

Victorian Safer Communities Conference 2004 Emergency Management & Community Safety

Lessons learnt from the
London bombings of the 1990's



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Video Presentation

The City of London Bombings 1992 - 1993



Business Continuity and Human Resource - Priorities

- You must have a Contingency Plan.
- The plan must include Human Resource and Business Continuity functions.
- A 'Control System' must be established to manage the incident (Gold, Silver and Bronze).
- Delegate responsibilities and levels of authority.
- Test the plan and individuals with key responsibilities.

Business Continuity and Human Resource - Priorities Continued

- All 'Key' responsibilities must have deputies.
- Replace 'Key' personnel as they leave or are transferred.
- Access and availability of the Contingency Plan is vital.
- Communication links will be vital.
- Control the media, media spokesperson.
- **NO** unauthorised interviews

Business Continuity and Human Resource - Priorities Continued

- Security Co-ordinators and Deputies should be appointed and primarily responsible for human resources functions, including safety of staff and possibly decisions on evacuation
- Decisions on evacuation will be difficult and need careful evaluation.
- External evacuation drills for **fire** and **bomb** incidents are completely different and must be clearly understood by all staff.

Business Continuity and Human Resource - Priorities Continued



An example of bomb blast fragmentation damage

Business Continuity and Human Resource - Priorities Continued

An example of bomb blast range



NOTE: The distance to the two buildings in this picture

Business Continuity and Human Resource - Priorities Continued

- Staff must be informed of relevant parts of the Contingency Plan.
- Provision must be made for incidents that happen 'outside of normal hours'.
- Health and safety issues will be raised by these incidents, and you may be **'at risk'** if you cannot show that you have met your **'duty of care'** responsibilities.

Business Continuity and Human Resource - Priorities Continued



Victorian Occupational Health and Safety Act 1985 Section 21

So far as it is reasonably practical, employers have a duty to their employees, including independent contractors engaged by the employer and their employees, etc

to:

Provide and maintain a safe and healthy working environment

Remember - you can be held personally liable for your actions or willful neglect.

Business Continuity and Human Resource - Priorities Continued

- Your plans should provide for 'self help' and not rely upon the Emergency Services.
- The provision of 'mutual aid' arrangements should be considered.
- Remember the likely need for counselling after an incident.
- You must test the plan by conducting full 'exercises' at regular intervals.
- After any incident, or exercise, debrief and amend the plan as appropriate.