



Human Resources Committee

24 May 2022

Health and Safety Performance 2021/2022

Report of Director of Resources

1. Purpose of Report

- 1.1 The purpose of this report is to present a summary of the Service’s health and safety performance for 2021/22.

2. Background

- 2.1. The Health and Safety team (H&S) work under Corporate Resources and have ownership of four performance indicators (PI), PI 69 Number of Personal Accidents, PI 71 Number of Vehicle Accidents, PI73 – Local investigation not complete in 28 days and PI74 – Actions overdue from specified completion date.
- 2.2. H&S work proactively with all personnel to prevent unwanted incidents occurring. Following any adverse event, H&S quality assure all investigations to ensure that appropriate measures are taken, and investigations are conducted to the appropriate standard.

3. Current Performance

- 3.1. An overview of the 2021/2022 performance for personal and vehicle accidents is as follows:

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
PI69 Number of Personal Accidents	1	1	1	3	0	2	0	2	1	1	0	1	13
PI71 Number of Vehicle Accidents (CDDFRS driver fault)	2	1	1	2	1	1	0	3	0	4	2	1	18

Table 1 number of personal accidents and vehicle accidents month by month for 2021/22.

4. PI 69 Number of Personal Accidents

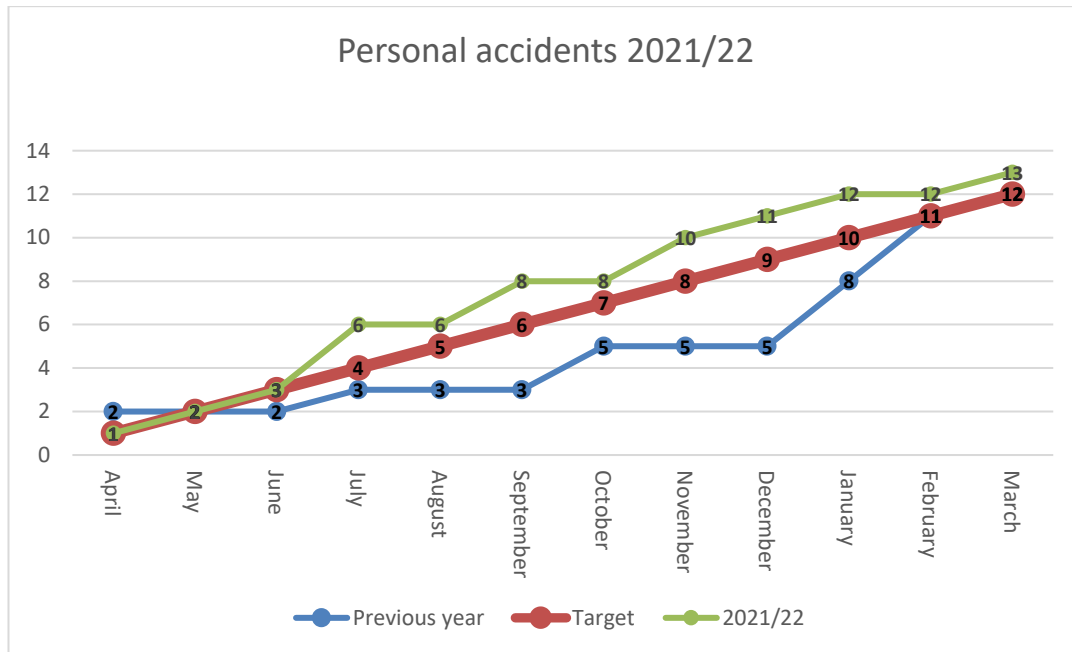


Figure 1 personal accidents running total against the target set by the Service and previous year's performance 2021/22.

- 4.1. This reporting year has seen a constant rise in numbers against the set target. At the beginning of Q2 a total of 3 personal accidents created an adverse and detrimental effect on our target that was not recovered during the remaining reporting year.
- 4.2. During the reporting period two of the personal accidents were of a similar type, reference the activity being conducted. Following investigations remedial actions have been addressed to minimise these occurrences in the future.
- 4.3. Of the 13 accidents reported during the 2021/22 a total of 86 working days have been lost. To note following a personal accident in April 2021, the injured person remains absent from work and the figures are not reflected in the above. Also, to note there was an accident in 2020/21 reporting period that significantly impacted total days lost in this reporting period that are not included in the figure above also.
- 4.4. Five accidents were reported as RIDDOR during the year. This included 3 over seven days and 2 specified injuries. (Major)
- 4.5. Table 2 compares the previous five-year figures.

	2017/18	2018/19	2019/20	2020/21	2021/22
PI69 Number of Personal Accidents	11	23	17	12	13

Table 2 number of personal accidents from 2017/18 – 2021/22

4.6. The Service continuously analyses adverse health and safety incidents to identify and react to any trends which are identified. Personal accidents are categorised in line with the following HSE reporting categories:

Accident causation	Frequency
Cut	0
Musculoskeletal disorders	2
Struck (by or against)	3
Burn	3
Slips, trips and falls	4
Injection / Puncture	0
Exposure to Hazardous Substance	1
Total	13

Table 3 personal accident causation analysis 2021/22

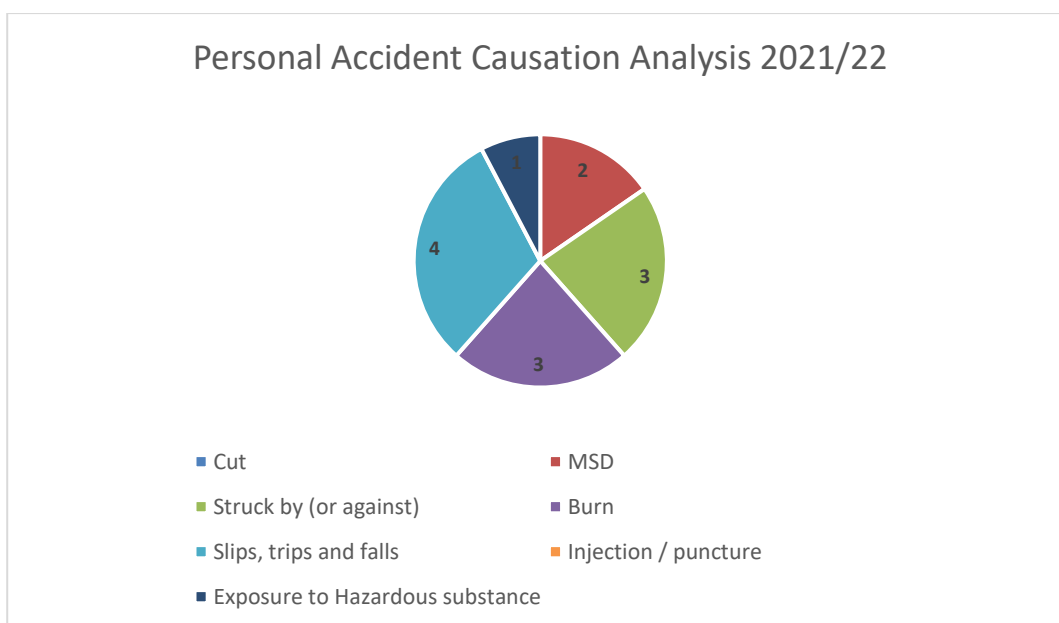


Figure 2 Chart personal accident causation analysis 2020/21.

4.7. Whilst the above figure is for personal accidents for the Service as a whole, each year information relating to operational personnel is provided to the Home Office and forms part of the [fire and rescue authorities operational statistics](#). All 13 personal accidents during this year involved operational personnel.

4.8. The information submitted to the Home Office is broken down into a number of areas outlined below (operational staff only):

	2017/18	2018/19	2019/20	2020/21	2021/22
Operational incidents	3	3	6	2	2
Training	2	2	3	3	10
Routine duties	5	6	7	3	1
Total	10	11	16	8	13

Table 4 personal accidents for the environment of operational incidents, training, and other routine duties from 2017/18 2021/22.

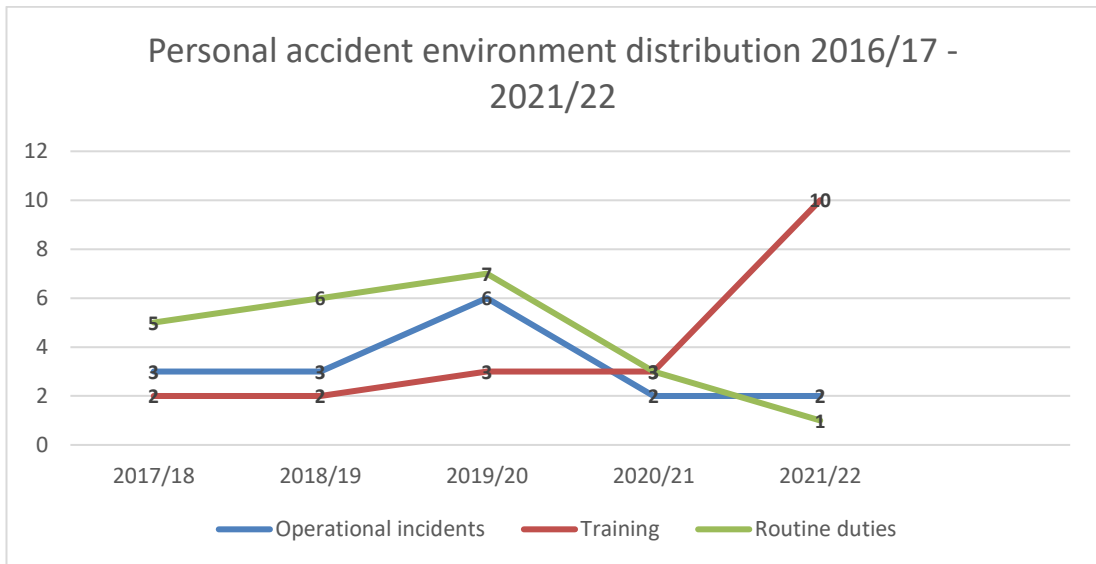


Figure 3 personal accidents for the environment of operational incidents, training, and other routine duties from 2017/18-2021/22.

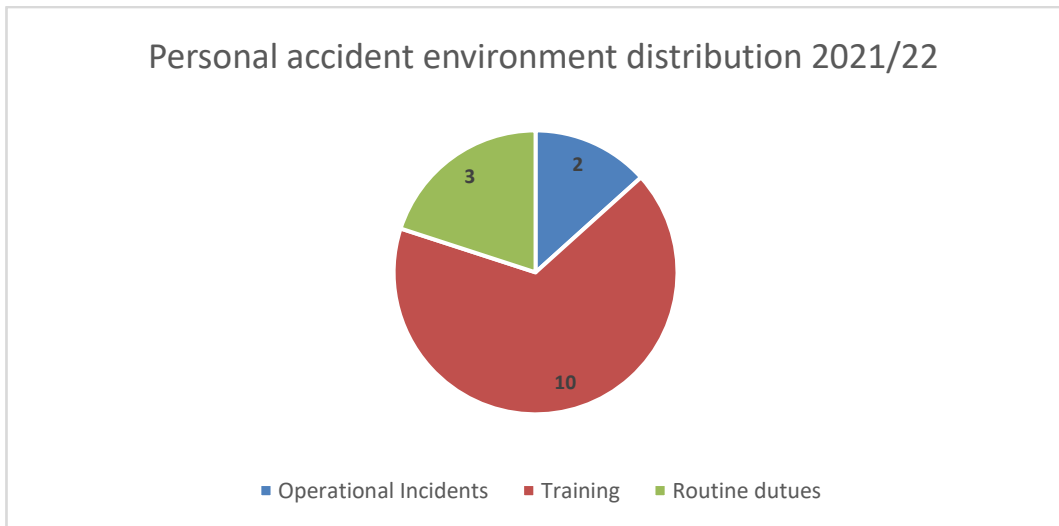


Figure 4 personal accidents for the environment of operational incidents, training, and other routine duties from 2021/22.

5. PI 71 Number of Vehicle Accidents

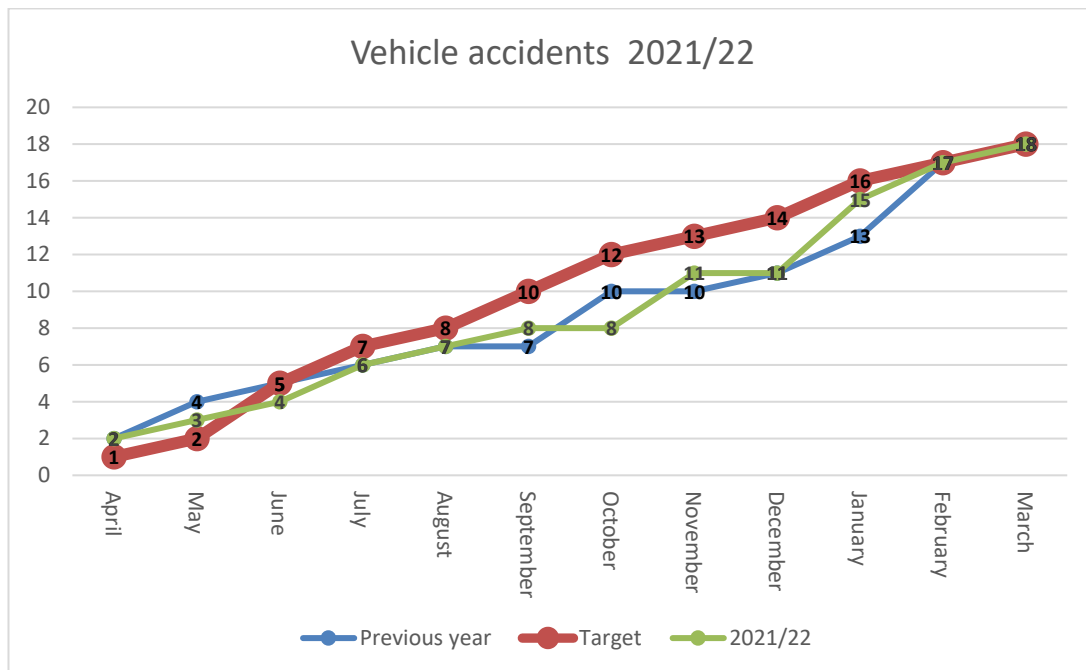


Figure 5 vehicle accidents (CDDFRS driver fault) running total against the target set by the Service and previous year's performance 2021/22.

- 5.1. The Service recorded 18 vehicle accidents during the 2021/22 period that were attributed to CDDFRS driver's fault. In addition, there were also 5 vehicle accidents that were not the CDDFRS driver's fault.
- 5.2. The majority of vehicle accidents remain 'slow speed manoeuvring' causation. H&S continue to explore other measures to reduce these figures.
- 5.3. The total of 18 vehicle accidents was against a target of 18 (on target) and a previous year's "all vehicle accidents" total of 21.
- 5.4. Table 5 shows the year-on-year figures for vehicle accidents (CDDFRS driver's fault). The data shows an on-target return.

	2017/18	2018/19	2019/20	2020/21	2021/22
PI71 Number of Vehicle Accidents (CDDFRS driver's fault)	23	26	21	18	18

Table 5 number of vehicle accidents from 2017/18 – 2021/22

5.5. Vehicle accidents are broken down into a number of categories for the purpose of reporting to the Home Office and forms part of the [fire and rescue authorities operational statistics](#).

	2017/18	2018/19	2019/20	2020/21	2021/22
Appliance blue light	5	5	5	7	5
Appliance non-blue light	12	15	8	7	12
Other vehicle blue light	0	0	0	0	0
Other vehicles non-blue light	6	6	8	4	3
Third party fault / no driver fault*	7	2	6	3	3
Total	30	28	27	21	23

Table 6 vehicles accident by category for the purpose of reporting to the Home office 2017/18 – 2021/22

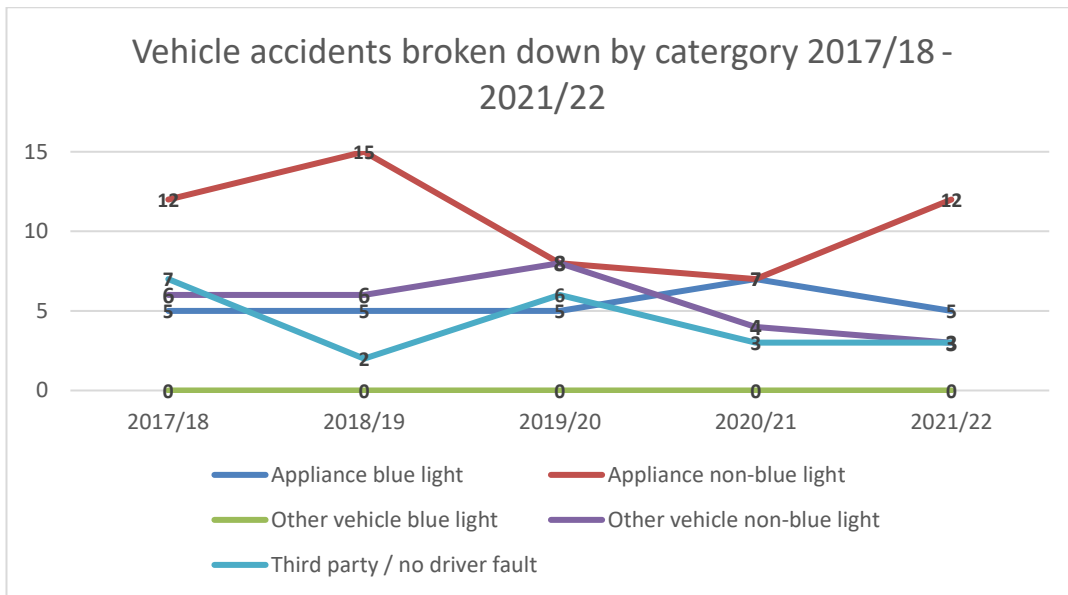


Figure 6 vehicle accidents broken down by Home Office reporting category 2019/20.

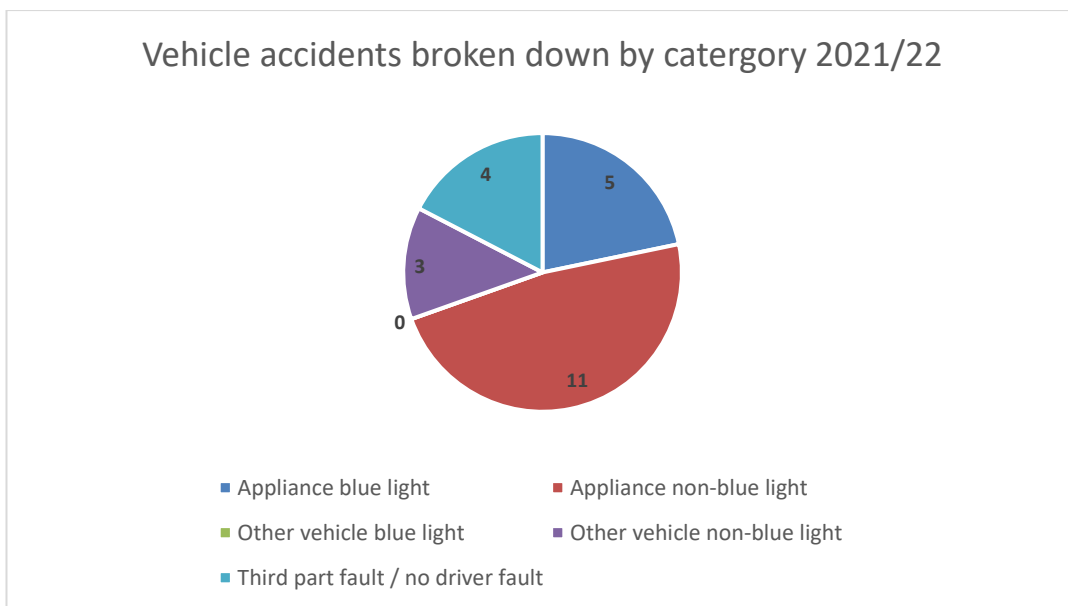


Figure 7 vehicle accidents broken down by Home Office reporting category 2019/20

6. Investigations incomplete after 28 days and actions overdue their specified completion date

6.1. An overview of the 2021/22 performance for these two indicators is as follows:

PI73 – Accident investigations not completed in 28 days	1	0	0	0	0	0	0	0	0	4	0	1	1
PI74 – Actions overdue their specified completion date	3	0	0	0	0	0	0	0	0	1	0	2	3

Table 7 PI73 and PI74 month by month for 2021/22.

- 6.2. These indicators are not cumulative and the numbers in the table are a count at the end of each month for current health and safety accident investigations and actions from previous investigations. The target for each month is zero for both indicators.
- 6.3. The indicators show a good performance across most of the year. H&S are proactive in management of investigations and aim to provide timely reminders to investigation owners in regard to the completion dates for both investigations and subsequent investigation actions. These two areas have shown mixed performance across the year as staff are educated to understand the importance of timescales and following Service procedures.
- 6.4. H&S conduct quality assurance of investigations. Occasionally investigations require further information and/or evidence and as such H&S will reopen these investigations. This can impact our performance and can add rationale and reasoning to the above statistics.
- 6.5. H&S pursue all action owners, requesting regular updates, and offering support where required. OSHENS generates a notification to all action owners upon allocation. Further notifications are sent to the owner one month prior to the set completion date and every day once the action is overdue. H&S are consulting with OSHENS to investigate options of setting more regular and timely notifications to assist in this performance area.
- 6.6. H&S are constantly looking to improve performance in all areas. Examples include investigation training, OSHENS Awareness, Investigation, and action responsibilities, etc.

7. Cause for Concern, Near Misses and Notifications

- 7.1. The reporting of Cause for Concern, Near Misses and Notifications is encouraged as part of a positive health and safety culture.
- 7.2. A total of 85 Cause for Concern, Near Misses and Notifications were submitted this reporting year. Table 8 and figure 8 below, shows a comparison against previous years.

	2017/18	2018/19	2019/20	2020/21	2021/22
Cause for Concern	12	25	25	17	16
Near Miss	7	4	7	9	11
Notification	45	50	61	42	58

Table 8 Cause for Concerns, Near Misses and Notifications 2017/18 - 2020/21

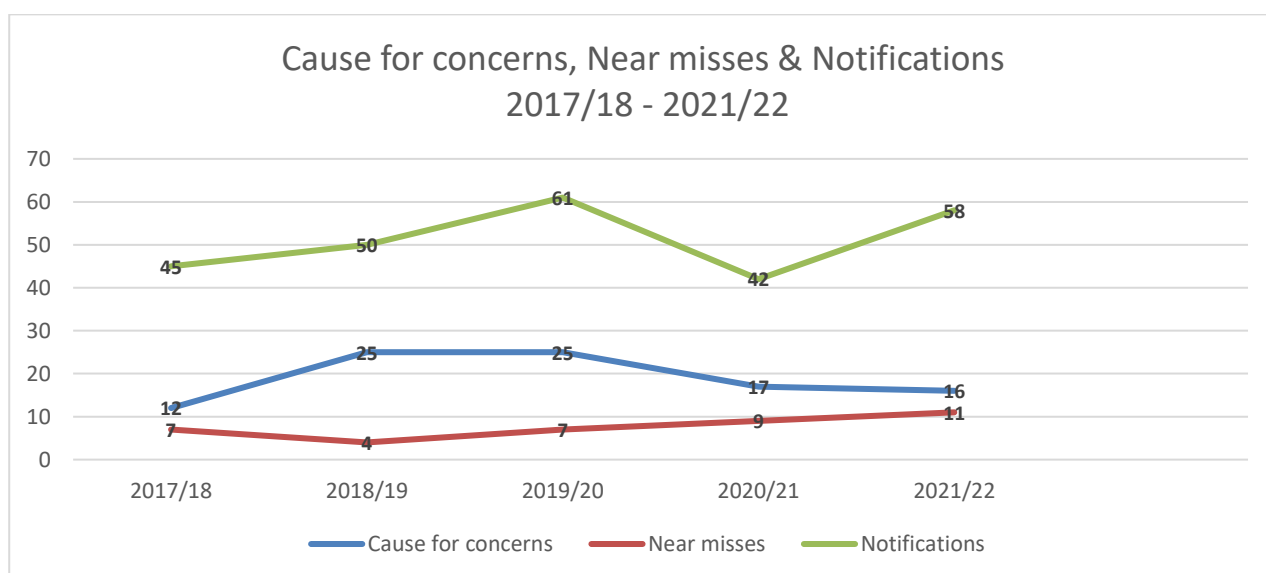


Figure 8 Cause for concerns, Near misses and Notifications 2017/18 - 2021/22

- 7.3. This reporting year has seen a significant increase in notifications reporting which supports the instruction to all personnel across the Service area of reporting all accidents. Reporting of near misses and cause for concerns, however, remains fairly static. During this year's proactive health and safety visits the reporting of the above occurrences will be commended along with enforcing the correct reasoning and type of reporting.

8. The National Picture

- 8.1. The Home Office reports nationally on FRS statistics for operational adverse health and safety incidents. This allows us to compare performance against other FRS's.
- 8.2. The Home Office categorise all FRS in England as either 'predominantly rural,' 'predominantly urban' or 'significantly rural.' CDDFRS is classed as 'predominantly rural' alongside another 13 FRS.
- 8.3. A comparison of CDDFRS 2021/22 performance (operational figures only) against the most recent information available ([2019/20 fire statistics](#)) for other FRS in England that have been categorised as 'predominantly rural' is outlined below

a) Vehicle Accidents:

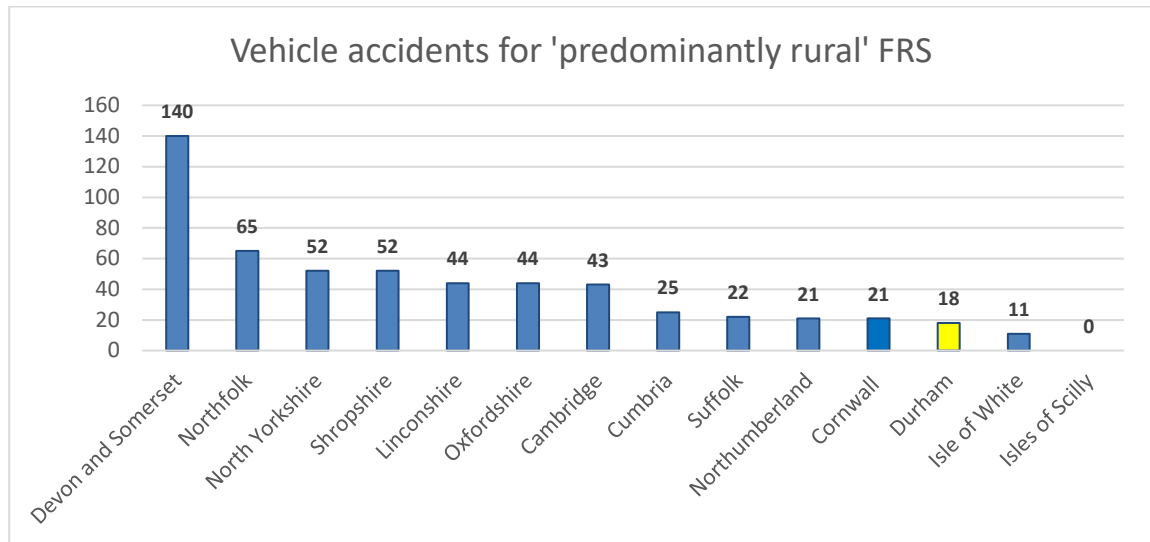


Figure 9 vehicle accidents for the FRS classified as predominantly rural recorded during the 2019/20 reporting period against CDDFRS 2021/22 performance.

b) Personal accidents:

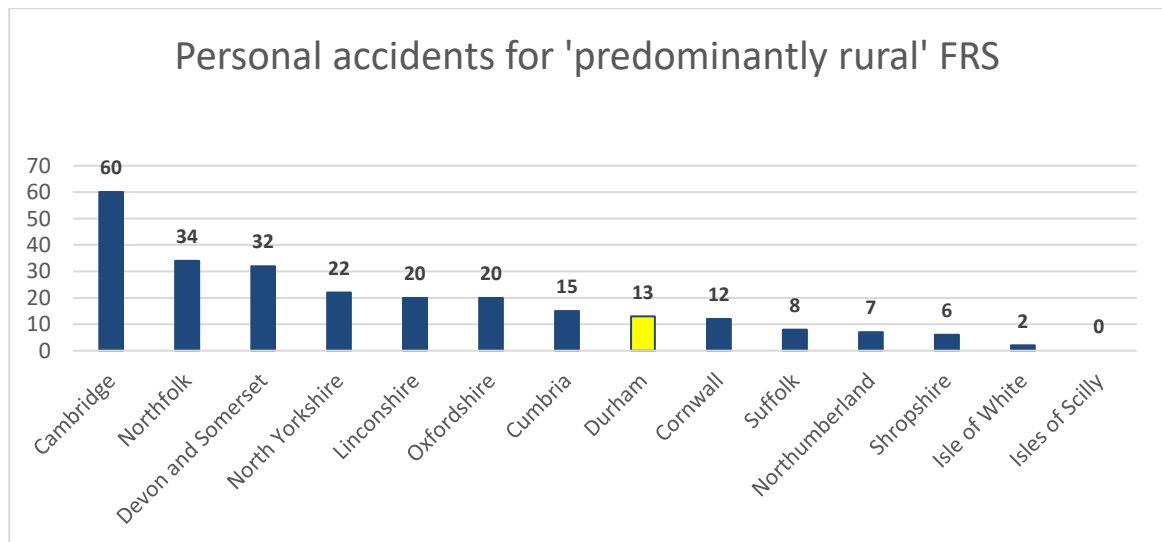


Figure 10 personal accidents for the FRS (Operational staff only) classified as predominantly rural recorded during the 2019/20 reporting period against CDDFRS 2021/22 performance.

9. COVID-19

9.1. Over this reporting year the Service has continued to adapt and recover from the COVID Pandemic. Along with “business as usual” workloads the team have continued to support the service during a constant change of circumstances that have been related with COVID.

- Supporting the implementation of PIMG actions and decisions
- COVID spot checks conducted

- Constant review of all COVID risk assessments ensuring alignment to GOV Guidance
- Health and Safety proactive visits

9.2. The Service continues to represent the region at the NFCC Health and Safety Group, relaying all relevant information to the Regional Health and Safety Group, working collaboratively on several work streams

- Contaminant's initiatives and positive sharing of policy/procedure and best practice
- Joint Health and Safety Training - IOSH
- Internal auditing of Health and Safety principles in neighbouring services and alignment to industry standards (ISO 45001, HSG 65)
- Working safely with COVID

10. Summary

- 10.1. Following an increase from two to four PI's in 2020/21 period it is noted that returns remain at similar levels. Personal accidents have increased by one for the reporting year. As referred to in section 4.1, three accidents occurred in Q2 which following reactive work by H&S escalated performance above target which although performance continued as projected never fully recovered. Vehicle accidents performance for Q1, 2 and 3 were below target, however, a spike of seven vehicle incidents in Q4 resulted in an on-target return being achieved. The team continues to investigate opportunities to improve vehicle accident performance with an emphasis on slow vehicle man.
- 10.2. Overall performance regarding Health and Safety continues to be of a good standard. This is evidenced through considering the current available National data.
- 10.3. H&S continue to work in line with and work toward section strategy. A focus on improving H&S culture remains a focus along with investigation training, H&S training at various levels, further Decontamination development via the Contaminant Working Group and investigation opportunities to improve overall performance (PI's).
- 10.4. For 2022/23 our performance indicators remain as:
- Total Number of personal accidents.
 - Number of vehicle accidents classified as CDDFRS driver's fault;
 - Number of local health and safety investigations incomplete after 28 days;
 - Number of health and safety investigation actions overdue their specified completion date.
- 10.5. There have been five RIDDOR reported incidents in 2021/22, three of which were due to over seven-day absences and two due to specific injuries (Major) see details below:
1. Operational Incident, muscular skeletal injury (Specific/Major)
 2. Routine activity, muscular skeletal injury (Specific/Major)
 3. Operational Incident, exposure to contaminants (Over 7 Day)
 4. Operational Training, muscular skeletal injury (Over 7 Day)
 5. Operational Training, muscular skeletal injury (Over 7 Day)

11. Recommendations

11.1. SLT members are requested to:

- a) Consider and comment on the content of this report.
- b) Continue to support a positive health and safety culture in CDDFRS.