



HEALTH AND SAFETY POLICY

Title	Health and Safety Policy
Who should use this	All Staff
Author	SAC/Adapted by AVJB
Approved by Management Team	
Approved by Joint Board	
Reviewer	Head of Valuation Services & Assistant ERO/ PA & Office Manager/
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Review History

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1	Updated to reflect the Health & Safety Guidance documents now located within SP Health & Safety Button/Guidance.	JULY 2017
2	Minor amendments and update of contact address details and addition of PPE item.	OCT 2020
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TABLE OF CONTENTS

STATEMENT	3
ORGANISATION	5
ARRANGEMENTS	9
1. Safety Culture	8
2. Corporate Responsibility	8
3. Planning	8
4. Risk Management.....	8
5. Health & Safety Training	9
6. Risk Assessment	9
7. Fire Safety	10
8. Incident Reporting & Investigation.....	10
9. Violence and Aggression at Work	10
10. New and Expectant Mothers	11
11. Control of Substances Hazardous to Health.....	11
12. Asbestos.....	11
13. Control of Legionella.....	11
14. First Aid Provision.....	12
15. Contractors	12
16. Electricity at Work & Portable Appliances.....	12
17. Lone Working	12
18. Noise at Work.....	13
19. Vibration at Work	13
20. Working at Height	13
21. Manual Handling of Objects.....	13
22. Display Screen Equipment.....	14
23. Smoking at Work	14
24. Security Incidents/ Safe Working & Emergency Procedures.....	14
25. PPE	14
26. Board's Code of Conduct.....	14
27. Purchasing and Issue of Items.....	15
28. Local Health & Safety Information.....	15
29. Communication, Monitoring and Review	15
Contact Details	16

AYRSHIRE VALUATION JOINT BOARD

GENERAL STATEMENT OF INTENT

STATEMENT

It is the policy of Ayrshire Valuation Joint Board to take all reasonably practicable steps to ensure the health, safety and welfare at work of all its employees. The Board also acknowledges its responsibilities to persons other than its own employees who may be affected by its activities e.g. contractors, service users and members of the public.

The Board will maintain appropriate health and safety management systems, arrangements and organisational structures to ensure adequate health & safety for all people affected by its operations.

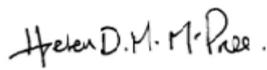
A high standard of health & safety performance is one of the Board's primary objectives and is recognised as an integral part of service delivery.

This shall be by

- Creating and maintaining a positive health & safety culture which secures the commitment and participation of all employees.
- Meeting its responsibilities to employees and other people who are likely to be affected by its activities in a way that complies with its legal obligations.
- Identifying and assessing the hazards associated with work activities of the Board with the aim of eliminating, reducing, controlling and mitigating the risks so far as is reasonably practicable.
- Allocating resources to implement the Health & Safety Policy.
- Planning for health & safety at work, including the prioritising of realistic short and long-term objectives and establishing adequate performance standards.
- Monitoring and reviewing performance on a regular basis to ensure that adequate standards are maintained.
- Adopting a planned and systematic approach to the implementation of the Health & Safety Policy to, so far as is reasonably practicable: -
 - Provide and maintain plant and systems at work that are safe and without risks to health;
 - Ensure the safety and management of risks to health in connection with the use, handling, storage and transport of articles and substances;
 - Provide such information, instruction, training and supervision as is necessary to ensure the health & safety at work of the Board's employees;
 - Ensure the maintenance of any place of work under the Board's control is in a condition that is safe and without risks to health, and the provision and maintenance of means of access and exit that are safe and without such risks;
 - The provision and maintenance of a working environment for employees that is safe, without risks to health, and adequate with regards to facilities and arrangements for employee welfare at work.

- Given the statutory nature of Health and Safety provisions and the ongoing culture of litigation and claims, it may be necessary to consider disciplinary action where breaches in respect of this policy, the Board [Code of Conduct](#) or underpinning procedures are identified.

The Health & Safety Policy and any related documentation will be amended and reviewed as required.



Helen DM McPhee
Assessor & Electoral Registration Officer

Signed

ORGANISATION

The Health & Safety Policy is supported by a range of specific Policies and Guidance documents, which detail the organisation and arrangements to ensure its implementation. These are integral to the successful delivery of this overarching policy and underpin agreed safe systems of work.

Elected Members

Elected Members have ultimate responsibility for approving the allocation of resources across the Board. When determining resource priorities, consideration is given by Members to risk implications within the decision-making process.

The [Institution of Occupational Safety & Health](#) (IOSH) published guidance aimed at Elected Members to raise awareness in health & safety and highlight how their decisions can impact on the health & safety of employees and service users.

Levels of responsibility for health and safety are as outlined as follows:

Assessor

The Assessor has overall responsibility for ensuring the health, safety and welfare of all Board employees at work and non-employees who are affected by Board activities.

This shall be achieved by: -

- Delegating the responsibility for implementation of the Policy to the Head of Valuation Services & Assistant ERO.
- Allocating resources to enable the implementation of the Policy.
- Ensuring that health & safety is an integral part of the overall management culture by demonstrating commitment to the implementation of the Policy.
- The appointment of competent persons to assist and advise the Board on the provisions and requirements of health & safety legislation.
- Ensuring the establishment and maintenance of health & safety management systems for the assessment of risks and the effective planning, organisation, control, monitoring and review of the preventative and protective measures necessary for sensible risk management.

Head of Valuation Services and Assistant ERO

The Head of Valuation Services has day to day responsibility for ensuring the health, safety and welfare at work of employees and of non-employees who may be affected by Board activities.

In particular he shall: -

- Ensure that the aims set out within the Health & Safety Policy are met. This is intended to be carried out in conjunction with the SAC Risk & Safety Team.
- Ensure that adequate resources are made available to implement the Health & Safety Policy.

- Demonstrate commitment to achieving a high standard of health & safety performance and culture.
- Ensure that any significant health & safety issues are identified, progressed, monitored and reviewed within the Health & Safety Action Plans.
- Nominate representative(s) for the Health & Safety Forum and thereafter lead the activities of the Board's Health and Safety Forum.
- Provide support to all relevant staff to ensure that risk assessments are completed and, so far as is reasonably practicable, ensure identified risks are managed.
- Ensure that actions arising from SAC Fire Risk Assessments and Health & Safety Audit reports are progressed in a timely manner.
- Ensure that incidents are reported timeously, and that confirmation is provided that any reportable incidents are work related. All relevant paperwork will be signed and dated by managers and supervisors and submitted within 10 working days of the incident.
- Ensure that any unresolved health & safety issues relating to work activities are fully supported and progressed.
- Ensure that disciplinary action is a consideration where breaches in respect of this policy, underpinning health and safety procedures or the Boards [Code of Conduct](#) have been identified.
- Support the health and well-being of employees through the SAC Healthy Working Lives Strategy

AVJB Health and Safety Forum

The Board's Health and Safety Forum will meet on a regular basis to consider Health and Safety issues in connection with all of the Board's activities.

The Health and Safety Forum will have responsibility for ensuring the health, safety and welfare at work of all employees and those non-employees who may be affected by their activities.

In particular they shall:

- Ensure that the aims set out in the Health and Safety Policy are met.
- Demonstrate commitment to achieving a high standard of health and safety throughout all Board activities.
- Ensure that any significant health and safety issues are brought to the attention of the Head of Valuation Services & Assistant ERO.
- Assist in the development of Health and Safety procedures and safe systems of work.
- Co-ordinate, update and maintain the Boards Health and Safety Action Plans.

SAC Occupational Health Assistance

A SAC Occupational Health provider is contracted to deliver services to Board employees.

The key provisions of this service are summarised as follows:

- Conduct pre-employment medical screening for new Board employees and existing employees moving to new posts.
- Conduct health surveillance in line with the relevant statutory provisions.
- Provide occupational health advice and information.
- Provide advice, information and guidance in respect of managing sickness absence.
- Investigate and monitor reported and suspected cases of occupational ill health.
- Provide lifestyle screening in line with the Healthy Working Lives Strategy.
- Promote and train in current best practice for the protection of health in the workplace.
- Undertake RIDDOR reporting function for employee cases of Occupational Disease.
- Liaison with external bodies as necessary e.g. Employment Medical Advisory Service, HSE, Public Health Officer, Environmental Health, and NHS Ayrshire & Arran etc.

Employees

All employees shall co-operate in the implementation of the Health & Safety Policy by:

- Acting in the course of their employment with due care for their own safety and that of others who may be affected by their acts or omissions at work;
- Co-operating, so far as is necessary, to enable the Board to perform any statutory duty for compliance with health & safety legislation;
- Performing nominated emergency or health and safety roles in order to meet the Board's statutory duties and in accordance with any instruction and/or training;
- Using all work items and personal protective equipment in accordance with any instruction and/ or training;
- Reporting to managers any defects, dangerous situations and/ or failures in work activities, safety systems, equipment and plant;
- Ceasing any work activity where there is a serious risk to themselves or others;
- Reporting all accidents, incidents, near misses or cases of occupational ill health to managers within given timescales and seek first aid for any sustained injury.
- Recognising that disciplinary action will be a consideration where breaches in respect of this policy, the Boards [Code of Conduct](#) or underpinning health and safety procedures have been identified. This may be a requirement as a means of protecting employee health and safety and to mitigate wider risks to the organisation as a whole.

ARRANGEMENTS

The following arrangements are adopted by the Board. These are considered to be integral to the implementation of the Health & Safety Policy and are recognised by the Board as the arrangements to be followed in respect of health & safety.

All subject specific Health & Safety Policies shall be regularly reviewed and updated.

1. Safety Culture

The Board shall ensure that health & safety is an integral part of the overall management culture and shall seek to develop a positive attitude amongst employees by:

- Demonstrating a clear commitment to improving health & safety performance;
- Promoting co-operation and participation in health & safety initiatives, hence recognising that all employees have an important contribution to make towards an effective safety culture e.g. training, risk assessment and Health and Wellbeing promotion activities.
- Ensuring the communication of necessary information throughout the Board;
- Securing the competence of employees by: -
 - Including health & safety considerations in recruitment procedures;
 - Implementing systems and PDR that shall identify health & safety training needs arising from recruitment, changes in workforce, procedures, systems of work etc.

2. Corporate Responsibility

The Health & Safety (Offences) Act 2008 and the Corporate Homicide Act 2007 applies across the UK and sets out offences for convicting an organisation where a gross failure in the way activities were managed results in a person's death. This legislation applies where a substantial part of the organisation's failure is identified at a senior level.

The Corporate Homicide Act 2007 has no element of individual liability, but local authorities may be liable to prosecution corporately for a new offence. The Act is an opportunity for the Board to ensure its processes for the health & safety of employees and others affected by our activities, are being properly risk managed.

3. Planning

Health & Safety Action Plans are updated. These plans outline specific health & safety issues or non-compliances, and include proposed solutions and timescales for their completion. The issues are identified by the findings of risk assessments, accident investigations, audits and other appropriate internal and external sources and initiatives.

The plans are maintained by the Health and Safety Forum. All identified significant risks shall be reported to the Management Team and allocated a risk rating within the Board's Risk Register. Priority will be given to issues with the highest risk ratings.

4. Risk Management

The Board shall continue to identify and manage 'risk' through the Management Team. This shall, in turn, help to contribute to the reduction of occupational injuries and ill health. Risk management is a structured and focused approach to managing both strategic and operational risk. Recognition of health & safety issues is fundamental to its success.

The purpose of risk management is to identify all organisational risks which may affect safety objectives or threaten Board assets. Such assets include the workforce, service users, property, legal rights, public image and relationships, and the ability to perform statutory functions. Risk management should also draw together existing practices and expertise.

5. Health & Safety Training

The Board is responsible for ensuring that its employees are trained in the health & safety aspects of their work activities. The PDR and risk assessment process can identify training needs for work activities that have risks, which in turn can partially or totally mitigate these risks.

Such training is necessary for all employees: -

1. On joining the Board
2. When the risks alter or increase due to:
 - A change in activities or responsibilities
 - A change in equipment or technology
 - A change in the systems of work
 - A change in legislation

Training should be repeated or updated as necessary. Training should also extend to all employees and cover legal, organisational and activity responsibilities. The Training Group/Boards Personnel Representatives shall maintain records of training that details its type and content, date, delivery and duration. Refresher training should be undertaken on a regular basis to maintain competence levels.

The SAC Risk & Safety Team, in conjunction with SAC Organisational Development, deliver a wide range of in-house [health & safety training courses](#).

SAC Organisational Development also arranges First Aid at Work, Appointed Persons and First Aid Refresher training.

Nominations for health & safety training should be forwarded to SAC Organisational Development who can provide, on request, further advice and information in relation to health & safety training.

Online training on a variety of health and safety training is also available via COAST.

6. Risk Assessment

The SAC Risk & Safety Team supports the Board to ensure that the assessment of risk becomes standardised across the Board and implemented as best practice. The assessment of 'risk' continues to be a management function in line with the requirements of the *Management of Health & Safety at Work Regulations 1999*.

These regulations require all work activities to be risk assessed, significant risks controlled, recorded and reviewed. Risk assessment may also identify the nature of the required controls, whether local and corporate, and outline long and short-term actions.

Other legislation requires the Board to consider more specific risk assessments, for example; manual handling, exposure to hazardous substances, noise, vibration, asbestos, legionella, stress, personal protective equipment, young persons and new and expectant mothers, etc.

The Boards "Guidance on Risk Assessment" can be found on SharePoint.

7. Fire Safety

The *Fire (Scotland) Act 2005* and the *Fire Safety (Scotland) Regulations 2006* requires fire safety and emergency procedures to be established within all Board premises. All operational properties require the establishment of a regularly drilled [Fire Emergency Evacuation Plan](#) that is also supported by trained employees e.g. Fire Wardens, Fire Evacuation Controllers etc. Where appropriate, [Personal Emergency Evacuation Plans \(PEEPs\)](#) are implemented and rehearsed for the evacuation of individuals with Additional Support Needs (ASN).

Fire Risk Assessments are carried out on Board property by the SAC Risk & Safety Team in order to assess compliance with current fire legislation. Any identified hazards are risk rated and progressed within the Health & Safety Action Plans. The Head of Valuation Services is responsible for ensuring all fire protection devices within premises are adequate and maintained.

Fire Safety/Fire Warden training for employees can be arranged by contacting SAC Organisational Development.

The Boards "Guidance on Fire Safety" can be found on SharePoint.

8. Incident Reporting & Investigation

Any employee, who suffers personal injury or an industrial disease as a result of Board activities, must report this to their line manager as soon as is practicable. Managers in turn, shall report accidents to the Head of Valuation Services & Assistant ERO within 10 days by using the internal Incident Report Form (AR1). The AR1 form must contain, where possible, confirmation that the incident was work related including any action taken to prevent a recurrence and be signed by a manager or supervisor.

The Head of Valuation Services & Assistant ERO will investigate serious incidents, accidents or cases of ill health.

This includes:

- Major injury, industrial disease, or dangerous occurrence,
- Other incident, injury or ill health where specific circumstances prompt a need for investigation.

Personal injuries sustained by Service users, contractors, visitors and members of the public must be reported immediately to the Head of Valuation Services or PA/Office Manager.

Further information can be found in the Boards "Guidance on Incident Reporting and Investigating" which is on SharePoint.

9. Violence and Aggression at Work

The Board shall take all practical steps to minimise the possibility of assault or threats to their staff.

The Board's Policy on '*Violence & Aggression at Work*' outlines procedures for assessment of work activities that may present a risk of violence and aggression, recording such incidents and the measures to manage its occurrence.

Further information can be found in the Boards "Guidance on Violence and Aggression at Work" which is on SharePoint.

10. New and Expectant Mothers

Certain work activities may present risks that have adverse health effects on new and expectant mothers. The level of risk will vary between individuals and at different times during a pregnancy.

Information is available in the Boards "Guidance on New and Expectant Mothers at Work" which is available on SharePoint.

11. Control of Substances Hazardous to Health

All substances that have potential risks to the health & safety of Board employees and others affected by our work activities must be adequately controlled as required by the *Control of Substances Hazardous to Health Regulations 2002* (COSHH). The COSHH Standard details these requirements, including the assessment and management of harmful substances.

Guidance on the implementation of COSHH assessment and management systems is available in the Boards "Guidance on the Control of Substances Hazardous to Health". SAC COSHH Safety Awareness training for employees can be arranged by contacting SAC Organisational Development.

12. Asbestos

The Board shall take all reasonably practicable steps to protect both their employees and also other persons whose health could be adversely affected by exposure to asbestos containing materials (ACMs) within Board premises. These precautions extend to the protection of the health, safety and welfare of appointed Contractors and others who may be affected by our work activities.

The purchase or use of ACMs in the construction, treatment or maintenance of any Board premises is prohibited. This is a condition of all tender documentation for planned works.

SAC Asset Management and Estates are responsible for managing ACMs within Board premises by means of Asbestos Management Plans, the completion of asbestos surveys and the provision of Asbestos Registers and technical advice.

It is an essential requirement of this policy that Asbestos Registers are checked before work commences and that procedures are available for dealing with suspect material. Adequate supervision arrangements to ensure procedures are implemented and followed is also essential.

More information can be found in the Boards' "Guidance on Managing Asbestos Containing Materials" which is on SharePoint.

13. Control of Legionella

Legionnaire's disease has gained widespread publicity due to the adverse consequences of the *legionella* organism if allowed to proliferate in water and air circulating central heating systems.

SAC Asset Management and Leisure Services have the responsibility for carrying out legionella risk assessments for Board premises as well as implementing required device and utility controls.

Further information can be found in the Boards "Guidance on the Control of Legionella Bacteria" which is on SharePoint.

14. First Aid Provision

Sufficient numbers of trained First Aid employees shall be appointed as well as provision of required first aid equipment and facilities to deal with workplace accidents, injuries and ill-health in accordance with the Health & Safety (*First Aid*) *Regulations 1981*.

The number of First Aiders appointed will be dependent upon the nature of the work activities, employee numbers, service users, findings of risk assessments, etc.

Training is provided to nominees by an approved body.

Further information can be found in the Boards "Guidance on First Aid at Work" which is on SharePoint.

15. Contractors

The Board defines the safety expectations of appointed contractors and monitors their performance in order to minimise risks to employees and other persons affected by their activities.

To ensure competence in their safety, technical and financial performance, all contractors must undergo an approval process prior to being appointed to undertake any work. Health & Safety competence is determined by contractors being registered with the Contractors Health & Safety Assessment Scheme (CHAS) or equivalent, or by successful completion of the Standard Pre-Qualification Questionnaire (SPQQ).

Prior to commencement of work, contractors must also demonstrate competence in the proposed areas of work by producing suitable & sufficient risk assessments, method statements and certificates to verify their qualifications, training and membership of recognised professional bodies as required. Contractors must demonstrate that their own vetting arrangements for the further engagement of sub-contractors is robust.

16. Electricity at Work & Portable Appliances

Risks associated with the use of electricity at work are governed by the *Electricity at Work Regulations 1989*.

The Portable Appliance Standard outlines testing regimes of fixed electrical installations and portable appliance testing (PAT) while indicating the requirement for safe systems of work and competency in maintenance, inspection and testing regimes of electrical equipment. S A C Asset Management and Estates are responsible for arranging fixed electrical and portable appliance testing within Board premises, and ensuring that relevant documentation is made available at these premises.

Further advice can be found in the Boards "Guidance on Electricity at Work" and "Guidance on Portable Appliances" both of which can be found on SharePoint.

17. Lone Working

There are a number of Lone workers across the Board whose work requires them to work on their own, without close or direct supervision, whether in a fixed location or moving from place to place (peripatetic). Employees may be lone workers for all or only part of their work.

In the majority of situations, it is quite reasonable for employees to work alone, providing suitable and sufficient precautions have been taken to minimise risks to both their health & safety. In some situations, it may be decided that the hazards associated with a particular activity pose too high a risk for employees and lone working may not be an option.

The Boards Lone Working Guidance aims to assist managers and employees in assessing the risks posed by lone working activities and identifying suitable control measures to maintain or reduce risks to a minimum.

18. Noise at Work

Several work activities expose employees to noise, however most associated adverse health effects are preventable by engineering out noise at source, reducing exposure, purchasing low noise equipment, providing hearing protection and delivering ongoing health surveillance. The Control of Noise at Work Regulations 2005 enforces the requirement for the aforementioned measures.

The “Guidance on Control of Noise at Work” is intended to assist managers and employees with regards to the Control of Noise at Work Regulations 2005 and in the assessment of noise risk and implementation of relevant controls, and can be found on SharePoint.

19. Vibration at Work

Guidance is available to Managers and employees with the Boards “Guidance on Control of Vibration at Work” which outlines the requirement for vibration risk assessment to determine the level of risk exposure and require controls for hand arm vibration (HAV) and whole-body vibration (WBV). All employees exposed to vibration risk are instructed and informed in the safe use of vibrating equipment.

The Boards “Guidance on Control of Vibration at Work” can be found on SharePoint.

20. Working at Height

Many accidents occur as a result of the misuse of access equipment and ladders.

The “Guidance on Working at Height” advice and basic information for managers as well as for users who are working at height as required by the Working at Height Regulations 2005 and these principles should be applied in all work situations where working at height presents a risk. A short training course on the safe use of ladders can be arranged for employees by contacting SAC Organisational Development.

The Boards “Guidance on Working at Height” can be found on SharePoint.

21. Manual Handling of Objects

Guidance and practical advice on the requirements of *Manual Handling Operations Regulations 1992* and how to reduce the risk of injury from manual handling activities is available within SharePoint. Manual handling training can be arranged for employees by contacting SAC Organisational Development. A generic Manual Handling risk assessment is available on SAC Re-Wired.

Further information is available in the Boards "Guidance on Manual Handling Operations" which is on SharePoint.

22. Display Screen Equipment

Employees categorised as 'Display Screen Equipment (DSE) users', as defined in the *Display Screen Equipment Regulations 1992* undertake an assessment of their computer workstation.

A DSE Self-Assessment Form is available on SharePoint for DSE users to assess the suitability of their workstation. Any issues highlighted by this process should be referred to their line manager. Where corrective lenses are prescribed as necessary for display screen equipment work, the Board will contribute towards the cost.

Further information is available in the Boards "Guidance on Display Screen Equipment" which is available on SharePoint.

23. Smoking at Work

The Board is committed to a '*Smoke-Free Policy*' in order to comply with relevant legislation and protect individuals from tobacco-induced ill health. Consequently, smoking is prohibited throughout Board premises. This includes all cigarette smoking, including the use of non-tobacco cigarettes and e-cigarettes. The Board also recognises that tobacco-induced health issues not only affect smokers but also non-smokers exposed to passive smoke. Smoking is an addiction and the Board provides additional support for those who wish to stop.

The Boards "Smoke Free Policy" is available on SharePoint.

24. Security Incidents/ Safe Working & Emergency Procedures

All threats, regardless of source or nature, should be dealt with by following established Board procedures. Threats may be real or perceived and can include bomb threat, chemical or biological threat, mailroom threat, or other suspicious activity.

Guidance is available to all staff, but in particular, to those who have additional responsibilities by raising awareness in respect of recognising such threats and how to respond to them.

The Boards "Guidance on Security Incidents/Safe Working and Emergency Procedures" can be found on SharePoint.

25. PPE

PPE is equipment that will protect the user against health or safety risks at work. It can include items such as helmets, gloves, eye protection, high-visibility clothing, safety footwear and safety harnesses. It also includes respiratory protective equipment (RPE).

Employers and employees have duties under the Personal Protective Equipment at Work Regulations 1992 concerning the provision and use of personal protective equipment (PPE) at work. The Personal Protective Equipment Guidance offers practical advice on this.

26. Board's Code of Conduct

The Board's 'Code of Conduct' document provides guidance on acceptable standards of behaviour applicable to all Board employees. Among the key principles of the standards expected of the Code are integrity, honesty, respect, accountability, confidentiality, etc. Disciplinary action may be taken against an employee at any level or part of the organisation who breaches the Code. This includes violations of health & safety procedures as contained within the terms of this Policy and its associated documentation.

The Boards "Code of Conduct" can be found on SharePoint.

27. Purchasing and Issue of Items

It is the responsibility of manufacturers and suppliers of equipment, machinery, substances, and all other articles, to ensure that, so far as is reasonably practicable, the items in question are safe and without risk to health.

28. Local Health & Safety Information

Each workplace should have displayed:

- Health & Safety Notice Board
- The current [Health & Safety Law Poster](#)
- Health & Safety Policy
- Location of Health & Safety Files
- Details of Fire Wardens and Evacuation Procedures
- The Fire Emergency Procedure
- Location of First Aiders/ First Aid Box
- Any other relevant and supporting Health & Safety information.

29. Communication, Monitoring and Review

The Health & Safety Policy, as well as associated Policies, Procedures and Guidance documents, shall be reviewed on a regular basis by the Head of Valuation Services and communicated to all employees of the Board.

- **Accident / Incident Analysis**
All accidents, incidents, dangerous occurrences, occupational health ill-health referrals that occur across the Board shall be analysed with a view to determining and eliminating their causes.
- **Legal Compliance**
Managers shall carry out regular inspections across the Board to ensure the requirements of the Health & Safety Policy are implemented. The Health & Safety Forum shall undertake Fire Risk Assessments to ensure that the terms of the Health & Safety Policies and Procedures are met.
- **Audits**
In addition to regular inspections, formal audits shall be carried out by the SAC Risk & Safety Team, in accordance with the Board's Health & Safety Audit Schedule. The findings of these audits will be issued via reports and documented in the Boards Health & Safety Action Plans with identified risks or areas of concern progressed by the appropriate manager.
- **External Agencies**
External bodies such as the HSE and the Scottish Fire & Rescue Service may inspect Board premises at any time. The Board's Insurers may also undertake regular loss control inspections of Board premises to ensure health & safety legislative requirements are being met.

Contact Details

Risk & Safety Team

The SAC [Risk & Safety Team](#) contact details are available on SAC 'Re-Wired' where a current listing of the officers is maintained.

To access the SAC [Risk & Safety](#) main page on SAC 'Re-Wired' click on the 'Health & Safety' tile on the Home Page.

SAC Risk & Safety Team

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