

Recommendations from Commander Shave's report
'MPS Response to Health and Safety Issues' February 2001

1. MPS Health and Safety Advisor will carry out annual inspections of BOCU/OCU and department and issue a pass certificate or an improvement notice.
2. A MPS Health and Safety Advisor will be allocated to each cluster with another covering departments. They will be responsible for assisting their units to obtain the annual certificate, which can only be issued by the MPS Health and Safety Inspector.
3. Following the issue of an Improvement Notice, OCU Commanders and Heads of Departments will be responsible for ensuring their units take sufficient and necessary action to obtain a pass certificate without delay. During Cluster Commander visits, checks will be made to ensure sufficient action is being taken to obtain and keep a certificate of approval.
4. In order to ensure that a) the MPS complies with health and safety legislation and b) the MPS health and safety system is developed in support of operational policing, the Health and Safety Branch requires a combination of professional expertise and senior operational experience. Therefore, it is proposed that the head of branch should be a Chief Superintendent. The need for this post should be reviewed in 2 years.
5. There should be a MPS Health and Safety Committee, chaired by the Head of Personnel Department, to ensure that all the recommendations are implemented and reviewed. The role of the existing JCCOHS Committee should be reviewed to see if the two committees could be merged.
6. The Management Board should review regularly (at least annually) the health and safety performance of the MPS in accordance with the HSE publication "Health and Safety Responsibilities of Directors"
7. The Management Board should submit an annual Health and Safety report to the MPA HR Committee.
8. All training courses and literature to be reviewed to ensure that it meets health and safety requirements. Where gaps are identified, a programme of change is implemented without delay.
9. The way in which training is currently provided should be reviewed to see if disparate pieces of work currently in place could be merged under the same manager. This would include health and safety, officer safety and emergency life support training.

10. Nominate Health and Safety managers, together with one Federation and Trade Union representative for each BOCU/OCU and department are to receive in depth training.
11. That the nominated health and safety manager should remain in post long enough to justify the cost of the training provided and their role should be adjusted to make time for the additional health and safety work. On OCUs, the role will be allocated to a member of the Senior Management Team.
12. The MPS Health and Safety Branch will ensure the MPS is a learning organisation by:
 - Providing fast time feedback and direction following incidents.
 - Providing management information to BOCU/OCUs and departments which can be used to prevent accidents and injuries.
 - Updating the corporate risk assessments and corporate training following accidents, including near misses.
 - Identifying hotspot locations and frequent types of accidents and implement remedial action.
 - Being a centre of expertise for all staff to refer to on matters of health and safety.
13. The concept of 'dynamic risk assessment' for reactive events will be introduced by the MPS.
14. A Health and Safety guide should be introduced for use by CAD room operators and all supervisors.
15. The CAD system should include Health and Safety prompts when they deploy officers to potentially dangerous incidents/locations.
16. A post will be created in Health and Safety Branch to write, amend and help implement corporate risk assessments in consultation with the appropriate BOCU/OCU or department. The post holder will receive appropriate training and supervision that will overcome the problems identified when portfolios undertook the task.
17. In appropriate cases the Health and Safety Branch should be consulted before any new policy or training programme is introduced which involves police officers, civil staff, Special Constabulary and contractors working on behalf of the service to ensure compliance with health and safety legislation.