

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	SCRUTINY COMMITTEE		
DATE:	30/10/18	REPORT NO:	CFO/072/18
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	AM JAMES BERRY	REPORT AUTHOR:	GM MOORE
OFFICERS CONSULTED:	GM MOORE (HEALTH & SAFETY MANAGER)		
TITLE OF REPORT:	HEALTH, SAFETY & WELFARE ANNUAL REPORT		

APPENDICES:	APPENDIX A:	HEALTH, SAFETY & WELFARE REPORT
	APPENDIX B:	MFRS ANNUAL ON DUTY INJURIES 2017/18

Purpose of Report

1. To request that Members note the content of the Annual Health, Safety & Welfare Report which details the performance of the Authority against its performance indicators for Health Safety and Welfare for financial year 2017/18.

Recommendation

2. That Members;
 - a) Note the content of the Annual Health, Safety & Welfare Report for the period April 2017 to March 2018.
 - b) Note the performance outcomes of the Authority against its Health Safety & Welfare performance targets for the period April 2017 to March 2018.

Introduction and Background

3. The Annual Health, Safety & Welfare (HS&W) Report updates Members on Health, Safety & Welfare performance against the Authority set LPI's for 2017/18.
4. This report ensures that the Authority is informed in regard to the current HS&W performance so it can be assured that it continues to comply with its corporate policy, legal and performance requirements. This report has been prepared using data from the Authority's HS&W Management System OSHENS.

5. The MFRA Health, Safety and Welfare Committee meets on a quarterly basis. The Committee membership includes a Principal Officer, Representative Bodies, Senior Managers and a member of the Fire Authority - who is also the lead member for Operational Response. The Committee is chaired by the Assistant Chief Fire Officer. The local performance indicators (included in this report) are reviewed and scrutinised at each meeting with actions taken to maintain or improve performance.
6. The Authority allocates a target to the Health & Safety Departments LPI's in line with the MFRA Service plan. It should be noted that not all graphs in Appendix A are given a target and these are presented for information and a broader understanding of local H&S departmental performance management.
7. Some of the key areas for Authority members to note are contained in the following sections.
8. Staff injuries:
 - i. A brief overview of the performance indicators identified that there were 51 injuries to staff members during the year with 33 of the individuals remaining in work, which identifies they were minor in nature. This reflects a positive reporting culture within MFRS.
 - ii. 42 of the injuries were to operational staff which was 6 (12%) below the target and 1 less than the previous year. Of the 42 reported, 26 of the individuals remained on duty following the injury which again highlights they were minor in nature. A further 9 returned to work within a week.
 - iii. Of the 42 reported injuries, and for the fourth year running, the largest single injury type was "injured while handling, lifting or carrying". The 14 reported injuries in this category is the same as the previous year with a full breakdown of all "causes" of injuries are available in Appendix B.
 - iv. There was a total of 9 injuries to non-operational staff recorded in 2017/18 which is the first time this has been recorded as a single figure. This category is not allocated a target, although it is monitored for trends. Following analysis of the causes of injuries, 4 were related to exposure to heat or cold with burns being the common cause. Of the 9 reported injuries, 7 of the individuals remained on duty which highlights they were minor in nature. The two who were absent returned to work within a week.
 - v. Overall there were 324 lost working days to injury in the year but 224 were aligned to 3 individuals who have a long term absence.
9. Road Traffic collisions involving Authority vehicles
 - i. There was a total of 57 RTC's involving all types of fire and rescue service vehicles recorded in 2017/18 which was under target by 17 and equates to 23%. Overall it was a reduction of 13 incidents on the previous year and a 19% decrease.

- ii. It should be noted that all RTC's are reviewed on a monthly basis at the Road Risk Review Group who collectively decide on the appropriate course of action to be taken. The Group have been proactive in communicating to staff and have introduced literature to highlight the learning across the Service which has had a positive impact in reducing the amount of collisions.

10. Near miss reporting

- i. There were 106 near miss reports during the year which was an increase of 35 on the previous year which continues the upward trend. The high number is a positive and the near miss module has been extended to include safety observations which allows an early reporting of issues which will reduce the potential of injury. The high reporting reflects a positive Health & Safety culture within MFRA.

11. Joint workplace inspections

- i. In 2017/18, there were 54 H&S joint workplace inspections carried out with Trade Union Safety Representatives. The process has been reviewed during the period with positive engagement taking place with the Fire Brigades Union.

12. Future planning for the H&S department is captured within the Operational Response Functional Delivery Plan 2018/19.

Equality and Diversity Implications

13. This report informs on the Authority's performance under its Health, Safety & Welfare Policy and supporting procedures, all of which are subject to current Equality Impact Assessments.

Staff Implications

14. Health, Safety & Welfare is integral to the management of all members of staff.

Legal Implications

15. The Health, Safety & Welfare Report provides evidence of compliance with the Health and Safety at Work Act 1974 and Regulations made pursuant to that Act.

Financial Implications & Value for Money

16. The positive work undertaken by the H&S Department impacts 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 accident and injury, it provides a safer work environment and avoids the indirect costs of a poor H&S culture – staff absence, sick pay, legal costs, claims, reputational impacts, etc.

Risk Management, Health & Safety, and Environmental Implications

17. Implicit throughout the report.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

18. This report details improved Health, Safety & Welfare performance which is at the core of the Authority's mission.

BACKGROUND PAPERS

GLOSSARY OF TERMS

MFRA	Merseyside Fire & Rescue Authority
MFRS	Merseyside Fire & Rescue Service
HS&W	Health Safety & Welfare