

PROPOSED NEW HEALTH AND SAFETY POLICY (HUMAN RESOURCES)

Synopsis of report:

The current health and safety policy has been reviewed and a new modern Health and Safety policy has been drafted in line with current best practice

Recommendation:

That the proposed policy is adopted.

1. Introduction

- 1.1 As an employer the Council has a legal duty for the health and safety of its workforce. It is important to keep such policies under review and ensure that they reflect current best practice. At present HR has commenced a review of all the key Health and Safety policies for the workforce to ensure that they meet current best practice, has set up a steering group of all the main officers involved in workforce health and safety to ensure they have their input into the drafts of these policies and that an annual health and safety workforce plan is developed to ensure that a planned approach is taken to working collaboratively on workforce health and safety across the organisation.
- 1.2 HR are also currently commissioning training to ensure that all the Corporate Heads and senior managers in service areas are refreshed on their responsibilities for safe systems of work and their H&S responsibilities for their staff. (N.B. Responsibility for health and safety in respect of buildings lies with Assets and Facilities under the corporate landlord model). This policy relates to workforce health and safety. In addition, refresher training on doing risk assessments is part of this year's training plan. The Health and Safety committee on which union H&S representatives sit is also being re-launched. An annual report on workforce H&S will be made to CLT. CLT and SLT have been consulted on this proposed policy and subject to Member approval, UNISON will be consulted on this new policy.

2. The Proposed Health and Safety Policy

- 2.1 The proposed policy covers all the main aspects of workforce Health and Safety including:-
 - A statement of intent
 - Descriptions of the responsibilities of all the different parties responsible for workforce health and safety
 - Risk assessments

- Safe systems of work
- Accident reporting and investigations
- First aid at work
- Manual handling
- Ensuring a safe working environment etc

3. This policy is attached at Appendix A. It has been considered by CLT, SLT and HR Member Working Group. It is recommended that this policy is approved in principle subject to consultations with UNISON.

Policy Framework Implications

- 3.1 Within the OD Strategy there is a section on improving workforce health and safety and having an annual plan to move it forward and ensure that H&S has the importance that it needs. Creation and implementation of this new policy and the H&S steering group meets several of the aims of the Organisational Development Strategy 2022-2026.

4. Equality Implications

- 4.1 An Equality Impact Assessment will be completed.

5. Legal Implications

- 5.1 The Council has a legal duty of care to employees to ensure health at work (Health and Safety at Work etc Act 1974)

Background papers

None stated