



Essex Police, Fire and Crime Commissioner Fire and Rescue Authority

Decision Report

Please ensure all sections below are completed

Report reference number: 040-22

Government security classification Not protectively marked

Title of report: Health and Safety Annual Report 2021/22

Area of county / stakeholders affected: Service wide

Report by: Moira Bruin, Deputy Chief Fire Officer

Date of report: 28 July 2022

Enquiries to: Moira Bruin

1. Purpose of the report

The Health and Safety Annual Report 2021/22 report gives an overview of the health and safety and welfare performance achievements of the Essex Fire and Rescue Services for the period 1 April 2021 to 31 March 2022.

2. Recommendations

The approval, prior to publication, of the Health and Safety Annual report covering the period 1 April 2021 – 31 March 2022.

3. Benefits of the proposal

The Service's Health and Safety department carries out both active and reactive monitoring to ensure that key risks are controlled, as well as ensure performance standards and risk assessments are in place and monitored.

There is continued emphasis in expanding the core skills of the Health and Safety team to facilitate internal training courses in order to maintain their ability to carry out their roles competently.

4. Background and proposal

The report provides the scrutiny of the health, safety and welfare function of the services over the last financial year.

5. Alternative options considered and rejected

The report is produced on an annual basis, following the quarterly updates that are report to the Performance and Resources Board, and is a demonstration of the commitment of both the PFCC and the Service to maintaining the health, safety and welfare of all concerned. The Commissioner could decide not to agree this report however that would provide lower levels of transparency and scrutiny around how the Service is fulfilling its Health and Safety obligations so is not recommended.

6. Strategic priorities

- Be transparent, open and accessible
- Promote a positive culture in the workplace

7. Operational implications

There are no operational implications associated with the publication of this report.

8. Financial implications

The are no financial implications associated with the publication of this report.

9. Legal implications

The Services has a legal duty to its employees to ensure that the health safety and welfare of all concerned.

10. Staffing implications

There are no staffing implications associated with the publication of this report. The Service's Health, Safety and Welfare Strategic Group, chaired by the Deputy Chief Fire Officer is where health and safety activities are discussed, these meetings are held quarterly to ensure robust oversight. Representative bodies are invited to attend these meetings.

11. Equality and Diversity implications

We have considered whether individuals with protected characteristics will be disadvantaged as a consequence of the actions being taken. Due regard has also been given to whether there is impact on each of the following protected groups as defined within the Equality Act 2010:

Race	N	Religion or belief	N
Sex	N	Gender reassignment	N
Age	N	Pregnancy & maternity	N
Disability	N	Marriage and Civil Partnership	N
Sexual orientation	N		

The Core Code of Ethics Fire Standard has been fully considered and incorporated into the proposals outlined in this paper.

12. Risks

The Service has a legal duty to safeguard the health and safety of its employees and public and to ensure that measures are in place to do so.

The Reporting of injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) places a duty on employers to report certain serious workplace accidents, occupational diseases and specified near misses.

13. Governance Boards

Performance and Resources Board – 28 July 2022.

14. Background papers

Health and Safety Annual Report 2021-22.

Decision Process (040-22)

Step 1A - Chief Fire Officer Comments

(The Chief Fire Officer is asked in their capacity as the Head of Paid Service to comment on the proposal.)

.....I support this recommendation.....



Sign:

.....

Date:.....1/8/22.....

Step 1B – Consultation with representative bodies

(The Chief Fire Officer is to set out the consultation that has been undertaken with the representative bodies)

.....N/A however all representative bodies have a standing seat at the Health, Safety and Welfare meetings to provide transparency and oversight of H&S within the service.

Step 2 - Statutory Officer Review

The report will be reviewed by the Essex Police, Fire and Crime Commissioner Fire and Rescue Authority’s (“the Commissioner’s”) Monitoring Officer and Chief Finance Officer prior to review and sign off by the Commissioner or their Deputy.

Monitoring Officer

Sign: 

Print: .Darren Horsman - Deputy MO

Date: 16/8/2022

Chief Finance Officer

Sign: 

Print:Neil Cross.....

Date: ... 1/8/22

Step 3 - Publication

Is the report for publication? **YES**

If 'NO', please give reasons for non-publication (Where relevant, cite the security classification of the document(s). State 'none' if applicable)

.....

If the report is not for publication, the Monitoring Officer will decide if and how the public can be informed of the decision.

Step 4 - Redaction

If the report is for publication, is redaction required:

- 1 Of Decision Sheet **NO**
- 2 Of Appendix **NO**

If 'YES', please provide details of required redaction:

Date redaction carried out:


If redaction is required, the Chief Finance Officer or the Monitoring Officer are to sign off that redaction has been completed.

Sign: Print:

Date signed:

Step 5 - Decision by the Police, Fire and Crime Commissioner or Deputy Police, Fire and Crime Commissioner

I agree the recommendations to this report:

Sign:  (DPFCC)

Print: Jane Gardner Date signed: 16 August 2022

I do not agree the recommendations to this report:

Sign: (PFCC / DPFCC)

Print: Date signed: