



South Lanarkshire Council

Health and Safety Strategy

1. Introduction

This strategy is designed to promote the Council's Health and Safety vision, which is to have a healthy and safe working environment and positive culture which protects employees, service users and partner agencies.

This document outlines South Lanarkshire Council's aims in this area and details the contributions required from the various Resources/Services to achieve the Council's Health and Safety aims and vision. Our annual business plans will describe how this will be undertaken in more detail.

Currently, "Connect" makes reference to "Assess implications of new legislation and Health and Safety Executive's requirement; implement guidance and issue instructions all within prescribed timescales." This strategy is designed to ensure that this requirement is met.

2. Aims

The Council's Health and Safety vision is to promote a healthy and safe working environment supported by a positive health and safety culture which protects employees, service users and partner agencies.

To achieve this vision our strategic aims are to:-

- ◆ Ensure that health and safety management arrangements reflect the requirements of the Occupational Health and Safety Management system
- ◆ Enhance reporting of health and safety performance to allow for full analysis of health and safety performance
- ◆ Improve safety performance by reducing the number of accidents
- ◆ Enhance the safety culture through the introduction of a behavioural safety programme
- ◆ Ensure robust communication and consultation that captures and acts upon feedback

3. Responsibilities Health and Safety, Corporate Resources

The Health and Safety Service will:-

- ◆ Prepare the Council Health and Safety Strategy, supported by action plans for Resources and Health and Safety Service
- ◆ Develop and maintain the Council's Health and Safety Policy and Occupational Health and Safety Management System
- ◆ Undertake analysis of health and safety performance within the Council and advise on preventative or remedial action and areas of improvement
- ◆ Promote effective partnership working with other Resources/Services detailed within this strategy
- ◆ Direct management if significant health and safety risks arise
- ◆ Consult and work with Trade Unions to deliver the strategy
- ◆ Engage with and support management enabling them to deliver their legal responsibilities in relation to health and safety

Corporate Management Team

The Corporate Management Team will:-

- ◆ Actively support the Health and Safety Manager in the strategic management of health and safety
- ◆ Hold Managers to account, in relation to implementation of health and safety plans and legislative compliance

Resource Management Team

The Resource Management Team will:-

- ◆ Work in partnership with the Health and Safety Service to implement the health and safety action plan, Policy and management system
- ◆ Acknowledge health and safety as an integral management function and include in all relevant business procedures
- ◆ Establish management structures to support the implementation of this strategy, health and safety policy and management system
- ◆ Ensure that all employees have the appropriate level of competence to undertake their role effectively
- ◆ Hold managers and employees to account in relation to their roles and responsibilities
- ◆ Consult and work in partnership with the Trade Unions

Learning and Development

Learning and Development will:-

- ◆ Advise, assist and facilitate Resource Management in the identification and delivery of health and safety training

- ◆ Ensure that management receive training appropriate to their role enabling them to deliver their responsibilities and achieve legal compliance

Personnel Services

Personnel Services will:-

- ◆ Report on industrial injuries and liaise with the Health and Safety Service to determine necessary actions to prevent re occurrence
- ◆ Advise Resources of any occupational health issues that may affect people's ability to perform their work safely

Risk Management

Risk Management will:-

- ◆ Undertake analysis of insurance costs and work in partnership with the Health and Safety Service to address appropriate areas for improvement
- ◆ Consult with the Health and Safety Service in relation to the formation of the Council Risk Register

Procurement

Procurement will:-

- ◆ Work in partnership with the Health and Safety Service to ensure the appointment of competent contractors
- ◆ Work with Resources to purchase plant, equipment, materials , etc that are fit for purpose

Trade Unions

Trade Unions will:-

- ◆ Work in partnership with the Health and Safety Service and Resource Management to deliver this strategy and associated action plans
- ◆ Communicate with members to promote understanding of their roles and responsibilities

Management

All Managers will:-

- ◆ Acknowledge health and safety as an integral management function and include consideration of health and safety in all relevant business procedures
- ◆ Work in partnership with the Health and Safety Service to implement the Health and Safety Management System and associated actions

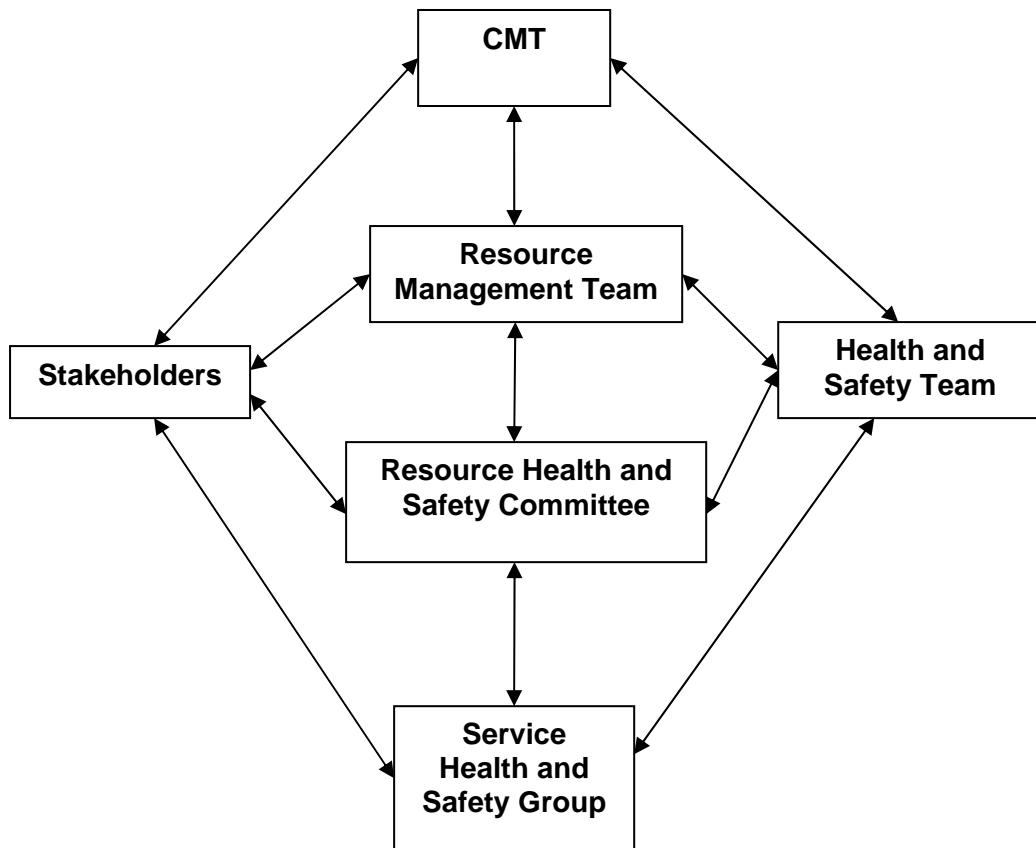
Employees

All employees will:-

- ◆ Adhere to safe working systems and avoid taking actions that could create unnecessary health and safety issues
- ◆ Co-operate with management to enable the Council to comply with legislation

Governance

The reporting and communication framework is outlined in the diagram below.



Stakeholders, includes, for example Health and Safety Executive, Trade Unions.

The basis of this framework is to promote partnership, show best practice and ensure accountability.

Stakeholders

To ensure the success of this strategy and to promote the Council's legal position, it is necessary that we engage in productive exchange with our stakeholders.

Our key stakeholders are:-

- Statutory bodies e.g. HSE
- Resources
- Management and employees
- Trade Unions
- Other organisations e.g. other local authorities

Measuring Performance

Planning

In order to ensure the success of this Strategy and integration of Health and Safety into the Council business processes and culture, each Resource and Service shall include identified health and safety action points and performance measures in their Resource and Service plans.

The identified action points and performance measures will fulfil Corporate and Resource requirements.

Monitoring and Review

The Health and Safety Service in partnership with the Resource Health and Safety Committee will monitor delivery of the action plan and provide advice and leadership to secure successful outcomes.

The Resource Health and Safety Committee will advise their management structure and the Health and Safety Service of progress.

The Health and Safety Service will advise Corporate Management Team of the Council progress of the strategy and associated action plans.

The Health and Safety Service will provide an annual report outlining performance against the agreed actions.

Auditing

The Health and Safety Service will prepare an annual audit programme which details the particular health and safety aspects to be examined.

Audit outcomes will inform future Resource and Corporate plans.