

Somerset County Council
HR Policy Committee – 30 April 2018

Health and Safety Policy 2018

Cabinet Member: Anna Groskop, Cabinet Member

Lead Officer: Chris Squire, HR&OD Director

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	Seen by:	Name	Date
Report Sign off	Legal	Honor Clarke	24/04/18
	Corporate Finance	Kevin Nacey	24/04/18
	Human Resources	Chris Squire	24/04/18
	Senior Manager	Richard Williams	24/04/18
	Cabinet Member	Anna Groskop	24/04/18
	Monitoring Officer	Scott Wooldridge	24/04/18
	Summary:	Brief summary of report. SCC H&S Policy	
Recommendations:			
Reasons for Recommendations:	<p>It is a statutory requirement for every employer that employees 5 or more employees to have a written H&S Policy to comply with Section 2 of the Health and Safety at Work Act 1974. See below:</p> <p>General duties of employers to their employees.</p> <p>(1) It shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees.</p> <p>(2) Without prejudice to the generality of an employer's duty under the preceding subsection, the matters to which that duty extends include in particular—</p> <p>(a) the provision and maintenance of plant and systems of work that are, so far as is reasonably practicable, safe and without risks to health;</p> <p>(b) arrangements for ensuring, so far as is reasonably practicable, safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;</p> <p>(c) the provision of such information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of his employees;</p> <p>(d) so far as is reasonably practicable as regards any place of work under the employer's control, the maintenance of it in a condition that is safe and without risks to health and the provision and maintenance of means of access to and egress from it that are safe and without such risks;</p> <p>(e) the provision and maintenance of a working environment for his employees that is, so far as is reasonably practicable, safe, without risks to health, and adequate as regards facilities and arrangements for their welfare at work.</p>		

	(3)Except in such cases as may be prescribed, it shall be the duty of every employer to prepare and as often as may be appropriate revise a written statement of his general policy with respect to the health and safety at work of his employees and the organisation and arrangements for the time being in force for carrying out that policy, and to bring the statement and any revision of it to the notice of all of his employees.
Links to Priorities and Impact on Service Plans:	In the past this policy has been reviewed annually but has been taken direct to the CEO and Leader to agree and sign.
Financial, Legal and HR Implications:	To comply with Health and Safety at work Act 1974, Section 2 it is a legal requirement to have a written H&S Policy. Failure to have this written Policy could lead to enforcement action by the Health and Safety Executive.
Equalities Implications:	The H&S Policy applies to all employees and volunteers that work within SCC
Risk Assessment:	There is a considerable Risk to SCC both Financially and its Reputation by not having a current H&S Policy authorised by the CEO and Leader in place.
Scrutiny comments / recommendation (if any):	

1. Background

- 1.1. This is the annual Health and Safety Policy which should be signed by both the CEO and Leader on 18 June 2018
- 1.2. The only change to the current Policy is the revised date.

2. Options Considered

- 2.1. Previously the H&S Policy was not circulated to the HR Policy Committee for approval but following consultation it was decided that this practise should cease. See 3.1 below.

3. Consultations undertaken

- 3.1. This Policy was discussed at the Health Safety Welfare Steering Group and between the HR & OD Director and the Monitoring Officer within the Council's Governance Service. It was agreed that the policy should be, in the future, placed in front of the HR Policy Committee.

4. Implications

- 4.1. It is a legal requirement for SCC to have in place a written H&S Policy which

should be available:

- for all employees to read
- as anyone within the enforcing authorities
- sharing with contractors and partners.

5. Background papers

5.1. The H&S Policy produced and signed in 2017 and the draft H&S Policy for 2018 with a copy to be placed in front of the CEO & Leader to sign in June 2018.

Note: For sight of individual background papers please contact the report author.