

Natural Resources Wales

Board Meeting

19 March 2013

Paper Title	Health Safety and Wellbeing Policy
Paper Reference:	Paper 8
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Purpose of Paper:	Discussion / Approval
Recommendation:	The Board is asked to approve the Policy

Impact: To note – all headings might not be applicable to the topic	Impact on the Environment: N/A
	Impact on the Economy: N/A
	Impact on Community: The public are informed on the commitment to, and accountability for, their health safety and wellbeing in relation to the way Natural Resources Wales discharges its functions.
	Impact on Knowledge: N/A

Issue

1. Health and safety law states that organisations must provide a written health and safety policy. It is also a legal requirement for all employees in Great Britain to be consulted, not just informed, about those health and safety issues in the workplace that affect them. Where trade unions are recognised, consultation must occur via the safety representatives they appoint under the Safety Representatives and Safety Committees Regulations 1977.

Background

2. Defining a new organisational structure for Natural Resources Wales has made it a requirement to develop a new overarching policy together with a single set of roles and responsibilities set within the new structure.
3. A new place based joint consultative group has been agreed by the Executive Team the details of this are provided in Annex 2.
4. A workshop between Trade Union representatives from GMB, Prospect, PCS, Unite, UNISON unions and Natural Resources Wales Executive Team has been run to develop a single policy. Part 1 of the policy, the draft policy statement, is shown in Annex 1. A set of roles and responsibilities which form Part 2 of the policy have also been jointly developed. These are also shown in Annex 1, Part 2 of the policy.
5. Legal guidance has been obtained from Browne Jacobson on Part 2 of the Policy. Their advice has been incorporated.

Next Steps

6. The policy will be cascaded to all managers and staff via the day one induction and Working Safely Essential Guidance on the intranet.
7. The policy will be available bilingually on the Natural Resources Wales website.

Resource implications

8. None

Implications for staff

9. Staff have been involved in the development of the policy and this should enable them to commit to its delivery.

Risks

10. None

