

# Reducing the Risk by Embracing Change

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# The Goal

Some challenges are inevitable but with the ongoing Government cuts the future of **all** local authorities (even with a sense of optimism) look bleak

Our newly formed Health & Safety pilot group asked;

Can we change the culture of our workforce?

What are we already good at and can we improve the things we seem to be not so good at?

**The optimum goal was to improve the health and safety for all!**

# Some areas highlighted

- Accident and near miss reporting
- COSHH Management
- Fire safety management
- Contractor Management
- Lone Working

# Departments

- Environment and Street Scene
- Culture and Sport
- Economic Growth and Housing
- Planning and Highways

# Culture Shift

- Identified negative culture/lack of enthusiasm towards Health and Safety
- Directorate meeting set up with representatives from all services and awareness raising campaign
- Amended roles & responsibilities of corporate director to frontline staff making them accountable and putting emphasis back on staff
- Safety Climate Tool procured from HSE

# Quote?

***“It is not the strongest of the species that survives, or the most intelligent; it is the one most adaptable to change.”***

***— Charles Darwin***

# SharePoint

- Developed as a best practice site for all services to share good/bad examples
- Gained access for over 6000 council staff with editor access for service leads
- Contents of SharePoint....
- Auditing....staff being held accountable  
Corporate Director audits action plans, all accountable from Corporate Director to frontline officers

# Outcomes

- A heightened awareness of health & safety systems and commitment from all staff.
- Proactive monitoring of our systems & procedures are being conducted by all tiers of management including our Corporate Director.
- Health & Safety operational meetings continue to be held at all depots/offices with minutes & action sheets circulated.
- We have issued everyone who has had the H&S presentation with the health & safety law booklet.



# Outcomes cont....

- As part of our three monthly health and safety meetings we are provided with statistics from Corporate Services, from the last quarter we can evidence that;
- Near miss reporting has increased.
- Absences due to " RIDDOR" reportable accidents have decreased **(158 days in one quarter of 2013 compared to 127 days for the total of 2014.)**
- All accident reporting is increasing which would suggest that our H&S awareness raising campaign has begun to take effect as accidents and also near misses are now being recorded.

# Financials

We have also done some work with our insurance team and from the table below you can categorically see that since the implementation of this group at the end of 2013 claims and the amount of money the Council pays out has been significantly reduced.

Claim Period	No. of Claims	Total Experience
2011-2012	610	2,500,975.20
2012-2013	580	1,332,484.04
2013-2014	484	1,254,466.03
2014-2015	227	889,273.60
Grand Total	1901	5,977,198.87

# Questions

