



## DORSET & WILTSHIRE FIRE AND RESCUE AUTHORITY Health and Safety Policy

This document is the Health and Safety policy statement for the Authority. It will be overseen by the Chief Fire Officer and it is underpinned by a set of procedures.

The Authority is the corporate body upon which the duties of the Health & Safety at Work etc. Act, 1974 are placed and recognises and accepts its responsibilities as an employer to:

- Provide for the health, safety, and welfare of all staff and those who may be affected by what we do.
- Establish clear direction for the organisation through this policy and the implementation of effective procedures which aim to minimise injuries and ill health; protect the environment; and reduce unnecessary losses and liabilities.

In particular, the Authority is committed to ensuring:

- 1) Continual improvement of the organisation's occupational health and safety management system and that it is implemented across the whole service.
- 2) Continual prevention of work place injury and ill health through effective risk management and the implementation of safe systems of work.
- 3) Periodic review of our legal compliance and our occupational health and safety management system to ensure that it remains relevant and appropriate for the services undertakings.
- 4) Allocating proportionate financial and physical resources to ensure that the occupational health and safety management system is effectively established, maintained and implemented.
- 5) Ensuring that the place of work is safe and without risks to health and where, in the case of emergency operations this is not possible, to protect personnel from readily identifiable hazards.
- 6) Ensuring that the necessary information, instructions, training and supervision are provided to ensure staff are fully aware of their responsibilities, accountabilities when carrying out their duties. This will also allow staff to carry out their duties effectively and safely and to ensure the highest levels of competence.
- 7) Monitoring and reviewing our occupational health, safety and welfare performance and objectives to ensure standards are maintained and progress to ensure continuous improvement.

## HS – Health and Safety Policy

- 8) Develop and maintain a positive health and safety culture, where staff are consulted on about health and safety matters as it is recognised that staff can make a vital contribution to health & safety procedure formulation and implementation.
- 9) Properly investigating all accidents, incidents and near misses with the objective of establishing root causes and preventing reoccurrence.
- 10) Ensuring suitable and sufficient assessments of all significant risks to staff, and those who may be affected by the Service’s activities, are undertaken and recorded. Safe systems of work are provided and maintained to reduce risk to health to the lowest level possible.
- 11) Ensuring operational personnel are prepared for the foreseeable hazards associated with emergency incidents through operational training where risk is both assessed and managed. In the operational environment we will control health and safety risks to our fire fighters by employing the Fire Fighter Safety Maxim\* and in exceptional circumstances apply Operational discretion\*.

Signed .....

Chair of the Dorset & Wiltshire Fire Authority

Date:    /    /

(\* See Supporting Information

<b>Part One</b>	<b>Purpose, Process &amp; Outcomes</b>	<a href="#" style="background-color: #800000; color: white; padding: 5px; border-radius: 5px;">Detailed Info</a>
<b>Part Two</b>	<b>Document References</b>	<a href="#" style="background-color: #800000; color: white; padding: 5px; border-radius: 5px;">Detailed Info</a>

<b>Ref No:</b>	HS	<b>FRS:</b>	DWFRS
<b>Date of Issue:</b>	01/04/2016	<b>Review Due:</b>	01/04/2017
<b>Version No:</b>	V3.0	<b>Review Completed:</b>	01/06/2017

### Part One – Purpose, Process & Outcome

#### Purpose

##### Why is this policy needed?

- The purpose of this policy is to ensure compliance with all relevant legislation and regulations and ensure, as far as is reasonably practicable, the health, safety and welfare of our staff and others who may be affected by our activities

#### Process

##### How we will meet the above requirements?

Through the Chief Fire Officer, the Authority will make sure there are arrangements in place for effective policy development, organisation, planning, monitoring, performance management, audit, and review of our health and safety practices in order to maintain our compliance with relevant Statutes, Regulations, and Codes of Practice. These arrangements are set out in the procedure HS 1 - Health, Safety & Welfare Management.

#### Outcome

##### How will this Policy be assured?

The effective implementation of this policy will be monitored and assured through our initial governance arrangements.

We will undertake an annual review as part of our annual statement of assurance and:

- review performance against key indicators and outcomes which are used to direct the development of future improvements and procedural documents
- align our assurance to an external accredited Occupational Health and Safety Standard and show continual improvement against this standard
- monitor compliance through our audit programme
- carry out quarterly accident analysis to identify any significant trends and feed the results into our performance management arrangements to ensure we identify and react to emerging issues
- monitor all non-conformance and corrective action identified
- ensure Health, Safety and Welfare Management team meetings are held within timescales set out in our procedures.

## Part Two – Document References (includes Supporting Information), Document Management & Version Control

This Policy is linked to the following:

### Document References:

The Management of health and safety procedure

Other Health & Safety Procedures

### Supporting Information:

*The Fire Fighter Safety Maxim* is as follows: "At every incident the greater the potential benefit of fire and rescue actions, the greater the risk that is accepted by commanders and fire fighters. Activities that present a high risk to safety are limited to those that have the potential to save life or to prevent rapid and significant escalation of the incident".

*Operational discretion:* Most situations that incident commanders are faced with are not unique and are foreseeable; however, incident commanders may occasionally be presented with a situation that is extremely unusual and not reasonably foreseeable. In this circumstance they may have to make decisions using their professional judgement. Operational discretion relates to rare or exceptional circumstances where strictly following an operational procedure would be a barrier to resolving an incident, or where there is no procedure that adequately deals with the incident.

Outcomes which would justify applying operational discretion include:

- Saving human life
- Taking decisive action to prevent an incident escalating
- Incidents where taking no action may lead others to put themselves in danger.

The overarching principle should be that in the opinion of the incident commander the benefit of taking unusual, unorthodox or innovative action justifies the risk.

[DCLG: FRS Authorities - Health, safety and welfare framework for the operational environment. June 2013](#)

[HSE: Striking the balance between operational and health and safety duties in the FRS, Published March 2010](#)

[The Foundation for Incident Command is designed to complement and support the](#)

[National Operational Guidance for Incident Command](#) [Fire Fighter Safety Maxim and Operational discretion](#)

### Legislation References:

[Health & Safety at Work Act 1974](#)

[The Management of Health and Safety at Work Regulations 1999](#)

## HS – Health and Safety Policy

### Document Management:

Policy Reference: Health & Safety (HS)			
Owner	Review Date	Author	Status
Chief Fire Officer	This policy is reviewed annually and brought back to Members if requirements change.	John Lincoln	Published

### Version Control:

Version	Page & Par Ref	Date	Changes Made	Authorised By
V3.0	Entire Document	01/06/2017	Review document to allow alignment to the service priority's and Key Lines of Enquiry (KLOE)	J Lincoln
V2.0	Page 2 / 2 <sup>nd</sup> Paragraph	03/03/2016	Reference to Service's <b>Senior</b> Leadership Team changed to <b>Strategic</b> Leadership Team	J Lincoln
V1.0	Entire Document	01/12/2015	Document ready for publication	J Lincoln

Top of doc