



WORKPLACE HEALTH AND SAFETY LAW ENFORCEMENT PLAN 2011/12

ARGYLL & BUTE COUNCIL WORKPLACE HEALTH AND SAFETY SERVICE PLAN 2011-12

1. SERVICE AIMS AND OBJECTIVES

1.1 Aims and Objectives

The aims and objectives of Argyll and Bute Council with respect to Workplace Health and Safety are:-

The Argyll and Bute Council is committed to the protection of the public. As an enforcing authority for occupational health and safety within specific workplaces, the service seeks to attain adequate standards within these premises to protect the health and safety of employees and members of the public and the welfare of employees.

Regulatory Services will:-

- exercise of the Council's statutory enforcement role
- operate a risk-based approach to the management in line with the Service's Health and Safety Enforcement Policy and the Health and Safety Executives Section 18 guidance
- work to support business to ensure that they are aware of their responsibilities and of new challenges or requirements introduced from legislative changes,
- work in an open and transparent manner, with fair and proportionate enforcement.
- identify and develop opportunities for joint working with the Health and Safety Executive and other local authorities, including the West of Scotland Health and Safety Liaison Group and similar forums.
- manage and provide an effective service for workplace health and safety, based on a culture of service planning and performance management.
- Ensure that enforcement staff are competent and proficient.

1.2 Links to Corporate Objectives and Plans

This service remit is consistent with the Council's Single Outcome Agreement and Corporate outcomes as it seeks to protect the public, and to support the economy of Argyll and Bute by supporting business, organisations and the public to provide workplaces which are safe, so far as is reasonably practicable, for employees and the public

2. BACKGROUND

2.1 Profile of the Local Authority

The Argyll and Bute Council is a unitary authority, with a resident population of 90,550 and a geographical area of 693,500 hectares, including 26 inhabited islands, located within the west highlands of Scotland.

The Workplace Health and Safety Enforcement role of the Council is delivered through Regulatory Services, which embraces the animal health, environmental health and trading standards functions of local government. The health and safety enforcement work is principally undertaken by environmental health professional

The service reports to the Planning, Regulatory Services and Licensing Committee where items can be referred to either the Executive as determined by the nature of the report. The approval of the Service Plan falls to be approved by the Planning, Regulatory Services and Licensing Committee.

2.2 Organisational Structure

The service has completed its service review and has rationalised management. The service is led by the Regulatory Services Manager supported by two geographical Environmental Health Managers and a Trading Standards Manager.

2.3 The Scope of the Service

Environmental Health professionals undertake the health and safety enforcement work. This work includes specific health and safety audits to high and medium risk premises. In addition to other interventions are undertaken to low risk premises where health and safety issues are considered in conjunction with other related work including food hygiene and standards inspections, smoking enforcement and licensing, depending on the authorisation of the officers.

The scope and projected extent of the occupational health and safety enforcement workload in Argyll and Bute is as follows:

Total No. Premises	3028 premises
Projected planned Inspections	133
Investigation of Accident investigations	Estimated 70 accidents
Number of premises to be subject to the alternative enforcement strategy	2754

2.4 Enforcement Policy

The Service seeks to support business and work with employees, and other agencies to protect health and safety in the workplace. The policy ensures that enforcement actions are appropriate, consistent and proportionate to the risk. This policy is presented with this plan for approval by Committee (Appendix II).

In addition to the enforcement policy, the service are reviewing all their existing policies and procedures as part of its assessment against the Section 18 Guidance

3. SERVICE DELIVERY

3.1 Health and Safety in Argyll and Bute

Work is categorised as proactive and reactive. **Proactive** work includes the routine inspection of premises, appraisal of licensing applications and renewals, sampling and monitoring of the environment, food and water. **Reactive** work includes the investigation of accidents at work and reports of communicable diseases etc.

The design of this service is based on the Council's statutory duty under the Health and Safety at Work etc Act 1974, to monitor and ensure minimum standards of health and safety within Argyll and Bute. The principal activity, which realises this duty, is the routine monitoring of standards of health and safety by inspection and risk assessment.

The programmed workload is determined by the degree of risk associated with each of the businesses where we have the responsibility of enforcement. The risk rating system seeks to focus the number of programmed inspections to the higher risk premises and wishes enforcement agencies to increase awareness of workplace health and safety through partnership working, initiatives and projects and through improved promotion and education

3.2 The premises are divided into Risk Category Bands. The numbers in each category are:-

Category	Inspection Frequency	Number of premises
A	Every 12 months	12
B1	Every 18 months	46
B2	Every 2 years	188
C	Use other intervention strategies	1035
Unrated or to be reviewed		1747

3.3 Formal inspections will be undertaken where the risk is categorised as A, B1 and B2. The types of premises which fall within these categories (A and B1) are identified as “potentially high risk” in health and safety terms. These include premises operating as tyre and exhaust fitters, builder’s merchants, and leisure facilities (includes swimming pools and golf courses and dry cleaners).

3.4 Home Authority Principle

The Service supports the "Home Authority Principle". However, there are no arrangements in place and no formal intention to become a “Home Authority”. We also support the Large Organisations Partnership arrangements introduced by the Health and Safety Executive

3.5 Advice to Business

It is the Service ethos to work with business to secure compliance with health and safety law where practical. The Service, therefore, welcomes approaches from business at any time. The Service's policy promotes the aim of securing compliance with legislation "through the giving of information and advice, rather than achieving compliance through the use of formal enforcement action" and embodying the principle of ‘Sensible Risk Management.

**3.6 Health and Safety Promotion/
Alternative Intervention Strategy**

The inspection and the alternative intervention strategy provide an ideal opportunity for businesses to explore areas of concern or further enquiries. There is also the ability to contact Council offices at other times for specific advice and guidance on occupational health and safety issues. All correspondence issued by the Service invites the recipient to contact the author's line manager, should they wish for advice or to raise specific issues or concerns regarding the inspection.

4. REVIEW OF SERVICES OBJECTIVES AND PRIORITIES FOR 2010-11

4.1 In reviewing performance against the Workplace Health and Safety Plan approved for 2010/11, the following should be noted

Work Task	Achievements
Achieve the targets for the inspection of premises	We have achieved the targets of 100% for high risk premises and 65% for medium risk (target was 70%)
Resolve /....	

Work Task	Achievements
Resolve 85% health and safety service requests within 20 working days from receipt	30 service requests pertaining to health and safety issues were received. 92% were resolved within 20 working days against the target of 90%
Investigate 100% of all incidents etc	31 accident reports received requiring intervention. 100% achieved.
Promote improved standard and awareness of health and safety through partnership working with other Local Authorities and the Health and Safety Executive through the West of Scotland Health and Safety Liaison Group	This work is ongoing and there are strong links and joint working intuitive with other Councils through the Health and Safety Liaison Groups and with the HSE.
Review procedures and policies having regard to the pending revision of the Section 18 Guidance from the Health and Safety Executive	This has been reviewed and an action plan identified for delivery in 2011-12
Review the mobile working solutions project and where appropriate, prepare a strategy for the extension of the project throughout the service.	Pilot completed and benefits realised. Key priority for 2011-12 to develop and extend across service
Alternative enforcement strategy and promotion of health and safety	We participated in the following initiatives:- slips and trips in the catering sector; entertainment noise, and manual handling
Introduce publications scheme	Not delivered due to other service demands

4.2 In reviewing the 2010/11 priorities, achievements of note are:-

The programmed inspection work was completed with all high risk premises having been inspected

A customer survey of businesses identified that 100% were satisfied with the service and 97% satisfied at the outcome.

We secured through the service review, a resource to deliver the significant workload which is required to revitalise health and safety enforcement in Argyll and Bute Council

4.3 We did not deliver our alternative enforcement strategy and failed to meet the inspection target for medium risk premises. This was as a result of the service review workload and to lack of resources

5. SERVICE PRIORITIES AND OBJECTIVES

FOR 2011-12

5.1 The work of the service will focus on:-

- (i) Undertake topic-based inspections in accordance with the programmed inspections required by the Local Authority Circular 67/2 (rev 2 dated Mar 2010) “Advice to Local Authorities on Intervention Programmes and an Inspection Rating System”. The programme is currently being agreed.
- (ii) Undertake reactive service complaint work associated with accident investigations and service requests
- (iii) To deliver the Section 18 Action plan which has been developed by the service to attain a level of compliance of ‘adequate arrangements’ and aspiring to ‘adequate arrangements with elements of best practice’ with the Section 18 audit standards

5.2 The key priorities and targets for the workplace health and safety enforcement work plan are:-

	Target
To meet the services intervention programme of programmed audits to premises	100% of category A and B1 75% of Category B2
To investigate all formal reports of injuries, diseases and dangerous occurrences which require a formal service intervention	100%
To deliver the alternative enforcement workplan relating to workplace health and safety	70%
To promote Sensible Risk Management in Argyll & Bute by committing to the Strategy, Health & Safety of Great Britain – Be Part of the Solution campaign	
To participate in the programme of Joint National Priorities focussing on those with a local dimension (i.e. storage and sale of LPG; asbestos and duty holders management of risk)	Identify projects of particular significance to the local/national priorities
To deliver the Section 18 Action plan which has been developed by the service to attain a level of compliance with the Section 18 audit standards	Achieve Audit level 3
The /....	

	Target
The Service will ensure that Officers undertaking occupational health and safety enforcement activities are competent and aware of developing issues in that field of environmental health	REHIS CPD scheme
Partnership working. Promote improved standard and awareness of health and safety through partnership working with other Local Authorities and the Health and Safety Executive through the West of Scotland Health and Safety Liaison Group	
Review the appropriateness of the RDNA (Regulators Development Needs Assessment) tool and its applicability within Argyll and Bute	Produce evaluation report
Customer management. review the content of the inspection reports and correspondence to make them simpler to understand	Improve customer feedback from 94% to 97%
Review the unrated premises and identify their risk rating category	

6. RESOURCES

6.1 Financial Allocation

Health and Safety Enforcement Budget

Employee costs	£95,000
Training & Resource Materials	500
Furniture, Materials & Equipment	300
IT & communications	1000
Total Costs	£96,800

Note: No element has been included at this time to represent corporate support, including office services, finance, IT or legal.

6.2 Staffing Allocation

Section 2.2 details the status and deployment of the Service's staffing resource.

Environmental /....

Environmental Health Officers and a Public Protection Officer are authorised to undertake occupational health and safety enforcement activities. 12 officers are authorised to carry out occupational health and safety work in addition to their other general environmental health duties.

To revitalise health and safety enforcement we have identified a “lead” officer role who will undertake this function together with other service support issues This will augment the existing 1.8FTE staff working in this area.

All enforcement officers are competent and meet the requirements set by the Health and safety Commission for “authorised inspectors” under the Health and safety at Work etc Act 1974. The Service has an established procedure for the Authorisation of Enforcement Officers and this is an ongoing process which is delegated to the service under the Councils Scheme of Delegation. The officers authorised under the Act as of the date of this report are detailed in appendix IV and these will be reviewed and amended as appropriate by the Regulatory Services Manager.

6.3 Staff Development Plan

The Council operates a Performance Development and Review scheme, which is designed to identify and progress, required training and development opportunities for its employees.

7. QUALITY ASSESSMENT

7.1 Quality Assessment

The service is committed to the concept of quality systems and to the auditing of these in accordance with the Commissions Section 18 Guidance. We will undertake a review against these standards.

Internal monitoring systems to review our occupational health and safety work will be improved in 2011-12. This will identify issues relating to personal development, non-adherence to and in some cases to improvements to existing policies and procedures; and promote consistency.

7.2 Equality

The service seeks to engage with and communicate with all businesses in an effective manner which promotes and secures food safety and meets statutory requirements. There are many levels of communication from face-to-face to the written correspondence and formal statutory Notices.

We /....

We will repeat the exercise and engage with businesses to ensure that communication is effective and they are able to understand and take appropriate action, as necessary.

8. REVIEW

8.1 Review against the Service Plan

The Service Plan will be reviewed annually and otherwise in light of indicated need. The Service plan will be subject to specific approval by the Planning, Protective Services and Licensing Committee.

APPENDIX I

Contact arrangements and details

The Environmental Health service is accessible at offices of the Council located in all larger towns within the Council area. Service requests can be initiated by telephone, fax, video conference, e-mail or in person. The various office locations are as follows:

Offices where environmental health staff are based

EAST	22 Hill Street, Dunoon Tel: 01369-707120 Fax: 01369-705948
	Blairvadach, Shandon, By Helensburgh Tel: 01436-658918 Fax: 01436-658919
	Eaglesham House, Mount Pleasant Road, Rothesay PA20 9HQ Tel: 01700-501350 Fax: 01700-503095
WEST	Municipal Buildings, Albany Street, Oban Tel: 01631-567900/567947
	Manse Brae, Lochgilphead Tel: 01546-604776 Fax: 01546-604758

Offices where environmental health staff can be seen by appointment

BOWMORE	Jamieson Street, Bowmore, Islay Tel: 01496-810332
CAMPBELTOWN	Council Offices, Dell Road, Campbeltown Tel: 01586-552366

The Service's senior managers are located at Council Headquarters Offices, Kilmory, Lochgilphead Tel: 01546-604131 Fax: 01546-604410

The service can be contacted through the Council's website at www.argyll-bute.gov.uk or via email at envhelath@argyll-bute.gov.uk

ARGYLL & BUTE COUNCIL
PLANNING AND REGULATORY SERVICES
WORKPLACE HEALTH & SAFETY
ENFORCEMENT POLICY

1. SCOPE OF ENFORCEMENT OPTIONS

1.1 The Authority recognises that enforcement decisions must be consistent, fair, proportionate to risk(s) and based on objective standards. Regulatory Services will adopt and comply with guidance in HSC/HSE publications and guidance as appropriate.

1.2 Prior to deciding on any action relating to enforcement, the inspecting Officer shall consider :-

- a.** The seriousness or gravity of the offence;
- b.** The past history of the business/person and their previous record of compliance;
- c.** Confidence in management;
- d.** Consequences of non-compliance;
- e.** The likely effectiveness of available enforcement action.

These may be done in consultation with the lead Authority for the business where appropriate.

1.3 Once all the above-mentioned criteria have been considered, the Inspector may decide:-

- a.** That there is no need for action;
- b.** To take informal action;
- c.** To use statutory Notices, e.g. Improvement & Prohibition Notices;
- d.** To submit a report to the Procurator Fiscal.

APPENDIX II (Cont'd)

- 1.4 Inspecting Officers shall not initiate action which is inconsistent with the Council's enforcement policy and procedures without prior agreement of the Area Environmental Health Manager or Operations Manager Environmental Health.

Where there is a matter of national importance, the matter will be raised with the Health & Safety Executive

- 1.5 Where appropriate, the lead Authority will be appraised of enforcement action against a business in which they have an interest.

2. CRITERIA FOR ENFORCEMENT ACTION

- 2.1 The criteria to be considered in determining the most appropriate form of enforcement action is as follows.

a. Gravity or Seriousness of Offence.

This relates to a breach in the legislation and the impact it will have to the health, safety and welfare of the employees or risks to the public. For example, a contravention of the requirement to provide guarding to equipment is of higher severity than failing to display the Health & Safety Information to Employees Notice.

b. Previous History

This relates to previous interactions with the offender and to their level of compliance with the legislation, co-operation with the Service and the time period that the offence has existed.

c. Confidence in Management

This relates to the level of confidence the inspecting Officer has in the offender's ability to respond to and initiate corrective actions, their level of awareness of and responsibility for health and safety.

d. Consequence in Non-Compliance

If corrective action was not taken, what would be the consequences on employees/members of the public?

e. Effectiveness of Enforcement Action

The inspecting Officer must consider the effectiveness of enforcement action and whether it is commensurate with the risk.

- 2.2 In all cases, the enforcement action chosen will be recorded in the inspection report form and/or premises action record.

APPENDIX II (Cont'd)

3. ENFORCEMENT DECISIONS

3.1 Precautionary Principle

- 3.1.1** It is the policy of Regulatory Services to require inspecting Officers, in making enforcement decisions, to have regard to - but not exclusively - the criteria specified in Section 4 above.
- 3.1.2** In circumstances where the information is lacking to inform an enforcement decision based upon the protection of public health, Officers are required to exercise a precautionary approach.
- 3.1.3** The precautionary approach, with the objective of protecting public health, requires the inspecting Officer to act as if the hazard and a risk have been confirmed, based upon available objective evidence.

This is in recognition that to await absolute evidence may endanger public health in certain circumstances. In such cases, the inspecting Officer's Line Manager shall be advised of the actions proposed.

4 ENFORCEMENT ACTION TYPES

- 4.1.** There are a number of enforcement options available to an authorised officer to secure compliance with the Health and Safety at Work etc Act 1974. These actions are dependant upon the extent of the Officers findings, the contravention, the inherent risks to the employees or the public and the confidence in management systems.
- 4.2** The inspecting Officer must have objective evidence to support decision-making and must be able to justify the extent of the actions taken.

The officer has the following actions available:-

4.3 No Action

The decision to take no action will be at the discretion of the inspecting Officer where any of the following applies :-

- a.** The gravity of the offence is/was negligible in relation to risk of injury, disease to persons;
- b.** Effective action was taken to remedy the offence and/or;
- c.** The offence is unlikely to recur.

APPENDIX II (Cont'd)

4.4 Informal Action

Informal action is used to secure compliance with legislation, and includes the use of verbal cautionary advice, information notes, letters and written inspection reports. Informal action also includes verbal advice and guidance issued by the Inspecting Officer in respect of best practice for occupational health.

Informal action will be initiated where one or more of the following criteria is met :-

- a. The contravention is minor;
- b. The act or omission is not serious to warrant formal action;
- c. Where, having regard to past history of the individual/person(s) responsible, it is deemed that informal action will achieve compliance;
- d. The Officer has confidence in the management approach to health and safety;
- e. The consequences of non-compliance will not pose a significant risk to public health.

4.5 Formal Action

Formal enforcement action will be initiated under the following circumstances: -

- (i) Where there is a significant risk to public health or safety.
- (ii) Where the criteria for informal action is not considered appropriate to ensure compliance.
- (iii) Contravention of a licensing condition.

The inspecting Officer must have objective evidence to support decision-making and to justify the extent of the actions proposed.

4.5.1. All formal actions initiated must be agreed with the inspecting Officer's Line Manager, who has responsibility for assessing the objective evidence, the appropriateness of the actions proposed and the competency of the formal Notices.

4.5.2 Formal action includes: -

- (i) The service of Improvement Notices under Section 20 of the Act.
- (ii) The Service of Prohibition Notices under Section 21 of the Act.
- (iii) Prosecution.

APPENDIX II (Cont'd)

4.5.3 Improvement Notices

An Improvement Notice will be served where

- (i) There is a contravention of a relevant statutory provision, or
- (ii) The contravention will continue or is likely to recur, or
- (iii) The contravention does not present an imminent risk of danger or to health and safety.
- (iv) An informal approach has failed previously.
- (v) The policy otherwise directs that it be served.

Improvement Notices will not be issued where there is a continuing offence where the Notice would only achieve an improvement at one point in time or where swift, effective enforcement is required. (Prohibition Notice.)

4.5.4 Prohibition Notices

A Prohibition Notice shall be served where

- (i) There is an imminent risk of injury or danger to health, or
- (ii) Immediate and decisive action is required to protect public health.

A Prohibition Notice can take immediate effect or be deferred where

- (a) An activity, which presents a risk of serious personal injury, will not be undertaken before intended action to comply with the Notice has been completed and an immediate Prohibition Notice would affect other activities not presenting a risk to health or safety.
- (b) An inspection report from a competent person (e.g. lift engineer, electrician, competent gas safety registered engineer) has expired but a new report is due, a Notice may be deferred until the expiry of the period agreed for the provision of the report.

4.5.5 Service of Notices

- (i) Improvement or Prohibition Notices shall only be served by Officers authorised to do so.
- (ii) The format of the formal Notices issued by the Service is attached (see Appendix C) to this Policy.
- (iii)

APPENDIX II (Cont'd)

- (iii) In considering the service of a Notice, and in drafting the Notice, the Officers shall have regard to HELA guidance (LAC 22/6 or any revision), best practice, and any guidance issued under this Policy.
- (iv) Prior to service of the formal Notice, all circumstances relating to the decision and the draft Notice shall be discussed and agreed with the inspecting Officer's Line Manager or the Operations Manager Environmental Health.
- (v) In circumstances where an immediate Prohibition Notice is required during an inspection to prevent persons being exposed to imminent danger, the inspecting Officer requires to contact their Line Manager or the Operations Manager Environmental Health prior to service of the Notice. Where contact cannot be made, the precautionary principle applies and the Notice shall be served.
- (vi) Where an Officer not authorised to serve Notice undertakes an inspection and is of the opinion that a Notice is appropriate, the Notice shall only be signed by an authorised Officer who has witnessed the contravention(s) or circumstances which merit this action.
- (vii) Formal Notices must include the following: -
 - (a) The Council's reference number
 - (b) The Notice is to be served on the proprietor of the business/ person(s) responsible. Where these are unknown, the Notice will be addressed to the "owner"/"responsible person" and left on the premises.
 - (c) The statute contravened shall be detailed, together with the Officer's opinion why the Notice is appropriate.
 - (d) The timescale for compliance.
 - (e) The Notice must be signed by an Officer authorised to sign Notices.
 - (f) Specify whether the Environment and Safety Information Act 1988 is relevant.
- (viii) The time specified for compliance with the Notice must be reasonable and discussed with the person/business on which the Notice is to be served. In determining the timescale, Officers must have regard to the nature of the works required and the risks.

(This should negate the need for a Notice to be appealed in respect of insufficient time to comply).

APPENDIX II (Cont'd)

- (ix) Where Notices are served on a national company with a Lead Authority, the authorised Officer shall contact the Lead Authority and a copy provided.
- (x) The appeal mechanisms available will be clearly detailed in the notes to the Notice and referred to in the letter of information accompanying the Notice.
- (xi) It is our policy that the Notice(s) must be served at the time of the inspection or as soon as practicable after the inspection.

Where the Notice is not issued at the time of inspection, the authorised Officer will have discussed his intention to serve the Notice and specified this on the Notification Report at the time of inspection.

- (xii) The Notice will be served by either of the following mechanisms: -
 - (a) **By hand.** An Officer who has read the Notice, and served on the named person should witness this. Where they are unavailable, record the name and position in the business of the person and issue the Notice to them.

Explain the reason(s) for the Notice and appeal procedures.
 - (b) **By post, by registered delivery.** Retain the recorded delivery receipt and attach it to the copy Notice on file.
- (xiii) The authorised Officer responsible for the service of the Notice shall arrange and undertake an inspection to determine the level of compliance on expiry of the date specified in the Notice.
- (xiv) Where a Notice is complied with, and/or an application has been made for withdrawal, the Officer's decision shall be recorded in the file and detailed in a letter to the person on whom the Notice was served.
- (xv) The details of an appeal against the Notice shall be recorded in the file with the appeal findings.

4.6 Enforcement

- 4.6.1 It is our policy to report all instances of failure to comply with a formal Notice to the Procurator Fiscal.
- 4.6.2 Officers are required to establish all evidence at the time of the compliance visit to support this formal enforcement action.

APPENDIX II (Cont'd)

- 4.6.3** The use of informal action will be recorded in the inspection report form produced by the inspection. An inspection report form consists of the Notification Report shall be completed and left at the business at the conclusion of the inspection. The use of these is prescribed in the inspection procedures for occupational health and safety
- 4.6.4** The decision to refer cases to the Procurator Fiscal for prosecution shall be taken by the Operations Manager Environmental Health.
- 5. REVIEW**
- 5.1** This policy will be reviewed annually, and more frequently as may be required, by the service
- 5.2** The Enforcement Policy will be presented to Planning, Planning, Regulatory Services and Licensing Committee for approval on an annual basis as part of the annual Workplace Health and Safety Service Plan.

A handwritten signature in black ink, consisting of a large, stylized 'O' followed by a long, sweeping horizontal stroke that curves upwards at the end.

Operations Manager Environmental Health

Revised 27/03/11

Details of Internal Policies

The Service have implemented policies to meet the requirements of the Health and Safety Commissions “Section 18 Guidance to Local Authorities”

The policies and procedures currently in place are: -

- Enforcement Policy
- Determination of Enforcement action and Prosecution
- Inspection procedures
- Procedures for the investigation of accidents and incidents
- Procedures for the investigation of Service Requests
- Council procedures relating to the right to make complaints about the service (“Your Rights to Complain”)

APPENDIX IV

**Authorised Officers under the Health and Safety at Work etc Act
1974 as of 1ST April 2011**

Officer	Position
Alan Morrison	Regulatory Services Manager
Iain MacKinnon	Environmental Health Manager (West)
Jo Rains	Environmental Health Manager (East)
Patrick Mackie	Environmental Health Officer (Health and Safety and Service Support)
Jim Rennie	Environmental Health Officer
Richard Gorman	Environmental Health Officer
Mary Frances Watt	Environmental Health Officer
Sue Stefek	Environmental Health Officer
Paul Reynolds	Environmental Health Officer
Andrew Hill	Environmental Health Officer
Wendy Lilico	Environmental Health Officer
David Chapman	Regulatory Services Officer (Environmental Health)