for appointing in writing adequate numbers of Competent Persons to work on, or the carry out testing of, defined Refrigerant Gas Systems and Equipment. These appointments will be endorsed by the Responsible Person.

3.5 Responsible Person (RP)

3.5.1 General

The role of the Responsible Person is to ensure that accurate records are maintained for all Refrigerant Gas Equipment within the scope of their appointment.

Specific Duties of the Responsible Person include:

- a) The compilation of a Refrigerant Gas Logbook (as per Part 4.1.2) for the Contract or Site
- b) Ensuring the records within the Refrigerant Gas Register and Logbook are accurately maintained.

3.5.2 Control of Works on Refrigerant Gas Systems

The Responsible Person shall control all works on the site Refrigerant Gas Systems and Equipment. They will review and approve the Task Risk Assessments and Method Statements before approving the issue of the required Safety Documentation. They are also responsible for confirming permissions for Refrigerant Gas Equipment to be shut down.

3.5.3 Endorsement of Competent Persons

The Responsible Person is responsible for endorsing in writing the appointment of Competent Persons.

3.5.4 Provision of Support and Guidance to Competent Persons

The Responsible Person shall, when required, provide Guidance and Support to Competent Persons with regards the task they are conducting or on any aspects of this Policy or Current Legislation.

3.5.5 Reporting

The Responsible Person shall report to the Operations Manager with regards to the operation and maintenance of the site Refrigerant Gas Systems and Equipment.

The Responsible Person shall report to the Technical Authority with regards any aspect of this Policy.



The Responsible Person shall report immediately to the Operations Manager any defects found in Refrigerant Gas Systems and Equipment, any dangerous occurrence, any dangerous practices observed in the course of his duties and the actions they have taken.

3.6 Authorised Signatory (AS)

The Authorised Signatory is responsible for the practical implementation and operation of the Compass Group Authority to Work Process.

In operating the Authority to Work procedure for works on Refrigerant Gas Systems, the Authorised Signatory's' duties include:

- a) Be satisfied the Competent Person is clear about the work to be carried out and will provide adequate supervision.
- b) Go through Safe System of Work submitted by the Competent Person with the Responsible Person, to ensure all the relevant points listed in the checklist have been adequately covered.
- c) Check that the specified precautions in the Safe System of Work are in place.
- d) Check if other "High Risk" Permits or Isolations apply e.g., service isolations.
- e) Liaise with Authorised Persons to ensure isolations are completed and High Risk Permits Prepared.
- f) Explain to the Competent Person any other activities that may impact on the work.
- g) Ensure the Competent Person understands the emergency procedures.
- h) Issue the Authority to Work as per the procedure and follow the cancellation procedure once the work is complete.

3.7 Competent Person (CP)

3.7.1 General

The Competent Person is responsible for themselves and their work team conducting their activities in a safe manner, and that at all times, they work in accordance with relevant legislation. The duties of Competent Person authorised by the issue of a Certificate of Appointment will be limited to those duties specified on the certificate. These certificated duties do not preclude the necessity for a Permit to Work where required.

A Competent Person authorised by the issue of an Authority to Work may only undertake or supervise the work or test specified on the Authority to Work. This authority does not preclude the necessity for a Permit to Work where required.



3.7.2 Provision of Task Risk Assessments and Method Statements

The Competent Person or their Employer is responsible for producing Suitable and Sufficient Task Risk Assessments and Method Statements before any task is conducted.

These Risk Assessments and Method Statements are to be reviewed by The Responsible Person prior to any Safety Documentation being issued and the task commencing.

3.7.3 Reporting

The Competent Person shall report to the Responsible Person any changes in the task they are undertaking which requires alteration of the Task Risk Assessment or Method Statement.

The Competent Person shall report immediately to the Responsible Person; any defects found in refrigerant equipment, any dangerous occurrence, and the actions they have taken.



Part 4 Safety Arrangements

4.1 Refrigerant Gas Systems Safety Arrangements

4.1.1 General

It shall be the duty of all persons under the control of Compass Group to comply with this policy, associated procedures, and all relevant legislation.

Only Competent Persons in receipt of a valid Certificates of Appointment or Safety Documentation shall carry out work on Refrigerant Gas Systems or Equipment

Where the works include High Risk activities, these will be authorised under Safety Documentation issued by the relevant Responsible or Authorised Person.

4.1.2 Refrigerant Gas Logbook

The Responsible Person shall produce and maintain a Refrigerant Gas (F-Gas) Systems Logbook. The Logbook shall include:

- a) Copies of Contractors Certification and Accreditation.
- b) A Register of all Certificated Competent Persons.
- c) A Register of all Refrigerant Gas Equipment. The Register to include:
 - The Equipment Type
 - The Equipment Location
 - The Equipment Asset No
 - The Equipment Manufacturer
 - The Equipment Model Number
 - The Equipment Serial Number
 - The Equipment Rating (kW)
 - The Equipment F-Gas Type
 - The Equipment F-Gas Quantity (Kg)
 - The Equipment Global Warming Potential (GWP)
 - The Equipment CO² Equivalent (Tonnes)
- Maintenance and Refrigerant Gas Usage Records for all Refrigerant Gas Equipment.

4.1.3 Safety Documents

The following safety documents can be used and issued by the relevant Authorised Signatory, Responsible Person, or Authorised Person:

- Authority to Work (Authorised Signatory)
- Hot Works Permit (Responsible Person (Fire))
- Pressure Systems Safety Documents (Authorised Person (Mech))
- Electrical Systems Safety Documents (Authorised Person (LV or HV))



4.1.4 Control of Contractors

All Contractors engaged by Compass Group, and undertaking work on Refrigerant Gas Systems should be approved by REFCOM.

When approved contractors are required to carry out work on the Refrigerant Gas Systems, the following procedures shall be adopted:

- a) Contract specifications shall state the contractors shall be required to work in accordance with this Refrigerant Gas Systems Operational Policy.
- b) The Contractor will provide Task Risk Assessments and Method Statements in advance of attendance to be reviewed and approved by the Responsible Person and Authorised Signatory.
- c) The Contractor will provide details of the Competency of attending technicians in advance of attendance to be reviewed and approved by the Responsible Person and Authorised Signatory.
- d) The Responsible Person shall liaise with the Authorised Signatory and Authorised Person to arrange the issue of an Authority to Work and Permit to Work where required.
- e) A site access control arrangement shall be set up, which shall require contractors to report their presence on a day-to-day basis. This is to include any Induction, Authority to Work or Permit to Work Requirements.
- f) On completion of the work and agreed handover the Contractor must provide any relevant documentation such as service reports or test certificates.
- g) The Safety Documentation should then be cancelled.
- h) Records of all works on Refrigerant Gas Equipment, including the addition or removal of any Refrigerant Gas will be recorded in the Refrigerant Gas (F-Gas) Logbook.

4.1.5 Operating Records

Accurate and up to date records will be kept in the following:

- Refrigerant Gas Logbook
- Operation and Maintenance Manuals
- CAFM System or PPM Planner
- Building Drawing Records.

4.1.6 Injuries or Dangerous Occurrences

All injuries or dangerous occurrences resulting from works on Refrigerant Gas Systems must be reported to the Responsible Person, the Operations Manager and the HSE Team (Air3). They will prepare a report under RIDDOR where required.

4.1.7 System Identification



All Refrigerant Gas Systems and Equipment will be labelled for identification. Schematic Drawings shall be available to all Competent Persons, these drawings will identify all Refrigerant Gas Systems and Equipment.

4.1.8 Protective Equipment

Equipment provided to protect those working on or near Refrigerant Gas Systems Equipment must be:

- Suitable for its intended use.
- Maintained in good condition.
- Properly Used.



Part 5 Maintenance and Inspection

5.1 Maintenance of Refrigerant Gas Systems and Equipment

5.1.1 General

All Refrigerant Systems and Equipment shall be included on the site Asset Register. The assets on the register will have been inputted into the site CAFM System or Maintenance Plan.

The CAFM System or Maintenance Plan will produce Planned Preventative Maintenance (PPM) Task Sheets for every maintenance activity for the assets.

Records of the Maintenance are held in the Refrigerant Gas Log and CAFM System.

5.1.2 Guidance

The scope and frequency of Planned Preventative Maintenance on refrigerant gas systems and equipment shall be based on a combination of Legislation, Supplier Recommendation, Contractual Requirements, Written Schemes of Examinations and Risk Assessment.

Therefore, the following is included in this policy as guidance only:

5.1.3 Chillers

- Chiller Gauges checked Daily.
- Chiller Refrigerant Circuits leak checked every 3 Months.
- Chillers maintained every 6 Months.
- Chillers insurance inspected every 24 Months.
- Chiller Pressure Safety Valves certificated every 60 Months.

5.1.4 Direct Expansion (DX) Units

- Unit Refrigerant Circuits leak checked every Month.
- Units maintained every 3 Months.

5.1.5 Cold Rooms

- Temperature Gauges checked Daily.
- Unit Refrigerant Circuits leak checked every Month.
- Units maintained every 6 Months.



Part 6 Training Requirements

6.1 General

All Persons conducting or overseeing the operation, maintenance or repair of Refrigerant Gas Systems Equipment controlled by Compass Group will be suitably trained to conduct their role safely. The following table provides a guide as to the standards of training required for various Roles.

Responsible Person	C&G F-Gas Compliance Course (FGCOM)		
Competent Persons	(C&G 2079 / 6187) REFCOM accredited training courses concomitant to the nature of the works undertaken.		
	F-Gas (Category 1) City & Guilds 2079-11 certificate to carry out all activities.		
	F-Gas (Category 2) City & Guilds 2079-12 certificate to install, maintain, service and recover refrigerant from systems containing F gas equivalent to less than 5 tonnes of CO2 - calculate the carbon dioxide equivalent of an F Gas.		
	F-Gas (Category 3) City & Guilds 2079-13 certificate to recover refrigerant from systems that contain less than 3kg of F Gas.		
	F-Gas (Category 4) City & Guilds 2079-14 certificate to check equipment for leaks if you don't break into the refrigeration circuit.		
	Hydrocarbon Qualification City & Guilds 6187-21 certificate to safely handle hydrocarbon refrigerants during installation, maintenance, recovery, and disposal.		



Part 7 Monitoring and Review

7.1 Technical Authority Review of the Operational Policy

At intervals not exceeding 3 Years the Technical Authority will conduct, a Review of this Policy.

The reviewed documents will be submitted to the Duty Holder for approval and publication on the Compass Group HSE Website.

7.2 Responsible Person Review of Refrigerant Gas Controls

Following their appointment the Responsible Person shall carry out a compliance review.

The review will cover the following areas:

- Implementation of this Policy
- Refrigerant Gas Logbook
- Risk Assessments
- Method Statements
- Safe Systems of Work
- Maintenance and Inspection Records
- Refrigerant Gas Systems Equipment

The Responsible Person shall produce a report following the review, highlighting any deficiencies, and outlining an action plan.

These reviews are to be repeated at intervals not exceeding every 12 Months.



Appendices

- 1. Model Safety Documentation
 - 1a. Authority to Work
 - **1b Hot Works Permit to Work**
- 2. Model Safety Signs
 - 2a. Model Isolation Sign (Personal)
 - 2b. Model Isolation Sign (Controlled)
 - 2c. Model Warning Sign
 - 2d. Model Danger Signs
- 3. Refrigerant Gas Circuit
- 4. General Definitions

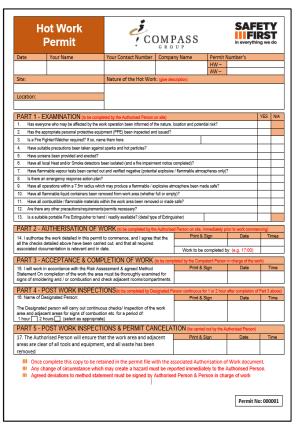


1. Model Safety Documentation

1a. Authority to Work

Authority To Work			COMPASS				SAFETY IIIFIRST In everything we do			
Date Your Name			Your Contact Number Company Name		Site Pas	s Issued	ued Pass Number			
							Yes	No		
Valid For Above Date Only		Specific	Specific details of work to be carried out			Time In	Sigr	Contractor/Vendor Signature (on receipt and acceptance)		
Site Inducti Complete	ion/Orientation									
Safe System of Work Approved							Time Ou	Sign	nature (on departure	
Competence Checked			Is a High Risk PERMIT TO WORK required before Yes No work commences?							
Equipment and PPE checked		Type:	Permit Numb	er: When Da	te and T	ime	This Pass Must be returned to point of issue upon departure			
Asbestos Register Checked		Appoi	Appointed Person Issuing Authority to Work					Authority Number		
Vehicle Reg		Print na Time	Print name Time		Signature Date			123456		

1b. Hot Works Permit to Work





2. Model Safety Signs

2a. Model Isolation Sign (Personal)

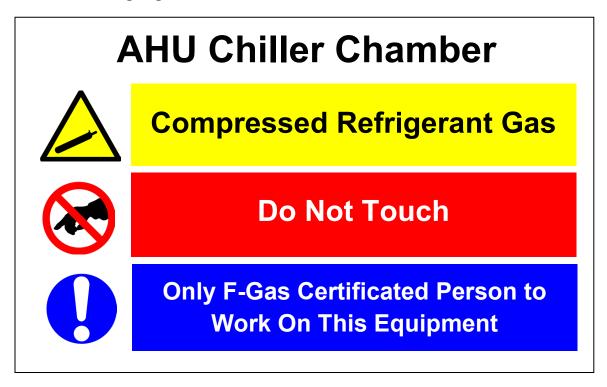


2b. Model Isolation Sign (Controlled)

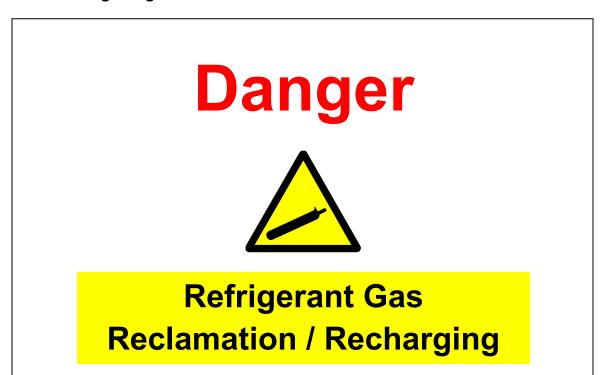




2c. Model Warning Sign

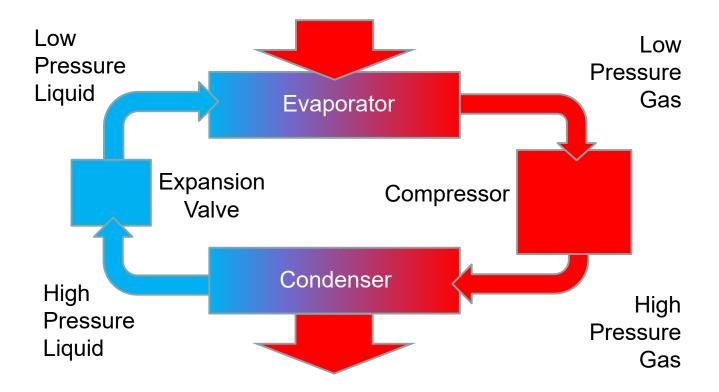


2d. Model Danger Sign





3. Refrigerant Gas Circuit





4. General Definitions

Audit

The structured process of collecting independent information on the efficiency, effectiveness, and reliability of the safe system of work, and drawing up plans for corrective action (see Appendix 4). ("Independent" does not necessarily mean external to the organisation).

Compressor

A component of the Refrigerant Gas Circuit designed to increase the pressure, and as a result the temperature of the Refrigerant Gas before it enters the Condenser.

Condenser

A component of the Refrigerant Gas Circuit designed to cool the Hot High Pressure Refrigerant Gas as it leaves the Compressor. This action condenses the Gas to a Liquid.

Direct Expansion Unit (DX Unit)

An item of Refrigerant Gas Systems Equipment designed to remove heat from a room space using an Air-Cooled Refrigerant Gas Circuit.

Dangerous Condition

A condition that is likely to lead to a dangerous occurrence.

Dangerous Occurrence (Refrigerant Gas)

An incident involving a Refrigerant Gas, which may be dangerous to any person, or a risk to the environment whether or not an accident has occurred.

Depressurised

A component or pipeline of a Refrigerant Gas system that has had its internal pressure reduced to atmospheric.

Evaporator

A component of the Refrigerant Gas Circuit designed to use the expanded and cooled Refrigerant Gas from the Expansion Valve to remove the heat from Chilled Water or Room Air for which the chiller of DX Unit was installed.

Expansion Valve

A component of the Refrigerant Gas Circuit designed to release the pressure within the High Pressure Liquefied Refrigerant Gas from the Condenser causing it to change back to a gas and cool rapidly as it enters the Evaporator.

Hydrocarbon

A potentially flammable compound consisting of hydrogen and carbon.

Isolation

Disconnection and separation of equipment from every source of energy, including electrical, pressures, inertia and kinetic, in such a way that this disconnection and separation is secure.

Plantroom

A room or area which contains Mechanical or Refrigerant Gas Systems Equipment.

Protective Equipment



Equipment used to protect persons from danger in the working environment. Protective equipment includes items such as protective clothing, screens, temporary safety signs etc.

Refrigeration Cycle

The stages which a Refrigerant Gas goes through within the Refrigerant Gas Circuit when in operation.

Refrigerant Gas

Chemical used in a Refrigerant Gas Circuit as the heat carrier which changes from gas to liquid and then back to gas as part of the Refrigeration Cycle.

Refrigerant Gas Circuit

The Compressor, Condenser, Expansion Valve, Evaporator and connecting pipework which contain the Refrigerant Gas and carry out the Refrigerant Cycle when in operation.

Refrigerant Gas Logbook

A folder containing information on the Refrigerant Gas Systems and Equipment on Site

Refrigerant Gas Oil

Oil suspended within the refrigerant gas used to lubricate the Compressor.

Refrigerant Gas System

A mechanical system, either pressure or ventilation, within which a Refrigerant Gas Circuit is utilised.

Refrigerant Gas Systems Equipment:

Anything used, intended to be used or installed for use in order to, control, store, pressurise measure or use Refrigerant Gas.

Risk Assessment

The analysis of the risks to health and safety inherent in a system and their significance in a particular context.

Schematic Drawings

A diagram(s) of the whole system, which show the layout of the site Refrigerant Gas Systems and Equipment.

Vacuum

The action of removing Refrigerant Gas from a Circuit by reducing the pressure of the circuit to below atmospheric.