

Occupational Health & Safety Improvement Programme 2015 - 2018



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

We Aim	To achieve best practice in Occupational Health & Safety within Local Government.			
	H & S Management	H & S Climate / Culture	Accident Performance	Occupational Health
Objectives 2015/18	Over the period April 2015 to March 2018 the Council will demonstrate continuously improving performance in relation to specified areas of significant risk.	Over the period April 2015 to March 2018 the Council will demonstrate a continuously improving health and safety climate, with senior management commitment and governance.	Over the period April 2015 to March 2018 the Council will continuously reduce its employee injury /incidence rate.	Over the period April 2015 to March 2018 the Council will continuously reduce its overall reported work related ill health.
Targets 2015/16	To embed the councils procedures relating to contractor management across the authority during 2015/16	To develop & maintain a targeted strategy / programme to tackle causes of injuries and ill health across the council, service managers and union representatives will proactively work within the framework of the strategy to ensure improved performance	By 31 March 2018 the total non-fatal injury incidence rate will have been reduced by 10% year on year	8% year on year reduction in the number of cases of occupationally related anxiety, stress and depression
	To train all relevant employees in the CBC contract management system and procedures in 2015/16		To reduce the total number of days lost due to accidents by 10% year on year. Baseline 184	8% year on year reduction in the number of days lost due to occupationally related anxiety, stress and depression
	To review the commissioning cycle to ensure all H&S risks are addressed at specification, tender, contract and contract management stages of the cycle	To conduct 2 corporate employee Health & Safety Opinion Surveys during 2015-18 and to draw comparisons against the baseline 2012 data, and the interim 2014/15 data		8% year on year reduction in the number of cases of occupationally related musculoskeletal conditions
	Revise, Reissue and implement the 'Managing Workplace Stress Policy'		To maintain the average number of days lost due to accidents to 7 or fewer per accident.	
	To develop, and commence delivery of, a 3 year corporate H&S management auditing programme.			8% year on year reduction in the number of days lost due to occupationally related musculoskeletal conditions