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Document Control:

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April 2014	March 2026			

Amendment History:

Version	Date	Author	Reasons for Change
1.0			Alignment with revised policy template
1.1	Feb 2015		Annual Review
1.2	Feb 2016		Annual Review
1.3	Apr 2017		Annual Review
1.4	Apr 2018		Annual Review
1.5	Aug 2018		Reflect change of CFO and inclusion of ACFO
1.6	Oct 2019		Annual Review & SLT change
1.7	June 2020		Annual Review
1.8	May 2021		Annual Review
1.9	March 2022		Annual Review & AM Rotation
1.10	March 2023		Annual Review & AM Rotation
1.11	March 2024		Annual Review
1.12	March 2025		Annual Review & AM Rotation
1.13	March 2026		Annual Review

Equalities Impact Assessment:

Initial	Full	Date	Reviewed by	Comments
	X	2023	ED&I Team	Located on Portal

Civil Contingencies Impact Assessment:

Date	Reviewed by	Comments

Related Documents:

Doc. Type	Ref No.	Title	Location
N.B REFER TO SECTION 3			

Distribution List:

Name	Position	Department
HS&W Committee		
SLT		

Sign-Off List:

Name	Position

Target Audience:

All MFRS	Principal Officers	Senior Officers	Operational Crews	Fire Safety	Community Fire Safety	Support Staff
X						

Ownership:

FOI exemption required?	Yes		URL	
	No	X	Reason	

Legislation:

Title	Health and Safety at Work etc. Act 1974
	The Management of Health and Safety at Work Regulations 1999
	Legislation subordinate to the above
	[REDACTED]
	[REDACTED]

Contact:

Department	Email	Telephone ext.
Health & Safety	[REDACTED]	4912

RESPOL05 Health, Safety & Welfare Policy

1. Policy Introduction and Background:

Merseyside Fire & Rescue Authority (MFRA), and the Chief Fire Officer are fully committed to ensuring the Health Safety and Welfare of all Merseyside Fire & Rescue Service (MF&RS) employees and the communities MF&RS serve to deliver Our Purpose: Here to serve. Here to protect. Here to keep you safe.

The Authority achieves this by ensuring that duties under the Health & Safety at Work etc. Act 1974, and The Management of Health and Safety at Work Regulations 1999 are met in order to prevent injury or illness to employees, contractors and members of the public who may be affected by MF&RS work activities.

MFRA are fully committed to compliance with all relevant Health and Safety legislation, Statute, Regulations, Directives and Approved Codes of Practice and regard compliance as the basic minimum standard. MFRA recognise that a positive safety culture in the workplace only exists when Health and Safety is understood and accepted as a high priority.

The MFRA, the Chief Fire Officer and the Strategic Leadership Team, through visible leadership, ensure that Health Safety and Welfare is a priority and in doing so encourage shared beliefs, practices, values, and attitudes within the organisation to promote a positive safety culture.

2. Policy Explanation:

MFRA and the Chief Fire Officer (CFO) are responsible for ensuring that the Health, Safety and Welfare policy is implemented and that responsibilities are assigned, accepted and fulfilled at all levels within Merseyside Fire & Rescue Service.

The Assistant Chief Fire Officer (ACFO) maintains overall responsibility for MFRS Health and Safety Management on behalf of the CFO.

The Health and Safety Manager along with the Occupational Health Manager will be responsible for the overall management of Health, Safety and Welfare on behalf of the MF&RA Chief Fire Officer, to:

- Prevent accidents and cases of work-related ill health through the maintenance and continuous improvement of Health, Safety & Welfare Management across the organisation, including the provision of plant and safe systems of work that are, so far as is reasonably practicable, safe and without risks to health.
- Provide arrangements for ensuring so far as is reasonably practicable, safety and absence of risks to health in connection with the use, handling, storage and transportation of articles.
- Provide suitable & sufficient information, training, instruction, and supervision to ensure employees are competent to do their work.
- Provision of the maintenance of places of work under the employer's control, and the provision and maintenance of means of access and egress that are safe and without risk.
- Provide and maintain the working environment so far as is reasonably practicable, with regards to welfare facilities and arrangements that are safe, without risks
- Proactively pursue the identification of all hazards and eliminate or, if not possible, manage the risk to as low as reasonably practicable
- Consult with and promote active participation of employees in the management of their own and others' health, safety, and wellbeing.
- Require that companies providing contract services to Merseyside Fire & Rescue Authority manage their health and safety in line with our Policy.
- Provide resources to achieve a systematic approach to health, people and process safety management to ensure continuous performance improvement.
- Identify performance measures, set improvement targets, monitor and report performance at all levels.
- Develop a positive Health & Safety culture where all employees and contractors are constantly aware of safety hazards around them and act accordingly to manage risks proportionally.

The general duties of employers to their employees is defined in the Health and Safety at Work etc. Act 1974 and The Management of Health and Safety at Work Regulations 1999.

It is the responsibility and duty of every employee while at work to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work; and as regards any duty or requirement imposed on their employer or any other person by or under any of the relevant statutory provisions, to co-operate with them so far as is necessary to enable that duty or requirement to be performed or complied with.

3. Policy Implementation:

MF&RS utilise the HSE's HSG 65 management system which is a proven framework for managing and continually improving the organisations policies, procedures and processes. To deliver the necessary arrangements, MF&RS will:

Plan - Through Policy and Planning

Do – Through Risk Profiling, Organising and Implementing

Check – By Measuring Performance, and Investigating Accidents, Incidents and Near Misses

Act – Through Reviewing Performance and Learning from Lessons

MF&RS Standard Operating Procedures and Service Instructions are used to underpin this Policy.

All staff employed by MFRA should continually familiarise themselves with MF&RS Standard Operating Procedures and Service Instructions, the following listed (below) are the responsibility of the H&S Department:

SI 0193	Organisational arrangements for delivering the Health and Safety Policy
SI 0014	Display Screen Equipment (DSE)
SI 0015	Electricity at Work Regulations 1989
SI 0017	Guidance for lone workers
SI 0018	Guidance for organisers of Public events on Service premises
SI 0020	Inspection of Drill and Exercise sites
SI 0021	Manual Handling operations regulations 1992
SI 0024	Noise at Work Regulations 2005
SI 0025	Operational equipment used for demonstration or familiarisation purposes
SI 0026	Personal protective equipment regulations 1992 (as amended 2002)
SI 0027	PPE for non-Uniformed Personnel
SI 0028	Reporting and investigation of adverse safety events, injuries, near misses, impound procedure and BA malfunctions
SI 0029	Safety Induction - For Persons Working On or Visiting Fire Service Premises
SI 0030	Signs and Signals Regulations 1996
SI 0031	Health & Safety (Young Persons) Regulations 1997
SI 0032	The Control of Substances Hazardous to Health Regulations (COSHH) 1989
SI 0033	Ionising Radiation Regulations 1999
SI 0034	Eye Protection
SI 0035	Provision and Use of Work Equipment Regulations 1998
SI 0036	The management of injured or unwell persons at work
SI 0037	Violence at Work
SI 0040	Management of Occupational Road Risk
SI 0042	Guidance on the completion of Analytical Risk Assessment (ARA)
SI 0060	Guidance on the completion of Dynamic Risk Assessment (DRA)
SI 0166	Procedure for the Investigation of Road Traffic Collisions involving Service Vehicles
SI 0188	Fitness routines, and use of gyms located at Fire and Rescue Service premises
SI 0416	Provision of equipment for Investigation of Adverse safety events
SI 0467	Business Risk Response Group (BRRG) - Major Incident Fire Investigation Protocol
SI 0475	Health and Safety compliance
SI 0483	Recognition of Op. personnel in development
SI 0484	Safety Representatives and Safety Committees Regulations 1977
SI 0485	Strategy to reduce slips and trips in appliance rooms
SI 0627	Completion of risk assessments
SI 0652	Procedure for salt gritting/snow clearing of fire service premises.
SI 0668	Register of Health & safety Compliance
SI 0795	Safe person Assessments
SI 0820	Stress Risk assessments
SI 0821	Death & Serious Injury Protocol
SI 0836	SHQ & JCC Fire Evacuation
SI 0856	Fire Evacuation Chair
SI 0857	Fatigue Risk Management System

All Policies can be found on the [Website](#)