

Public Document Pack



**To: All Members of the Scrutiny Committee
(and any other Members who may wish to attend)**



**R. Groves
Monitoring Officer**

Tel: 0151 296 4000
Extn: 4113 Shauna Healey

Our ref SH/RG

Date: 6th September 2023

Dear Sir/Madam,

You are invited to attend a meeting of the **SCRUTINY COMMITTEE** to be held at **1.00pm** on **THURSDAY 14TH SEPTEMBER 2023** in the Liverpool Suite – Fire Service Headquarters.

This meeting is webcast live to YouTube and is available at the following link:

<https://youtube.com/live/8ONtnPhTBVk?feature=share>

Yours faithfully,

PP – S. Healey

Monitoring Officer

Encl.

This page is intentionally blank

MERSEYSIDE FIRE AND RESCUE AUTHORITY

SCRUTINY COMMITTEE

14 SEPTEMBER 2023

AGENDA

Members

Cllr Paul Tweed (Chair)
Cllr Terry Byron
Cllr Dave Hanratty
Cllr Doreen Knight
Cllr Ed Lamb
Cllr Linda Maloney
Cllr Pat Moloney
Cllr Lesley Rennie
Cllr Gillian Wood
Mr Anthony Boyle

1. Apologies

To consider any apologies for absence.

2. Declarations of Interest

To consider any Member declarations of interest.

3. Minutes of the Last Meeting (Pages 5 - 8)

To consider minutes of the last meeting held on 25th April 2023.

4. Health, Safety & Welfare Annual Report 2022/23 (Pages 9 - 46)

To consider the Annual Health, Safety and Welfare Report (CFO/043/23).

5. Scrutiny Forward Work Plan 2023-2025 (Pages 47 - 52)

To consider the Scrutiny Forward Work Plan for 2023-2025 (CFO/50/23).

This page is intentionally left blank

MERSEYSIDE FIRE AND RESCUE AUTHORITY

25 APRIL 2023

MINUTES

Present: Councillors Paul Tweed (Chair), Edna Finneran, Dave Hanratty, Lesley Rennie, Gillian Wood and Mr Anthony Boyle

Also Present: Deputy Chief Fire Officer, Nick Searle, Head of Finance, Mike Rea, Monitoring Officer, Ria Groves

Apologies of absence were received from: Councillors Sharon Connor and Andrew Makinson

1. Preliminary Matters

The Chair welcomed Councillor Gorst to his first meeting of the Authority.

The Authority considered the identification of any declarations of interest, matters of urgency or items that would require the exclusion of the press and public due to the disclosure of exempt information.

RESOLVED that:

- a) Councillor Wood declared an interest in respect of item 4 specifically in regard to the Growth Platform.
- b) no additional items of business were determined by the Chair to be considered as matters of urgency; and
- c) no items of business required the exclusion of the press and public during consideration thereof because of the possibility of the disclosure of exempt information.

2. Minutes of the Previous Meeting

RESOLVED that the minutes of the previous meeting held on Thursday 12th January 2023 be approved as an accurate record.

3. Access Audit

Members were advised that an Access Audit had taken place to ensure that the buildings across the Mersey Fire Rescue Service (MFRS) estate were accessible to the public, visitors and employees.

It was explained that the audit had resulted in 1741 recommendations with 392 classed as priorities. MFRS considered factors such as fire safety, gender facilities, station closures and the capital programme when reviewing the recommendations.

The proposed work schedule for making the estate more accessible was five years, with the audit recommendations being considered in all future capital build projects. For stations due to close, only urgent actions were being undertaken and it was envisioned that any recommendations for Privately Finance Initiative (PFI) buildings would form part of the lifecycle maintenance work. MFRA would need to liaise with Local Authorities about any improvements to Local Authority owned assets such as the approach to stations and signage as these may require planning permission.

Councillor Maloney asked if PFI buildings would be repainted to accommodate for partially sighted people and she acknowledged how successful that initiative had been at Service HQ. Stewart Woods advised that this would be taken into consideration as part of the maintenance of the building.

Members discussed public use of Community Fire Stations and it was asked how frequently community rooms were in use, what would happen if a room was not fully accessible and how that was being monitored. Members were advised that as part of the 'Hire and Use Instruction' there was a form to complete to be able to use the space and that included insurance details. Members were assured that in each district, there was a fully accessible site that could be offered as an alternative for any groups with accessibility requirements.

RESOLVED that :

- a) the contents of the report and the accompanying presentation be noted; and
- b) the proposed process to implement the actions arising from the access audit be noted.

4. Scrutiny of Outside Bodies

Members reviewed the current appointments and affiliations to outside bodies and organisations.

Councillor Byrom gave an overview of the Authority's involvement with the Local Government Association (LGA) and he advised Members that he thought it worked well as a coordinating body for the 46 Fire Authorities in the UK. It was noted that Councillor Rennie was also a Member and meetings had been held online since Covid.

Director of People and Organisational Development, Nick Mernock, briefed Members on the North West Employers Organisation (NWEO), which was a well-respected and well-utilised body in the region. Members were advised that although Councillor Roberts had been appointed at the Annual General Meeting

(AGM), there had been no Member involvement with the forum so this was being investigated with an update to be circulated to Members in due course.

With regards to the North West Fire and Rescue Advisory Forum and the Association of Fire and Rescue Authorities, Members were advised that there had not been any meetings in recent times. Councillor Byrom explained that since Greater Manchester had changed its governance, these forums were less necessary, especially as the agenda for the North West had diminished with the focus moving to national funding. It was suggested that these forums could be reactivated if they were needed, but for the time being, they be kept in abeyance.

Members considered the Authority's involvement with the Growth Platform, noting that membership cost the Authority £4,700 per year. Area Manager, Kevin Longshaw provided Members with further information, explaining that there was a role for Protection to be involved in providing support and guidance to the business community. It also provided the Authority with the ability to communicate with businesses on potential issues before engaging in the prosecution process.

Members discussed the Merseyside Community Safety Partnership (MCSP) and the Safer Merseyside Partnership (SMP) noting that the format of these bodies had evolved in recent time. MCSP sought to address serious violence in England and Wales by working collaboratively across public bodies and Members received an overview of the Authority's role within the Violence Reduction Unit. It was explained that each Local Authority had its own Community Safety Partnership and the Chair of that forum varied was decided by the membership.

Assistant Chief Fire Officer, Dave Mottram explained that before Covid, the Police and Crime Commissioner had introduced the Safer Merseyside Partnership but since the pandemic there had been some changes. Historically the Chief Fire Officer would attend on behalf of the Authority and it was noted that the PCC had since joined the Authority as a co-opted Member.

Members discussed the Authority's relationship with the Liverpool City Region Combined Authority (LCRCA) and it was noted that MFRA would be invited to any meeting that was relevant for the fire service, though it was envisioned this would be a rarity given the scope and remit of the LCRCA.

It was agreed that an update be provided to the Members at the Annual General Meeting.

Councillor Les Byrom left the meeting at 13:53

RESOLVED that:

- a) the contents of the report and the presentation be noted;

- b) the current Membership and appointment to Outside Bodies be noted;
and
- c) updates on the Growth Platform, North West Employers Organisation and Safer Merseyside Partnership be provided at the Annual General Meeting on the 8th June.

5. Standing Item: Scrutiny Forward Work Plan

Monitoring Officer, Ria Groves presented the Scrutiny Forward Work Plan and advised Members that a Scrutiny Workshop was planned for the new municipal year.

Fleet vehicles and alternative fuels would be carried over to the 2023/24 Work Plan and Members were asked to advise if there were any additional items they wished to consider.

Councillor Hanratty noted that there had been a HMICFRS report on Culture in the Fire Service and he asked whether this should form part of Scrutiny's purview moving forward. It was also suggested that the Staff Survey and Net Zero for buildings and carbon reduction be considered for 2023/24.

Close 2:30pm

Date of next meeting Thursday, 14 September 2023

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	SCRUTINY COMMITTEE		
DATE:	14 SEPTEMBER 2023	REPORT NO:	CFO/043/23
PRESENTING OFFICER	ASSISTANT CHIEF FIRE OFFICER, DAVE MOTTRAM		
RESPONSIBLE OFFICER:	ASSISTANT CHIEF FIRE OFFICER, DAVE MOTTRAM	REPORT AUTHOR:	GROUP MANAGER, CRAIG WHITFIELD
OFFICERS CONSULTED:	HEALTH & SAFETY DEPT, STRATEGY & PERFORMANCE DEPARTMENT, H&S COMMITTEE, OPERATIONS BOARD		
TITLE OF REPORT:	HEALTH, SAFETY & WELFARE ANNUAL REPORT 2022/23		

APPENDICES:	APPENDIX A: HEALTH, SAFETY & WELFARE REPORT 2022/23
--------------------	--

Purpose of Report

1. To present to Members the annual Health & Safety (H&S) Report which details the performance of Merseyside Fire and Rescue Authority the Authority against its performance indicators (LPI's) for H&S during 2022/23.

Recommendation

2. It is recommended that Members scrutinise the performance outcomes of the Authority against its H&S Performance targets for the period 1st April 2022 to 31st March 2023.

Introduction and Background

3. The annual H&S Report ensures that the Authority is informed in regard to H&S performance and can be assured of compliance with corporate policy, legal and performance requirements.
4. This report has been prepared using data from the Authority's Health, Safety & Welfare (HS&W) Management System; OSHENS.
5. The Merseyside Fire and Rescue Service ('MFRS') HS&W Committee meet on a quarterly basis, and membership includes a Principal Officer Chair (ACFO Mottram), Representative Bodies, Senior Managers, and a member of the Fire Authority. The LPI's for H&S are jointly reviewed and scrutinised at each meeting with actions taken to maintain or improve performance.

6. LPI's are set by the H&S Manager on behalf of the Authority, and in line with the MFRS Service plan. The figures are drawn from empirical data and statistics and are approved and governed through the Performance Management Group (PMG).
7. The Annual report was presented to the Operations Board on 26th July 2023.
8. Welfare elements covered by the Occupational Health team, will be reported on separately however, will look to be incorporated into next year's 2023/24 annual report.
9. A brief overview of the 2022/23 LPI performance for members to note is contained in the following sections: (the full detail is contained in the annual report - Appendix A).
10. **Staff injuries**
 - i. An overview of LPI performance is shown below. Performance is Red, Amber, Green (RAG) rated with Green identifying positive performance, Amber as areas to monitor and Red as an area for improvement.

LPI	Predicted Annual Performance	Actual Annual Performance	RAG Rating
WR13	47	40	G
WR33	22	16	G
WR34	8	7	G
WR22	21	17	G
WR32	Monitoring	10	G

ii. **All operational staff injuries:** ([WR13](#))

There were 40 injuries to operational staff during 2022/23, with 21 of the individuals remaining in work and 5 returning within 7 days. The majority of injuries are minor in nature.

iii. **Injuries at operational incidents** ([WR33](#))

MFRS attended 18,742 operational incidents in 2022/23, which was supported by 33,622 appliance movements.

16 injuries occurred at incidents. Of the 16 injured, 7 staff members went off duty however, 3 returned within 12 days. 1 remained on long term sickness due to injuries sustained through manual handling activities.

The total duty days lost for operational staff whilst at incidents was 175. A reduction of 153 on the previous year.

iv. **Injuries at risk critical training** (WR34)

In 2022/23, examples of training undertaken included 331 core training courses, over 90 off-site station exercises, 38 high rise exercises, and the successful delivery of 2 recruit courses. Additional training completed is available in the Annual Report (Appendix A).

Over the course of extensive risk critical training, 7 individuals were injured, 5 of which remained on duty, mainly reporting pain only from handling, lifting or carrying an object. This is reflective of a positive reporting culture and highlights the minor nature of their injuries. The remaining 2 individuals went off duty with sprain or strain injuries from manual handling activities.

The total duty days lost for operational staff whilst at risk critical training was 74. Both injuries were due to a sprain or strain while handling, lifting, or carrying an object.

v. **Injuries related to staff conducting routine duties** (WR22)

There was a total of 17 injuries recorded during routine activity which is an increase of 6 from the previous year.

Of the 17 individuals who were injured, 7 remained on duty highlighting their injuries were minor in nature. 10 individuals went off duty which is an increase from the previous year

vi. **Non-operational staff injuries** (WR32)

There was a total of 10 non-operational staff injuries in 2022/23, an increase of 1 from 2021/22. 9 individuals remained on duty whilst only 1 went off duty resulting in a loss of 4 duty days. All injuries were classed as minor in nature.

vii. **RIDDOR reportable injuries; Major & Minor**

There were 2 reportable 'Major' injuries during 2022/23, both were operational staff. 14 'Minor' injuries were reported to the HSE. This is an increase of 8 on the previous year. The injuries were:

- 10 sprain/strain injuries (Minor)
- 4 pain only (Minor)
- 1 Crush injury (Major)
- 1 break/fracture injury (Major)

11. MFRS accident and injury figures are submitted to the Home Office (HO) annually. The HO collates figures from all FRS's which are published in annual data tables enabling H&S Manager's to measure and benchmark performance nationally. Annual data tables are published in October of each year and therefore are not included in this report. Benchmarked accident & injury performance will be presented in an additional report later in the year.

12. Safety Events

There was one significant safety event in 2022/23 involving a firefighter who became trapped between a fire appliance and parked vehicle during a low speed manoeuvre. The outcomes of the H&S investigation found this to be due to poor situational awareness from the crew and incorrect application of the low speed manoeuvre procedure.

13. Road Traffic collisions involving Authority vehicles

MFRA operate 256 fleet vehicles and have covered well in excess of 1 million miles during 2022/23. These figures include both, blue light response fleet vehicles and routine driving activity.

- i. An overview of LPI performance is shown below. Performance is RAG rated with Green identifying positive performance, Amber as areas to monitor and Red as an area for improvement.

LPI	Predicted Annual Performance	Actual Annual Performance	RAG Rating
RR23	72	79	A
RR31	28	46	R
RR32	27	22	G
RR33	Monitoring	0	G
RR34	17	12	G
RR35	Monitoring	9	G

- ii. **The total number of road traffic collisions (RTC's) (RR23)**

RTC's involving all types of Service vehicles was 79 which, is an increase of 17 from the previous year.

- iii. **Appliance collision whilst responding to incidents (RR31)**

MFRA fire appliances responded on 33,633 (an increase of 6% from the previous year) occasions in 2022/23 to 18,742 (an increase of 2.5% from the previous year) incidents. This driving activity is deemed as the Services most risk critical category.

There were 46 collisions involving appliances responding under blue lights, an increase of 19 on the previous year and 18 above target.

The trend for this LPI is moving forward under 10 mph, as 34 of the collisions (74%) were in this category.

MFRS has progressed 26 new EFAD qualified drivers during 2022/23, an increase of 2 from the previous year.

iv. **Appliance collision whilst engaged in routine activities/movements (RR32)**

MFRA appliances were involved in 61,434 routine movements in 2022/23. This is 2357 more movements than the previous year.

The total number of appliance collisions whilst engaged in routine activities decreased by 5 to 22. This is also below the predicted target of 27.

The trend for this LPI is moving forward at a low speed with 16 (73%) of the collisions occurring under 10 mph whilst moving forward.

The Service has progressed 39 new LGV drivers into the operational environment during 2022/23, an increase of 23 on the previous year.

v. **Collisions involving light vehicles (RR33 & RR34)**

MFRA light fleet consists of 239 vehicles to service the needs of the Authority and the community.

There were 12 light vehicle collisions, an increase of 4 on the previous year and 5 below target.

In analysing the data for trends, 5 of the 12 collisions (42%) occurred whilst moving backwards under 10 mph; 4 occurred whilst moving forward at under 10 mph, 2 collisions occurred whilst moving forward over 10 mph, and 1 occurred when moving backwards at an unknown speed.

Collisions involving light vehicles whilst responding e.g. Senior Officer/specialist response, remained at zero for another consecutive year.

14. **Pre and Post Covid-19**

Throughout the annual report, graphical representations demonstrate performance data for before, during and after the Covid-19 pandemic however, further analysis was completed to look at some of the performance areas which have seen a marked increase in numbers.

15. For the purpose of a comparison, the period 2019/20 represents the pre-Covid period and 2022-23 represents the post-Covid period

16. The most notable performance variations for pre and post Covid data related to the increase in '*Operational staff injuries during routine activity*' and '*Appliance collisions during emergency blue light response*' (full detailed contained with report – Appendix A).

17. Additional scrutiny also highlighted the following:

- a) 3,549 more incidents attended in 2022/23
- b) Appliances responded 6,837 times more in 2022/23

- c) Routine appliance movements increased by 2,045 in 2022/23
- d) Total appliance movements for response and routine increased by 8,882
- e) Training events significantly increased

18. The overall increases in activity mean that operational staff have been exposed to more risk critical environments more regularly; they have engaged in more routine activities which often involves a degree of physical movements such as lifting, carrying, bending etc.; and they have been exposed many more times to occupational road risk in undertaking their duties. Further details are contained within the Annual report (Appendix A).

19. **Near miss reporting** ([WR31](#))

In 2022/23, there was an increase of 46 near miss reports/safety observations from the previous year, seeing a total of 117 which is an increase of 61%. This is likely due to two factors:

- i. A positive culture of staff in relation to health and safety, meaning that staff feel comfortable and able to report a near miss.
- ii. The H&S team committed in last year's annual report to focus on increasing near miss reporting. This was carried out throughout the year.

20. **Audit and inspection**

As part of internal H&S management, a number of audits and inspections are carried out throughout the year. Completion targets have been achieved and the full details can be found in the annual report (Appendix A).

21. The detail within this report and supporting annual report (Appendix A) provide evidence of a continued positive health and safety culture within the Service, which continues to be the focus of the H&S Department and SLT.

22. **A look forward to 2023/24**

The annual report (Appendix A) contains detailed information on the work that is being undertaken to improve areas of performance, for example; 'lowering blue light collisions'.

23. In addition, the report details the H&S Teams' commitment to delivering the functional plan, enhancing collaborative working, tackling fire contaminants and improving the H&S management system, currently OSHENS.

Equality and Diversity Implications

24. This report informs the Authority's performance under its HS&W Policy and supporting procedures, which are subject to current Equality Impact Assessments

Staff Implications

25. HS&W is integral to the management of all members of staff

Legal Implications

26. The HS&W Report provides evidence of compliance with the 'Health and Safety at Work Act 1974' and Regulations made pursuant to that Act, and other associated H&S legislation.
27. A failure in compliance may lead to a litigation claim with a financial impact on the Authority budget.

Financial Implications & Value for Money

28. The positive work undertaken by the H&S Department affects the amount of litigation and repair costs that the Authority is liable for. In being proactive and working closely with other internal stakeholders in reducing accidents and injuries, it provides a safer work environment and avoids the indirect costs of a poor H&S culture i.e. staff absence, sick pay, legal costs, claims, reputational impacts, etc.

Risk Management, Health & Safety, and Environmental Implications

29. Full details are contained throughout the report.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

30. By ensuring staff are the safest they can be through suitable and sufficient provision of information, instruction, training and supervision, in line with legal and moral compliance.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

MFRA	Merseyside Fire & Rescue Authority
MFRS	Merseyside Fire & Rescue Service
H&S	Health and Safety
HS&W	Health Safety & Welfare
LPI	Local Performance Indicator
PMG	Performance Management Group
RAG	Red, Amber, Green
HO	Home Office
RFF	Recruit Firefighter

This page is intentionally left blank



Annual Health & Safety Report 2022/23

Merseyside Fire & Rescue Service

Compiled by GM Craig Whitfield
Health & Safety Manager



TABLE OF CONTENTS

Introduction	3
Merseyside Fire & Rescue Authority Health, Safety & Welfare Management Arrangements	4
Health & Safety Performance	5
Workplace	5
Overall Number of Operational Staff Injuries On-duty	6
Number of Operational Staff Injuries at Incidents	8
Number of Operational Staff Injuries at Risk Critical Training	9
Number of Operational Staff Injuries Conducting Other Routine Activities	11
Number of Non-operational Staff Injuries On-duty	12
Reporting of Injuries, Diseases and Dangerous Occurrences Regulations - RIDDOR	13
Reporting of the levels of Near Miss reports recorded by the Service	15
Road Risk	16
Total Number of RTC's Involving Service Vehicles	17
Fire Appliance Hit Other Vehicle / Object Whilst Responding to Operational Incidents	18
Fire Appliance Hit Other Vehicle/Object Whilst Engaged in Routine Activities	19
Light Vehicle Hit Other Vehicle/Object Whilst Responding to Operational Incident	20
Light Vehicle Hit Other Vehicle/Object Whilst Engaged in Routine Activity	21
Other Vehicle Damage Caused Whilst Any Vehicle is Stationary During Response or Routine Activity	22
Service Vehicle Hit by Other 3rd Party Vehicle	23
Pre and Post Covid-19	24
Number of Station Manager Monthly H&S Inspections	266
Number of Annual General H&S Audits	27
A look Forward to 2023/24	28

INTRODUCTION

Welcome to the Annual Health & Safety (H&S) report for the period of April to April 2022/23. This report provides detailed data of the Health, Safety & Welfare (HS&W) performance of Merseyside Fire & Rescue Service (MFRS) against the 2022/23 pre-determined Local Performance Indicators (LPI's).

The report ensures that the Strategic Leadership Team (SLT) and the Merseyside Fire & Rescue Authority (MFRA) are informed of the current HS&W performance and provides assurance that the Service complies with its corporate policy, legal obligations and overall H&S performance requirements.

The report has been prepared using data from the Authority's HS&W Management System, OSHENS, and data from the Business Intelligence Department. The data is presented in detailed charts/graphs and covers LPI's, which are either performance led or are monitoring only.



LPI figures are set by the H&S Manager on behalf of the Authority and in line with the MFRS Service Plan. The figures are drawn from empirical data/statistics and are approved and governed through the Performance Management Group (PMG). LPI's are reviewed annually.

“MFRA, the Chief Fire Officer, and the Strategic Leadership Team, through visible leadership, ensure that Health Safety and Welfare is a priority”

Merseyside Fire & Rescue Authority Health, Safety & Welfare Management Arrangements

MFRA and the Chief Fire Officer (CFO) are fully committed to ensuring the Health Safety and Welfare of all MFRS employees and the communities MFRS serve to deliver Our Purpose; *'Here to serve. Here to protect. Here to keep you safe'*.

The Authority achieves this by ensuring that duties under the Health & Safety at Work etc. Act 1974 and The Management of Health and Safety at Work Regulations 1999 are met, in order to prevent injury or illness to employees, contractors and members of the public who may be affected by MFRS work activities.

MFRA are fully committed to compliance with all relevant Health and Safety legislation, Statute, Regulations, Directives and Approved Codes of Practice and regard compliance as the basic minimum standard. MFRA recognise that a 'positive safety culture' in the workplace only exists when Health and Safety is understood and accepted as a high priority.

MFRA and the CFO are responsible for ensuring that the HS&W policy is implemented and that responsibilities are assigned, accepted and fulfilled at all levels within MFRS.

The MFRA, CFO and the Strategic Leadership Team, through visible leadership, ensure that Health, Safety and Welfare is a priority and, in doing so, encourage shared beliefs, practices, values and attitudes within the organization to promote a positive safety culture.

The Assistant Chief Fire Officer (ACFO) maintains overall responsibility for MFRS Health and Safety Management on behalf of the CFO. The H&S Manager and the Occupational Health (OH) Manager are responsible for the day to day management of HS&W on behalf of the MFRA CFO.

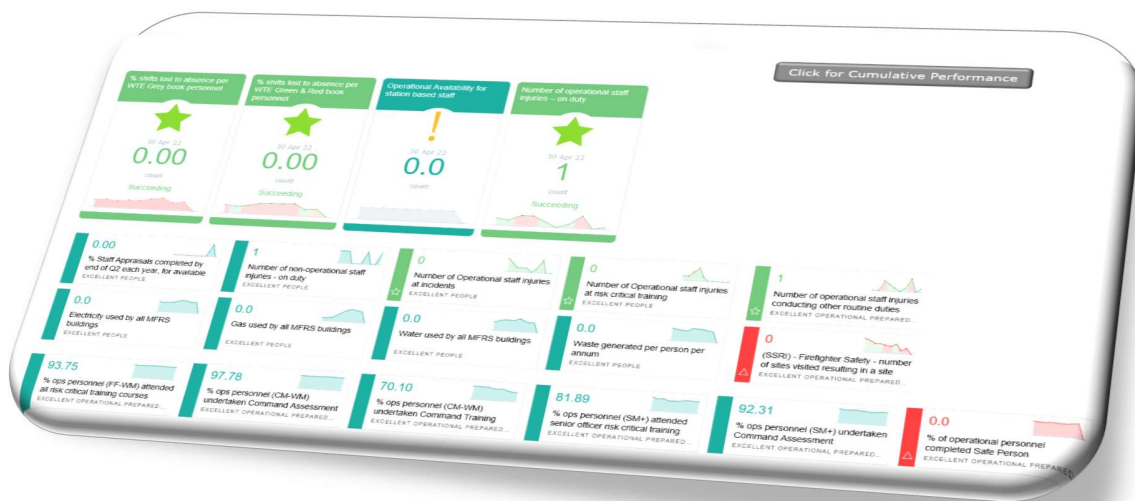
Health & Safety Performance

Workplace

Workplace performance monitors accidents and injuries in the workplace and is managed via six key LPI's. Four of the LPI's are performance led and the remaining two are for monitoring only. The governance for Workplace is managed via the Workplace Review Group (WPRG) which has cross departmental membership. LPI's are broken down into:

LPI Performance

- Number of operational staff injuries on-duty (LPI WR13)
- Number of operational staff injuries at incidents (LPI WR33)
- Number of operational staff injuries at risk critical training (LPI WR34)
- Number of operational staff injuries conducting other routine activities (LPI WR22)



LPI Monitoring

- Number of non-operational staff injuries on-duty (LPI WR32)
- Reporting of the levels of Near Miss reports recorded by the Service (LPI WR31)

The H&S Department also monitor and manage additional areas of performance and H&S compliance during the year, delivered via audit, inspection and active monitoring; the details of this are also contained within this report.

Overall Number of Operational Staff Injuries On-duty

During 2022/23 there were a total of 40 injuries to operational staff, an increase of 4 from the previous year. 21 of the 40 members of staff remained on duty and of those who went off duty, 5 returned to work within 7 days.

WR13		
Number of operational staff injuries – on duty		
Previous Year Performance	2022/23 Service Plan Target	2022/23
36	47	40

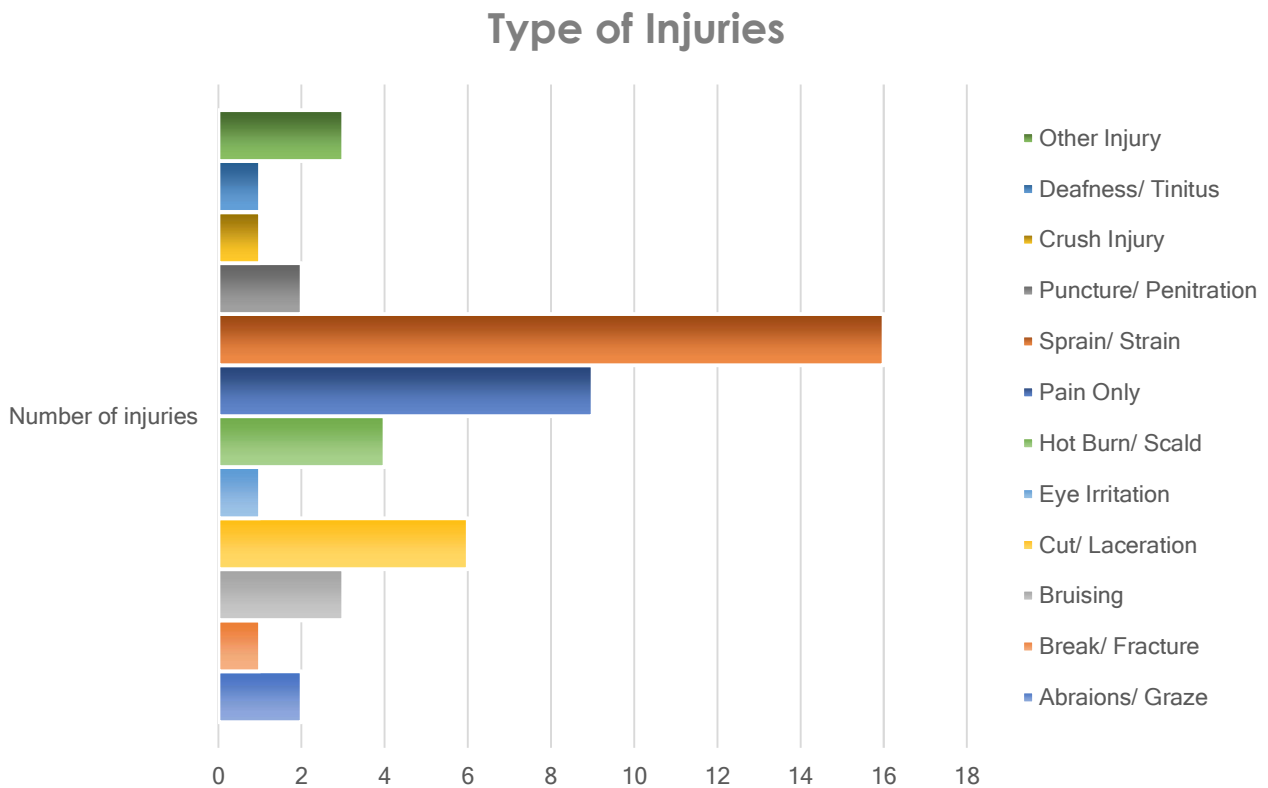


There were a total of 365 duty days lost through staff injuries, which is an increase of 270 on the previous year. 247 of the days lost were due to 5 members of staff on long term sickness and the remaining 118 days were spread across the other 14 members of staff.

Trend analysis shows that all age ranges were similarly affected, and that 16 of the 40 injuries (40%) were due to sprain or strain.

The full break down of injury type amongst operational staff for 2022/23 is detailed on the following page:

Injuries

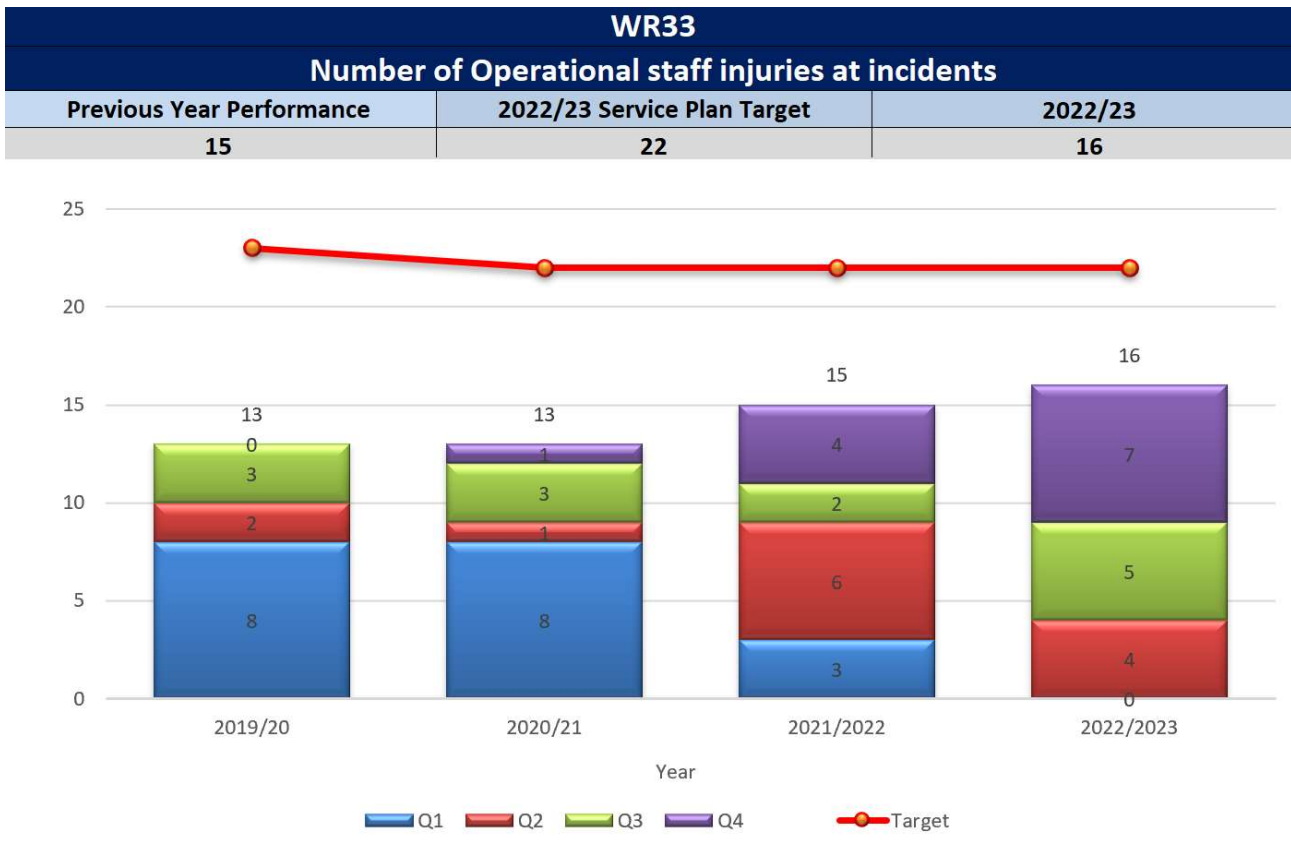


MFRS has an established positive reporting culture, with staff comfortable and confident in reporting injuries without reprisal, even when minor in nature. For example, 9 members of staff reported 'Pain only' injuries, which primarily related to a muscular discomfort during the course of their duties and accounts for 23% of all injuries in this category. All remained on duty and did not suffer any long-lasting effects. Historically, this is something that may not have been reported.

The breakdown of injuries into the individual Workplace LPI's, both performance-led and monitoring only, are displayed on the following pages.

Number of Operational Staff Injuries at Incidents

Of the total 40 operational staff injuries whilst on-duty, 16 occurred at incidents. This is a slight increase of 1 from the previous year. However, this amount remains significantly below the predicted target of 22.



MFRS attended 18,742 operational incidents in 2022/23, which incurred 33,622 appliance movements. Of the total 16 operational injuries, 9 remained in work, which indicates the injury was minor in nature and further highlights the positive reporting culture amongst staff. Of the 7 who went off duty, 3 returned to work within 12 days and the remaining individual was on long term sickness due to sprain/strain injuries, caused through manual handling activities.

The total duty days lost for operational staff incurring injuries whilst at incidents was 175 days; an increase of 153 on the previous year.

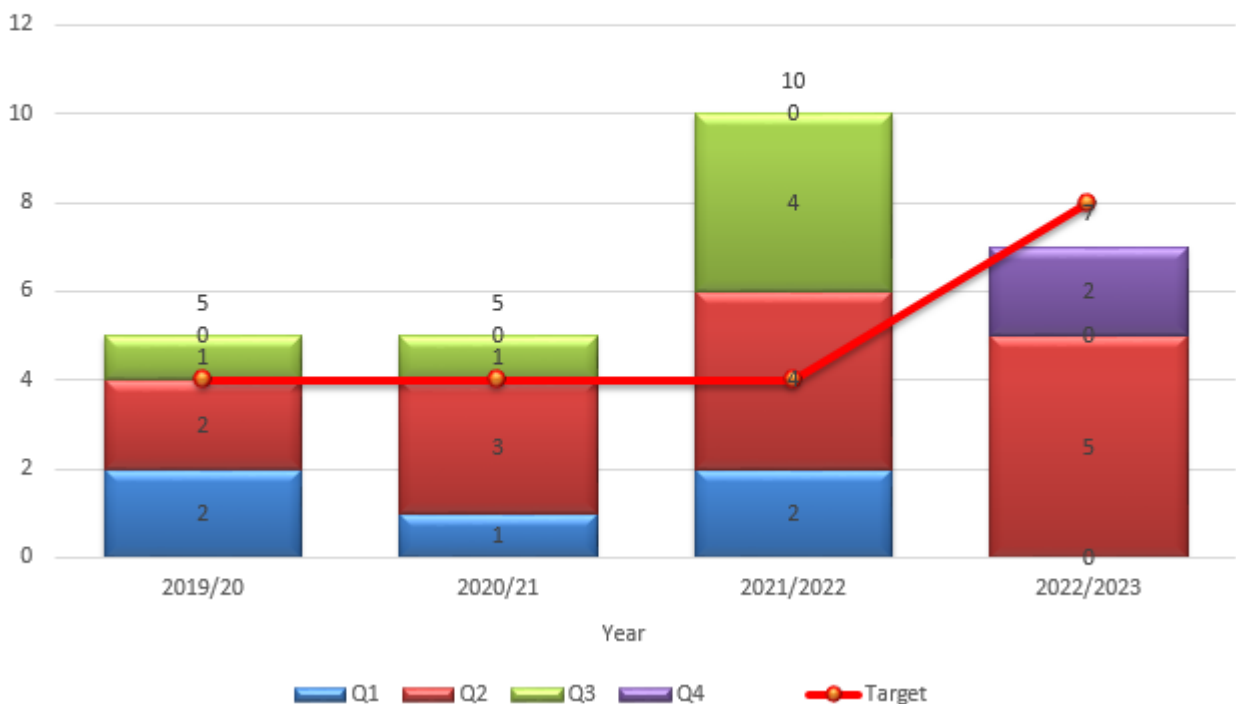
Number of Operational Staff Injuries at Risk Critical Training

The H&S Department have monitored injuries at risk critical training as a standalone LPI since 2018/19. Prior to this, it was included in the operational injuries at incidents LPI. With more data now available this LPI was changed to a target of 8 from 2022/23 onwards.

7 individuals were injured during risk critical training, 2 of whom went off duty. The majority of the remaining 5 members of staff were injured due to lifting/ carrying.

The figures indicate that the injuries were generally minor in nature and that the training environment is being managed well through risk assessment and by operational managers.

WR34		
Number of Operational staff injuries at risk critical training		
Previous Year Performance	2022/23 Service Plan Target	2022/23
10	8	7



MFRS is fully committed to its vision, *“to be the best Fire and Rescue Service in the UK”* and as such, devotes a substantial amount of time to risk critical training, ensuring firefighters and commanders are the best they can be.

In 2022/23, the following training took place:

331 core training courses were completed consisting of:

- 33 Breathing Apparatus (BA) courses with 6-10 attendees per course;
- 28 Realistic Fire Behaviour Training (RFBT) courses with approx. 8-10 attendees per course;
- 60 Road Traffic Collision (RTC) courses with approx. 5 attendees per course;
- 51 Safe Working At Height (SWAH) courses with approx. 5 attendees per course
- 56 Hazardous Materials Response courses with approx. 10 attendees per course
- 65 Water courses with approx. 5 attendees per course
- 38 FREC courses with approx. 10 attendees per course

A range of additional realistic training was undertaken which included but was not restricted to:

- Over 90 Off-site station exercises
- 35 Tactical exercises, organised by stations
- 2 'Control Of Major Accident Hazards' (COMAH) live exercises
- 38 High Rise exercises, using the Gaywood Green high-rise block in Kirkby
- 16 Exercises at Liverpool John Lennon Airport (JLA) in Speke.

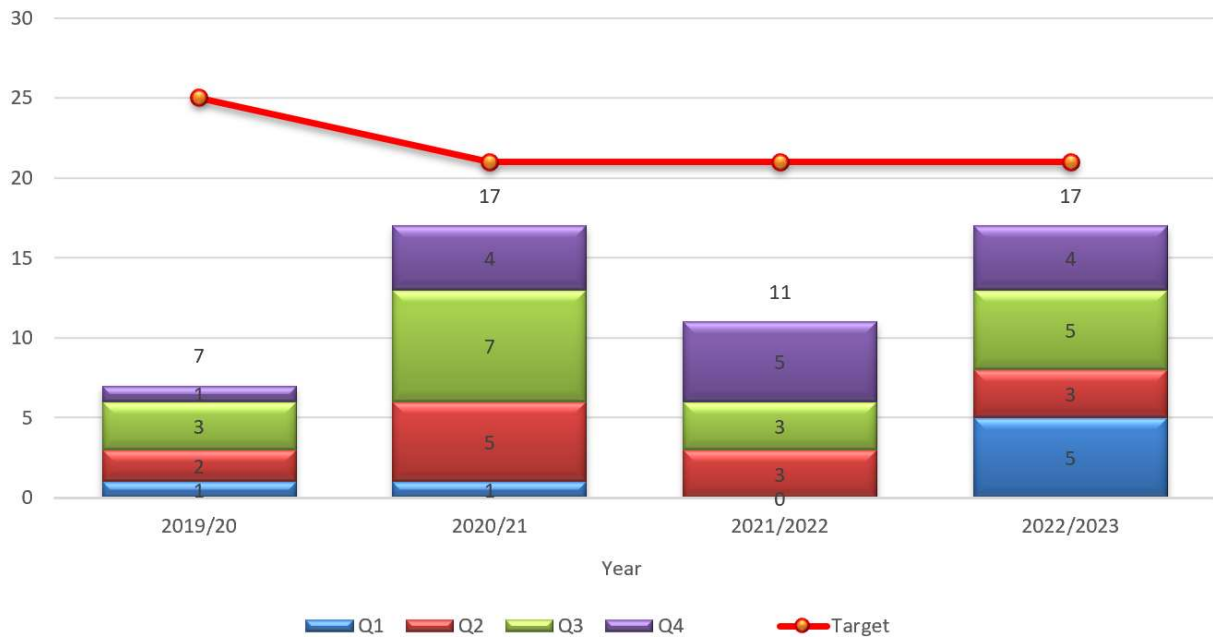
There have also been 2 recruit courses delivered, each of which lasted 16 weeks in duration and comprised 18 Recruit Firefighters (RFF).

Individual training blocks are aligned to the daily training planner across all stations and equate to approximately 8,000 x 2hour 45minute training periods per year.



Number of Operational Staff Injuries Conducting Other Routine Activities

WR22		
Number of operational staff injuries conducting other routine duties		
Previous Year Performance	2022/23 Service Plan Target	2022/23
11	21	17



During routine activity in 2022/23 17 injuries occurred which sees an increase of 6 on the previous year.

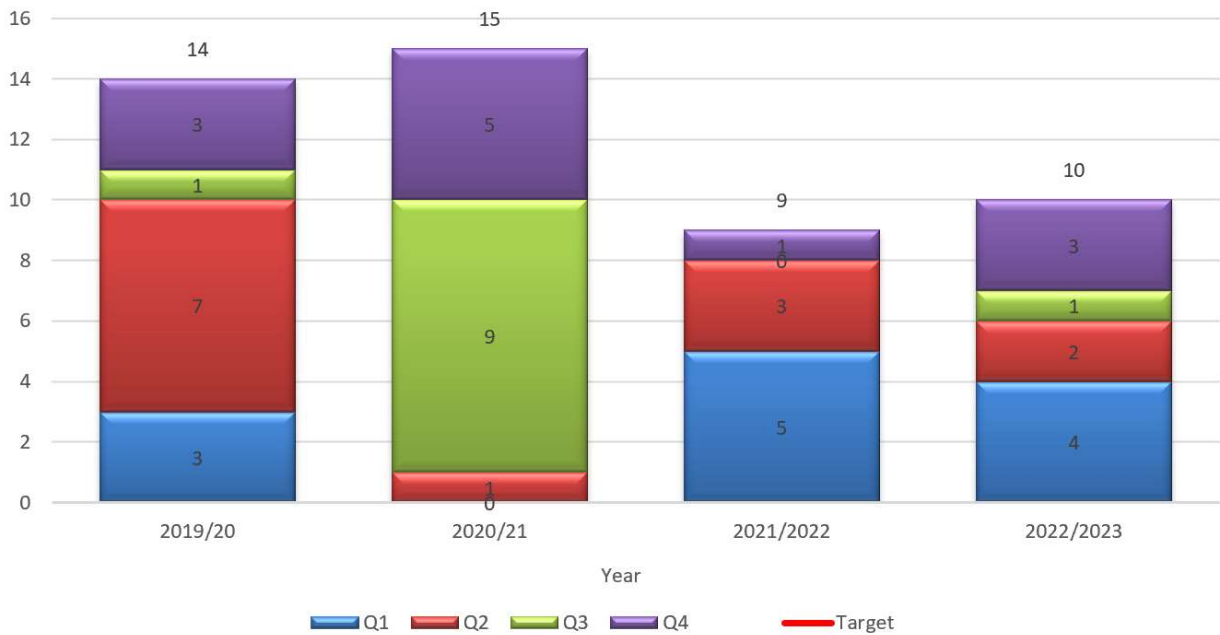
Of the 17 individuals who were injured, 7 remained on duty, highlighting that their injuries were minor in nature. 10 members of staff went off duty, compared to 2 individuals that went off duty during 2021/22.

The 7 injuries, where individuals went off-duty, resulted in 144 duty days being lost, which is an increase of 124 duty days on the previous year.

14 of these 17 injuries occurred to staff over the age of 30, 1 was aged between 25-29 and 2 reported with unknown age. 11 of the injuries were due to strain/ sprain and pain only with 5 occurred due to lifting and carrying.

Number of Non-operational Staff Injuries On-duty

WR32		
Number of non operational staff injuries – on duty		
Previous Year Performance	2022/23 Service Plan Target	2022/23
9	MONITORING	10



There was a total of 10 non-operational staff injuries in 2022/23, an increase of 1 from the previous year. 9 individuals remained on duty, whilst only 1 went off duty, resulting in a loss of 4 duty days.

Specific age ranges for this category were varied with no significant trend identified.

3 Injuries were hot burn/scald to the hand following exposure to hot/boiling water; all 3 members of staff stayed on duty with no lasting injury.

Reporting of Injuries, Diseases and Dangerous Occurrences Regulations - RIDDOR

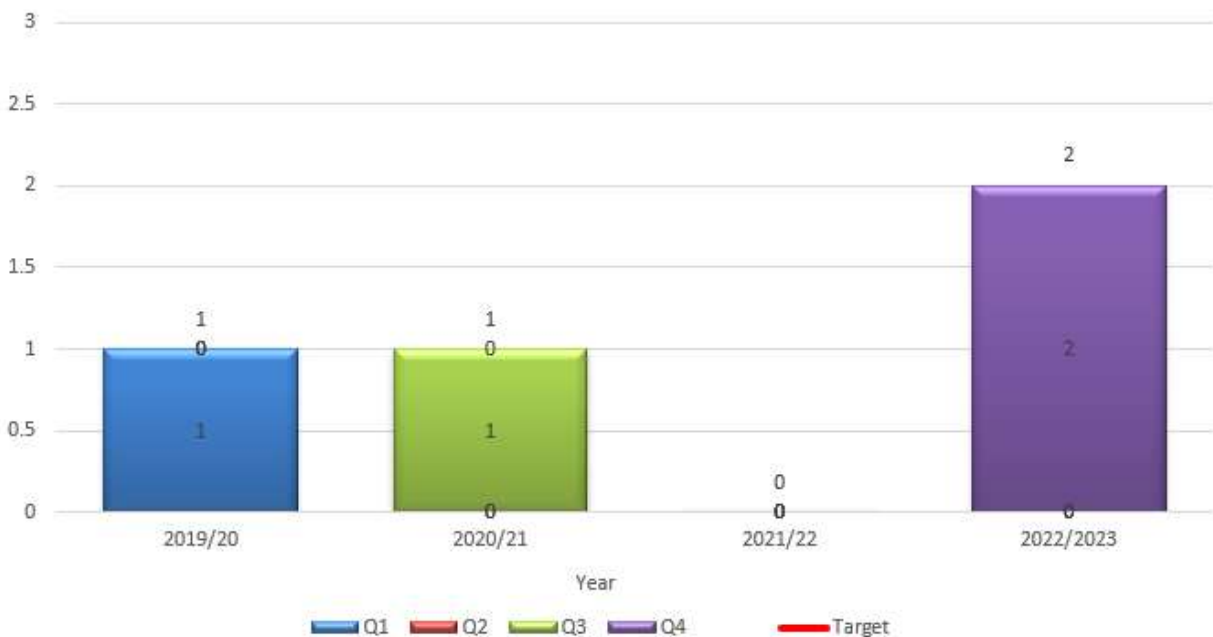
RIDDOR puts duties on employers, the self-employed and people in control of work premises (the Responsible Person) to report certain serious workplace accidents, occupational diseases and ‘specified’ dangerous occurrences (near misses).

Under the Reporting of RIDDOR 2013, MFRA must report the specific categories under ‘Major Injury’ to the enforcing Authorities, where occurrences happen ‘out of or in connection with work’. The Health & Safety Department reports these occurrences to the Health & Safety Executive (HSE), on behalf of MFRA.



There were two reportable Major injuries during 2022/23, an increase of 2 on the previous year.

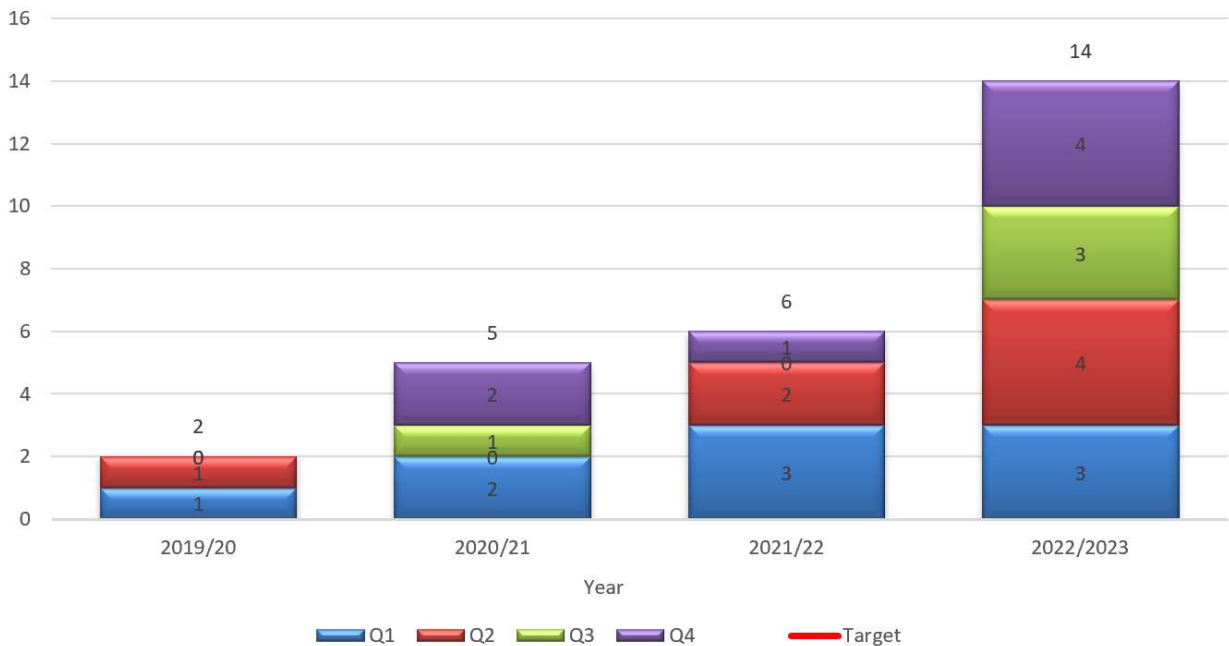
RIDDOR - Major Injuries		
Previous Year Performance	2022/23 Service Plan Target	2022/23
0	MONITORING / QA	1



Under the Reporting of Injuries, Diseases and Dangerous Occurrence Regulations 2013, MFRA must report specific categories where an ‘over 7-day absence’ occurs when the cause is ‘out of or in connection with work’. The Health & Safety Team reports the occurrences to the HSE on behalf of MFRA.

There were 14 **Minor** injuries reported to the HSE during 2022/23, an increase of 8 on the previous year. 10 were sprain or strain injuries and 4 were pain injuries. 6 of the injuries occurred on fire service premises and 8 occurred at operational incidents.

RIDDOR - Minor Injuries		
Previous Year Performance	2022/23 Service Plan Target	2022/23
6	MONITORING / QA	14

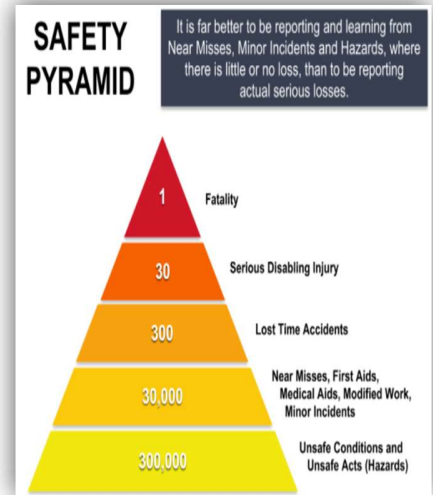


13 of the 14 individuals injured were in the age 35+ range and all of individuals were male. 8 of the 14 individuals injured their back and went off duty for a period, triggering the RIDDOR reportable over 7-day absence.

Reporting of the levels of Near Miss Reports recorded by the Service

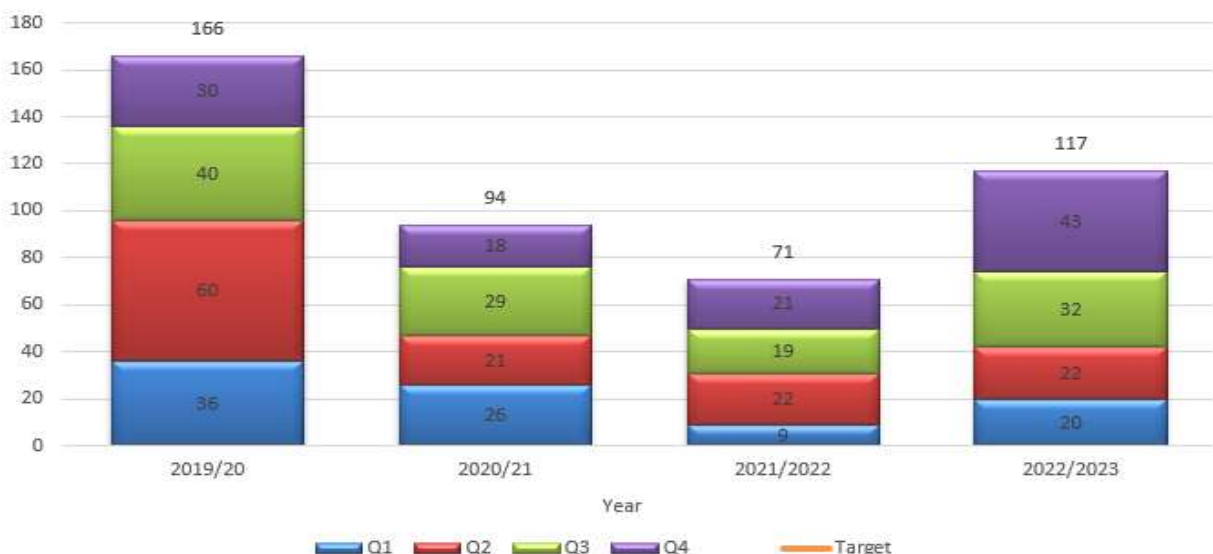
A near miss is an incident that would have resulted in a loss, such as an injury or property damage, under only slightly different circumstances.

Near Misses in MFRS are recorded through the OSHENS system and can be accessed by any member of staff. They help highlight safety issues when injury does not occur, helping prevent any future occurrence. Near Miss reporting is actively encouraged by the H&S Department, as it contributes to a positive H&S culture within the Service.



A total of 117 Near Misses were recorded during 2022/23. This is an increase of 46 when compared to previous year and remains the second consecutive year it has been lower than the 2019/20 period. The reduction during 2020-2022 is likely attributable to the impact of COVID-19 on the Service, with lack of movement, reduced training and less occupation of premises. Now staff have returned to work, Near Miss reporting has increased and will remain a focus for the 2023/24 period.

WR31		
Reporting of the levels of Near Miss reports recorded by the service		
Previous Year Performance	2022/23 Service Plan Target	2022/23
71	MONITORING	117



Road Risk

Road Risk performance monitors all vehicle collisions and is managed via six key LPI's. Four of the LPI's are performance led and the remaining two are for monitoring only. The governance for road risk is managed via the Road Risk Review Group (RRRG) which has cross departmental membership. LPI's are broken down into:



LPI Performance

- The number of Road Traffic Collisions (RTC's) where a Fire Appliance hit other vehicle or object whilst responding to an operational incident (RR31)
- The number of RTC's where a Fire Appliance hit other vehicle or object whilst engaged in routine activity (RR32)
- The number of RTC's where a light vehicle hit another vehicle or object whilst responding to an operational incident (RR33)
- The number of RTC's where a light vehicle hit other vehicle or object whilst engaged in routine activity (RR34)

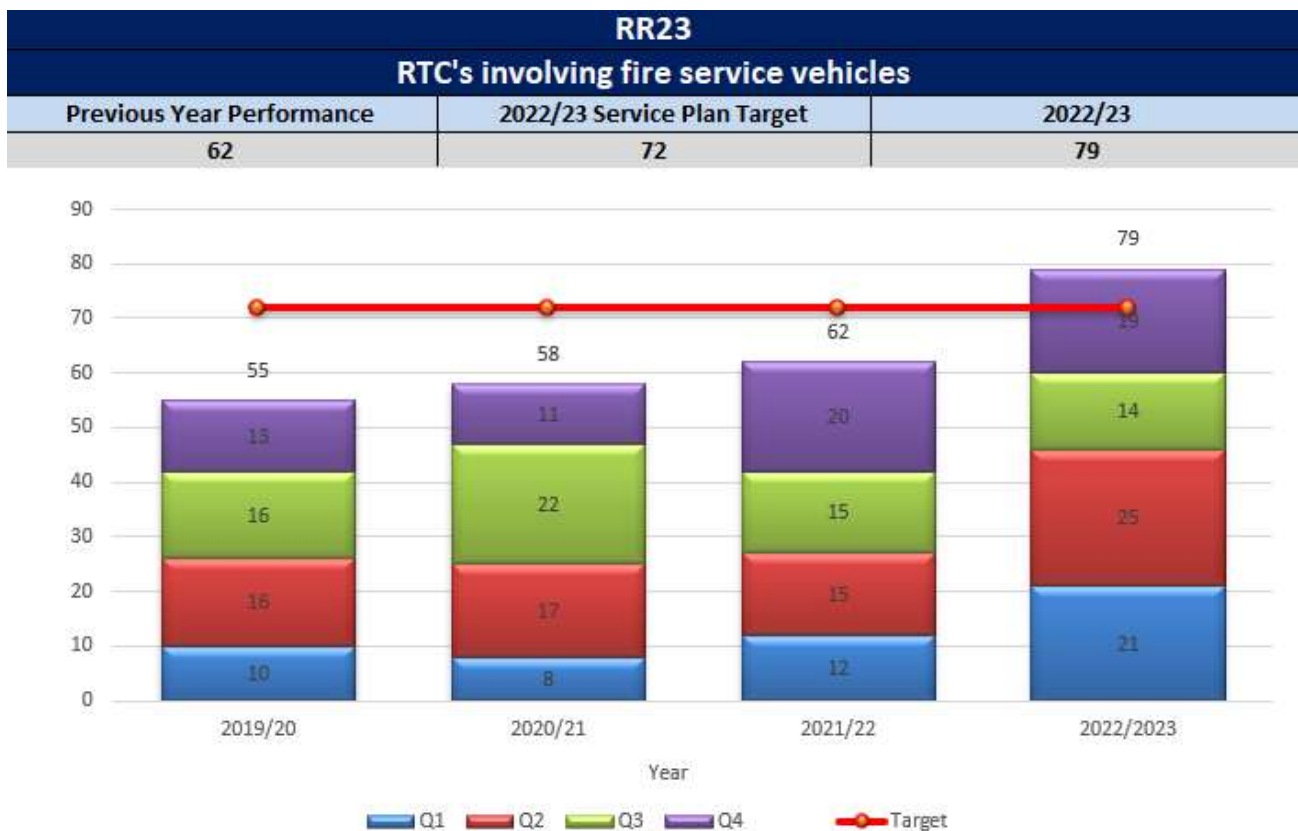
LPI Monitoring

- Other vehicle damage caused whilst any vehicle is stationary during response or routine activity (RR35)
- Service vehicle hit by other 3rd party vehicle (HBOV)

Total Number of RTC's Involving Service Vehicles

MFRA operates 256 vehicles across its fleet and they have covered well in excess of 1 million miles in 2022/23, for both blue light response and routine activity.

The total number of RTC's involving all types of Service vehicles was 79 in 2022/23, and although an increase of 17 on the previous year, the overall increase is attributable mainly to one LPI; appliance collisions whilst responding to operational incidents.

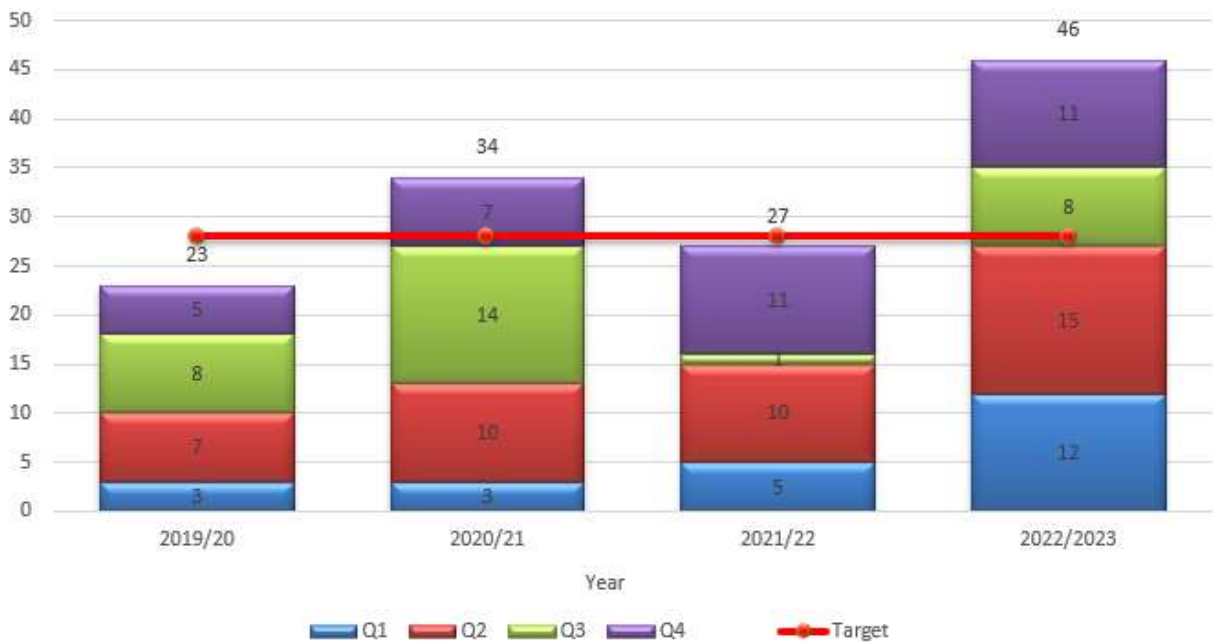


All road traffic collisions are reviewed at the RRRG which is chaired by the H&S Manager. The group decide what the appropriate course of action for each incident is, with support/development put in place for the individuals involved in the collisions, with the aim of preventing further occurrence.

Fire Appliance Hit Other Vehicle/Object Whilst Responding to Operational Incidents

MFRA fire appliances responded on 33,633 occasions to 18,742 incidents in 2022/23, with this activity deemed as the Services most risk critical driving category.

RR31		
Fire appliance hit other vehicle / object whilst responding to operational incident		
Previous Year Performance	2022/23 Service Plan Target	2022/23
27	28	46



There were 46 collisions involving appliances responding under blue lights, an increase of 19 on the previous year.

When reviewing the 46 blue light collisions it was identified that the overwhelming trend for this LPI is moving forward under 10 mph, as 34 of the collisions (74%) were in this category. 3 collisions were whilst reversing under 10 mph, 4 were travelling forward over 10 mph. 3 collisions occurred whilst moving forward with the speed unknown and 2 collisions occurred with an unknown direction.

The Service introduced 26 new Emergency Fire Appliance Drivers (EFAD) qualified drivers in 2022/2023.

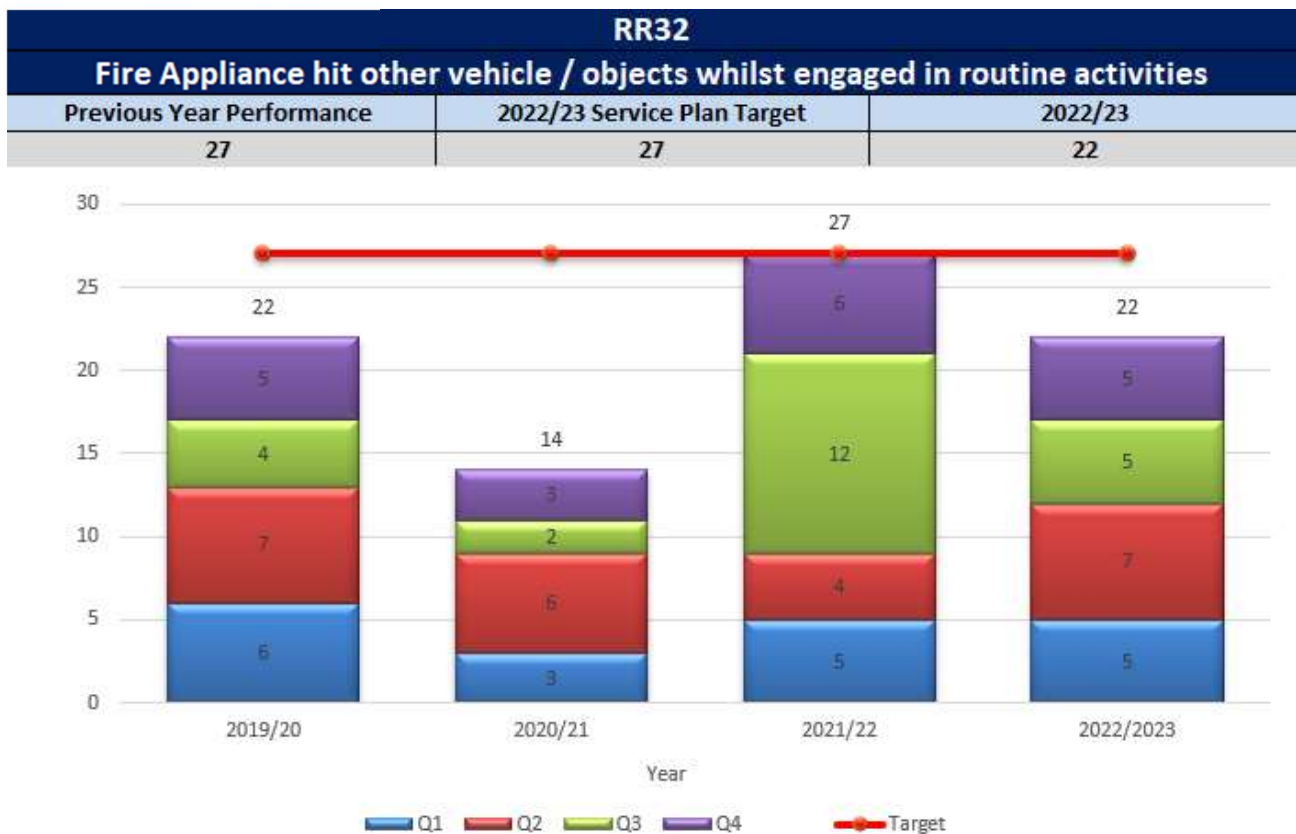


Frequent communications from the H&S Department are circulated, highlighting the identified trends and areas of learning with the aim of reducing the number of incidents.

Station-based Station Managers (SM's) work closely with supervisory managers and staff to help educate and monitor the situation. Findings are discussed via monthly standardisation meetings and actioned through the RRRG.

Fire Appliance Hit Other Vehicle/Object Whilst Engaged in Routine Activities

MFRA fire appliances were involved in 61,434 routine movements in 2022/23.



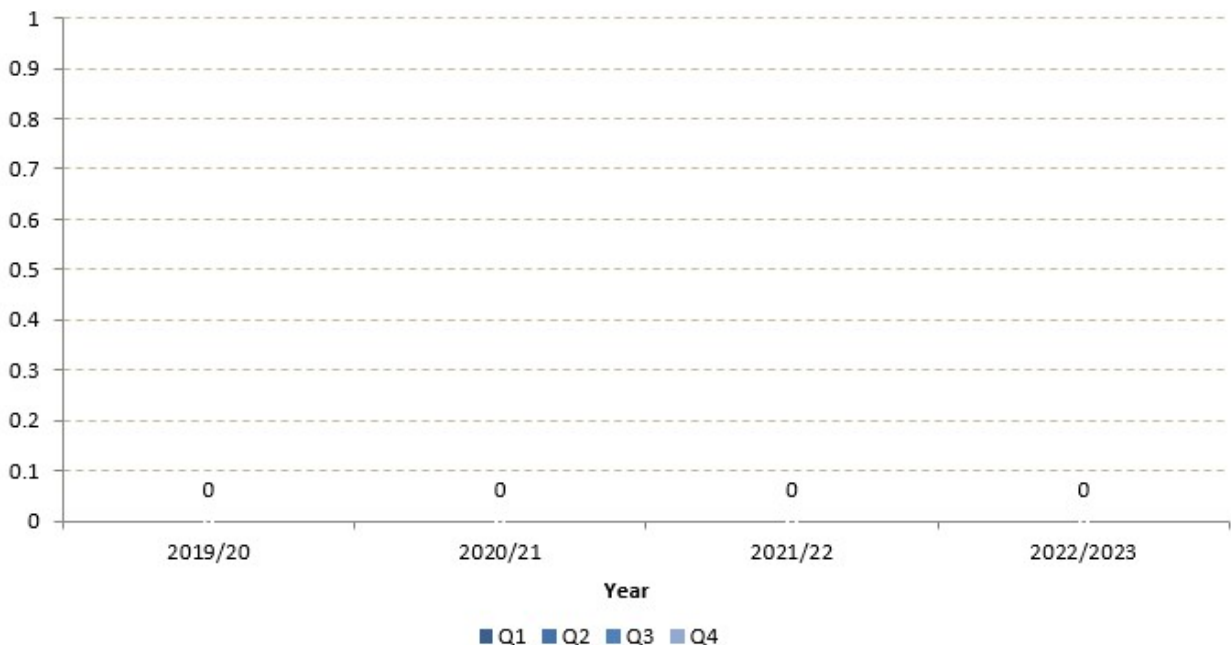
The total number of appliance collisions whilst engaged in routine activities decreased by 5 to 22 for the year. This is below to the predicted target.

Similar to blue light collisions, the trend for this LPI is moving forward at a low speed with 16 (73%) of the collisions occurring under 10 mph whilst moving forward. 1 collision occurred whilst travelling forward at an unknown speed. The other 6 collisions all occurred whilst reversing under 10 mph.

The Service has progressed 39 new LGV drivers into the operational environment during the 2022/23 period.

Light Vehicle Hit Other Vehicle/Object Whilst Responding to Operational Incident

RR33		
Light Vehicle hit other vehicle / object whilst responding to operational incident.		
Previous Year Performance	2022/23 Service Plan Target	2022/23
0	Quality Assurance	0



This category covers the blue light response by the Service in light vehicles, which is generally the Senior Officer group during emergency response activity. This category is not given a target but is monitored for trends.

Senior Officers mobilised to operational incidents on 4,031 occasions in 2022/23 and, for the seventh year in succession, there have been no collisions in this category.



Light Vehicle Hit Other Vehicle/Object Whilst Engaged in Routine Activity

Vehicle collisions involving light fleet vehicles was 12, an increase of 4 on the previous year.

RR34		
Light Vehicle hit other vehicle / objects whilst engaged in routine activities		
Previous Year Performance	2022/23 Service Plan Target	2022/23
8	17	12

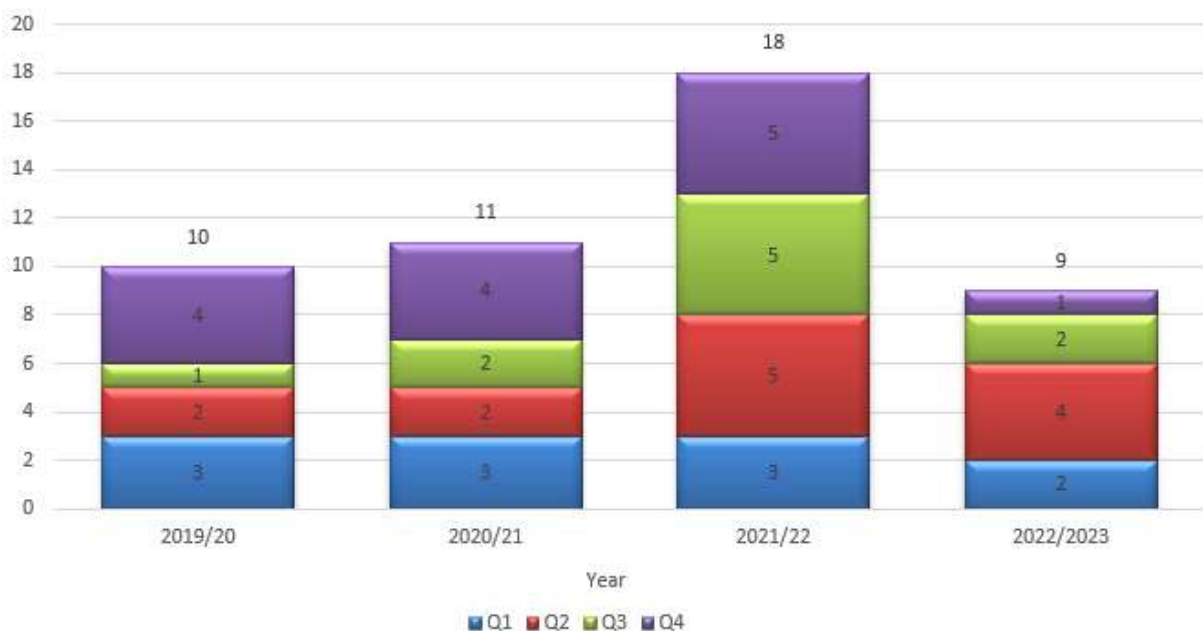


In analysing the data for trends, 5 of the 12 collisions (42%) occurred whilst moving backwards under 10 mph; 4 occurred whilst moving forward at under 10 mph, 2 collisions occurred whilst moving forward over 10 mph, and 1 happen whilst moving backwards with an unknown speed.

This category has been consistently under target for the previous 4 years.

Other Vehicle Damage Caused Whilst Any Vehicle is Stationary During Response or Routine Activity

RR35		
Other vehicle damage caused whilst any vehicle is stationary during response or routine activity		
Previous Year Performance	2022/23 Service Plan Target	2022/23
18	Quality Assurance	9

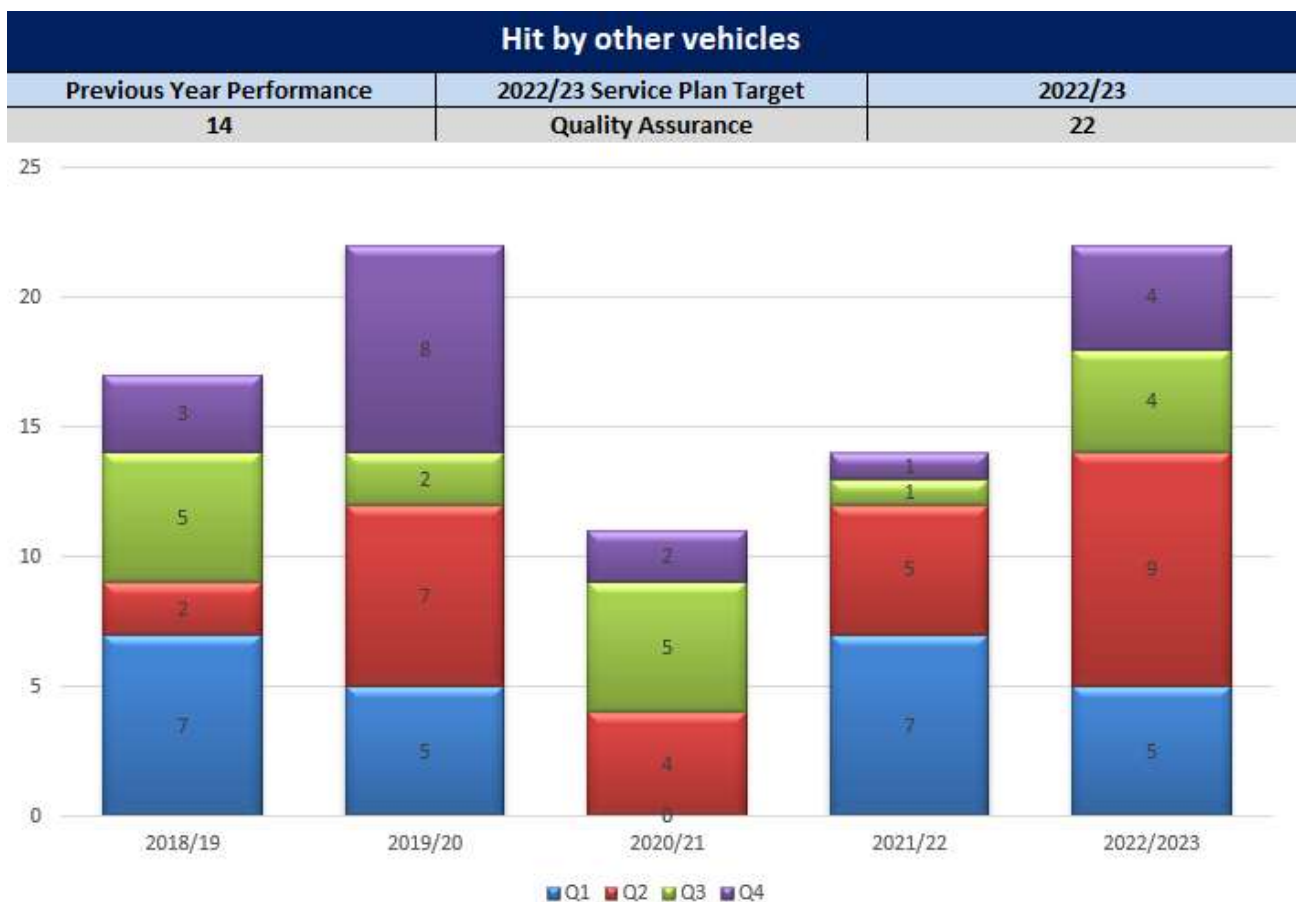


This category was introduced in April 2019 to capture vehicle damage which was not caused by a collision, for both fire appliances and light vehicles. This category is not given a target but is monitored for trends.

There have been 9 reports of vehicle damage whilst the vehicle is stationary during 2022/23. Whilst often difficult to establish a cause, the H&S Department proactively investigate all vehicle damage.

This type of vehicle damage is often only picked up at the time of taking ownership of vehicle, when conducting an 'A' routine inspection or when the vehicle attends workshops.

Service Vehicle Hit by Other 3rd Party Vehicle



The RRRG monitors all collisions involving Service vehicles where a 3rd party has been at fault. There were 22 collisions during 2022/23 which is 8 more than the previous year.



3rd party collisions are closely monitored by the H&S Department to ensure the welfare of staff members involved is looked after.

Collisions where a Service vehicle is hit by a 3rd party are discussed during each RRRG meeting.

Pre and Post Covid-19

Throughout this report, graphical representations demonstrate performance data for before, during and after the Covid-19 pandemic. Variations in the statistics identify both increases and decreases in performance, with a number of these changes only marginal. For the purpose of a comparison, the period 2019/20 represents the pre-Covid period and 2022-23 represents the post-Covid period. It is important to note that there are overlaps during the reporting year, spanning from April to April, encompassing the onset and easing of Covid-19 restrictions.

In comparing additional pre and post Covid data, above what's already captured in the graphs within the report, some key points can be noted; detailed in the table below:

Descriptor	2019/20	2022/23	Difference +/-
Total number of Incidents	15,193	18,742	+ 3549
Total number of occasions Appliances responded	26,796	33,633	+ 6837
Total number of routine Appliance movements made	59,389	61,434	+ 2045
Total number of appliance movements for both incidents and routine activity	86,185	95,067	+8,882

The data highlights a rise in the number of incidents attended from 15,193 in 2019/20 to 18,742 in 2022/23. A corresponding increase in appliance movements to support the response to

incidents, from 26,796 in 2019/20 to 33,633 in 2022/23, can also be noted. This is an increase of 3,549 incidents and 6,837 appliance movements for responding.

Furthermore, appliance movements to support routine activity such as Home Fire Safety Checks, hydrant inspections and training events, increased in 2022/23 from, 59,389 to 61,434, an increase of 2,045. In total, there were nearly 8,900 additional appliance movements.

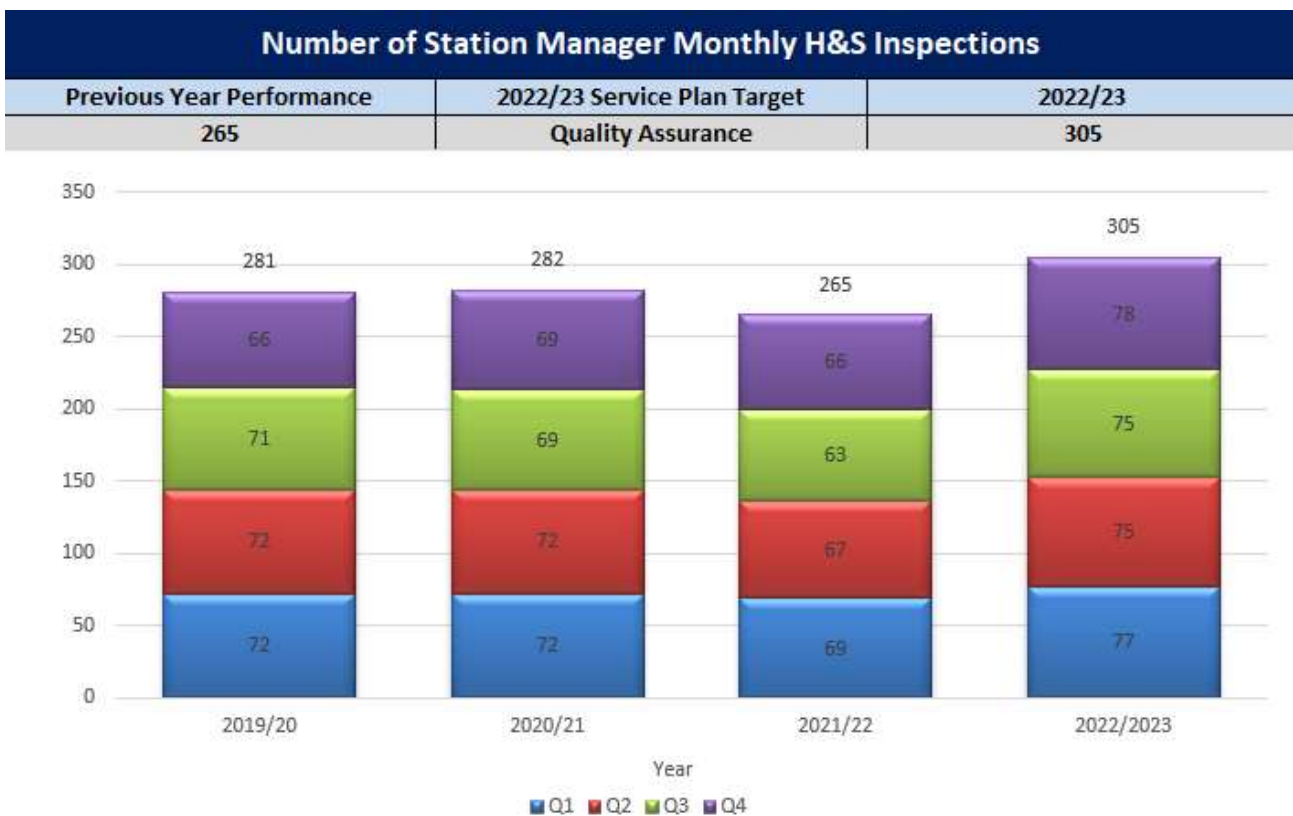
The overall increases mean that operational staff have been exposed to more risk critical environments more regularly; they have engaged in more routine activities which often involves a degree of physical movements such as lifting, carrying, bending etc.; and they have been exposed many more times to occupational road risk in undertaking their duties.



The most notable performance variations for pre and post Covid data related to '*Operational staff injuries during routine activity*' and '*Appliance collisions during emergency blue light response*', Based on the data above, it is reasonable to suggest a correlation in these areas to the increase seen in performance figures.

Number of Station Manager Monthly H&S Inspections

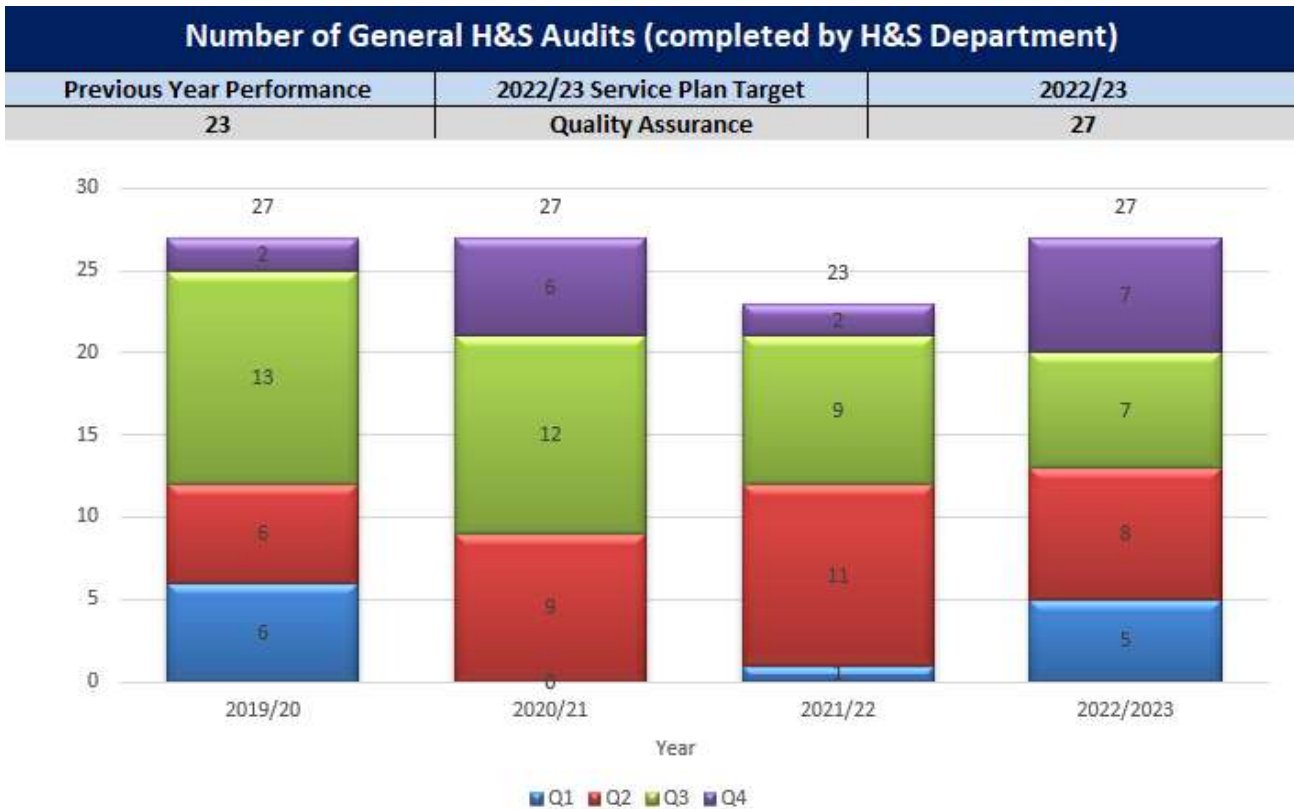
The Station Managers Monthly Health & Safety Inspection monitors station records, operational readiness, station accommodation and preparedness of appliances and equipment. The Inspection is recorded as a management audit on the OSHENS software and monitored by the H&S Department.



For the period of 2022/23, completion of Station Manager Monthly H&S Inspections has increased by 40 inspections this year. No significant trends were identified from the inspections. The fact that no significant trends were identified is positive, as it means that there are no major safety concerns at this time. However, it is important to continue to monitor the situation and conduct regular inspections to ensure that safety standards are maintained.

Number of Annual General H&S Audits

The H&S Department have the responsibility of carrying out General H&S Audits annually across the 27 MFRS sites. All locations were audited in 2022/23.



Findings from all audits are logged through the normal fault reporting process to the relevant facilities management company and staff are encouraged to report issues with immediate safety implications through the OSHENS near miss/safety observation software. All findings are then considered and reported through the Workplace Review Group for discussion on a six-weekly basis.

A look forward to 2023/24...

The H&S team will use the findings of this report to continue to effectively manage performance and strengthen the positive H&S culture that already exists within the organisation. Priority areas will be:

Look to further reduce the number of work related accidents & injuries, and any associated absence through:

- Active monitoring
- Improving monthly H&S audits and general H&S inspections
- Undertaking focused trend analysis
- Producing 'Workplace Review' newsletters
- Producing weekly H&S bulletins
- Continue to build on the increasing number of Near Miss reports seen this year

Use an intelligence led approach and data analysis to help minimise appliance collisions, with a real focus on collisions during blue light response. This will be supported through:

- Production of a professional Low-Speed Manoeuvre (LSM) video
- Mandatory Learnpro to increase awareness of staff responsibilities
- Encourage Near Miss reporting of LSM's where the procedure has not been followed to help identify trends
- Make better use of the OSHENS system to support and manage development areas
- Incorporate the appliance door procedure into related Service Instructions, the electronic vehicle 'A' routine and SM monthly H&S audit.
- Produce 'Road Risk Review' newsletters
- Explore the viability of technologies to aid appliance drivers, such as appliances sensors etc.

In relation to internal and external collaboration we will:

- Continue to support the work of the Health, Safety and Welfare Committee.

- Continue to engage and support H&S representatives at Service locations, and those of Trade Unions, to assist in achieving Organisational and Departmental objectives and common H&S goals.
- Ensure learning identified through H&S related incidents is used to improve the safety of personnel.
- Work closely with H&S practitioners through established NFCC Regional and National structures, ensuring shared learning and understanding of H&S matters.

In line with the Response Functional Delivery Plan, we will:

Focus on firefighter contamination, enhancing our procedures to provide the most current information, instruction and training for reducing exposure to firefighter contamination from toxic fire effluents. This will include:

- Attaining the deliverables within the H&S functional delivery plan
- Develop and introduce a bespoke, time bound project role to manage our response to contaminants.
- Support the NFCC Regional Contaminants Working Group for training and competence.

Finally, we will review the functionality of the MFRS H&S management software system (OSHENS) to inform on long term suitability and sustainability, making recommendations as necessary.

In concluding and on behalf of the H&S Team and I, we thank for taking the time to read the annual report. We remain fully committed to keeping staff and the public, as safe as possible whilst nurturing our positive H&S culture.



This page is intentionally left blank

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	SCRUTINY COMMITTEE		
DATE:	14 SEPTEMBER 2023	REPORT NO:	CFO/50/23
PRESENTING OFFICER	MONITORING OFFICER, RIA GROVES		
RESPONSIBLE OFFICER:	MONITORING OFFICER, RIA GROVES	REPORT AUTHOR:	MONITORING OFFICER, RIA GROVES
OFFICERS CONSULTED:	STRATEGIC LEADERSHIP TEAM		
TITLE OF REPORT:	SCRUTINY FORWARD WORK PLAN 2023-2025		
APPENDICES:	APPENDIX A: SCRUTINY FORWARD WORK PLAN		

Purpose of Report

1. To request that Members review the proposed Scrutiny Forward Work Plan for 2023-2025.

Recommendation

2. It is recommended that Members;
 - a) review the proposed Scrutiny Forward Work Plan 2023-2025; and
 - b) recommend the Scrutiny Forward Work Plan in appendix A be submitted to the Authority for approval.

Introduction and Background

3. Further to the Annual General Meeting on 8th June 2023, Members of the Scrutiny Committee attended two Scrutiny Workshops on the 5th July 2023 and 11th July 2023. Each Directorate within Merseyside Fire and Rescue Service presented an update and overview of their departmental plans.
4. Appendix A contains the draft Scrutiny Forward Work Plan based upon the feedback from Members at the Scrutiny Workshops and from Committee meetings in the last year.
5. Due to not only the number of issues Members were interested in scrutinising, but also the types of issues which may still be in development, it is proposed to make the Scrutiny Forward Work Plan a two-year proposal.
6. The proposed Scrutiny Forward Work Plan includes the environmental impact pertaining to and by Merseyside Fire and Rescue Service. The topic is significant as the Authority addresses its own impact on the environment from its own

actions (and seeks to reduce this) in addition to being an emergency service and handling the impact faced by the Service and the types of incidents its staff are now responding to. It is proposed to break up this topic over the next two years. An example of this would be the topic of the impact of wildfires on the Service being one area brought before Members to scrutinise while a future topic being that of an update on the Authority's Pathway to Net Zero.

7. The proposed Scrutiny Forward Work Plan can be added to throughout the year and therefore the plan remains a living document.

Equality and Diversity Implications

8. There are no direct equality and diversity and inclusion implications for the proposed plan and no requirement for an EIA. However, the scrutiny topic itself will have an EIA or one will be drafted if necessary if the scrutiny topic is at inception stage.

Staff Implications

9. The relevant departments have been consulted on the proposed draft scrutiny forward work plan and staff from the relevant department would produce the report on the scrutiny topic for Members to scrutinise..

Legal Implications

10. There are no direct legal Implications arising from this report.

Financial Implications & Value for Money

11. There are no direct financial implications arising from this report.

Risk Management, Health & Safety, and Environmental Implications

12. There are no direct implications arising out of this report. However, as the Scrutiny Forward Work Plan contains topics, which may include actions taken by the Authority that can affect the Authority's risk management, health and safety and response to the environment. Any potential impacts will be addressed within the relevant scrutiny topic as it is scrutinised.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

13. The scrutiny of Merseyside Fire and Rescue Services actions contained on the Scrutiny Forward Work Plan, provides a transparent and accountable process.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

NONE

This page is intentionally left blank

SCRUTINY FORWARD PLAN 2023-2025

Item	DESCRIPTION &TYPE OF ACTION	DEPARTMENT	Proposed Scrutiny Meeting
Management of Contaminates	Scrutiny of the Authority's management of contaminants and hazardous materials.	Response	25 th April 2024
Staff Sickness	A review of the impact of staff sickness over the last 3 years and how this is managed by MFRA.	POD	25 th January 2024
Employee work/life balance	Scrutiny of the Authority's working practices which offer staff a greater work life balance (including hybrid and family friendly policies) and the impact they have for the Authority to become an employer of choice when tackling retention, recruitment and development of staff.	POD	25 th April 2024
Enforcement and Prosecution Action	Scrutiny of the Authority's prosecution and enforcement powers and how they are used.	Protection	16 th January 2025
Culture and Inclusivity	Scrutiny of how the Authority has progressed in development of culture and inclusivity over the past two years and how it plans to progress it in the future.	POD	25 th September 2024
The environment and the impact on MFRS's operational response (broken down into smaller topics through the two years)	A review of how environmental changes and developments are impacting the Authority in terms of wildfires, alternative fuels, the fleet management, pathway to net zero and flooding.	Response Preparedness Estates SLT	Operational response to Wildfires – 25 th January 2024 Update on Pathway to Net Zero including Fleet Management – 16 th January 2025 Alternative Fuels - TBC Operational response to flooding - TBC

Actions from Staff Survey and Preparation for 2024	Scrutiny of the actions undertaken from the 2022 Staff Survey and preparation for the staff survey in 2024.	S&P	25th April 2024
Protections adaptation to new legislation and the response to and actions from the Grenfell Tower and Manchester Enquiry	Scrutiny of the Authority's response to new legislation resulting from Grenfell Tower and the Manchester Enquiry with a focus on the actions arising and how they are implemented.	Response	25 th September 2024

Standing Items:

Health and Safety Review

Scrutiny Forward Work Plan