

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	STRATEGIC LEADERSHIP TEAM		
DATE:	2ND JULY 2019	REPORT NO:	CFO/
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	AM JAMES BERRY	REPORT AUTHOR:	GM BARRY MOORE
OFFICERS CONSULTED:	STRATEGY & PERFORMANCE DEPARTMENT LEGAL SERVICES		
TITLE OF REPORT:	HEALTH, SAFETY & WELFARE ANNUAL REPORT		

APPENDICES:	APPENDIX A:	HEALTH, SAFETY & WELFARE REPORT
	APPENDIX B:	MFRS ANNUAL ON DUTY INJURIES 2018/19

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 2018/19.

Recommendation

2. That Members note the performance outcomes of the Authority against its Health Safety & Welfare performance targets for the period April 2018 to March 2019.

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 2018/19.
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 MFRS Health, Safety and Welfare Committee meets on a quarterly basis. The Committee membership includes a Principle 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 Dave Mottram. 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 allocate a target to the Health & Safety Departments LPI's in line with the MFRS 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 58 injuries to staff members during the year with 48 of the individuals remaining in work, which identifies the injuries were minor in nature.

- ii. Injuries related to operational activity

MFRS attended 16,099 operational incidents in 2018/19 which was supported by 27,145 appliance movements. 27 injuries are related to operational activity although only 7 went off duty with 3 of them related to a non-fault vehicle collision whilst on route to an incident.

Working on a ridership of 4.5 people per appliance x 27,145 appliance movements for the operational incidents, this equates to approximately 122,000 occasions when individual operational staff were exposed to a risk critical environment with only four injuries lost time injuries occurring during the risk critical activity.

- iii. Injuries related to risk critical training

In 2018/19, 110 days of core training were completed, 46 off site exercises along with 2 recruit courses of 15 weeks each. Individual training periods are aligned daily to the training planner across all stations and amounts to approximately 8000 x 2.45 hour periods per year across all locations.

7 individuals were injured during risk critical training of which only one person went off duty and this was for only 2 days.

- iv. The total duty days lost for operational staff whilst at incidents or risk critical training was 63 days, which is 60 less than the previous year and a 48% reduction.
 - v. Injuries related to staff conducting routine duties.

MFRS currently employ 610 operational staff and during routine activity in 2018/19 only 12 injuries occurred which was a reduction of 5 from the previous year, showing a decreasing trend.

Of the 12 individuals who were injured, 8 remained on duty highlighting their injuries were minor in nature. 4 individuals went off duty which is 4 less than the previous year and a 50% reduction.

vi. All operational injuries are related to staff above the age of 40.

vii. Non-operational staff injuries

There were a total of 12 non-operational staff injuries in 2018/19, an increase of 4 from 2017/18.

Although there has been an increase in the number of injuries, all individuals remained on duty. The fact that no injury resulted in lost time is a positive for the Service.

9. Road Traffic collisions involving Authority vehicles

MFRA operate 209 vehicles across its fleet and have covered approximately 1,185,728 miles in 2018/19 for both blue light response and routine activity.

The total number of road traffic collisions (RTC's) involving all types of Service vehicles was 62 in 2018/19 which was 6 more than the previous year but under target by 10 (8%). The rise in vehicle collisions may be linked to the fleet size being increase over the last 12 months by 55 vehicles.

i. Appliance collision whilst responding to incidents

MFRA fire appliances responded on 27,145 occasions in 2018/19 to 16,099 incidents with this activity deemed as the Services most risk critical driving category.

There were 20 collisions involving appliances responding under blue lights in 2018/19, a reduction of 2 on the previous year and 8 under target.

The Service has also introduced 20 new EFAD qualified drivers since the beginning of 2018 so the reduction in appliance collisions reflects that their development is being managed effectively by the Service

The trend for this LPI is moving forward under 10mph with 13 of the 20 collisions being in this category.

ii. Appliance routine movements

MFRA appliances were involved in 57,440 routine movements in 2018/19 covering approximately 402,988 miles.

The total number of appliance collisions whilst engaged in routine activities increased by 8 to 28 in the year but is still a low figure in comparison to the overall activity.

The Service have also progressed 39 new LGV drivers into the operational environment since the beginning of 2018.

The trend for this LPI is moving forward at a low speed with 20 of the collisions occurred under 5 mph.

iii. Collisions involving light vehicles

MFRA fleet consists of 151 light vehicles and covered a distance of approximately 782,730 miles in the 12-month period.

Vehicle collision number remained the same as the previous year with 14 collisions. The fleet has risen in this period by 55 vehicles and the mileage covered has increased by 300,000 miles from the previous year so the performance figure does not reflect the improvement in this LPI in relation to the uplift in vehicles and miles travelled.

10. Near miss reporting

There were 124 near miss reports or safety observations during the year which continues the increasing trend in this category over the last 4 years. The high reporting reflects a positive Health & Safety culture within MFRA and has contributed to less people going off duty following injury.

11. Joint workplace inspections

Following review of the process and a more co-ordinated approach during 2017/18 it has resulted in a 46% increase in joint workplace inspections with 99 completed in comparison to 54 in the previous year.

12. The details in this report and supporting appendices provide evidence of a positive healthy and safety culture within the Service which continues to be the focus of the Health & Safety Department.

13. Future planning for the H&S department is captured within the Operational Response Functional Delivery Plan 2019/20.

Equality and Diversity Implications

14. 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

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

Legal Implications

16. 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.

A failure in compliance may lead to a litigation claim with a financial impact on the Authority budget.

Financial Implications & Value for Money

17. 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

18. Implicit throughout the report.

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

19. 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