

5. **REVIEW OF OCCUPATIONAL SAFETY AND HEALTH POLICY 2022 (JW)**

**Purpose of the report**

1. The Authority's *Occupational Safety and Health Policy*, a document required by law, is reviewed annually so that changed circumstances are taken into account and improvements made wherever possible. Members are asked to approve the new *Occupational Safety and Health Policy (2022)*.

**Recommendations**

2. **That the revised *Occupational Safety and Health Policy (2022)* be approved as Authority policy from 1 January 2022.**

**How does this contribute to our policies and legal obligations?**

3. It is a legal requirement to have a suitable occupational safety and health policy setting out the Authority's intentions, organisation and arrangements to deliver occupational safety and health. The *Occupational Safety and Health Policy (2022)* satisfies that requirement.

**Background**

4. The Authority's *Occupational Safety and Health Policy*, is reviewed annually to ensure it is up-to-date with both the Authority organisation and arrangements to deliver occupational safety and health and with current legislation.

The style and principle content of the *Occupational Safety and Health Policy (2022)* was substantially updated in 2018 and remains largely unchanged for 2022.

During the previous year many significant changes in working practices and patterns have emerged due to the coronavirus pandemic. These have been managed as they have happened, taking account of the associated official *Working Safely* guidance as that has evolved. The Authority has completed a wide range of risk assessments for COVID-19 for all operational workplaces and for all employees and volunteers, including those working from home. Supporting guidance, including regular wellbeing updates and advice, have also been provided. As the Authority returns to more normal working arrangements, a full review of changes, with respect to the implications for future changes to *Occupational Safety and Health*, will be conducted by the OSHA. This review is likely to recommend further changes to our arrangements and this will need to be reflected in a further revision of our Policy in 2022.

5. This document has been prepared by the Occupational Safety and Health Adviser (OSHA).

**Proposals**

6. The new *Occupational Safety and Health Policy (2022)* should be ratified as Authority policy for adoption from 1 January 2022, pending the completion of the review discussed at 4 above.

7. **Financial**

There are no obvious additional costs involved.

8. **Background papers** (not previously published)

9. **Appendices**

Appendix 1 - Minutes (draft) of the Health and Safety Committee 14 October 2021.  
Appendix 2 - Final DRAFT *Occupational Safety and Health Policy (2022)*.

10. **Report Author, Job Title and Publication Date**

Jon Wayte (OSHA), HR , 25 November 2021