

# West Devon Hub Committee



West Devon  
Borough  
Council

<b>Title:</b>	<b>Agenda</b>
<b>Date:</b>	<b>Tuesday, 9th June, 2015</b>
<b>Time:</b>	<b>1.30 pm</b>
<b>Venue:</b>	<b>Chamber - Kilworthy Park</b>
<b>Full Members:</b>	<p style="text-align: center;"><b>Chairman</b> Cllr Sanders <b>Vice Chairman</b> Cllr Baldwin</p> <p><i>Members:</i>           Cllr Benson                   Cllr Parker                           Cllr Cann                    Cllr Sampson                           Cllr Moody                 Cllr Samuel                           Cllr Oxborough</p>
<b>Interests – Declaration and Restriction on Participation:</b>	Members are reminded of their responsibility to declare any disclosable pecuniary interest not entered in the Authority's register or local non pecuniary interest which they have in any item of business on the agenda (subject to the exception for sensitive information) and to leave the meeting prior to discussion and voting on an item in which they have a disclosable pecuniary interest.
<b>Committee administrator:</b>	Member.Services@swdevon.gov.uk

**1. Apologies for absence**

**2. Declarations of Interest**

Members are invited to declare any personal or disclosable pecuniary interests, including the nature and extent of such interests they may have in any items to be considered at this meeting.

If Councillors have any questions relating to predetermination, bias or interests in items on this Agenda, then please contact the Monitoring Officer in advance of the meeting.

**3. Items Requiring Urgent Attention**

To consider those items which, in the opinion of the Chairman, should be considered by the Meeting as matters of urgency (if any)

**4. Allocation of Roles and Responsibilities for Hub Committee Members** **1 - 4**

Discussion paper on the roles and responsibilities

**5. Health and Safety Policy** **5 - 22**

Report of the Health and Safety Officer

**PART TWO ITEMS WHICH MAY BE TAKEN IN THE ABSENCE OF THE PUBLIC AND PRESS ON THE GROUNDS THAT EXEMPT INFORMATION IS LIKELY TO BE DISCLOSED (if any)**

If any, the Committee is recommended to pass the following resolution:

**“RESOLVED** that under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the Meeting on the grounds that exempt information may be disclosed as defined in the paragraphs given in Part 3 of Schedule 12A to the Act.”

**6. Exempt - Okehampton Rural Business Centre - Phase 2 Development Opportunities** **23 - 28**

Report of Business Development Group Manager

**Role purpose:** To take part in the decision making of the Hub Committee and to provide leadership as the Council's main representative and spokesperson on their area of responsibility

**Main Role:**

1. To make decisions within the budget and policy framework approved by Council
2. To play a key role in proposing the budget and policy framework to full Council
3. To provide leadership to the overall activities of the Council.

**Key Duties:**

1. to work as a team, take collective responsibility and be accountable for decisions and recommendations reached by the Hub Committee
2. to take a leadership and advocacy role among other Members
3. to keep all Members of the Council informed of their work by use of regular updates in the Members Bulletin
4. to be answerable for their area of responsibility at Overview and Scrutiny Committee meetings

**Expectations:**

1. Members of the Hub Committee will be expected to be knowledgeable on their area of responsibility
2. They will be expected to present reports and respond to questions at Committee related to their area of responsibility
3. Work with the relevant Executive Director or Group Manager, for the services within the area of responsibility
4. To link where appropriate with the relevant Scrutiny Committee or other relevant bodies, and support Task and Finish work related to their area of responsibility
5. To provide Member leadership on specific major projects and priorities, including major changes
6. to be the public face for issues related to the areas of responsibility where appropriate

**Expected Behaviours:**

1. to treat attendance at all meetings, public, briefing and private as a priority
2. to conform, fully, with the Members' Code of Conduct and IMPACT Behaviours
3. to deal with issues strategically and not parochially
4. when issues affecting their ward are discussed in a public meeting to assume the role of a non-Hub Committee Member

**WORKING TOGETHER**

**Hub Committee Members** will take responsibility for their area, lead on presenting reports and answering questions both at the Hub Committee and at the Overview and Scrutiny Committees

The Hub Committee will work to a published **Forward Plan**, so agenda items will be known in advance.

Overview and Scrutiny meetings will be timetabled for approx two weeks before Hub Committee meetings. Members will be able to request that Hub Committee Members attend to explain items on the forthcoming agenda.

In addition, the Hub Committee will be able to request that Overview and Scrutiny Members take on the role of policy development through the setting up of Task and Finish Groups

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<b>West Devon Hub Committee Members</b>				
<b>Member</b>	<b>Portfolio</b>	<b>Functions (not exhaustive)</b>	<b>SLT Lead</b>	<b>ELT Lead</b>
Cllr Philip Sanders	Leader	Strategic direction	Steve Jordan	
Cllr Bob Baldwin	Deputy Leader	Commercial development and service delivery	Sophie Hosking	
Cllr Robert Sampson	Commercial Services	Waste and recycling, leisure contract, waste contract	Helen Dobby	Jane Savage
Cllr Jeff Moody	Customer First	How the customer contacts the Council, channel shift and Locality working	Tracey Beeck	Nadine Trout, Kate Hamp, Drew Powell, Anita Ley
Robert Oxborough	Economy	Business development and business cases, Supporting businesses, Business Voice, the LEP	Darren Arulvasagam	Ross Kennerley Lisa Buckle
Mike Benson	Environment	Street scene, grounds maintenance, assets, AONBs and public realm	Helen Dobby	Ross Kennerley Chris Brooks
Lois Samuel	Health and Well Being	Housing advice, DFGs, homelessness, benefits	Tracey Beeck	Ross Kennerley Issy Blake
Bill Cann	Resources and Performance	Information technology, human resources, finance and legal policy and performance, complaints,	Steve Mullineaux, Darren Arulvasagam	Andy Wilson, Mike Ward, Lisa Buckle, Catherine Bowen
Graham Parker	Planning & Strategic Housing	Planning and Strategic Housing	Tracey Beeck	Anna Henderson-Smith, Ross Kennerley

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## Report Template

Report to: **Hub Committee**  
Date: **9 June 2015**  
Title: **Health and Safety Statement and Policy**  
Portfolio Area: **Strategy & Commissioning: Cllr Philip Sanders**

Wards Affected: **None**

Relevant Scrutiny Committee: **Overview and Scrutiny Internal Committee**

Urgent Decision: **N** Approval and clearance obtained: **Y**

Date next steps can be taken: **TBA**  
(e.g. referral on of recommendation or implementation of substantive decision)

Authors: **Pete Osborne** **Honey Foskett**  
**Health and Safety Officer** **Internal Health and Safety Service**

Contact: **honey.foskett@swdevon.gov.uk**

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### Recommendations:

1. That the Health and Safety Statement and Policy be **RECOMMENDED** to Council for acceptance and signing by the Head of Paid Service and the Leader of Council
2. That the document be reviewed annually and re-signed on the occasion of the Annual Council Meeting

### 1. Executive summary

- The draft Health and Safety Statement and Policy at Annex A has been reviewed by the Executive Directors prior to submission to Members. The revision incorporates the statement and policy, and the organisation and arrangements for putting the policy into effect.

## **Report Template**

- As with the previous version it is an overarching document that will be supplemented by a number of Codes of Practice dealing with such matters as incident reporting, risk assessment and occupational stress. These Codes of Practice will have the same status as the policy.
- The draft also includes the safety standards introduced in 2008.
- The regular review, acceptance and signature of the Councils' statement and policy is a legal requirement and we have continued with the practice of the signatures on the document being of both the Head of Paid Service and the Leaders of the Councils. It is suggested that this should continue since it assists in demonstrating the involvement of the elected members in health and safety

### **2. Background**

- There has been an on-going process of reviewing the health and safety management arrangements of the Council since the time of shared services. This has resulted in harmonised arrangements in place for both Councils.
- The current Health & Safety Statement and Policy document was approved by SMT for both Councils in 2012.

### **3. Outcomes/outputs**

- Following approval of the document it is suggested that a short briefing is provided to SLT to outline their roles and responsibilities and explain the next steps we propose to take. This briefing would outline the significant health and safety risks.
- This would be followed by a survey of appropriate middle managers (i.e. those with responsibility for discrete services within service groups to ascertain the current levels and enable an action plan to be produced. This action plan which would also outline our strategic approach to health and safety would then be presented to SLT for approval.

### **4. Options available and consideration of risk**

- It is a requirement for the Council to have a Health and Safety Statement and Policy for staff and for visitors and contractors when on Council premises.
- Appropriate assessment and management of risk for all activities eliminates hazards and reduces risk.

### **5. Proposed Way Forward**

- Regular review, acceptance and signature of the Council's statement and policy will ensure compliance with regulations.



## Report Template

### 6. Implications

Legal/Governance		The Council has a legal duty to produce a statement and policy on health and safety which is required to be reviewed as often as appropriate The Statutory Powers are the Health and Safety at Work etc. Act 1974
Financial		There are no significant financial implications to this report
Risk		There is a risk if the Council did not have a Health and Safety Statement and Policy in place as it is a legal requirement to do so
Comprehensive Impact Assessment Implications		
Equality and Diversity		The draft statement and policy applies to all members of staff and has considerations of the effect of our activities on non-employees. Effective management of health and safety should ensure that equality and human rights are not infringed
Safeguarding		Effective management of health and safety should ensure that safeguarding matters are not raised
Community Safety, Crime and Disorder		N/A
Health, Safety and Wellbeing		The draft statement and policy applies to all members of staff and has considerations of the effect of our activities on non-employees.
Other implications		N/A

### Supporting Information

#### **Appendices:**

Draft Health and Safety Statement and Policy

#### **Background Papers:**

SMT Minutes of 8 February 2012

## Report Template

### Approval and clearance of report

<b>Process checklist</b>	<b>Completed</b>
Portfolio Holder briefed	<b>No</b>
SLT Rep briefed	<b>Yes</b>
Relevant Exec Director sign off (draft)	<b>Yes</b>
Data protection issues considered	<b>Yes</b>
If exempt information, public (part 1) report also drafted. (Executive/Scrutiny)	<b>N/A</b>

## HEALTH AND SAFETY STATEMENT AND POLICY

### 1. Statement of Intent

- 1.1 This is a statement of policy by South Hams District Council and West Devon Borough Council (the Councils) about their intentions, organisation and arrangements for ensuring the health, safety and welfare at work of their employees, and the health and safety of any other person working in, visiting the Councils, or who may be affected by their activities.
- 1.2 It is the intention of the Councils to do all that is reasonably practicable to provide safe and healthy working conditions for its employees and to enlist their support in achieving this. The Councils also recognise their responsibilities to ensure the health and safety of elected members, members of the public, visitors and contractors when on their premises and others who may be affected by their activities.

### 2. Policy

- 2.1 It is the policy of the Councils, and their trading arms(s), as employers that they will comply so far as is reasonably practicable, with the requirements of the Health and Safety at Work etc. Act 1974 and all other relevant statutory provisions.
- 2.2 This policy is supported by Codes of Practice that apply throughout the Councils and their trading arm(s) and will have the same status as this policy. The Codes of Practice will reflect:
  - minimum legal requirements
  - best practice.
- 2.3 The Councils and their trading arm(s) will do all that is reasonably practicable to prevent personal injury and illness, loss and damage to premises, plant and equipment by:
  - Appropriate assessment and management of risk for all activities and seeking to eliminate hazards and/or reduce risks;
  - ensuring appropriate competence of all employees in health and safety by the provision of information, instruction, training, supervision, management support and performance appraisal;
  - ensuring close co-operation and participation of management and staff through normal working relationships and consultation with employees.
- 2.4 The Councils and their trading arm(s) will pursue the above aims by the implementation of the objectives at **Appendix A** and the three year safety plan.

2.5 The remainder of this document contains the following sections:

- Organisation and responsibilities
- Arrangements for implementation
- Objectives.

### **3. Policy Review**

3.1 This policy will be reviewed annually, in consultation with the unions, by the Internal Health and Safety Service who will advise the Senior Leadership Team (SLT) on possible amendments

3.2 The Codes of Practice will be reviewed by the Internal Health and Safety Service as and when legislation changes, best practice dictates or when otherwise necessary.

### **4. Organisation and responsibilities**

4.1 This part of the policy describes the organisational arrangements within the Councils and their trading arm(s) for ensuring health and safety at work. Health and Safety issues are line management responsibilities alongside and of equal importance to responsibilities for the provision of services and the management of resources.

#### **4.2 Head of Paid Service**

4.2.1 The **Head of Paid Service** has overall responsibility to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all the Councils' employees and to ensure, so far as is reasonably practicable, the health and safety of others who work in and visit the Councils or may be affected by the Councils' activities.

4.2.2 The **Head of Paid Service** will include Health and Safety in his/her annual report to Council.

#### **4.3 Group Managers**

4.3.1 Group Managers are responsible for the implementation of this policy in the areas over which they have control.

#### **4.3.2 Community of Practice Lead Specialist- Environmental Health**

The **Community of Practice Lead Specialist- Environmental Health** will be responsible for providing an internal health and safety service to the Councils which will be the competent assistance as required by the Management of Health and Safety at Work Regulations 1999. To avoid confusion his should be a named officer.

#### **4.4 Managers/supervisors**

Managers/supervisors are responsible for ensuring the implementation, co-ordination and monitoring of this policy and associated Codes of Practice, and the overall health and safety management of the staff within their control. In particular, they must:

- carry out risk assessments and ensure that safe working conditions are maintained;

- ensure that staff within their control are trained and instructed in safe methods and comply with them;
  - ensure that all accidents, incidents and near misses are reported and investigated and steps taken wherever possible to prevent a recurrence.
- 4.5 Group Managers may nominate officers with Day to Day Responsibility for Health and Safety in their respective services/departments and inform their staff and the Internal Health and Safety Service accordingly but this will not remove the Head of Service's responsibilities.
- 4.6 **Employees**  
Employees shall:
- take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions;
  - co-operate with their manager in the implementation of this policy;
  - follow safe working practices at all times;
  - report accidents, incidents and near misses to their line manager;
  - report unsafe working conditions and hazards to their line manager or other appropriate person.
- 4.7 **Key staff with additional health and safety responsibilities**  
In addition to their responsibilities as managers the following Heads of Services will also have the responsibilities shown at **Appendix B**:
- Community of Practice Lead Specialist- Environmental Health
  - Community of Practice Lead Specialist – Assets
  - Lead HR Business Partner
- 4.8 **Community of Practice Lead Specialist- Environmental Health (Internal Health and Safety)**  
The Internal Health and Safety service provides the competent advice to the Councils on matters relating to health, safety and welfare at work across the Councils. Their objectives include:
- providing specialist support and guidance to the Councils on the effective management of health and safety;
  - to help promote and maintain a high standard of total health (physical and mental) for all persons working in the Councils;
  - the safeguarding of all staff from health and safety hazards arising from their work or the environment by means of accident prevention, environmental control and prevention of injury and illness;
  - to receive all Incident/Near Miss reports, maintain an Incident/Near Miss database and publish performance statistics.
- 5. Arrangements for implementation**
- 5.1 This part of the policy describes the general arrangements for the implementation and monitoring of health and safety at work.

## 5.2 **Strategic aims, objectives and three-year action plan**

The aims, objectives and three-year safety plan set out the Councils' commitment to provide a healthy and safe environment for all those who work in and visit the Councils. The plan reflects best practice and is based on the principles of loss control and quality management.

This approach is designed to:

- a. address the health and safety implications of the various activities of the organisations;
- b. identify the hazards and assess the level of risk;
- c. apply the following general principles of prevention in the order shown:
  - avoiding risks;
  - evaluating the risks which cannot be avoided;
  - combating the risks at source;
  - adapting the work to the individual, especially as regards the design of workplaces, the choice of work equipment and the choice of working and production methods, with a view, in particular, to alleviating monotonous work and work at a predetermined work-rate and to reducing their effect on health;
  - adapting to technical progress;
  - replacing the dangerous by the non-dangerous or the less dangerous;
  - developing a coherent overall prevention policy which covers technology, organisation of work, working conditions, social relationships and the influence of factors relating to the working environment;
  - giving collective protective measures priority over individual protective measures; and
  - giving appropriate training and instructions to employees.

## 5.3 **Codes of practice**

5.3.1 Where a need is identified, through legislation, risk assessments, best practice, health and safety auditing, the proceedings of committees or other means, a Code of Practice will be established to set the standard of implementation and operation for the identified topic. These Codes of Practice will be reviewed as and when legislation changes or practice dictates.

5.3.2 The Codes of Practice shall have the same status as the main policy document.

## 5.4 **Training**

5.4.1 The Internal Health and Safety Service in conjunction with the training partnership will provide a comprehensive Health and Safety Training Prospectus outlining all general training needs and identifying who should attend. The Internal Health and Safety will administer health and safety training across the organisations.

- 5.4.2 Each Service will ensure that good working arrangements for health and safety training exist. This training will include attendance at corporate induction training and appropriate special to job induction training.
- 5.4.3 Each Service will ensure that health and safety is included as an integral part of their annual business plan.
- 5.4.4 Records of safety training provided will be maintained on Team Spirit and but may also be maintained by service managers.
- 5.4.5 The identification of health and safety training needs is to be part of the annual appraisal process. Managers are responsible for identifying the training needs of individuals. The Internal Health and Safety Service needs in conjunction with Human Resources will be responsible for an analysis of the corporate training.

## 5.5 Risk assessment

5.5.1 Each manager/supervisor shall make a suitable and sufficient assessment of:

- the risks to the health and safety of his employees to which they are exposed whilst they are at work; and
- the risks to the health and safety of others who may be affected by their activities,

for the purpose of identifying the measures necessary to ensure a safe and healthy place of work.

5.5.2 In addition to the general risk assessment set out at paragraph 5.5.1 there may also be a need for a specific risk assessment and the need for that should be identified and if possible carried out at the same time. These specific assessments are shown in the appropriate Code of Practice on Assessment of Risk but include:

- manual handling (*including the lifting, putting down, pushing, pulling, carrying or moving of a load*);
- display screen equipment (computing and word processing);
- hazardous substances etc;
- young people
- pregnancies.

5.5.3 Risk assessments will be reviewed:

- Periodically as recorded on the risk assessment;
- when an accident, incident or near miss occurs;
- when purchasing new equipment;
- changing work practices etc; or
- moving into a new work area.

5.5.4 Managers/supervisors are to monitor work activities to ensure that risk assessments and control measures are still suitable and sufficient and take appropriate action to review when necessary.

5.5.5 Where a need for a generic risk assessment is identified (e.g. work in offices, activities of a similar nature taking place in more than one service) the internal health and safety service will be responsible for carrying out the assessment and monitoring as required by paragraph 5.5.4

## **5.6 Health and safety standards, audit and inspection**

5.6.1 A set of health and Safety standards has been designed and each Service will make their own arrangements for reviewing their level of achievement annually which will be reported in their service plan. The standards are shown at **Appendix C**.

5.6.2 The Internal Health and Safety Service will develop a programme of audits and a standardised form to identify whether the management of risk has been carried out in each service area. The programme should be designed to reflect the needs of the Councils and the individual Service and will take into account the particular kinds of hazard or health and safety issues encountered. The timing of health and safety audits will appear in the annual safety plan and will be proportionate to the level and scope of the hazards and risks present.

5.6.3 The combination of the review of safety standards and the audit process is designed to ensure that we can demonstrate our level of health and safety management. The results will be analysed, considered, prioritised and shaped into an action programme.

## **5.7 Occupational health**

5.7.1 Occupational health is concerned with work-related problems and health and safety in the work place. An occupational health service for staff is provided under arrangements made by Human Resources. Further details may be obtained from the Human Resources Office.

## **5.8 Incidents**

5.8.1 Any incident or injury occurring whilst at work or on the Council's premises, however trivial it may appear at the time, must be reported to the Internal Health and Safety Service on the prescribed form.

5.8.2 Any report of an incident caused by defective fixtures and fittings, furniture, equipment etc. should make the cause clear so that steps can be taken to rectify the fault and avoid a recurrence.

## **5.9 First Aid Arrangements and Medical facilities**

5.9.1 Details of first aid arrangements and medical facilities for the Councils are given in the appropriate Code of Practice and on the Health and Safety pages of the Intranet.

## **5.10 Eye tests for display screen equipment users**

5.10.1 Members of staff who are users of display screen equipments (computers etc) are eligible for the refund of the cost of an eye test. If it is confirmed by the optician that they require spectacles specifically for display screen equipment use, a further refund may be provided for the cost of a basic pair of spectacles. Further details are available from the Internal Health and Safety Service and on the Health and Safety pages of the Intranet.



## **5.11 Smoking**

5.11.1 Smoking is not permitted in any of the Council's premises, in any of its workplaces, or within the confines of its depots or the defined area at Follaton House or at any workplace. The text of the policy is set out in the appropriate Code of Practice and on the Health and Safety pages of the Intranet. This also extends to the use of E Cigarettes

## **5.12 Emergency Procedures**

### **5.12.1 Fire**

Details of the procedure in the case of fire are provided at each of the Councils' premises. Fire Safety training is also covered on the Induction Courses which is mandatory for all staff, in the health and safety training prospectus and periodically as a refresher.

### **5.12.2 Emergency procedures for staff with disabilities**

On joining the Councils, any member of staff who has a disability that might impede their evacuation or the evacuation of anyone else should bring this to the attention of their manager. A personal evacuation plan will be drawn up by the Internal Health and Safety Service and this should be brought to the attention of colleagues working in the same locality. Staff who develop a disability during their employment in the Councils should also consult their manager.

### **5.12.3 Threats Against the Councils**

On receipt of a threat against the Councils including those by letter or suspect package suspicious letter or parcel, staff should:

- make no attempt to open it;
- place the package carefully on the nearest firm surface; and
- telephone Follaton House Building Management (extension 1227) and Kilworthy Park Facilities (extension 3611/3609)

## **5.13 Security**

Responsibility for security within the Councils' premises rests with the manager of each site. Staff are however expected to exercise all reasonable vigilance and, in particular, are responsible for any visitors they may bring into the Councils' premises.

## **5.14 Arrangements for Names badges and access cards and for Access Control**

Where there is a need to provide staff with name badges and access cards or for access control the Facilities service will make the necessary arrangements.

## **5.15 Consultation With Employees**

5.15.1 Consultation with employees on health and safety matters is essential and a statutory requirement.

5.15.2 Suitable arrangements are to be put in place for staff consultation and Terms of Reference agreed as appropriate.

.....  
Steve Jordan  
Head of Paid Service

.....  
John Tucker  
Leader of the Council

.....  
Philip Sanders  
Leader of the Council

South Hams District Council  
Follaton House  
Totnes  
TQ9 5NE

West Devon Borough Council  
Kilworthy Park  
Tavistock  
PL19 0BZ

Date            May 2015

### **Appendices**

- Appendix A   Aims and Objectives
- Appendix B   Key Staff With Additional Health and Safety Responsibilities
- Appendix C   Standards Linked To Health and Safety Objectives

## Aims and Objectives

### Aims

- To ensure that a robust safety management system is in place;
- To provide and maintain a work environment that is safe and without risk to health for all employees, contractors and others who may be affected by the activities of the council;
- To avoid all accidents and to ensure that no one suffers ill health as a result of working at South Hams District Council or West Devon Borough Council or by the activities of the Councils;
- To plan and manage activities so that hazards are assessed and risks eliminated or controlled in so far as is reasonably practicable by appropriate prevention and protection measures

### Objectives

- Fully integrate health and safety into the management and decision-making processes within the Councils.
- Ensure appropriate systems are developed and maintained for the effective communication of health, safety and welfare matters throughout the Councils.
- Comply with all relevant Statutes, Regulations and Codes of Practice. The minimum standards that will be adopted by the Councils will be those required by law, although the Councils will always seek to exceed these where there is a demonstrable benefit.
- Devote appropriate resources in the form of finance, equipment, personnel and time to ensure the maintenance of health, safety and welfare standards.
- Provide necessary information, instruction and training to employees and others, including temporary staff, to ensure their competence with respect to health, safety and welfare.
- Ensure appropriate liaison with all necessary persons to ensure an appropriate standard of health, safety and welfare. The Councils will also ensure that adequate arrangements are also in place for ensuring the health and safety of non- employees who may be affected by the Councils' activities.
- Ensure that all employees are aware of their responsibilities to take reasonable care of themselves and others who could be affected by their acts or omissions and to co-operate with management in achieving the standards required.
- Ensure that managers are aware of their specific duties and responsibilities to comply with the letter and spirit of the Councils' policy and that the management of health, safety and welfare is an integral part of their function and their performance will be monitored along with their other duties.
- Carry out appropriate investigation of accidents, incidents and 'near-misses' and necessary action taken to reduce the likelihood of a recurrence.
- Establish procedures to ensure that safe equipment and plant are provided for employees and non-employees.
- Establish procedures for the appointing and monitoring of the competency of contractors.

**Key Staff with Additional Health and Safety Responsibilities**

1. Community of Practice Lead Specialist- Environmental Health, in addition to his enforcement responsibilities in the commercial sector, will:
  - a. Provide a health and safety advisory service to the Councils by means of the Internal Health and Safety Service;
  - b. Advise the Internal Health and Safety Service on matters of Environmental Health and Pollution Control, relating to activities carried out by the Councils;
  - c. When necessary, monitor the atmosphere and assess noise levels in certain areas of work;
  
2. Community of Practice Lead Specialist – Assets will ensure that:
  - a. The Dartmouth Lower Ferry operates in accordance with the South Hams District Council's approved Domestic Safety Management Code as required by the Merchant Shipping (Domestic Passenger Ships) (Safety Management Code) Regulations 2001) and that reviews of the Code take place when necessary and at not less than 3 yearly intervals.
  - b. The Salcombe Harbour Safety Management System as required by the Department for Transport Port Marine Safety Code is produced and reviewed at the prescribed intervals.
  
3. Lead HR Business Partner will have responsibility for:
  - a. Advising elected Members and Officers on the personnel implications of the Councils' Health and Safety Policy;
  - b. Consultations and negotiations with representatives of the staff on those aspects of the Health and Safety policy which affect the staff and their conditions of employment;
  - c. In conjunction with the Internal Health and Safety Service provide suitable induction and other training for staff in health and safety matters, including the administration of the training programme and the organisation of training courses within the Council;
  - d. Ensure that an appropriate paragraph concerning risk management and health and safety is included in each job description.

Standards linked to Health and Safety Objectives

Performance levels			
1	2	3	4
<p><b>Communication and Consultation</b> - <i>Management will ensure that appropriate systems are developed and maintained for the effective communication of health, safety and welfare matters throughout the Councils. The Councils will liaise and work with all necessary persons to ensure an appropriate standard of health, safety and welfare. The Council will also ensure that adequate arrangements are also in place for ensuring the health and safety of non-employees</i></p>			
<p>Health &amp; safety is not discussed and changes are made without consulting with staff or managers</p>	<p>Health &amp; Safety is a standard item on managers meetings, for all staff during first week induction and following any incident. Changes which may affect H&amp;S are openly discussed with managers</p>	<p>Health &amp; Safety is a standard item on managers and team meetings, for all staff during first week induction and following any incident and as part of risk assessment. Changes which may affect H&amp;S are openly discussed with managers and staff</p>	<p>Health &amp; Safety is a standard item on managers and team meetings for all staff during first week induction and following any incident and as part of risk assessment. Any matters arising are followed up to a conclusion. Changes which may affect H&amp;S are openly discussed with managers and staff and comments or arguments welcomed</p>
<p><b>Contractors</b> - <i>The Councils will ensure that procedures are established for appointing and monitoring the competency of contractors.</i></p>			
<p>Contractors are selected without considering any health and safety implications</p>	<p>Contractors are selected after checking their health and safety management and systems</p>	<p>Contractors are selected after checking their health and safety management and systems and agreeing method statements and working processes. The Council's Internal Health and Safety Service is involved.</p>	<p>Contractors are not used OR Contractors are selected after checking their health and safety management and systems and agreeing method statements and working processes. The Council's Internal Health and Safety Service is involved. Contractors are actively monitored during the contract works and a record is maintained.</p>

<b>Monitoring of health and safety including risk assessments and working practices</b>			
No monitoring of health and safety takes place	When problems are brought to the attention of managers the matter is looked into	Regular checks of some aspects of health and safety are made	A programme of checks on health and safety is produced and followed
<b>Planning including the effects of service changes and requirements on health and safety</b>			
There is no consideration of health and safety in my planning	Health and safety is included in my Service Plan but not to any great extent	Health and safety is included in my Service Plan and general planning for my service. Key hazards are identified together with targets for removing or mitigating the risks	Health and safety is a feature of all planning in the service. My service plan identifies key hazards and shows targets for removing or mitigating the risks. Progress is actively monitored.
<b>Risk assessment - The Councils' approach to health, safety and welfare is based on the identification, management and control of risks. There are distinct benefits to be gained from providing a safe and healthy working environment, and appropriate levels of resources will be allocated to promoting, developing and maintaining the standards of health, safety and welfare within the Councils.</b>			
No risk assessments have been carried out	Risk assessments have been carried out for all activities	Risk assessments have been carried out for all activities, control measures put in place and communicated to those affected. Review of assessments is carried out	Risk assessments have been carried out for all activities, control measures put in place and have been communicated to those affected and training has been provided. Monitoring and reviewing of assessments is carried out and recorded.
<b>Training - The Councils will provide the necessary information, instruction and training to employees and others, including temporary staff, to ensure their competence with respect to health, safety and welfare.</b>			
Training is not provided.	Health and safety training needs are identified during the annual appraisal process but not monitored	Health and safety training needs are identified during the annual appraisal process, and when they arise during the year	Health and safety training needs are identified during the annual appraisal process, and when they arise during the year and monitoring carried out to ensure that training takes place

***South Hams District Council and West Devon Borough Council aim to ensure equality of opportunity in the delivery of their policies, services and employment practices. South Hams District Council and West Devon Borough Council will challenge discrimination, and encourages other organisations within South Hams and West Devon to act in accordance with Equality legislation.***

***This Policy is available in large print or Braille upon request.***

***If you require any help completing associated paperwork please contact the Internal Health and Safety Service extension 1475.***

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