



# Health and Safety Framework



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## HEALTH AND SAFETY POLICY COMMITMENT

### OUR COMMITMENT TO YOU AND OUR STAKEHOLDERS

In line with delivering a "safer, stronger and healthier West Midlands", it is important to maintain our focus on ensuring we continue to develop a positive approach to employee health, safety and wellbeing and to protect others from harm from our activities. To this end, we aim for an assertive, effective and safe approach when we respond to emergencies.

The Authority and Service are committed to working with all our employees and partners (internal and external) to achieve high standards of, and continuous improvements in, health and safety, which protect our employees and others we work with and affect.

This commitment has been recognised by the HMICFRS, who stated:  
"West Midlands Fire Service has robust health and safety arrangements in place, including a governance process for strategic oversight and management of all health and safety issues."

We want to look after our employees' mental health at work



Chief Fire Officer  
Phil Loach



Chair of the Authority  
Greg Brackenridge

  
17th September 2019

This framework is supported by:





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and for them to feel well at work, in addition to their safety. We support this through pathways, for example, Occupational Health, the Employee Assistance Programme and the Personal Effectiveness at Work series. This support will benefit individuals and have a positive impact on how we all support each other and interact with the community we serve. We will continue to develop our approach and commitment to wellbeing at work and put suitable resources into this.

Fire fighter hygiene is an important current topic, in relation to preventing contamination and post-incident decontamination. Our work in this area has been recognised by other Fire and Rescue Services, as well as attracting press interest. We recognise adverse safety events, such as injuries, impact significantly on individuals, their families and the whole organisation. We learn from these events to prevent future reoccurrence. HMICFRS stated:

“Health and safety is taken seriously, and staff are encouraged to report accidents and near misses so that learning and improvement can be shared.”  
Let us all play our important part in achieving and exceeding legal compliance and excellence in these areas.