



Health & Safety General Policy Statement

Hereford & Worcester Fire and Rescue Service (HWFRS) is committed to the provision of a healthy and safe working environment for all employees, visitors, contractors and the general public who have cause to be on our premises. Furthermore, as a public service we are also responsible for safeguarding the community and therefore we as an organisation will endeavour to operate with due regard to the safety of all persons affected by our operations.

We recognise that effective management of safety and health will assist in meeting our organisational objectives and in maintaining and improving standards in all of our activities and are therefore fully committed to our duty to minimise risks by:

- Recognising that accidents, industrial related illness/disease and harm in the workplace are predominantly the result of human error.
- Ensuring that adequate resources are committed to the management of safety and health.
- Devising and implementing effective health and safety policies.
- Monitoring our performance.
- Measuring outcomes.
- Reviewing and auditing our policies and procedures.
- Making improvements in health and safety management systems.

The Service will maintain a positive health and safety culture by:

- Identifying key managers and their areas of responsibility.
- Providing for dedicated specialist health and safety advice where required.
- Organising effective methods of control.
- Facilitating communication and consultation between individuals, safety representatives and groups.
- Ensuring the competence of all employees, recognising the diverse roles they perform and their availability for training.
- Applying legislative and regulatory requirements as a *minimum* standard of performance.

The organisation will endeavour to keep the risks faced by our employees as low as is reasonably practicable by means of risk assessment, analysis, effective management, employee participation and the application of appropriate controls. Results of performance will be communicated via regular reports to the Principal Management Team, the Fire and Rescue Authority and in our Annual Report.

Chief Fire Officer
February 2008