



Buckinghamshire & Milton Keynes Fire Authority

MEETING	Combined Fire Authority
DATE OF MEETING	12 December 2018
OFFICER	Julian Parsons, Head of Service Development
LEAD MEMBER	Councillor Netta Glover
SUBJECT OF THE REPORT	Health and Safety Strategy 2019-2022
EXECUTIVE SUMMARY	<p>This strategy sets out the strategic health and safety objectives for the next three years that seek to improve health and safety across the Service. It sits alongside the Well-being Strategy, dovetails into the People Strategy, and aligns with Buckinghamshire and Milton Keynes Fire Authority's Public Safety Plan.</p> <p>Mission statement</p> <ul style="list-style-type: none"> To promote proportionate, appropriate and effective risk management. <p>Five strategic objectives</p> <ul style="list-style-type: none"> Working together: Promoting broader ownership and cohesion of health and safety across the board. Drive continuous improvement in health, safety and well-being: Anticipate and solve new health and safety challenges. Build an even better health and safety culture: Raise awareness of and promote the benefits of an improved culture. Effectively manage risk: Simplify, wherever possible risk management to ensure safe people and processes. Engaging together: Seek to continuously improve communications on health, safety and well-being matters. <p>The implementation of this strategy will result in a greater and wider ownership and resolution of health and safety issues; improved productivity through a strong health and safety culture whilst employees and the communities we serve will be healthier and safer.</p> <p>Making it happen Whilst BFRS has an excellent health and safety record there is no room for complacency, it is essential we strive for continuous improvement in both culture and performance. The focus of this strategy is to provide direction to all</p>

	<p>employees and relevant stakeholders on how we intend to improve health and safety, including the culture, throughout the Authority to enable all to make a greater collective contribution.</p> <p>The Health and Safety department will support those efforts by capturing and promoting both learning and success and in developing measures to track progress towards the delivery of the five strategic themes.</p>
ACTION	For noting.
RECOMMENDATIONS	That the Health and Safety Strategy 2019–2022 be approved.
RISK MANAGEMENT	<p>The Authority recognises that sensible and proportionate risk management is integral to delivering its Public Safety Plan to the communities it serves and protecting its most valuable asset – its people.</p> <p>The implementation of this strategy will result in a greater and wider ownership of health and safety and ensure a simple and proportionate approach to risk management is embedded throughout.</p> <p>There are no implications for the Risk Register.</p>
FINANCIAL IMPLICATIONS	<p>The Authority has an excellent health and safety record and this strategy will serve to improve this further. However, if the management of risk is not controlled effectively, on an ongoing basis, serious injury or breaches of legislation can occur. This can have significant financial implications for the Authority by way of civil claims or fines initiated through the criminal justice system or through the enforcing body – the Health and Safety Executive (HSE) via their Sentencing Guidelines process. There is also the potential for reputational damage.</p>
LEGAL IMPLICATIONS	<p>The Safety Management System, that ensures the health, safety and well-being of the Authority’s employees, contractors, visitors and the communities it serves, is well embedded throughout the Service. It also exists to ensure compliance with legislation thus protecting the Authority from litigation and enforcement action. Its performance is subject to regular audit and review to ensure it remains fit for purpose. If this scrutiny does not take place there is the potential for a breach of health and safety legislation.</p>
CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE	<p>Collaboration work continues wherever the opportunity arises. The strategy highlights that collaboration, partnership working - internally with other departments and externally with other agencies, and engagement with employees is a key element of the</p>

	strategic theme 'Working Together'.
HEALTH AND SAFETY	The purpose of this strategy is to further improve both health and safety performance and the culture. Embedding the strategy throughout the Service is key to the achievement of the strategic themes. Achievement of the same will ensure there is both ongoing improvement in health and safety performance and continued compliance with health and safety legislation. There are no identified health and safety issues at this time.
EQUALITY AND DIVERSITY	There have been no equality and diversity implications identified so far. An integrated impact assessment has been carried out.
USE OF RESOURCES	There are no use of resources implications.
PROVENANCE SECTION & BACKGROUND PAPERS	Background This strategy is a complete refresh of the Institute of Directors Health and Safety Checklist and strategy written in 2013 – available on request. The rate of change experienced by the Service over the past few years has resulted in the requirement for a complete overhaul of the strategy to ensure it meets the challenges of a dynamic environment and can deliver the strategic themes contained within.
APPENDICES	Health and Safety Strategy – Appendix A External and Appendix B Internal documents
TIME REQUIRED	15 minutes
REPORT ORIGINATOR AND CONTACT	Ali Chart achart@bucksfire.gov.uk 07880787590