

## **2005/6 HEALTH AND SAFETY ACTION PLAN ACHIEVEMENTS**

### **INTRODUCTION**

1. This report briefly reviews the 2005/6 Health and Safety Action Plan and achievements.

### **BACKGROUND & DISCUSSION**

- 2 The Health and Safety Committee is responsible for producing an annual Action Plan and following the progress of actions identified.
- 3 Attached as an Appendix is a schedule of actions and achievements over the 2005/6 period.
- 4 Two of the most significant actions are Substance Misuse and the Avian Flu pandemic plan, and both issues carry forward into the 2006/7 plan. In relation to the former, a business case has been produced with resources identified which Chief Officers have agreed in principle. Extensive consultation has taken place over a draft practice direction and it is anticipated that a finalised version will be approved shortly and introduced later this year.
- 5 In relation to the Avian Flu pandemic initial communication to staff has taken place as well as ongoing work on a contingency plan. A strategic group is now in place that co-ordinates the work associated with the pandemic with Operations Planning leading on the contingency plan with input from Occupational Health.

### **RECOMMENDATIONS**

- 6 It is recommended that the report be noted.

**TIM S HOLLIS**  
Chief Constable

**Contact Officer: John Robinson**  
**Background documents:**  
**Health and Safety Action Plan 2005/6**

**Telephone: 01482 808069**

Source: HEALTH AND SAFETY ACTION PLAN 2005/06

No.	Recommendation / Suggestion	Updated Position	Action Manager	Target Date .
1	Operational safety audits for Divisions and Operational Branches	All Divisions and Ops Branch audits have been completed. Ms Hambling will present summary of findings to April H & S Meeting with reports on progress to October meeting.	Rosie Hambling DCCSO	31/03/06
2	Annual review of all Generic risk assessments	Completed.	Employee Relations Manager	31/03/06
3	(Manual handling and health and safety at work issues, 6 programmes x half a day, delivered on Phase 1  Health and Safety and Risk Assessments, 6 programmes x ½ Day inputs, delivered on Phase 1.  Officer Safety Training, 6 programmes x 5 days, delivered on Phases 1 and 3.  HIV/Hepatitis etc and precautions to take when dealing with prisoners, 6 programmes x 2 hour inputs, delivered on Phase 1 plus letter from Personnel.	6 IPLDP programmes covering these inputs delivered in 2005/2006 (November and March intake cancelled)	Staff Development and Training Manager	31/03/06
4	First Aid Training  Basic First Aid: 20 programmes x two days.  First Aid Refresher: 74 programmes x one day.	20 x Basic 2 day courses delivered to date  77 x First Aid Refresher Courses delivered to date	Staff Development and Training Manager	31/03/06
5	Police Staff lifting and handling training	Divisions arrange inputs directly with Mr Byrne as training is required	Staff Development and Training Manager	31/03/06
6	Officer Safety Refresher Agreed Force policy: all police officers to receive 2x one day refresher course per year. Delivered by divisional cascade officer safety trainers.	Officers Trained to date on One Day course A Div 236( all refreshed twice this year) B Div 200 Trained in Nov/Dec (Training only once 05/06) C Div 460 (updated) D Div 406 (all refreshed twice this year) CMB/OPS Ops Branch 108 Trained CMB 102 Trained (updated)	Staff Development and Training Manager	31/03/06
7	Management Development Health and Safety Module 2 programmes x 2 days and 1 programme x 5 days	2 x 5 day courses and 4 x 2 day courses delivered in 2006	Staff Development and Training Manager	31/03/06

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No.	Recommendation / Suggestion	Updated Position	Action Manager	Target Date .
8	<p>Custody Officer Training</p> <p>Health and safety issues are “threaded” throughout both the Custody and Warder Programmes. Specific modules are as follows:</p> <p>General risk assessment of Prisoner Reception and Detention 10 programmes x 3 hour inputs.</p> <p>Officer Safety and Cell Entry 10 programmes x 2 hour inputs.</p> <p>Food hygiene 10 programmes x 3 hour inputs.</p>	6 Courses delivered.	Staff Development and Training Manager	31/03/06
9	<p>Special Constable Training</p> <p>Officer Safety Training 10 programmes x 3 days</p>	10 Programmes delivered.	Staff Development and Training Manager	31/03/06
10	<p>Driver Training</p> <p>Basic Driving 60 Programmes x 2 Days</p> <p>Daily checks and vehicle maintenance</p> <p>Safe refueling (including LPG)</p> <p>Driver Standards Agency level driving techniques</p> <p>Vehicle logbooks, fault and damage reporting</p> <p>Safe carriage of passengers and searching</p>	65 delivered in 2005/2006 (186 students) (Basic driving courses prioritised by Training Supervision Board)	Staff Development and Training Manager	31/03/06
11	<p>Standard Driving Course</p> <p>40 Programmes x 15 Days</p> <p>As per basic course and in addition:</p> <p>Driving to the police system of car control</p> <p>Skid avoidance/control techniques</p> <p>Motorway driving</p> <p>Night driving</p> <p>Safe stopping of vehicles</p> <p>Response driving techniques</p> <p>Safe follow protocols and techniques</p>	42 delivered in 2005/2006 (Standard driving courses prioritised by Training Supervision Board) (125 Students)	Staff Development and Training Manager	31/03/06

Source: HEALTH AND SAFETY ACTION PLAN 2005/06

No.	Recommendation / Suggestion	Updated Position	Action Manager	Target Date .
12	Advanced Driving Course 10 Programmes x 20 Days As per standard course and in addition: Pursuit training Students trained to higher level in high performance vehicles.	11 Courses delivered (33 students).	Staff Development and Training Manager	31/03/06
13	TPAC Driver Training Courses 11 Courses (4 days, 6 trainers, 6 vehicles).	8 TPAC Courses were delivered between April 05 and June 05. 3 courses delivered to March 2006 18 students. 12 TPAC refresher courses to 36 students.	Staff Development and Training Manager	31/03/06
14	Cadets <b>Observed Patrol was suspended in November 2004 re H &amp; S issues</b> Practice direction has been re-written. Health and Safety issues at work are threaded throughout the Cadet training programme	All 2 <sup>nd</sup> Year cadets have been trained in Conflict management and Break away techniques.	Staff Development and Training Manager	31/03/06
15	Substance misuse resource implications	Resource implications identified in business case and presentation to St Team taken place. Draft practice direction produced and consultation commenced. Report back to St Team/COG after consultation. <b>Not complete due to additional consultations requested by CC. Carry forward to 2006/7.</b>	Employee Relations Manager	31/03/06
16	Avian pandemic plan and communication	Initial communication to staff completed. Continuing to research and keep abreast of the flu pandemic and liaise with Operations Planning re contingency planning for Humberside Police. <b>Carry forward to 2006/7.</b>	Occupational Health and Welfare Advisor	31/03/06
17	Working hours of Inspectors and Chief Inspectors	<b>Difficulties in obtaining response from Federation. Carry forward to 2006/7</b>	Employee Relations Manager	31/03/06
18	Implementing psychological screening and providing support for at risk groups	Complete. Trying to incorporate psychological screening aspects into Risk Assessment Based Examinations.	Occupational Health and Welfare Coordinator	31/03/06
19	<b>Examine</b> Management standards for dealing with stress	<b>Complete.</b>	Employee Relations Manager	31/03/06
20	Analysis of "no shows" at Occupational Health	Complete.	Occupational	31/03/06

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No.	Recommendation / Suggestion	Updated Position	Action Manager	Target Date .
			Health and Welfare Coordinator	
21	Review of performance against HSE standards	Complete.	Employee Relations Manager	31/03/06
22	Review of risk assessment for LPT vests	Report on LPT vests discussed at COG 08/02/06. Research concluded that the current LPT is fit for purpose and that a new vest need not be introduced before the planned replacement in 2008. A reinforcement of the need to wear vests to be made in a future G & I.	C/Supt Cheeseman	31/03/06
23	Assess the feasibility of introducing TRIM training for debriefers.	Following further research with other forces decided not to persue this particular system but look at alternative. Carry forward to 2006/7.	Occupational Health and Welfare Coordinator	31/03/06
24	Review the leaflet produced by the HSE regarding the vibrations at work regulations and back pain.	Complete. No significant implications for the Force.	Force Safety Officer	31/03/06
25	Promotion for the European Health and Safety week and work on noise at work legislation.	Report produced. Complete.	Occupational Health	31/03/06
27	Review of the corporate health and safety policy.	Completed	Force Safety Officer/Federation Health and Safety Leader	31/03/06