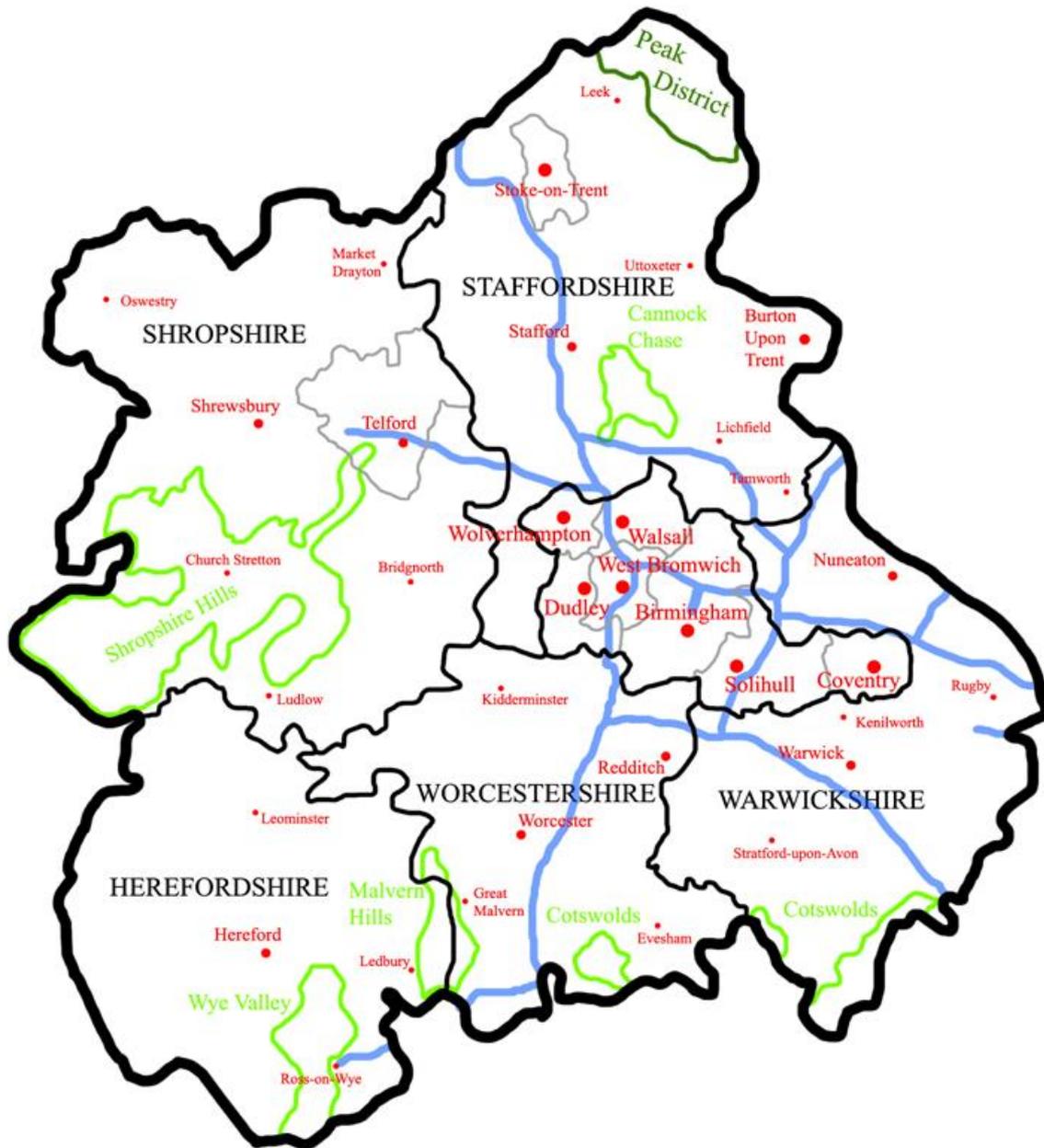


West Midlands Regional Health & Safety Business Plan



West Midlands Regional Health & Safety Business Plan

Introduction

The West Midlands Regional Fire and Rescue Services are committed to providing the highest level of Health, Safety and Welfare for our employees and anyone affected by our work activities. We recognise our moral and legal requirements, and will always strive to achieve the best possible health and safety standards.

Each fire and rescue service within our region will develop its own internal health and safety management system, resources and arrangements. They will collaborate via the Chief Fire Officers Association Regional Health and Safety Committee using the Regional Health and Safety Business Plan to help achieve the goal of making the West Midlands Fire and Rescue Service Region the safest place to be at work.

This Business Plan is designed to provide some key areas of focus for the future to ensure that Health and Safety practitioners within each service are able to support each other to achieve shared objectives. It is also a live document that will be reviewed regularly and, where appropriate, updated to reflect changing circumstances.

Regional Health and Safety Practitioners have shared this plan with their Senior Management Teams who have endorsed the objectives it contains.

Regional H&S Business Plan

Vision

All five FRS within the CFOA West Midlands Region will be recognised as achieving excellent results in all areas of Health, Safety and Welfare performance and management when compared against other FRS.

Mission

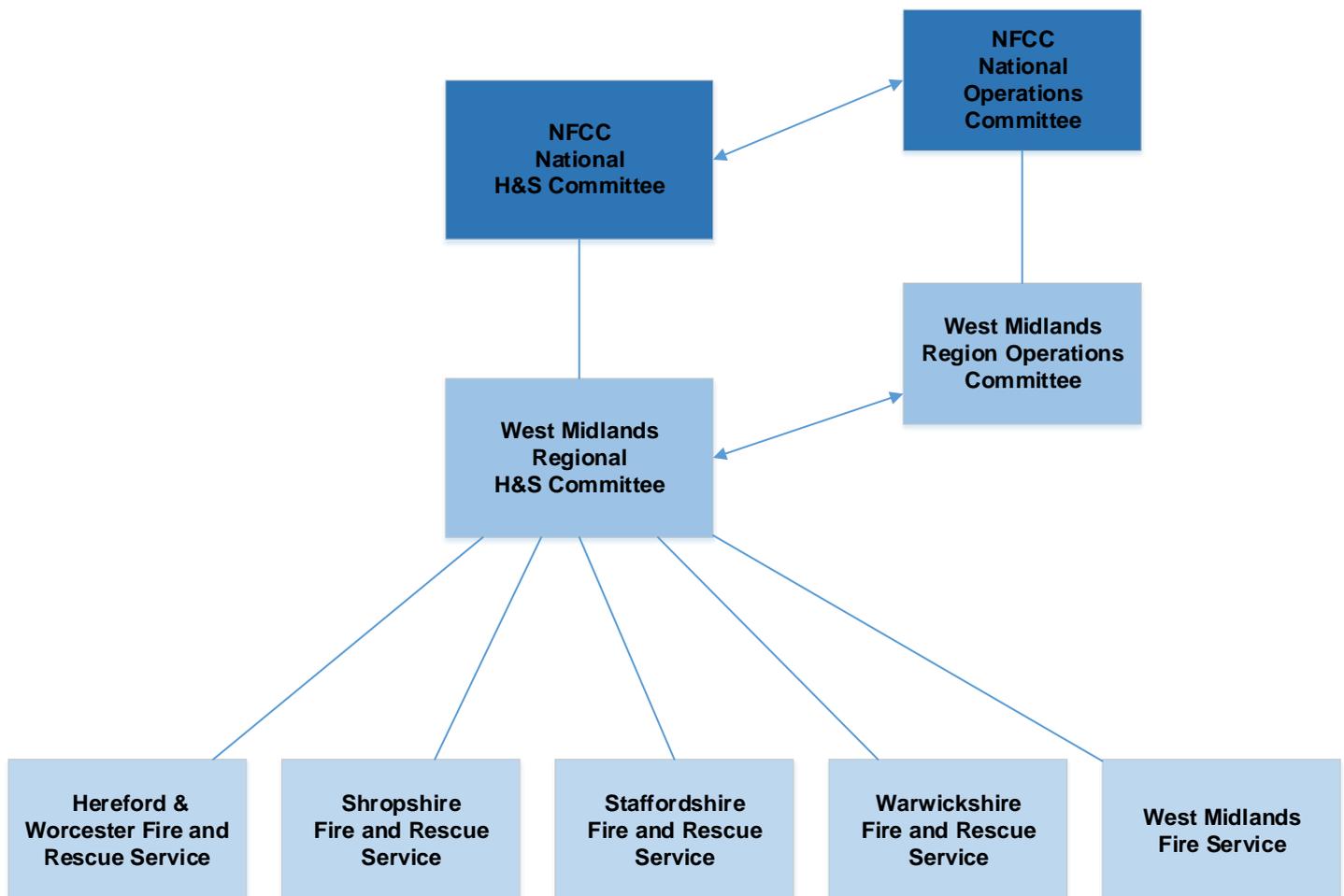
Through the provision of robust Health and Safety Management arrangements and collaborating in the sharing of knowledge and information across the West Midland Region, we will seek to promote the highest possible standards of health and safety performance.

We will:

- Ensure our policies and procedures are based upon best practice identified within the region, other FRS and other industries where appropriate. The sharing of policies and procedures will also be supported by all services;
- Ensure that robust links are instigated and maintained where these support the aims of this and other groups;
- Monitor health, safety and welfare performance of the regional FRS's, where appropriate identifying actions or support that would help to generate improvement;
- Share information with FRS outside of the Western Region primarily through, but not limited to, the CFOA National Health and Safety Committee;
- Promote a positive health and safety culture across all services, taking a joint approach where this is mutually beneficial;
- Share safety critical information at the earliest opportunity.
- It will be our statutory duty to collaborate across on all five Fire Services to improve our efficiency or effectiveness

Organisational Structure

The West Midlands Region Health and Safety Committee will work within the structure below, but will also seek to identify beneficial links and contacts with other relevant groups as appropriate. An obvious example would be the link already established with the Regional Occupational Health Practitioners Group. Administration for the regional group is undertaken on a rotation basis on a two yearly basis and is currently assumed by Shropshire FRS.





Performance Indicators

Performance comparison in relation to health and safety is undoubtedly a complex area, however the West Midlands Regional Health and Safety Committee collates statistics and has committed considerable time and effort to refining these in order to support meaningful comparison of the five, very different FRS within the region.

It is our belief that the approach now being taken, whilst not infallible, provides a sound basis from which to identify anomalies, gaps and good practice to enable more detailed analysis to be effectively targeted. It is fully recognised that statistics cannot give the full picture of performance and effort will also be applied to provide a narrative to support analysis of the data collected.



Objectives 2016 – 2020

It has been agreed that there would be no specific lead covering the Regional Objectives, with the Region functioning as one to complete them

	Objective	Key Deliverables/Action	Outline Plan/Benefit's
1	Production of statistical information on the Key Performance Indicators and targets required for the region and national reporting criteria.	Continued correlation of the Regions statistics that will help with the identification of any trends. The statistics will also include where possible, a breakdown by age and gender including percentage of women in workforce and percentage injured.	Ensuring that the performance indicators meet the needs Regionally and Nationally by: <ul style="list-style-type: none"> • Identification of trends to enable accurate risk reduction targeting • Providing graphical information to review performance against peers • Improved business planning • Improved health safety and welfare of personnel
2	Review of Regional Audit process and questions.	To collate the findings of the process and question sets from the peer reviews carried out between January 2015 and May 2017; to review and improve the question sets. This is not intended to collate the service-specific recommendations from each review.	Enhanced peer review question set, to improve the quality of audits. Better outcomes for the FRS' being audited, leading to continual improvement in health and safety standards and performance.

3	Sharing of information for safety events / shared learning	To continue with the sharing of all information in relation to safety events and lessons learnt to ensure the Safety and Health of the Service.	This joint approach will increase health and Safety throughout the Services. Where possible with the same standards and ways of working, as is currently being implemented with the Collaborative Partnership SOP's. The increased knowledge and wider skillsets within the Group will help to achieve a high level input and consistent approach to health and safety policies and procedures.
4	Sharing to Training Courses	Where possible the sharing of spaces on courses will be shared across the Region.	Once again, this joint approach will increase health and Safety throughout the Services of their staff.

Timetable for West Midland Region Health and Safety Peer Review Audit 2016 - 2020

In line to our commitment to conduct Regional audits over a three year programme the table below presents the Host and Lead parties for the listed periods.

	Jan - Jun 16	Jul - Dec 16	Jan - Jun 17	Jul -Dec 17	Jan - Jun 18	Jul - Dec 18	Jan - Jun 19	Jul - Dec 19	Jan - Jun 20	Jul - Dec 20	Jan - Jun 21
Warwickshire	Sep Audit		Lead	Audit Review			Host	Lead		Audit Review	
Shropshire		Nov Audit				Lead		Host			Lead
Staffordshire	Lead		May Audit		Lead				Host		
Herford and Worcester					Host		Lead				
West Midlands		Lead				Host			Lead		Host

Note: At the end over the Regional cycle, a period of audit review will be carried out to maintain suitability of the question sets and Key Performance topics.