

POLICY DIRECTIVE BY THE CHIEF EXECUTIVE OF THE DEFENCE INFRASTRUCTURE ORGANISATION ON SAFETY, HEALTH, ENVIRONMENTAL PROTECTION AND SUSTAINABLE DEVELOPMENT

1. As Chief Executive of the Defence Infrastructure Organisation (DIO) I am responsible for all safety¹, health², environmental and sustainable development (SHEP & SD) matters within DIO. In accordance with the Secretary of State's (SofS) Policy Statement this Directive sets out my objectives, and the organisation and arrangements to be implemented across, and observed throughout DIO. It reflects the importance which I attach to:
 - the health, safety and welfare of all employees of DIO, contractors and all those who can be affected by our work activities;
 - the protection of the environment and support for Government sustainable development initiatives, and
 - the provision of assurance to SofS that those areas of MOD infrastructure and estate utilised by Visiting Forces are being appropriately managed in line with established host nation principles.
2. Excellence in SHEP & SD performance is essential. Not only will it protect people and comply with the law, it's also good business. Within my area of responsibility my objectives are:
 - a. leading by example and demonstrating a commitment to health and safety excellence by promotion and adoption of safe working practices and standards;
 - b. that the requirements of SHEP legislation and Approved Codes of Practice governing DIO's activities are complied with;
 - c. the requirements of all applicable United Kingdom legislation are complied with, along with any additional requirements from international treaties and protocols governing DIO's overseas activities and those of Visiting Forces utilising MOD infrastructure and estate. When overseas we will apply UK standards where reasonably practicable, and in addition comply with relevant host nations' standards that exceed UK requirements;
 - d. our rules, procedures, guidance and internal standards will aim to optimise the balance between risks and benefits. In all cases, this does not necessarily mean avoiding risks but managing them effectively, on the basis of severity, impact and likelihood, and above all not being risk averse;
 - e. the avoidance of accidents or incidents involving injury to persons or damage to property or the environment. Where they do occur they are to be fully investigated to prevent re-occurrence;
 - f. to have in place Management systems that provide for effective monitoring and reporting of SHEP & SD performance and continuous improvement;
 - g. SHEP objectives and targets are set and met for DIO activities having the most significant risks and environment impacts;
 - h. all employees of DIO and its Industry Partners are encouraged to contribute to a positive culture of health, safety and environmental protection and sustainable development;
 - i. health, safety, environmental protection and sustainable development risks and impacts are reviewed and designed-out so far as is reasonably practicable. In this way not only will statutory compliance be achieved, but as a major construction and facilities management client we will drive improvements in performance throughout the construction supply chain;
 - j. safety and environmental performance is consistent with, and supports, MOD and wider government initiatives including those on sustainable development; and
 - k. ensure that suitable expertise is available and brought to bear to identify the hazards and understand the risks arising from DIO activities.
3. All staff, civilian and military, including our Industry Partners are to take reasonable care for their own health and safety; that of others who may be affected by their acts or omissions at work; and of the environment. I require all to:

¹ Safety includes fire safety

² Health means occupational health

- a. familiarise themselves with, and comply with, DIO and MOD policy and guidance on SHEP & SD;
 - b. report through their management chain any situation or activity that presents an immediate danger or has the potential to cause harm to people or the environment or any matter which presents a shortcoming in DIO Safety, Environment or SD arrangements; and
 - c. comply with the Statutory, MOD & DIO requirements for the reporting of accidents, incidents and the provision of related performance statistics.
3. Defence Infrastructure Executive Committee (DIEC) members should ensure that they have in place adequately detailed statements which set out their organisational structures and management arrangements to discharge their duties in accordance with this Directive. Consequently:
- a. arrangements must be in place that are sufficiently robust to implement this Directive, to ensure safe systems of work and an environmental management system are in operation, monitored and report on the effectiveness of such arrangements;
 - b. it is the responsibility of DIEC members to ensure that this Directive, their detailed organisation and arrangements, and all DIO and MOD policy and guidance on SHEP & SD, are brought to the attention of their staff and others, including Industry Partners, who might be affected by them;
 - c. I expect DIEC members to ensure that managers at every level within DIO receive appropriate training and have at their disposal adequate resources to meet the organisation's statutory and departmental obligations in SHEP & SD performance. DIEC members will take responsibility for resulting safety implications as a result of any business decision that they make;
 - d. DIEC members are responsible for delivery of safety and environmental objectives set for activities within their area of responsibility; and
 - e. DIEC members will promote and lead by example on safety environmental and sustainable development matters as part of business as usual, and create a culture where everybody understands and delivers their contribution to protecting people and the environment.
4. Head of Secretariat as DIO Safety Champion has particular responsibility for:
- a. advising the DIEC on defining DIO-wide safety environmental and sustainable development objectives, standards, measures and performance indicators;
 - b. assuring that effective management arrangements are in place across DIO to comply with this Directive through monitoring, auditing and reporting on SHEP & SD performance;
 - c. providing policy direction on all safety, health, environmental protection and sustainable development disciplines across DIO and developing and maintaining a consistent system of policies, standards and guidance for DIO;
 - d. providing an annual written report to the DIEC on DIO performance against safety environmental and sustainable development objectives; and
 - e. Acting as DIEC Champion for health, safety and sustainable development.
6. I require the Chief Environment and Safety Officer DIO to act as the single focal point within DIO for all safety and health issues and for health, safety and environmental management assurance.
7. This Directive, including the organisation and arrangements for carrying it into effect, will be kept under review annually, and re-issued where necessary to take account of legislative, Departmental or other policy changes.



Andrew Manley
CE DIO

Dated 12 August 2011