

Taunton Deane Borough Council

Corporate Governance Committee – 24 September 2012

Update on the Health and Safety Strategy for 2012 - 2013

Report of the Corporate Health and Safety Advisor

(This matter is the responsibility of the Chief Executive and Leader of the Council.)

1. Executive Summary

The consolidation and compliance audit has started with interviews and audit planning sessions with the Directors and Theme managers.

The audit provides the information to evaluate the benefits of piloting the Health and Safety Key Performance Indicators.

The audit process has provided additional motivation to address potential weaknesses within our management system these have been identified in the TDBC H&S Priorities Plan.

The accident statistics from April 1st until 31st August are attached along with information on two revised policies designed to reduce accidents.

2. Background

Consolidation and Compliance Audit

The audit process is supported and monitored by the South West Audit Partnership (SWAP), who are commenting on the strengths and weaknesses of this approach.

Even at this early stage, the initial response indicates that the objectives of the audit will be met and line managers and employees will have access to a sustainable monitoring process.

Health and Safety Key Performance Indicators

By the end of the next quarter we should have sufficient data to populate the three Key Performance Indicators:

1. Management competency and legal compliance
2. H&S Management System and implementation
3. Accident, incident data and lessons implemented

TDBC H&S Priorities

In addition to and including the above, the management of health and safety has been further strengthened by the creation of an 'H&S Priorities Plan' which sets out the corporate need and details what SW One are required to deliver.

The additional issues are:

4. H&S Competency Framework
5. Information and support to the Governance Committee
6. Implementation of the SAP injury/accident reporting module
(In support of 3 above)

Revised Policies

In recognition that our safety performance is heavily influenced by individual behaviour and operating culture, particular attention has been paid to a re-launch of two policies:

- **PAL**

A risk assessment checklist issued to every employee:

Before you start **Think** Dynamic Risk Assessment - **Think PAL:**

Person - Activity - Location!

Use the traffic light system to protect yourself and others:

- **Amber for Assess,**
- **Red for Stop,**
- **Green for Safe to Go**

- **Reasons for wanting a 'Fair & Just Culture' in TDBC**

Pointing the finger at someone when something has gone wrong is easy. Getting to the root cause of what went wrong takes a little time and a lot of honesty.

'**Fair & Just**' is the approach that can deliver the best operating culture, because 'Fair & Just Culture' recognises:

- that competent people make mistakes;
- that competent people will develop unhealthy habits such as shortcuts and "routine rule violations";
- that competent people will learn from their mistakes and improve their performance.

Note: Subject to agenda pressure it is hoped to present on one of these topics at the meeting. (Chair's discretion)

Current Accident data see appendix 1 below

4. Finance Comments

Unchanged -Any emerging issues or additional training will have to be funded from existing budgets. Line managers are expected to prioritise and refer any difficulties to CMT.

5. Legal Comments

Unchanged -Failure to meet or maintain minimum legal compliance will increase Corporate and individual risk, with the potential for criminal and civil actions

6. Links to Corporate Aims

Unchanged- Competent employees working safely in the delivery of the Council's services form an essential contribution to the Corporate Aims.

7. Environmental Implications

Unchanged- As in 6 above

8. Community Safety Implications

Unchanged- As in 6 above

9. Equalities Impact

Unchanged- There are no equalities impact over and above those already required to be identified in the Theme delivery plans and existing arrangements. The Equalities Impact assessment for H&S policy and procedures is available on the H&S sharepoint site.

10. Risk Management

Unchanged- Failure to meet minimum H&S statutory requirements has been identified in the Corporate Risk Register.

11. Partnership Implications

The strategy sets out the majority of the work programme for delivery by SW One. – Business as usual.

The audit strategy utilises and involves the expertise of SWAP, potentially reduces resource requirements and delivers an integrated approach.

12. Recommendations

The Committee are asked to note the progress on the delivery of the strategy and the initiatives to improve our operating culture. There are no significant risks or incidents to report.

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Appendix 1.

Accident, incident data and lessons implemented

TDBC Totals– 01 April 2012 31 August 2012				
Classification	Core Council	DLO	public	Contractors
Reportable	0	0	0	1
Non-reportable	1	10	2	–
Near Miss	-	0	-	-
Period total	1	10	2	0

Trends: The DLO figures include 3 number 'over 3 day' injures and would have been reportable under the old system. All accidents have been reviewed with a H&S representative and where appropriate corrective actions identified. A report on the Crematorium Contractor's Dangerous Occurrence is awaited.

ENDS