



Buckinghamshire and Milton Keynes Fire and Rescue Authority are committed to securing, as far as is reasonably practicable, the health safety and well-being of employees and other persons likely to be affected by its activities.

Effective management of Health, Safety and Well-being is a fundamental contributor to the Authority's performance:

- It will reduce injuries and ill health thereby reducing sickness absence
- Protect the environment
- Reduce unnecessary losses and liabilities and
- Contribute positively to a safe and healthy working environment

This commitment operates from the principle that legislative requirements form the minimum standard of policy application and action within the Authority. This policy statement applies universally to all activities undertaken by the Authority and makes no distinction between emergency and non-emergency work, and whether an individual employee's role includes emergency response duties or otherwise.

Safety is a fundamental requirement of every activity we undertake

The Authority recognises that its employees are its most valuable asset. Effective health and safety performance can only be achieved through the engagement, involvement, support and commitment of its management and staff, all of which are essential components to drive continuous improvement.

In addition to the arrangements of routine activities, the unique nature of Fire Authority work requires that hazards associated with all of its activities, are systematically identified, adequately assessed and effectively controlled.

Statement of principles:

In order to adequately control risk, the Authority is committed to a Safety Management System that embodies the concepts of the "safe place, safe process and safe person" principles. The well-being of employees and those affected by their work is achieved through:

- The rigorous recruitment and selection of personnel.
- A system of training, promotion and retention, based on the demonstration and maintenance of competence.
- The provision of information relating to hazards, their associated risks and appropriate control measures.
- Simple and effective processes, procedures and systems.
- Competent supervision, applying discipline and clear command and control of all operational activities, training scenarios, emergency incidents and routine work activities.



- The reasonable provision and commitment of the financial and physical resources required to support the legislative and policy commitments detailed within this document.
- The purchase, testing, maintenance of and instruction in the use of suitable equipment.
- The provision, testing, maintenance of and use of the most suitable personal protective clothing and equipment.
- The application of a communication structure which facilitates the transfer of information relative to the Safety Management System and its function.
- Consultation with all of its employees via the Health Safety and Well-being Committee and representative bodies.
- The inclusion of health and safety objectives as a core element of overall corporate planning objectives.
- The ability to call upon external experts for advice and guidance.
- The provision of training for investigating all safety events and 'near misses' to ensure appropriate action is taken to avoid recurrence

It is the policy of the Authority that the organisational structure and arrangements contained in this document are strictly adhered to and will be reviewed on an annual basis.

Signed:

Jason Thelwell
Chief Fire Officer / Chief Executive, Buckinghamshire and Milton Keynes Fire & Rescue Authority

Signed:

Councillor Lesley Clarke
Chairman, Buckinghamshire & Milton Keynes Fire Authority
Date: 16 August 2019