

**Devon and Cornwall Police Authority HR Committee**  
**19<sup>th</sup> September 2007**

Open for the purposes of FOI  
Report of Director of Human Resources

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**Health and Safety Executive Inspection of Devon & Cornwall Constabulary**

**Recommendation:**

- (i) The Committee is asked to note the contents of this report and consider any points requiring further action.

**Introduction / Summary**

1. The Health and Safety Executive (HSE) inspected the management of health and safety within the Force in January 2007. The formal report was received by the Force on 14<sup>th</sup> June 2007. Copies were sent to the Police Authority on 5<sup>th</sup> July 07.
2. A Health and Safety Action Plan has been drawn up to address areas where improvement are required and this is attached at Appendix A.
3. A separate report was received at the same time covering an asbestos incident at Charles Cross. A separate action plan has been drawn up and is attached at Appendix B.
4. Additionally a number of site specific issues requiring attention were identified by the HSE. These are being taken forward by the respective management team and do not form part of the formal action plans.

**Background Information**

5. The Health and Safety Executive made a commitment to inspect the Police Service. Seven Forces were selected to be inspected during 2006-2007, Devon and Cornwall Constabulary was one of these Forces. The inspection was completed using a combination of interview, site inspection and document review. The focus was not on specific operational police activities, but the supporting systems and procedures to ensure the safe delivery of those activities.
6. The report following the inspection has raised a number of recommendations regarding the management of health and safety within the Force. Four areas of concern were specifically highlighted:
  - Workplace inspections/assessments were not carried out in an effective manner, resulting in the poor working environment provided in many buildings.
  - Contractors carrying out work on force premises were not adequately controlled.
  - Suitable and sufficient assessments of Display Screen Equipment and associated workstation, and the provision of adequate training were not completed in all areas.
  - Health and safety training to both Police Officers and Police Staff was not completed for all relevant staff. In addition, training gaps, particularly with mandatory training such as Dynamic Risk Assessment and Health and Safety training for line managers were not identified.
7. The report highlights the importance of securing the commitment of senior management and ensuring that the safety culture is improved so that health and safety becomes part of everyday business.
8. Following the verbal report by the Health and Safety Executive at the end of the investigation a draft Health and Safety Action Plan was produced to address key areas. The plan was subsequently revised in light of the final report. This plan is being progressed by Basic Command Units/Departments within their area of responsibility and is being monitored.

9. In addition to the main inspection report, an investigation report into the asbestos incident at Charles Cross Custody was received from the Health and Safety Executive. The incident occurred on 4<sup>th</sup> January 2007 when contractors removed asbestos insulation board from a custody cell. The asbestos contamination was confined within the cell, therefore there was no risk to persons outside of the contaminated cell. The recommendations from this report have been developed into an Asbestos Action Plan.
10. The revised Health and Safety Action Plan and the Asbestos Action Plan were forwarded to the Health and Safety Executive on 13<sup>th</sup> August 07 for approval.
11. A number of actions in the plan have already been completed.
12. A follow up by the Health and Safety Executive to monitor progress against the action plan will take place during 2008. Dates have not yet been set.

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