

ABERDEEN CITY COUNCIL

COMMITTEE	Communities, Housing and Public Protection
DATE	27th May 2025
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Protective Services Occupational Health and Safety Regulatory Service Plan 2025/26
REPORT NUMBER	CORS/25/058
DIRECTOR	Andy MacDonald
CHIEF OFFICER	Vikki Cuthbert/Alan Thomson
REPORT AUTHOR	Alison Robertson
TERMS OF REFERENCE	2.3

1. PURPOSE OF REPORT

- 1.1 To outline the Protective Services' proposals for delivering the Occupational Health and Safety Regulatory Service for year 2025/2026.

2. RECOMMENDATION(S)

- 2.1 That the Committee approves the Occupational Health and Safety Regulatory Service Plan for 2025/26 (Appendix 1).

3. CURRENT SITUATION

- 3.1 As an Enforcing Authority, the Council has responsibility for the provision of health and safety enforcement services covering a range of businesses, mainly within the service sector, covering approximately 4,500 establishments.
- 3.2 The principal activities regarding these establishments are:
- a) Investigating complaints relating to safety, occupational health and welfare at these workplaces;
 - b) Investigating reported accidents arising in the course of work activities;
 - c) Investigating reports of statutory examination of certain types of work equipment, where the examination has revealed defects;
 - d) Receiving notifications of work involving asbestos that may require to be followed up to ensure adequate controls are in place; and
 - e) Engaging in focussed intervention programmes.
- 3.3 The Health and Safety Executive (HSE) identifies its national priorities for local authority action in their annual Local Authority Circular (LAC 67/2 – 2025/2026 – Work Year) document.

The production of this Report is the earliest opportunity to incorporate its targeted priorities within a Service Plan for 2025/26, along with interventions addressing local concerns.

- 3.4 It is a statutory requirement that the Council make adequate arrangements for enforcement of the requirements of the Health and Safety at Work etc. Act 1974 and the production of a Service Plan and the ability to meet its targets in practice is considered to fulfil this stipulation.

There continues to be a national shortage of qualified officers authorised to carry out health and safety enforcement. There are currently 4.0 FTE Environmental Health Officers(EHO) in post who spend approximately 15% of time involved in health and safety enforcement activities. The full establishment number of EHO posts for the service is 6.4 FTE.

The 2025-26 Service Plan sets out prioritising statutory duties related to investigation and enforcement of activities detailed in 3.2.

Officers carry out a range of activities including food safety, licensing, animal health, and welfare, port health inspections. Focused interventions have been prioritised having regard to minimising impact on existing service requirements and as to what can be successfully achieved within these constraints.

4. FINANCIAL IMPLICATIONS

- 4.1 There are no direct financial implications arising from the recommendations of this report.

5. LEGAL IMPLICATIONS

- 5.1 Local authorities have a duty under section 18 of the Health and Safety at Work etc. Act 1974 to make adequate arrangements for the enforcement within their area of the relevant statutory provisions. The Occupational Health and Safety Service Plan 2025/26 assists the Council to perform their enforcement functions and to comply with this duty.

6. ENVIRONMENTAL IMPLICATIONS

- 6.1 There are no direct environmental implications arising from the recommendations of this report.

7. RISK

Management Of Risk Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *Taking into account controls/ control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	Unable to deliver service due to acute disruptive events.	Business continuity plans in place to continue key service provision.	L	Yes
Compliance	Failure to meet statutory duty to provide an adequate health and safety enforcement service could lead to intervention by HSE and the transfer of some enforcement functions from the Council to HSE	Provision of – <ul style="list-style-type: none"> adequate staff resources to meet demand, appropriate training needs identified through CR+D, 1-2-1 discussions effective management of staff workloads, achievable targets within the Service Plan. 	L	Yes
Operational	Inability to meet targets in Service Plan through other work being given priority. Insufficient number of appropriately trained staff.	Provision of – <ul style="list-style-type: none"> adequate staff resources to meet demand, appropriate training needs identified through CR+D ,121discussions, effective management of staff workloads, achievable targets within 	M	Yes

Management Of Risk Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *Taking into account controls/ control actions	*Does Target Risk Level Match Appetite Set?
		the Service Plan.		
Financial	No significant risks identified.	n/a		
Reputational	Local and National press coverage of any failure to effectively perform the statutory duties can present reputational damage to the organisation	Provision of: <ul style="list-style-type: none"> adequate staff resources to meet demand, effective management of staff workloads, achievable targets within the Service Plan Effective communication with media on work activities that may be of Local /National significance. 	L	Yes
Environment / Climate	No significant risks identified.	n/a		

8. OUTCOMES

COUNCIL DELIVERY PLAN 2025	
	Impact of Report
Aberdeen City Council Policy Statement	The proposals in this report have no impact on the Council Delivery Plan.'
Working in Partnership for Aberdeen	A Prosperous City, delivering an interventions programme that assists stimulate sustainable economic development in workplaces.
<u>Aberdeen City Local Outcome Improvement Plan</u>	
Prosperous Economy Stretch Outcomes	N/A
Prosperous People Stretch Outcomes	The proposals in this report support the delivery of LOIP Stretch Outcome 11 "Healthy life expectancy (time lived in good health) is five years longer by 2026" Ensuring that acceptable standards of health, safety and welfare are being met in Aberdeen will contribute towards this outcome.
Prosperous Place Stretch Outcomes	N/A
Regional and City Strategies	The proposals within this report support the Regional Economic Strategy by assisting local businesses to thrive and prosper by providing advice to ensure compliance with relevant legislation.

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	New Integrated Impact Assessment has been completed.
Data Protection Impact Assessment	Not required.
Other	Not required.

10. BACKGROUND PAPERS

10.1 [HELA LAC 67/2 – 2025-2026 Work Year - Setting Local Authority Priorities and Targeting Interventions](#)

10.2 [National Local Authority Enforcement Code- Health and Safety at Work](#)

11. APPENDICES

11.1 Appendix 1 – Protective Services Occupational Health and Safety Service Plan 2025/26.

12. REPORT AUTHOR CONTACT DETAILS

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