A Fire and Rescue Service Approach to Enhancing Workplace Health and Safety

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What’s the ask?

• Demonstrating a strong commitment to creating a positive health and safety culture through innovative initiatives

• Sharing best practice in establishing an effective operational risk management system to reduce incidents of injury and illness, within the service and wider community of businesses

• Engaging with the community through outreach events, to ensure quality health and safety standards are upheld

• Laying out tailored health and safety advice for a variety of business premises, and exploring how others can better aid employers in upholding high standards

How long have we got?????
HSE 2016 - The six strategic themes

- **Acting together**: Promoting broader ownership of health and safety in Great Britain.
- **Tackling ill health**: Highlighting and tackling the costs of work-related ill health.
- **Managing risk well**: Simplifying risk management and helping business to grow.
- **Supporting small employers**: Giving SMEs simple advice so they know what they have to do.
- **Keeping pace with change**: Anticipating and tackling new health and safety challenges.
- **Sharing our success**: Promoting the benefits of Great Britain’s world-class health and safety system.

Is this landing in the sector?
Fire Services aren’t unique, but maybe not as you knew them?

• Vast spectrum of activities and shouldn’t be seen as the solely traditional response organisation.

• Don’t see Health & Safety as stand alone, risk management in all we do.

• Change within – an agile and future capable Service (fast enough?).

• Communities – a contract on the move.

• Deal with business to assist growth vs. uphold standards (proportionality).

• Can’t and don’t do it alone – challenge the narrow view.

• Sector not Service direction.
Colleague challenges - support for one another, a work in progress.

- Musculoskeletal disorder
- Mental health
- Ageing workforce
- Standards in all we do – professional & proud

Health & Fitness – body and mind, going beyond the minimum.

Functional movement
Training – PTI’s (RB collaboration)
Personal resilience
Working practice - flexibility

Absence – focus on prevention, strive to return.
- Early intervention
- Physio works
- Peer support – trust.
- Confidence to admit – coaching
- Defusing/demobilising

What matters?
- Value of all
- Leadership
- Inclusion
- Collaboration
- Recognition
Equipment design – ergonomics
   Usage study

Learn from events – joining the links
   Single reporting aspirations – automated process.
   Collaborative working (silo's).

Safety Management System approach –
   be as good as we can be in every team – revamp and keep up lesson missed.

Operational response – professional discretion
   Collaborations for synergy

Right people around the table
   SHSWC
   Joint audits
   Safety reps supported & included

Accessing technology to assist

Sector initiatives – R&D co-ordinated

Shared and accountable leadership
   Culture that enables – responsible and accountable, can’t be limited to core health and safety language.
   Employee engagement journey so far.
Fighting fit and competent in all we do....

Motivated and engaged workforce – one of our 3 things

Professional qualification – grow individual confidence
    Fire professional framework – not just response
    People strategy – H&S integration, it's just what we do!

Investment in the 'right thing' – people, place, equipment

Ensure risk management is represented on groups making strategic management decisions and integrated across an organisation.
    Work in progress – bringing it to life challenge!!!

Encourage networking between businesses to share risk management experiences/learning.
    Planning, testing and debriefing together - JESIP

Local Resilience Forum – Joint Organisational Learning
    Offer and receive 'critical friend' opportunities with partner agencies
What we do…

People type people – can do, but with risk driven as an aim.

Citizen centred, locality based
  Risk profiles

Fire Authority – Community Safety commitment
  Cadet schemes to Prince’s Trust – austerity vs. the right thing?
  NAO report – financial sustainability?
  Safe and Well implementation

Co-responding/Emergency first responding – societal demands on health
  Clinical governance arrangements = better skills = better outcomes

Multi agency inclusion and partnerships – access to target risk
  Local authorities
  Blue light – collaboration duties

Information sharing – still an issue of understanding?
  Manages risk and health outcomes with informed agencies
  Health data - but still patchy in application
  MASH
Partner to business..
In the interests of the locality we serve

Professional in approach – invest in our people (Diploma)

Business support and not a burden for growth
Local Enterprise Partnership (D2N2) business regulation group

Partner engagement – working together
Trading standards – train, inspect, share
CQC – residential care (social care pressures)
Housing Departments/Providers - best practice meeting
Safety Advisory Groups – economy impacts

Enforcement management – public value?
Example that are right and just being set.
Environmental health – waste site challenges to public health
Believe me, we’ve only scratched the surface.

Thank you…

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