

ARF003 Health Safety and Wellbeing Vulnerabilities

Risk Status Progress Report May 2020

Description of risk and impact

Health, Safety and Wellbeing Vulnerabilities are those elements defined in the Health and Safety at Work Act (2015).

Far North District Council has a duty to ensure, so far as is reasonably practicable, that the workplace is without risks to the health and safety of any person and has controls in place to eliminate or minimize those risks.

Vulnerabilities:

- COVID-19 infections impacting staff health and safety
- Lone worker scenarios for high risk staff
- Health Monitoring for high risk staff
- Non-compliance against Asbestos regulations across our assets
- Contractor Management
- Wellbeing programs to address our changing workforce
- Threatening behavior from members of the public

What has been done so far?

Council has initiated its Pandemic Arrangements as part of its overall Business Continuity Plan. Of approximately 370 staff, greater than 95% are now set up and working from home.

Five Year strategic plan has developed and approved, including a regular yearly calendar of core Health, Safety and Wellbeing activities such as training, policy development, volunteer engagement plans, wellbeing initiatives and emergency management across the sites.

Vehicle GPS and Lone Worker Project tender closed 9 March 2020.

Councils Generic Hazards identified, generic controls/treatments to be developed through further worker engagement and the Health & Safety Committee at council

Existing Treatments

High level treatment plan:

- Pandemic Plan initiated as part of Business Continuity Arrangements and adhering to Alert Level requirements for the COVID-19 national response.
- CouncilMark Improvement #6. Health and Safety Improvement.
- Health and Safety Committee engagement.
- Health and Safety focused KPI for all staff.
- Horizon 2 (years two and three) of five-year strategy well underway.
- Vehicle GPS and Lone Worker Project on hold for 3 months due to COVID-19 crisis, tender closed and applicants notified of situation.
- Health Monitoring programme to be established for critical roles at Council in quarters 3 and 4 of FY20.

Where are the gaps? / what more could we be doing?

- Working from home safely as an organization – risk assessments for all home-based work, teams working flexibly and adoption of technology to enable work
- Reporting to Audit, Risk and Finance to reviewed and re-scoped in 2020 once new committee formed
- Worker engagement is developing and ongoing
- Meeting legislative requirements (e.g. HSNO, Asbestos, Lone Worker)

Inherent Risk:	Trend	Residual Risk:	Accountable:	CEO	Date raised:	29/11/18	Report frequency:
	—		Responsible:	Mgr. P&C	Date accepted:	30/05/19	2 monthly