



John Handling

Health, Safety and Wellbeing Manager



**PERTH &
KINROSS
COUNCIL**

Securing the future... • *Improving services*
• *Enhancing quality of life* • *Making the best use of public resources*

Implementing a new approach

- The context for change
- Barriers to change
- The new approach
- Measuring success



Context for change

- 2011 – Review of Council Services
- One organisation with different service health and safety approaches and standards
- Consolidate resources and make savings
- 2011 – 2013 Review Health and Safety Delivery Model



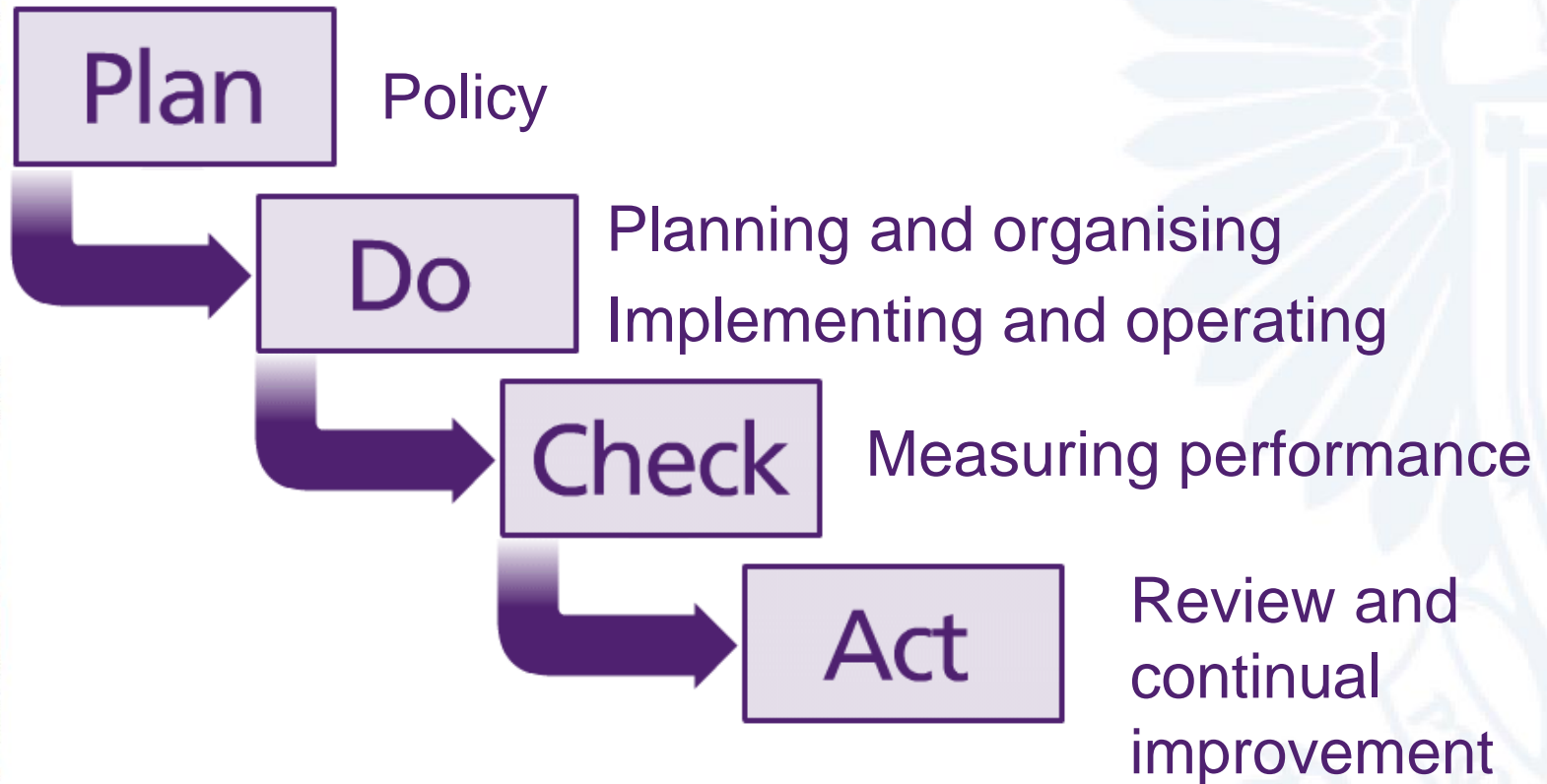
Barriers to change

- Culture/People
 - Health, Safety and Wellbeing Team
 - Trade Unions
 - Service Managers
- Policies



The new approach

Based on the principles of HSG 65



The new approach



HEALTH, SAFETY &
WELLBEING

OCCUPATIONAL
HEALTH & SAFETY
POLICY

The new approach



HEALTH, SAFETY & WELLBEING

Gas Safety
Arrangement

The new approach



HEALTH, SAFETY &
WELLBEING

Gas Safety Guidance

The new approach



HEALTH, SAFETY & WELLBEING

Head of
Establishment
Health & Safety
Premises Handbook

The new approach

Responsibility for
Risk Assessment
SSOW
Training
Fire Wardens
Site/Building Induction
Asbestos Register
etc.



The new approach

Risk Profiling



The new approach

Risk Profiling

Performance Monitoring Records



The new approach

Managers are **responsible** for making decisions about local safety practice



The new approach

Managers can delegate **responsibility**, but can't give away **accountability**.



The new approach

Health and Safety Team Coordinators and Heads of Establishments are **accountable**



The new approach



APPENDIX

Appendix 1
Appendix 2
Appendix 3

Nothing New in the New Approach!!

Context for change

- 2011 – Review of Services
- One organisation, different service health and safety approaches and standards
- Consolidate Resources
- Make Savings
- 2011 – 2013 Review Health and Safety Delivery Model
- 2013 – Review of Health and Safety Team

Health, Safety and Wellbeing Team Structure

Health, Safety & Wellbeing Manager
John Handling

Indirect Support
Team Leader/Senior H&S
Adviser
Ruth Turner

Fire Safety Adviser
Robert Speedie

First Aid Adviser
Alan Stewart

Fist Aid Trainer
Alan Moffat

Health & Safety Assistant
Victoria Hendry

Direct Support
Team Leader/Senior H&S
Adviser
Ewan Stobbie

3 x H&S Advisers
James Gorgon
Annie Wakeham
Norbert Grant

Fixed Term H&S Assistant
(HCC)
Kwanele Matiwaza

Health, Safety and Wellbeing Team Structure

Indirect Support

- Health and Safety Document Framework
- Management Arrangements and Guidance
- Advice and Support (telephone/email)
- RIDDOR Reporting
- Training programme
- Annual and Quarterly Performance Reporting
- Promote Employee Wellbeing



Health, Safety and Wellbeing Team Structure

Direct Support

- Advice and Support (Projects/Meetings/Email, /Telephone)
- Management Arrangements and Guidance
- Health and Safety Team Performance Records
- Incident Investigation
- Trade Union Liaison
- External Agency Liaison
- Reviews of Service Health and Safety Arrangements

Measuring Success

- Reviews of Service Health and Safety Arrangements
 - Performance Monitoring Records



Thank you

- Questions.....

