

## EAST SUSSEX FIRE AND RESCUE SERVICE

<b>Meeting</b>	Fire Authority
<b>Date</b>	13 February 2020
<b>Title of Report</b>	Health, Safety & Well-being Strategy 2020-2023
<b>Lead Member</b>	Cllr Carolyn Lambert
<b>Lead Officer</b>	Hannah Scott-Youldon, Assistant Director People Services

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<b>Background Papers</b>	HMICFRS Inspection Report 2018/19 HMICFRS State of Fire & Rescue Service 2019 Report
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<b>Appendices</b>	1. Draft Health, Safety & Well-being Strategy 2020-2023
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### Implications (please tick ✓ and attach to report)

*Any implications affecting this report should be noted within the final paragraphs of the report*

<b>CORPORATE RISK</b>		<b>LEGAL</b>	
<b>ENVIRONMENTAL</b>		<b>POLICY</b>	
<b>FINANCIAL</b>		<b>POLITICAL</b>	
<b>HEALTH &amp; SAFETY</b>	X	<b>OTHER (please specify)</b>	
<b>HUMAN RESOURCES</b>		<b>CORE BRIEF</b>	

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**PURPOSE OF REPORT** The Authority has in place an existing Health, Safety & Wellbeing Strategy that forms part of the suite of strategies that sit within the Fire Authority Constitution. The strategy ran from 2017 up until March 2020. The current strategy has now been reviewed and refreshed to incorporate the new Health & Safety Management System. The Strategy continues to develop the strategic direction for not only the health and safety of ESFRS employees but the mental well-being of our staff.as well

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**RECOMMENDATION** To support the revised Health, Safety & Well-being Strategy for 2020-2023 (attached as Appendix 1) and adopt as a formal Fire Authority Strategy

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## 1 OVERVIEW

1.1 The current Health & Safety strategy is now due to be reviewed following 3 years being in place. The Strategy is cognisant of both the recommendations made by

the regional health & safety audit undertaken in March 2019 and the HMICFRS inspection in May 2019.

- 1.2 Encouragingly the HMICFRS's State of Fire & Rescue 2019 report clearly recognises that most services have a positive health and safety culture and that the majority of Services monitor statistics to learn about trends, reduce the risk of further harm and identify areas for improving the way in which we work.
- 1.3 This was also mirrored in the specific HMICFRS ESFRS inspection report. Our specific inspection report identified that staff are confident about the Service's health and safety arrangements. It also highlighted that there were a number of areas of compliance that needed strengthening and these were areas that the Service could improve on. The 3 year action plan that sits under this strategy specifically focusses in on these areas.
- 1.4 The revised strategy continues to provide the over-arching framework for managing health, safety and well-being across the Service over the next 3 years and continues to provide a clear, refined and transparent governance structure whilst continuing to demonstrating both leadership and ownership from the very top of the Organisation.
- 1.5 The strategy has been aligned to both the current and draft IRMP and the People & Organisational Development Strategy to ensure that it underpins our organisational Commitments thus fulfilling the Purpose of the Organisation as detailed within the IRMP.
- 1.6 This strategy provides a clear 3 year delivery plan to enable the Health Safety & Well-being Committee to measure the success of the objectives, provide a clear set of policies and a structured well-being programme.

## **2 CONTEXT**

- 2.1 The Strategy continues to have 2 key elements: 1) health & safety and 2) well-being, from which run 5 themes.
- 2.2 Whilst it is right that the strategy continues to have a focus on physical safety and firefighter safety there is also a continued recognition within the strategy of the importance of the psychosocial environment (i.e. the workplace) and the risks presented for mental health.
- 2.3 The 3 year delivery plan that sits underneath this strategy include interventions that have been geared towards enhancing positive wellbeing, rather than just preventing negative impact, for example, the introduction of Mental Wellbeing Champions, a joint wellbeing calendar with Surrey Fire & Rescue Service and providing pro-active interventions to identify issues early on so individuals can be supported thus keeping them in the workplace.
- 2.4 Further to that, the Service recognises that it has an ageing workforce profile, with an average age within the operational workforce of 46 years old. A strategic Wellbeing Plan that is aligned to the Strategic Workforce Plan and specifically the workforce data will ensure both the Occupational health provision and wellbeing

initiatives are aligned to the needs of our Service. This will be developed in Year 1 of this strategy.