

EMPLOYMENT COMMITTEE – 7 MARCH 2013**HEALTH, SAFETY AND WELLBEING UPDATE****REPORT OF THE DIRECTOR OF CORPORATE RESOURCES****Purpose of Report**

1. The purpose of this report is to notify the Employment Committee of the recent Occupational Health Safety Assessment Series (OHSAS) 18001 accreditation

Background

2. Since 2011, the audits of the management of Health Safety and Wellbeing (HSW) within departments have highlighted inconsistencies in the Council's approach to managing health and safety and non compliance with appropriate legislation.
3. In order to address this, the Corporate Health, Safety and Wellbeing Manager recommended that the Council adopted a formal structured approach to health and safety through the development of core management standards compliant with the OHSAS 18001 system.
4. Through a working group, the HSW Service designed and implemented 17 core standards / policies which outlined the standards expected of managers and head teachers within the Council in relation to health and safety. These standards include:
 - Health and Safety Policy
 - Risk Assessment
 - Legal and Other Requirements
 - Action Planning
 - Safety Responsibilities
 - Training, Competency and Awareness
 - Communication and Consultation
 - Safety Documentation
 - Document Control
 - Operational Control, (Safe Working Practices)
 - Emergency Preparedness / Response
 - Performance Measurement
 - Accident and Incident Reporting and Investigation
 - Record Control
 - Evaluation of Legal Compliance
 - Internal Auditing
 - Management Review

5. In February 2013, the HSW achieved the internationally recognised OHSAS 18001 Management System accreditation. This is an excellent achievement and will enable the Council to demonstrate robust legal compliance and develop a proactive approach to continually improving health and safety management, preventing accidents and associated civil claims
6. By auditing services against the 18001 standard, the Council will improve the safety culture of the organisation. A three yearly, risk based, programme of audits across the authority has been developed and it is envisaged that by highlighting the management issues, in such audits, the operational issues will automatically correct themselves through effective safety management. This will result in:
 - Safer working environments
 - Fewer accidents, incidents, and civil claims
 - Improved staff morale
 - Clearer understanding of responsibility
 - Improved resilience to external scrutiny
 - Financial savings through reduced insurance pay outs
 - More competent workforce
 - Improved risk focus; and
 - Improved collaborative working. (I.e. with HSW, Insurance, HR and Property Services etc.)
7. It is also perceived that by being accredited to, and having knowledge of, OHSAS 18001 within the HSW Service, the service steals a competitive advantage in the trading arena. For example, when selling our services to academy schools and neighbouring authorities.

Recommendations

8. The Employment Committee is requested to note the OHSAS 18001 Management System accreditation

Background Papers

9. None

Circulation under Local Issues Alert Procedures

10. None.

Officer to Contact

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Equal Opportunities Implications

11. An equality impact assessment was undertaken on 8th February 2013 with no adverse impact identified.