



# DEVON & SOMERSET FIRE & RESCUE AUTHORITY

<b>REPORT REFERENCE NO.</b>	HRMDC/13/1
<b>MEETING</b>	HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT COMMITTEE
<b>DATE OF MEETING</b>	26 JULY 2013
<b>SUBJECT OF REPORT</b>	HEALTH, SAFETY AND WELFARE FRAMEWORK FOR THE OPERATIONAL ENVIRONMENT
<b>LEAD OFFICER</b>	DIRECTOR OF PEOPLE AND ORGANISATIONAL DEVELOPMENT
<b>RECOMMENDATIONS</b>	<i>That the report be noted.</i>
<b>EXECUTIVE SUMMARY</b>	<p>This Health, Safety and Welfare Framework as published by the Department for Communities and Local Government for all fire and rescues services is intended to assist in balancing the health, safety and welfare of our staff while they are at work with the risks that they are faced with on a day to day basis. It supersedes and replaces a number of existing health and safety documents.</p> <p>The paper sets out the scope of the Framework and the action being taken to ensure that the principles set out within it are followed.</p>
<b>RESOURCE IMPLICATIONS</b>	
<b>EQUALITY RISK &amp; BENEFITS ASSESSMENT</b>	
<b>APPENDICES</b>	None
<b>LIST OF BACKGROUND PAPERS</b>	None

## 1. **INTRODUCTION**

- 1.1 This document has been published by the Department for Communities and Local Government as a framework for all fire and rescues services that is intended to assist in balancing the health, safety and welfare of our staff while they are at work with the risks that they are faced with on a day to day basis.
- 1.2 It has been developed with the involvement of the Health and Safety Executive (H.S.E), the Fire Brigades' Union (FBU), health and safety professionals and the Chief Fire Officers' Association (CFOA) and follows a number of incidents that have resulted in fire fighter fatalities; it supersedes and replaces a number of existing health and safety documents.
- 1.3 Although not published as an approved code of practice (ACOP) it is implied that the principles of the framework should be followed and it is anticipated that it will be used for the purposes of peer review of FRS's and by the H.S.E. should they have cause to investigate a Service following an accident.
- 1.4 During the development of the new Organisational Safety Assurance (OSA) department, that incorporates Health and Safety and Operational Assurance, the Service was made aware of this document and did take part in the consultation process. Consequently we have been able to shape the new departments focus in accordance with the final published framework.

## 2. **SCOPE OF THE DOCUMENT**

- 2.1 The document covers all areas of health, safety and welfare in an operational context and therefore cuts across many Service departments in addition to OSA.
- 2.2 To give an appreciation of the wide remit of this document some of the areas covered are:
  - Health and Safety Policy
  - Operational Policy and risk critical information
  - Operational decision making (including dynamic and analytical risk assessment)
  - The safe person principles including leadership and supervision
  - Monitoring and measuring performance
  - Operational assurance/monitoring and auditing
  - Post incident learning and debriefing
  - Investigations and learning from reviews
  - Welfare at incidents including critical incident defusing.
- 2.3 The Joint Safety Committee Terms of Reference, scope and attendees are being refreshed and reviewed to ensure that a holistic approach to Health, Safety, Wellbeing & Environment is considered.

- 2.4 The OSA department is developing an action plan of the recommendations in this framework to ensure that the Service is complying and can demonstrate compliance should the need arise and will report progress on this to the Chief Fire Officer and HRMD Committee and Joint Safety Committee on a regular basis.
- 2.5 In respect of the operational assurance areas of this document, the Service is developing its own framework that would ensure compliance with this National guidance.

**JANE SHERLOCK**

**Director of People and Organisational Development**