

## FOR PUBLICATION

### Corporate Health & Safety Improvement Programme 2015-18 and Supporting Implementation Strategy

MEETING: 1. CABINET  
2. CABINET MEMBER FOR GOVERNANCE

DATE: 14 JULY 2015  
30 JUNE 2015

REPORT BY: BUSINESS TRANSFORMATION MANAGER

WARD: ALL

COMMUNITY ASSEMBLY: ALL

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FOR PUBLICATION

BACKGROUND PAPERS – N/A

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#### **1.0 PURPOSE OF REPORT**

1.1 To seek member approval for the Council's Corporate Health & Safety Improvement Programme 2015-18 and its implementation strategy.

#### **2.0 RECOMMENDATIONS**

2.1 That Members approve the Council's Corporate Health & Safety Improvement Programme 2015-18.

2.2 That progress reports be presented to the Councils Health & Safety Committee and Corporate Management Team (CMT) on a quarterly basis and to Cabinet on a six monthly basis.

#### **3.0 BACKGROUND**

3.1 The Council has been delivering against a Health & Safety Improvement programme since 2012, with the last plan drawing

to a close in March 2015. The final performance outturn report for the 2012-15 programme is attached at Appendix A.

### 3.2 Keys points to note on the performance outturn include:

- 55% of measures achieved target with a further 18% within a 10% tolerance of target.
- Our accidents continue to mostly relate to Slips Trips falls, and Manual Handling.
- The council significantly improved its score against the Corporate Health & Safety Performance index (CHaSPI) from 4.5 to 7.7 during the 3 year period, against a target of 6.6. CHaSPI is a HSE assessment tool to gauge the quality of the Council's Health & Safety arrangements
- We achieved notable improvements in relation to the Council's Health & Safety culture and climate, with perception levels falling just short of the +50 score level in key areas.
- We have introduced an improved a sickness absence recording system and have been able to quantify that, musculoskeletal injuries and stress, anxiety & depression remain the council's greatest causes of occupational ill health.

3.3 A revised plan for April 2015 – March 2018 has been developed by the Council's Occupational Health & Safety Working Group and has been presented to the Council's Health and Safety Committee in March 2015. A copy is attached at Appendix B.

## 4.0 PROGRAMME CONTENT

4.1 The Health & Safety Improvement Programme continues to focus on 4 key themes

- H&S Management
- Climate & Culture
- Accident Performance
- Occupational Health

- 4.2 This approach continues to ensure that the Council has a comprehensive overview of Health & Safety Performance, monitoring key indicators in relation to accidents & Ill health but also focusing officer attention to specific areas which currently require further development, including
- Stress Management
  - Contractor Management
  - Health & Safety Audits
- 4.3 This 3 year programme has been supplemented with an Implementation strategy document (Appendix C) which sets out in more detail how officers from across the Council and arvato will work in partnership to deliver initiatives which it is felt will enable a tangible improvement in the Council's Health & Safety position.

## **5.0 MONITORING & REPORTING**

- 5.1 It is proposed that progress against the Health & Safety Improvement Programme 2015-18 be monitored and reported against as follows
- 5.1.1 Quarterly monitoring along with implementation planning & control being co-ordinated by the Occupation Health & Safety Improvement Group. This group consists of key officers, Union representatives and Members
  - 5.1.2 Quarterly progress reports presented to the Council's Health and Safety Committee
  - 5.1.3 Quarterly progress reports presented to CMT
  - 5.1.4 Six monthly progress reports to be presented to Cabinet.
- 5.2 In addition all key Health & Safety indicators contained within the Health & Safety Improvement programme 2015-18 have been included in the relevant service plans and the revised performance Indicator data set which is being co-ordinated

and reported against as part of the corporate plan reporting by the Policy Manager.

## **6.0 RECOMMENDATIONS:**

- 6.1 That Members approve the Council's Corporate Health & Safety Improvement Programme 2015-18.
- 6.2 That progress reports be presented to the Councils Health & Safety Committee and Corporate Management Team (CMT) on a quarterly basis and to Cabinet on a six monthly basis.

## **7.0 REASONS FOR RECOMMENDATIONS**

- 7.1 To enable officers to ensure the Council take steps to improve its Health & Safety performance in accordance with the programme presented.

You can get more information about this report from Karen Brown – Business Transformation Manger on Ext 5293

Officer recommendation supported.

*S.L. Blank.*

Signed

Cabinet Member

Date 30/06/2015

Consultee Cabinet Member/Support Member comments (if applicable)/declaration of interests