

12.0 Health & safety

Health and Safety deals with protecting the safety, health and welfare of people engaged in work or employment. The goal of health and safety is to foster a safe work environment and also protect co-workers, family members, employers, customers, suppliers, nearby communities, and other members of the public who are impacted by the workplace environment.

12.1 The Highland Council's Health & Safety Team

Forming part of The Highland Council's Corporate Services, The Highland Council's [Health and Safety Team](#) assists the Council in meeting the requirements of Health and Safety Legislation. This in itself enables the Council to meet the legal obligation contained in Regulation 7 of the [Management of Health & Safety at Work Regulations 1999](#) to seek competent assistance in health and safety matters.

12.2 The Highland Council's Health & Safety Policies and Procedures

The Highland Council has created numerous [Health and Safety Policies and Procedures](#) which must be consulted and complied with fully when carrying out work for the Highland Council.

12.3 Health & Safety Guidance

Along with The Highland Council's Policies and Procedures there are various other pieces of Health and Safety guidance which must be adhered to; these include the guidelines laid down within the [Health & Safety Executive's](#) guidelines and documents, along with the [Building \(Scotland\) Regulations on Safety](#).

12.4 Contractor's Health & Safety Obligations

The Highland Council has created a policy document on [The Management of Contractors](#); this policy outlines an effective management control system to ensure the health and safety of all persons affected by the contracted works.

This policy should be adhered to by all Highland Council contractors.

12.5 Fire Protection & Safety

In Scotland, fire safety duties are contained in Part 3 of the [Fire \(Scotland\) Act 2005](#), as amended, and the [Fire Safety \(Scotland\) Regulations 2006](#).

The legislation implements a risk based approach to fire safety in community, industrial and business premises. It requires the responsible person (usually the employer, owner or occupier) to carry out a fire safety risk assessment and implement appropriate fire precautionary and protection measures, and to maintain a fire management plan.

The aim of this safety legislation is to –

- Reduce the likelihood and spread of fire
- Provide adequate means of escape which is accessible and functional
- Provide adequate means of detection and warning
- Provide a suitable means of fighting fire
- Specify the action to be taken in the event of fire
- Provide appropriate and adequate fire safety instruction/training

The Highland Council has also created its own [Fire and Safety Policy](#) detailing the specific fire safety requirements of the Highland Council which may require additional design over and above that which would satisfy [HSE](#), [British Standards](#) etc.

12.6 Legionella

Legionnaires' disease is a potentially fatal form of pneumonia which can affect anybody, but which principally affects those who are susceptible because of age, illness, immunosuppression, smoking etc.

It is therefore important to control the risks within all Highland Council buildings by introducing measures outlined in the [Approved Code of Practice](#) & guidance document [Legionnaires' disease - The Control of Legionella Bacteria in Water Systems](#) (HSE Legislation) along with all other relevant guidance such as [The Highland Council's Water Policy & Procedure](#)