

POLICE STAFF COUNCIL MANAGEMENT OF HEALTH & SAFETY (2010)

I. Introduction

- I.1 The Police Staff Council (PSC) recognises that effective health and safety management results from proper planning, organising, controlling, monitoring and reviewing and is vital to good employment, the delivery of, and improvement of, services and will reduce loss of resources.
- I.2 Police authorities and trade unions share the aim of providing safe and healthy workplaces and systems of work. Both Sides will work enthusiastically and in the spirit of cooperation to engender a positive safety culture within the workplace. The employers and trade union safety representatives will work in the spirit of partnership to promote health and safety policies and initiatives that will improve the health, safety and welfare of employees. Police authorities in collaboration with all safety representatives will strive to be exemplars of health and safety management practice.
- I.3 Police authorities are diverse in size and structure and a wide variety of hazards exist. The risks posed are to be controlled proactively by the systematic application of preventive and protective measures within a risk assessment framework.
- I.4 Consultation with the workforce through trade union safety representatives is recognised as one of the key ways in which health and safety performance can be improved. The PSC promotes joint consultation on all matters relating to the health and safety of the workforce. Safety committees are recognised as an effective mechanism to assist in the management of health and safety.
- I.5 Police authorities have a statutory duty under the Health & Safety at Work Act 1974 with regard to the health and safety of their employees and others who may be affected by their undertaking. This duty cannot be contracted out. Police authorities should ensure that adequate resources are allocated to securing the health, safety and welfare of its employees and those affected by its undertaking.

2. Joint Consultation

- 2.1 The PSC accepts that the development and implementation of other policies could impact on health and safety, and must be subject to effective consultation with a view to reaching agreement. The sharing of information and experience between trade union representatives and management in the spirit of cooperation and partnership should be encouraged and is underpinned by regulations especially in the development of preventive and protective measures, i.e. the risk assessment framework.
- 2.2 Full use must be made of safety representatives and safety committees. This will include the provision of information, opportunities for attendance at approved union/TUC training, arrangements to investigate health and safety matters and provision for joint safety committees to review the effectiveness of policies and procedures. Joint safety committees should deal not only with those matters required by regulation but also such other issues as may be agreed.

3. Police Authorities should recognise that:

- the health and safety and well-being of the workforce is crucial to the proper functioning of the authority and the provision of its services.
- health and safety must be adequately considered in policy development and in the decision making process at all levels by both staff/officers and members of the authority.
- commitment to health and safety is necessary from the top of the authority at both authority member and officer level. As such there should be a designated person at both member and director (first or second tier) level with the role of driving up health & safety standards. Employees at all levels must understand and accept their health and safety responsibilities.
- health and safety management should be incorporated in the police authority's performance monitoring and reporting arrangements and improvement planning process.
- services are now delivered in many ways e.g. by contractors and in partnership with both the voluntary and private sectors. Authorities must have a system in place to satisfy themselves that contractors and partners have the ability and resources for effectively managing health and safety, thus protecting all who may be affected. Health & safety must be incorporated into contracts and partnership agreements and the performance properly monitored. Contracts and partnership agreements

should include arrangements for joint consultation and sharing of information. Police authorities should recognise the value of safety representatives in maintaining health and safety standards of contractors.

- organisational change can affect the well-being of employees; therefore effective dialogue with trade union representatives over health and safety implications is essential to reduce potential risks to health and to promote employee well-being.
- a high standard of occupational health provision aimed at ensuring the well-being of the workforce coupled with effective implementation of rehabilitation and redeployment policies are important. Occupational health advisers, working in conjunction with other professionals and in consultation with trade unions on general arrangements, can make a major contribution towards this goal.
- training is vital to securing the health and safety competency throughout the workforce. Police authorities should ensure that employees are given adequate health and safety training following recruitment and repeated as required, and in particular:
 - on specific hazards and risks
 - when exposed to new or increased risks due to changes in responsibility, the environment or the introduction or change of technology.
 - for those who supervise and manage service provision.
 - training must be reviewed periodically and safety representatives should be consulted in the development and delivery of training programmes to ensure all existing and new risks are addressed.
- the authority must ensure that they have appropriate access to competent advice that is consistent with the size and diverse risk environment of police authorities. The source and nature of the competent advice should be the subject of consultation to ensure that all existing and new risks are adequately addressed.