

EX69. Referral from Corporate Partnership Forum

The Executive considered a report by the Director of Transformation, Communities & Corporate Services which referred matters from the Corporate Partnership forum for approval. The report provided as appendices updated versions of the Health & Safety Strategy, and Redeployment Policy for approval and immediate implementation.

Updated Health & Safety Strategy

This document outlined the Council's aims and priorities for Health and Safety over the 2023/26 period and how the Council would accomplish these. The Strategy outlined three main streams of work around continuing to improve the Council's incident reporting process, improving arrangements for Health & Safety and working with Services to improve their governance arrangements for health and safety. Notable targets for this strategy included continuing to provide an online health & safety software package for incident reporting and risk assessments, the implementation of a H&S management system in line with ISO standards and reviewing the governance arrangements for the Safety Management Group and Service Management Teams.

Updated Policy - Redeployment

The proposed policy changed how redeployment was managed by focussing on a self-service process. Employees within the redeployment process would apply for posts directly on talentlink as opposed to completing a skills audit and applying via HR. Any redeployment application would be treated as a priority and considered in full before shortlisting of any other candidates. The Policy also provided updates in relation to substantive and recruiting manager responsibilities when dealing with redeployees. Recruiting manager guidance in relation to shortlisting redeployees under the Recruitment & Selection Policy had also been updated to reflect the new process and a copy was referenced in the Policy. In addition a new Social Care re-training programme had been incorporated into the Policy and a separate How to Document would be developed to support this.

Decision

The Executive approved the updated:-

- (1) Health & Safety Strategy for immediate implementation, and**
- (2) Redeployment Policy for immediate implementation.**