

**HEALTH, SAFETY AND WELLBEING PERFORMANCE 2014-15 AND  
STRATEGY 2015-2018**

**Councillor Sir Beville Stanier**  
**Cabinet Member for Environment and Waste**

**1 Purpose**

- 1.1 To note the content of the Annual Health and Safety Performance Report 2014-15 and to review and adopt the Health, Safety and Wellbeing Strategy 2015-2018. This item has already been considered by the Finance and Services Scrutiny Committee on 12 October, 2015.

**2 Recommendations**

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| 2.1 | That the Annual Health and Safety Performance Report, covering the 12 month period to 31 March, 2015, be noted.      |
| 2.2 | That the Health, Safety and Wellbeing Strategy 2015-2018, attached as an appendix to the Cabinet report, be adopted. |

**3 Supporting information**

- 3.1 The report attached as an Appendix to this report was submitted to the Finance and Services Scrutiny Committee on 12 October, 2015. The Council has been producing an annual health and safety performance report since 2004. However, this is the first time that a Health, Safety and Well-Being Strategy has been produced. With Health and Safety one of the top 15 Council risks as identified by Cabinet in October 2015 it is considered appropriate to develop a structured approach to increase the profile of health, safety and well-being across the Council. A strategy has been put together that identifies the strategic topics and work streams for the next 3 years and which also allows for work plans to be developed annually.
- 3.2 The Strategy would also ensure that a consistent approach is taken to addressing health, safety and well-being risks across the Council. AVDC has taken the opportunity to fully embrace 'well-being' as defined by the Chartered Institute for Personnel and Development (CIPD) and recognised the importance of having a sustainable workforce.
- 3.3 The Health, Safety, and Well-Being Committee has been consulted and provided feedback on the content of the Action Plan. The Strategy and Action Plan have also been reported to the Strategic Occupational Safety, Health and Well-Being Forum. The Annual Health and Safety Report 2014-2015 was noted by the Scrutiny Committee who also recommended that Cabinet adopt the Health, Safety and Wellbeing Strategy 2015-2018.

**4. Options Considered**

- 4.1 Not to produce a Health, Safety and Wellbeing Strategy. However, with health and safety being identified as one of the top 15 Council risks it is prudent that a structured and consistent approach is taken to assist in addressing the risks across the Council.

## **5. Resource Implications**

- 5.1 The resource implications for developing individual work streams would vary. Much strategic and co-ordination work would be expected to be done by the Health, Safety and Emergency Resilience Manager. However, some of the healthy life work streams would be carried out by staff in People and Payroll.
- 5.2 Agreeing work streams through the Strategic Occupational Safety and Health Forum will allow for resources from elsewhere to be re-prioritised if required.

## **6. Reasons for Recommendations**

- 6.1 To facilitate the adoption of a Health, Safety and Well-being Strategy.

Contact Officer  
Background Documents

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Report Finance and Services Scrutiny Committee on 12/10/ 2015