

# Occupational Health & Safety Improvement Programme 2012 - 2015

## We Care..... About Health, Safety & Welfare

We Aim	To achieve best practice in Occupational Health & Safety within Local Government.			
	Accident Performance	H & S Management	H & S Climate / Culture	Occupational Health
Objectives	Over the period April 2012 to March 2015 the Council will continuously reduce its employee accident/incident rate.	Over the period April 2012 to March 2015 the Council will demonstrate a continuously improving performance measured against the HSE Corporate Health and Safety Performance Index (CHaSPI).	Over the period April 2012 to March 2015 the Council will demonstrate a continuously improving health and safety climate, with senior management commitment and governance.	Over the period April 2012 to March 2015 the Council will continuously reduce its overall reported work related ill health.
Targets 2014/15	By 31 March 2015 the total non-fatal injury incidence rate will have been reduced to 76 per 1000 employees or better. This equates to a year on year reduction of at least 12%	To achieve an overall CHaSPI score equal to, or above, the CHaSPI mean (6.6 as at April 2012) for the LA Sector by 31 March 2015.	To achieve, by 31 March 2015, an improved score (as detailed below) across all of the Council's Service Areas in the employee health & safety opinion survey.	5% year on year reduction in the number of cases of occupationally related anxiety, stress and depression
	To reduce the number of RIDDOR employee accidents to below an average of 7 per year over the next 3 years.	To further develop & launch Contractor Management System policies, procedures & working practices.	To conduct a corporate employee Survey during 2014/15 and to draw comparisons against the baseline 2012 data.	5% year on year reduction in the number of days lost due to occupationally related anxiety, stress and depression
	To maintain the average number of days lost due to accidents to 5 or fewer per accident.	To complete a comprehensive training programme on the use of the above for all relevant employees		5% year on year reduction in the number of cases of occupationally related musculoskeletal conditions
		To monitor the % of contractors rated 'green' on the contractor management register – Baseline 2014/15		5% year on year reduction in the number of days lost due to occupationally related musculoskeletal conditions