

Bulletin:
**Head of Department Monitoring
Report (Health and Safety)**

08 February 2021

To: Heads of Department/Section, Executive Deans, HSLOs and DHSOs, Faculty Managers. Health and Safety Group (for information)

**For Action /
Information**

Head of Department Monitoring Report & Key Performance Indicators 2020-21

For action: by Head of Department

As you are aware the *Head of Department Health and Safety Monitoring Report* is used to provide enhanced information on health and safety performance to the University Steering Group (USG) and Council. A *Head of Department Health and Safety Monitoring Report* is to be completed by Heads of Department twice a year so that the information can be added to annual and interim health and safety reports for USG and Council. Further information on the process is available on the [Health and Safety Performance Monitoring](#) webpage.

This year the monitoring process has been modified to account for the effects of the COVID-19 pandemic. This bulletin is to request that you complete a modified [Head of Department Health and Safety Monitoring Report](#) by **26th February 2021**. You will need to send the completed form to your Faculty Manager (Academic staff), the Assistant Registrar (for Professional Services) or the Head of Customer Services (UECS).

Purpose of the Monitoring Report

The monitoring report assists in measuring the University's Health and Safety Key Performance Indicators (KPI) for 2020-21 and implementation of the University's Health and Safety Plan. The monitoring report will cover the following areas:

- Completion of essential health and safety training by employees and managers (according to their role)
- Use of the University risk register to record and monitor significant health and safety risks to the University. This would include those that can cause severe or catastrophic harm, could affect many people, significantly disrupt business, affect reputation or lead to significant fines.

A new KPI was agreed by Health and Safety Group (HSG) in April 2020 to monitor [Work-related stress](#) at the University. Further information about this KPI will be circulated to you soon with details on how monitoring is being carried out for 2020-21.

For Action: by Faculty Managers and Assistant Registrar

To help collate information gathered within the modified *Head of Department Health and Safety Monitoring Report*; a [Health and Safety Summary Report](#) has been developed for use by the Divisions (i.e. the Faculties and Professional Services) to summarise and report back to the Workplace Health, Safety and Wellbeing team the overall outcomes.

The Faculty Manager (or for Professional Services the Assistant Registrar) will need to support their Executive Dean / the Registrar and Secretary in ensuring that the Health and Safety Summary Report is completed and sent to Workplace Health, Safety and Wellbeing.

Workplace Health, Safety and Wellbeing will then use them to inform the interim Annual Report on Health and Safety Performance for USG and Council. The Summary Report Form will need to be completed and submitted by **19 March 2021**.

For information:

Applicable H&S Key Performance Indicators for August 2020 to February 2021

USG and Council have agreed health and safety key performance indicators (KPIs) for the academic year August 2020 to July 2021. These KPIs provide a basis for USG and Council to have confidence that appropriate systems and processes are in place, that a culture that values health and safety is in place and that levels of health and safety performance can be monitored to ensure that the system of control is operating effectively.

Leadership

Heads of Department are required to complete the *Head of Department Health and Safety Monitoring Report* every six months and send it to their Faculty Manager and Executive Dean (or for Professional Services to the Assistant Registrar). The form will demonstrate engagement by those with responsibility for managing health and safety risks.

Culture and capability: Health and Safety Training

The University's training performance measure provides information on the extent to which employees have engaged with health and safety training required for their role.

It is a legal requirement to ensure that employees are provided with adequate health and safety training. *Essential Health and Safety Training* covers health and safety responsibilities and basic information all employees need to know to carry out their work safely and in accordance with the University's Policy and arrangements. Health and safety training is also essential to building a positive health and safety culture.

The following KPI are agreed:

- *95% of employees trained in Fire Safety Essentials*
- *95% employees trained in Health and Safety Essentials*
- *95% of managers trained in their health and safety responsibilities (NB: For academic departments this includes Research Risk Assessment for Principal Investigators, where relevant to role).*
- *All new employees completed fire safety essentials and health and safety essential within six months of commencing employment*
- *All new managers completed Managing Health and Safety Essentials (or equivalent) within six months of employment / appointment.*

The 2020-21 target is **95%** completion of the above courses for current employees. New starters must complete all their essential training within 6 months of starting employment at the University of Essex and the target for this completion is **100%**.