HUMBERSIDE FIRE AND RESCUE SERVICE

Emergency Response

Operational Welfare Policy

Owner	**Executive Director of Service Delivery**
Responsible Person	**Head of Fleet, Research and Capability**
Date Written	**October 2019**
Date of Last Review	**May 2025**
Date of next review	**May 2027**
EIA Reviewed	**May 2025**

CONTENTS

1. Introduction
2. Equality, Diversity and Inclusion
3. Aim and Objectives
4. Associated Documents
5. Application
    - Welfare Levels
    - Criteria for Requests

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.

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. Purpose-built Welfare Units, portable toilets (trailer), hand washing, sanitary products and temporary shelters are all available for larger and more protracted incidents. Psychological, and occupational health support is available post incident for all personnel.

Core Code of Ethics

HFRS has adopted the Core Code of Ethics for Fire and Rescue Services. The Service is committed to the ethical principles of the Code and strives to apply them in all we do; therefore, those principles are reflected in this Policy.

National Guidance

Any National Guidance which has been adopted by HFRS, will be reflected in this Policy.

2. EQUALITY, DIVERSITY AND INCLUSION

HFRS has a legal responsibility under the Equality Act 2010, and a commitment, to ensure it does not discriminate either directly or indirectly in any of its functions and services or in its treatment of staff, in relation to race, sex, disability, sexual orientation, age, pregnancy and maternity, religion and belief, gender reassignment or marriage and civil partnership. It also has a duty to make reasonable adjustments for disabled applicants, employees and service users.

3. AIM AND 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.

4. ASSOCIATED DOCUMENTS

- Incident Ground Welfare Equality Impact Assessment
- Legal References
  - Health and Safety at Work Act 1974
  - The Workplace (Health, Safety and Welfare) Regulations 1992
  - Food Hygiene Regulations 2006
- National Guidance
  - National Occupational Guidance
- Incident Ground Welfare Unit Equipment Manual

5. APPLICATION

Welfare arrangement levels: (timings are a guide)

Level 1
Up to 3 hours personnel must plan to be self-sufficient at incident grounds for food and water. It is the responsibility of supervisory managers and individuals to ensure provisions are available. The Incident ground welfare unit and portable toilets may still be requested at the discretion of the OIC.

Level 2
3 hours and over will be managed through the deployment of HFRS dedicated welfare facilities should the need arise. Food may be provided when a resource has been at an incident from 3 hours and over or based on a fatigue risk assessment.

Level 3
Protracted incidents lasting over 12 hours and involving more than 25 personnel on the incident ground will be supported by HFRS's dedicated welfare facilities. Where appropriate, and based on a command assessment, support from an external organisation may also be requested.

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
- Exertion of crews

For any further guidance / information relating to this document,please contact