

8. **REVIEW OF OCCUPATIONAL SAFETY AND HEALTH POLICY (2024)**

1. **Purpose of the report**

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* for 2024

Key Issues

- 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 with current legislation.
- The post of Occupational Safety and Health Adviser was disestablished as part of the organisation restructure with the postholder's employment terminated at the end of October 2023.

2. **Recommendations**

1. **That the revised *Occupational Safety and Health Policy (2024)* be approved as Authority policy from 26 January 2024.**

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 (2024)* satisfies that requirement.

Background Information

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 (2024) was substantially updated in 2018 by the Occupational Safety and Health Adviser (OSHA).

The style and content of the Occupational Safety and Health Policy has been adopted by a number of NPAs seeking to streamline their occupational safety and health system documentation and to achieve greater consistency with other NPA family members.

The revised version for 2024 considers the organisation restructure of 2023 and disestablishment of the OSHA post.

As with previous iterations, more specific guidance on roles and responsibilities for specific OSH matters is available separately.

The Health and Safety Committee (10 October 2023 and 16 January 2024) have been consulted and no changes were made.

Proposals

5. The new *Occupational Safety and Health Policy (2024)* should be ratified as Authority policy for adoption from 26 January 2024.

Are there any corporate implications members should be concerned about?

Financial:

6. The budget to secure the services of an external consultant to provide Occupational Safety and Health advice has been found from the saving made from the disestablishment of the OSHA post.

Risk Management:

7. No issues to raise

Sustainability:

8. No issues to raise

Equality, Diversity and Inclusion:

9. No issues to raise

10. **Climate Change:**

No issues to raise

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

None

12. **Appendices**

Appendix 1 - Final DRAFT Occupational Safety and Health Policy (2024)

Report Author, Job Title and Publication Date

Theresa Reid, Head of People Management, 18 January 2024