



HUMBERSIDE FIRE AND RESCUE SERVICE

# EMERGENCY RESPONSE

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## OPERATIONAL WELFARE

<b>Owner</b>	<b>Director of Service Delivery Support</b>
<b>Responsible Person</b>	<b>GM Emergency Response</b>
<b>Date Written</b>	<b>October 2019</b>
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## **1. INTRODUCTION**

Adopting appropriate welfare arrangements at operational incidents will assist with the safe and effective management of personnel and provide them with welfare support, whether physical or psychological. By having effective arrangements for the management of welfare and physical wellbeing at incidents, Humberside Fire and Rescue Service will support several key elements of the safe person principles.

Consideration will be given to work rotation, rest, recovery and reliefs taking account of activities undertaken and weather conditions. At protracted incidents provision will be made for suitable sanitary conveniences and hygiene facilities, an adequate supply of drinking water will be provided for all personnel and fire ground feeding.

## **2. POLICY STATEMENT**

Humberside Fire and Rescue Service is committed to providing welfare for personnel at an incident when deemed appropriate by the Incident Commander. To achieve this, a policy has been created to allow for flexible arrangements dependent on the size, type and duration of specific incidents. A purpose built trailer unit, portable toilets, hand washing, sanitary and temporary shelters are all available for the larger and more protracted incidents. Psychological, and occupational health support is available post incident for all personnel.

## **3. EQUALITY AND INCLUSION**

HFRS aims to continuously improve the standards of service we provide to the community we serve. We recognise the importance of and are committed to promoting equality and inclusion in the provision of our services and to our employees. We are committed to encouraging equality and diversity amongst our workforce and to eliminating unlawful discrimination. We aim for our workforce to be truly representative of the community we serve and for each of our employees to feel respected and to be able to give their best.

## **4. LEGISLATIVE REQUIREMENT**

- Health and Safety at Work Act 1974
- The Workplace (Health, Safety and Welfare) Regulations 1992
- Food Hygiene Regulations 2006

## **5. AIM/OBJECTIVES**

### **Aim**

To ensure that provisions are in place and all personnel at an incident and post incident are provided with flexible welfare arrangements upon request.

## **Objectives**

The Operational Welfare Policy seeks to provide full compliance with the legal obligations stated in this document.

Regular review of welfare arrangements based on feedback from our increasingly diverse workforce.

Alignment to the National Occupational Guidance

## **6. APPLICATION**

### **Criteria for requests**

Consideration will be made on the information listed, however, this can be non exhaustive :

- Type of Incident
- Estimated duration of incident
- Time of day
- Time of last meal of personnel involved
- Weather conditions
- Nature of tasks involved

Consider the type of feeding based on the information received from the incident ground, Incident Commanders should specify if hot feeding is required.

A Welfare Officer is an identified operational function when feeding/welfare is requested.

**If anyone requires any further guidance / information relating to this document  
please contact Emergency Preparedness**