



# Buckinghamshire & Milton Keynes Fire Authority

<b>MEETING</b>	Fire Authority
<b>DATE OF MEETING</b>	9 December 2020
<b>OFFICER</b>	Calum Bell, Head of Protection and Assurance
<b>LEAD MEMBER</b>	Councillor Keith McLean
<b>SUBJECT OF THE REPORT</b>	<b>Annual Health, Safety and Well-being Report 2019/20</b>
<b>EXECUTIVE SUMMARY</b>	<p>Buckinghamshire Fire and Rescue Service Health, Safety and Well-being performance report – 1 April 2019 to 31 March 2020 including:</p> <ul style="list-style-type: none"> <li>• BFRS Health and Safety achievements</li> <li>• Statistical overview</li> <li>• COVID-19 pandemic</li> <li>• Blue Light Hub</li> <li>• Employee well-being</li> </ul>
<b>ACTION</b>	Noting.
<b>RECOMMENDATIONS</b>	It is recommended that the Service's performance, detailed in the Annual Health, Safety and Well-being Report 2019/20, be noted.
<b>RISK MANAGEMENT</b>	Risk management involves understanding, analysing and addressing risk to ensure the Service can achieve its objectives. The COVID-19 pandemic has presented many challenges in terms of managing the associated risks, in what has been and remains uncharted territory. Robust measures are in place across all Authority sites to mitigate the risks to staff, visitors and contractors and to protect our staff when they are in the community, so far as is 'reasonably practicable'.
<b>FINANCIAL IMPLICATIONS</b>	<p>If risks are not managed and controlled effectively, they can potentially lead to serious injuries and breaches of legislation which can have significant financial implications by way of claims or fines for the Authority. In terms of the pandemic, should the Health and Safety Executive (HSE) receive a complaint from an employee, they will carry out an investigation and will issue fines to organisations who do not have the required social distancing, personal hygiene and cleaning regimes in place. There is also the potential for reputational damage.</p> <p>The number and severity of Health &amp; Safety incidents</p>

	also has a direct impact on insurance premium expenditure. At present the Authority has a good record in this regard with premiums being held at a level proportionate to the risk profile.
<b>LEGAL IMPLICATIONS</b>	The safety management system is well embedded throughout the Service and its performance is subject to regular monitoring and review in order to ensure the health, safety and well-being of the Authority's employees, contractors, visitors and the communities it serves, as well as ensuring compliance with legislation. If this scrutiny does not take place, there is the potential for a breach of health and safety legislation. The pandemic has initiated the implementation of additional legislation by the Government which the Service is working towards compliance with. It has also highlighted the importance of adherence to Section 2 (Employer responsibilities) and Section 7 (Employee responsibilities) of the Health and Safety at Work Act 1974.
<b>CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE</b>	Collaboration work continues with other FRSs in the South East region and the Fire and Rescue Risk Group amongst others. This report highlights the on-going collaboration work.
<b>HEALTH AND SAFETY</b>	Since February 2020 the primary focus has been to mitigate the risks associated with the COVID-19 pandemic. New procedures and guidance for staff have been implemented based on the Government's Working Safely with COVID-19 documents. Risk assessments have been written and existing ones reviewed and additional measures have been put in place to support staff in terms of mental health and well-being. All authority stations and sites are 'COVID Secure'. Normal work activities and existing projects have continued wherever possible.
<b>EQUALITY AND DIVERSITY</b>	The data collected as part of personal injury safety events is name, date of birth and gender. Where the number of personal injury safety events is so low that there is the potential for affected individuals to be identified, they are reported generically rather than specifically.
<b>USE OF RESOURCES</b>	The Authority remains committed to having a dedicated Health, Safety and Well-being team and to their on-going development. This has proved crucial during the pandemic which has brought ever increasing workloads. Having a third person in the department has been invaluable as it has meant that most workstreams have been able to continue.
<b>PROVENANCE SECTION</b>	This is the annual health, safety and well-being report detailing performance and progress against objectives

<b>&amp; BACKGROUND PAPERS</b>	set for the year 2019-20. A link to the previous year's report is provided below. Some of the statistical information contained in the report is detailed in the six-monthly reports presented to the Performance Management Board.  <a href="#">Health, Safety and Well-being report 2018-19</a>
<b>APPENDICES</b>	Appendix A: Health, Safety and Wellbeing Report 2019-20
<b>TIME REQUIRED</b>	15 minutes
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