

## **The Role Of Merseyside Police Health and Safety Representatives**

The Health & Safety at Work Act 1974, makes it clear that all Staff Association/ Trade Union Representatives are Health & Safety Representatives.

The role of a Safety Representative is enshrined in the Health & Safety at Work Act 1974, and it imposes a duty upon employers to consult, in good time on all matters that affect the Health Safety and Welfare of its employees (Safety Representatives and Safety Committee Regulations 1977, The Health & Safety (Consultation with Employees) regulations 1996).

Merseyside Police Federation nominates each representative as a Health and Safety Representative. There is also a Health & Safety Leader for the Federation to liaise with the Force at a strategic force level.

The Leader will also liaise with other leaders nationally to discuss matters of national importance. The Federation representatives in areas and departments will take the lead regarding Health & Safety matters in their respective areas of work.

The role of the Federation Safety Reps is to consult with employees and management on all issues that affect the Health Safety and Welfare of the employees at a local level. (It should be noted that Police Officers are classed as Employees for H&S legislation) The representatives meets quarterly and discusses problems that are affecting individual strands and/or departments along with the introduction of new equipment/ training.

The representatives have a legal right to have access to certain information held on LPU. The representatives can conduct walk through inspections, challenge risk assessments, and should be consulted by management before any new equipment is utilised and before any changes are made to working practices (including physical alterations to buildings, and changes to shift patterns).