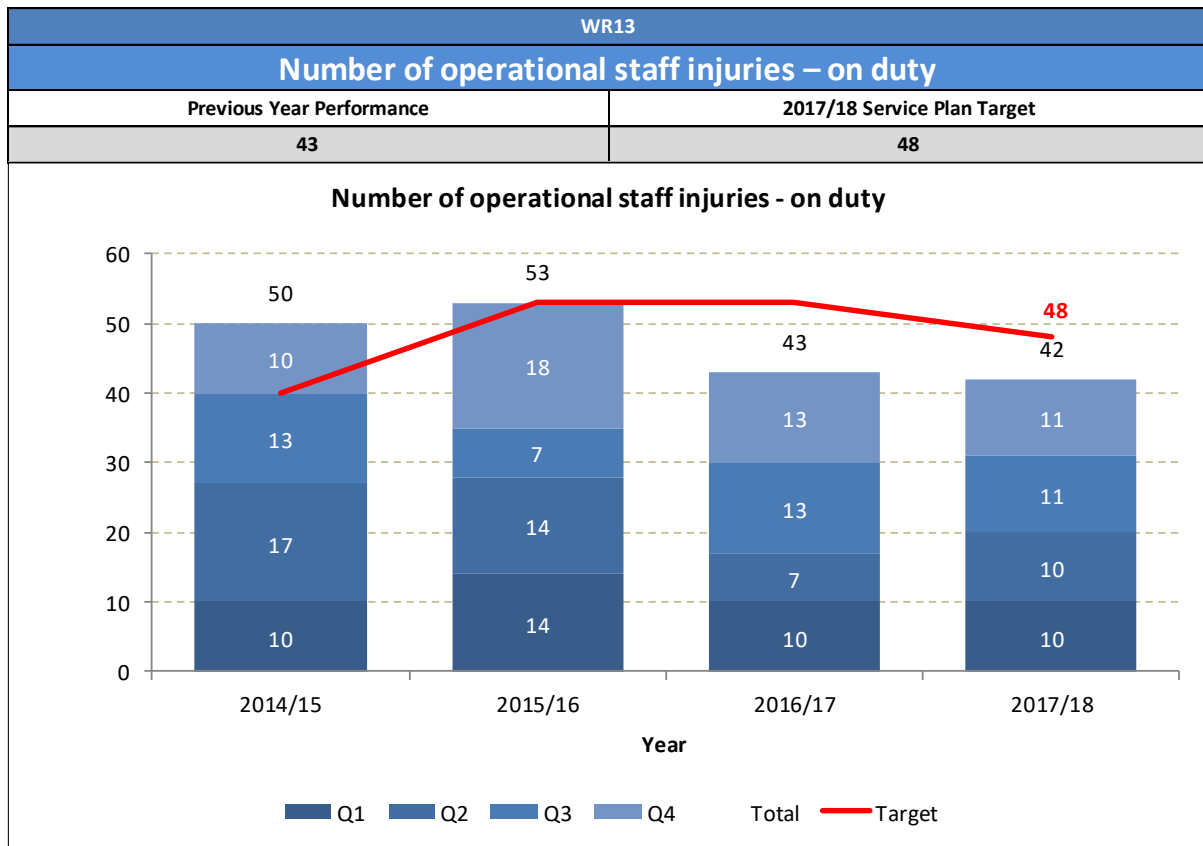


Health & Safety Welfare Report 2017/18 - Appendix A



There were 42 injuries to operational staff in 2017/18 which was one less than the previous year and 6 (12%) below target which shows a decreasing trend over the last three years.

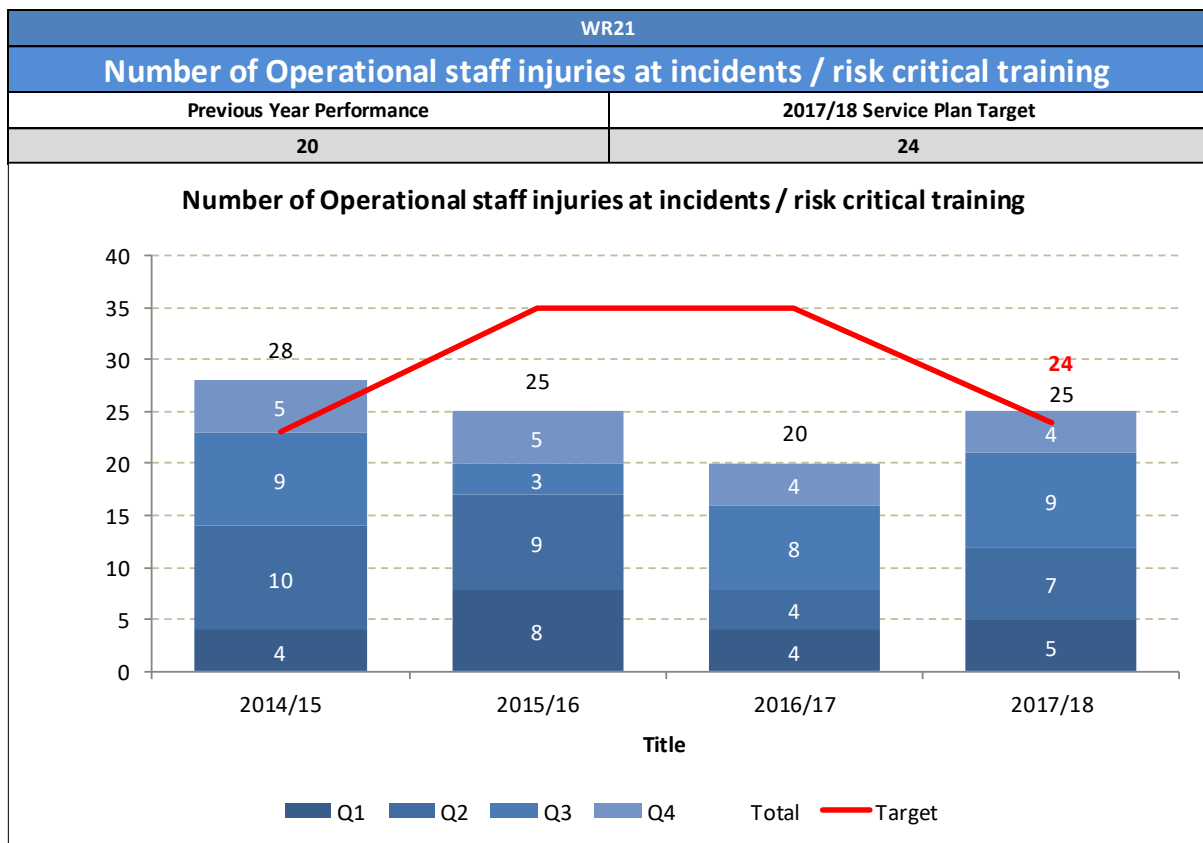
Of the 42 injuries, 26 individuals remained on duty and a further 9 returned to work within a week which highlights the majority of injuries were minor in nature.

Of the 16 operational staff who went absent from work, in total 319 working days were lost to injury which was an increase in 69 on the previous year. In scrutinising this figure further, 224 of the days lost were aligned to three individuals who were on a long term absence.

MFRS has a positive reporting culture with staff comfortable in reporting injuries without reprisal, even when minor in nature. A full breakdown of all "causes" of injuries for the last two years is available in Appendix B

The following two pages separates the 42 operational staff injuries and reports on the following:

1. Operational staff at incidents/risk critical training
2. Operational staff conducting routine activities



Of the 42 injuries in total to operational staff, 25 occurred at operational incidents or risk critical training. This was one over target but it must be noted that the target for this category was reduced significantly from the previous year.

The number of injuries increased by five on the previous year.

Of the 25 injuries reported, 17 of the individuals remained on duty which highlights that the injury type was minor in nature.

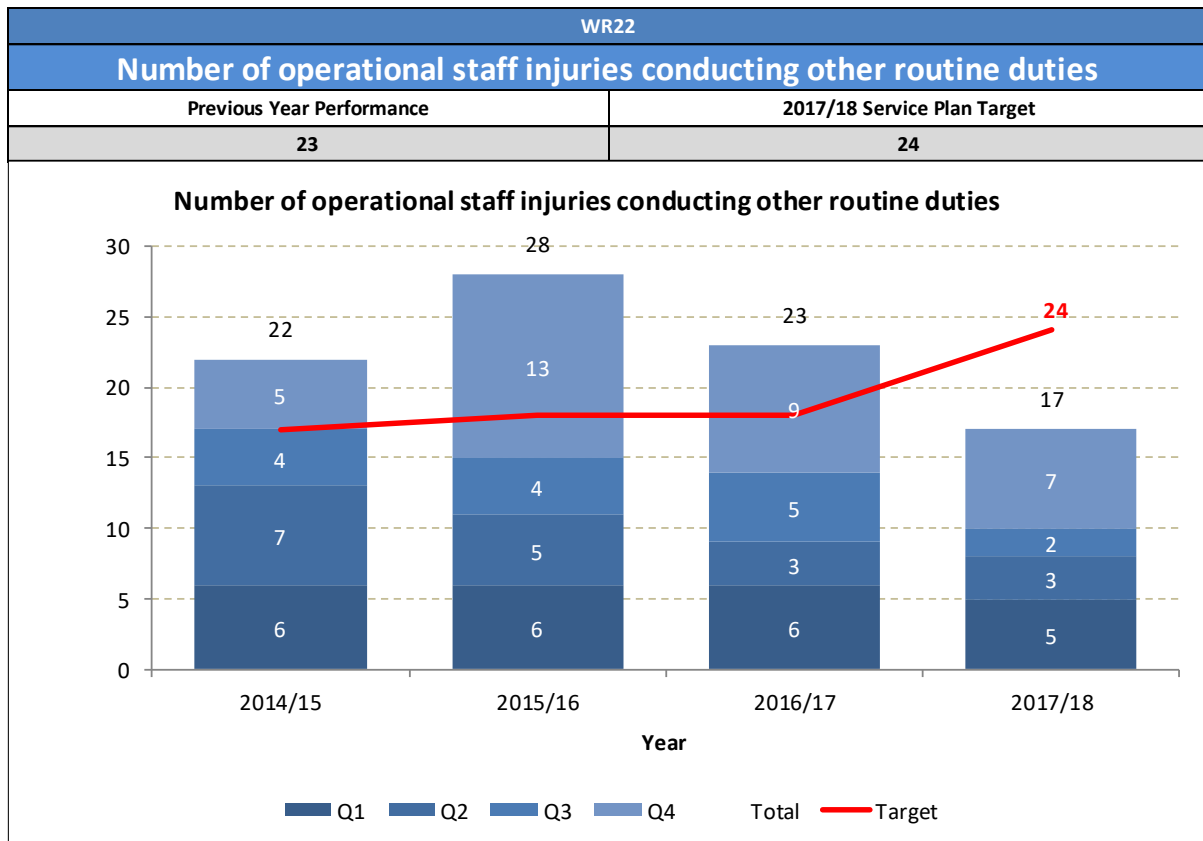
Of the 8 individuals who suffered an injury which resulted in lost time, 5 people returned to work within a week.

In reviewing the remaining 3 injuries, one firefighter was struck by a vehicle at an operational incident after the third party ignored restrictions at a road traffic collision and a second firefighter suffered a muscle injury at an operational incident which was not related to any of the firefighting activity taking place at that time. The third firefighter suffered a back strain whilst training on station. Of the 123 lost working days in this section, 102 were aligned to the last 3 injuries with 21 days for the 5 who returned to work within the first week.

The trend in this section is strain or sprain with 11 of the 25 injuries being in this category.

Looking at the age range for the lost time injuries the most common category was 50-54 with 4 out of the 8 injuries occurring in this area. There was no main trend for age across all the reported injuries.

Overall MFRS attended 15,862 incidents in 2017/18 so the low number of reported injuries supports the positive approach to safety in the Service.



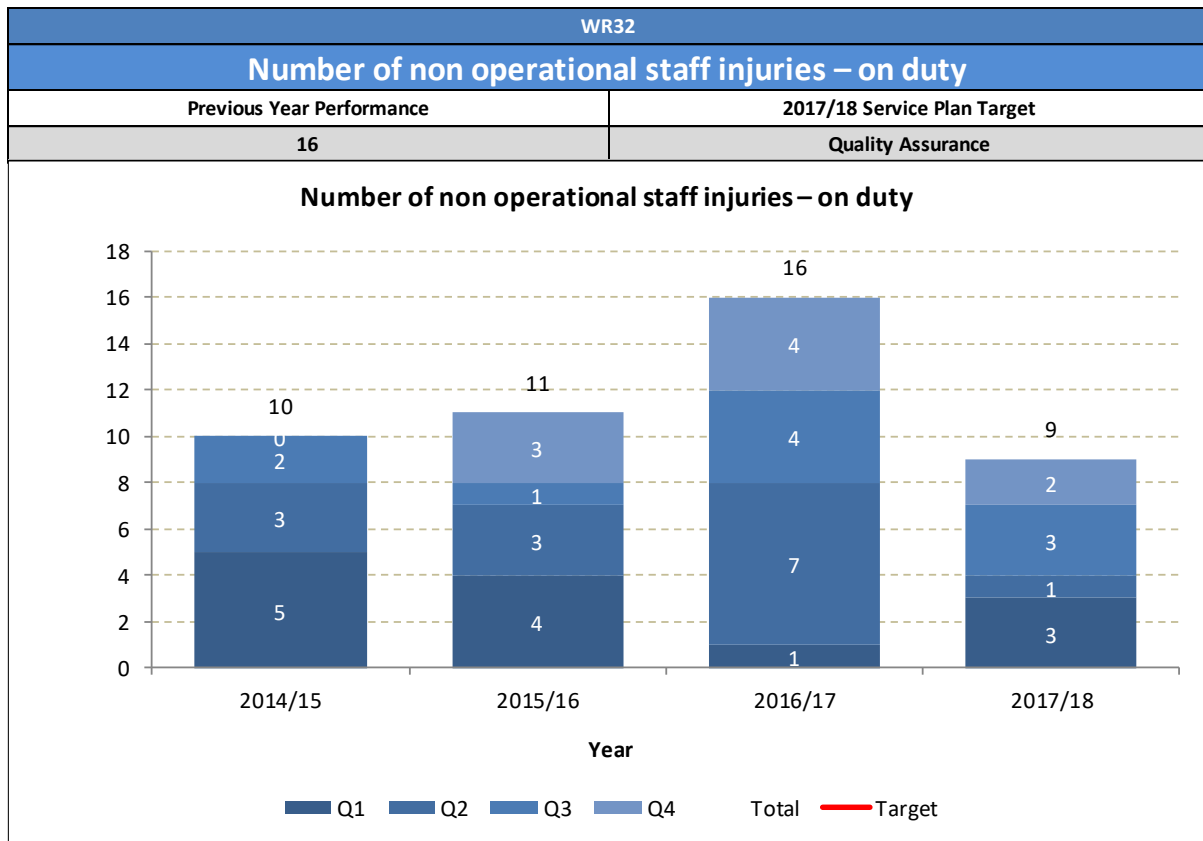
Of the 42 overall injuries, 17 were conducted whilst carrying out routine activity which was a reduction of 6 on the previous year and a 26% decrease. This is again showing a decreasing trend.

Of the 17 individuals who suffered injury in this category, 9 remained on duty highlighting their injuries were minor in nature.

4 of the 8 firefighters who lost time through injury returned to work within a week.

The 4 operational staff who remained off duty beyond one week accounted for 183 lost working days of the 196 days in total, with 2 individuals at 65 (broken arm) and 91 (strained back) accounting for 156 days.

On reviewing the injury type there was no common theme from this category and the age range provided no particular group.



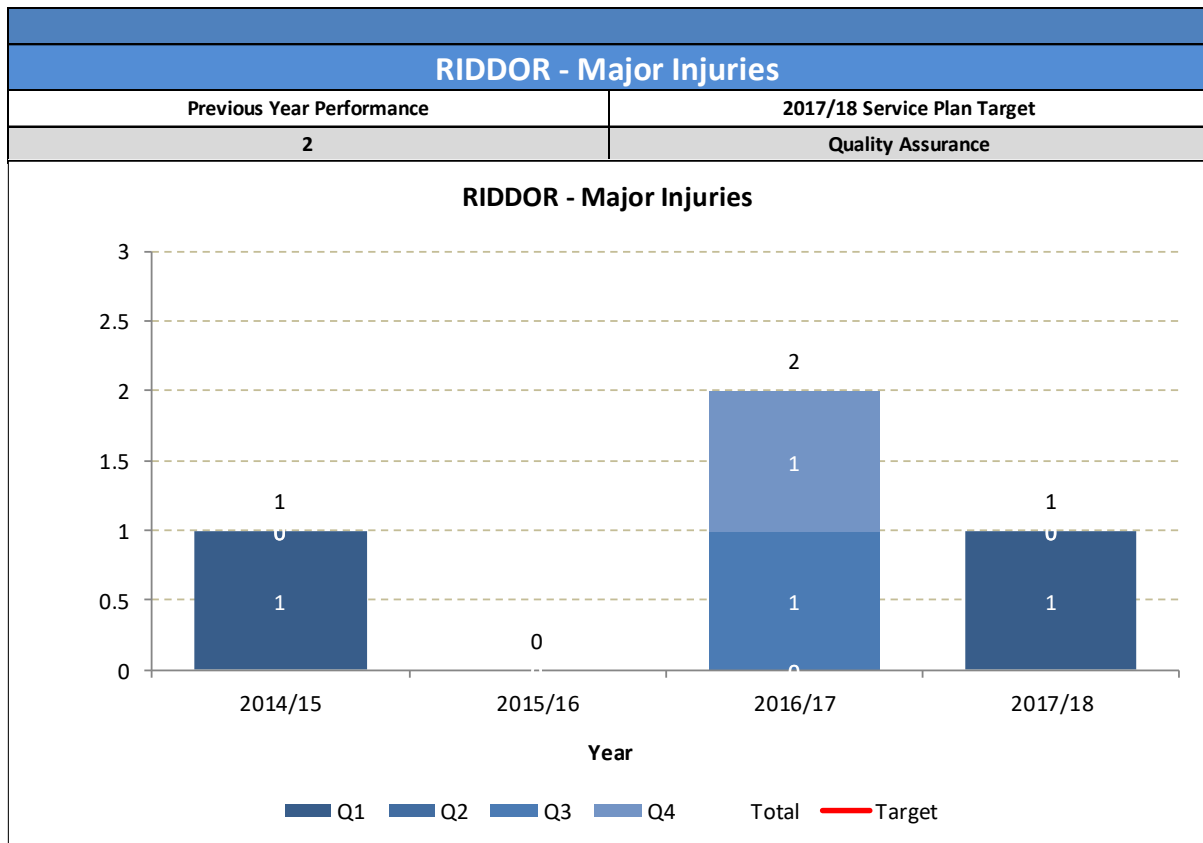
The number of injuries to none operational staff has decreased considerably in the last 12 months by 44% to 9. A single figure return has never previously been reported in this category.

Of the 9 injuries, 7 individuals remained on duty.

The 2 people who lost time due to injury only totalled 5 lost working days, 1 and 4 respectively, and highlights that all were minor in nature.

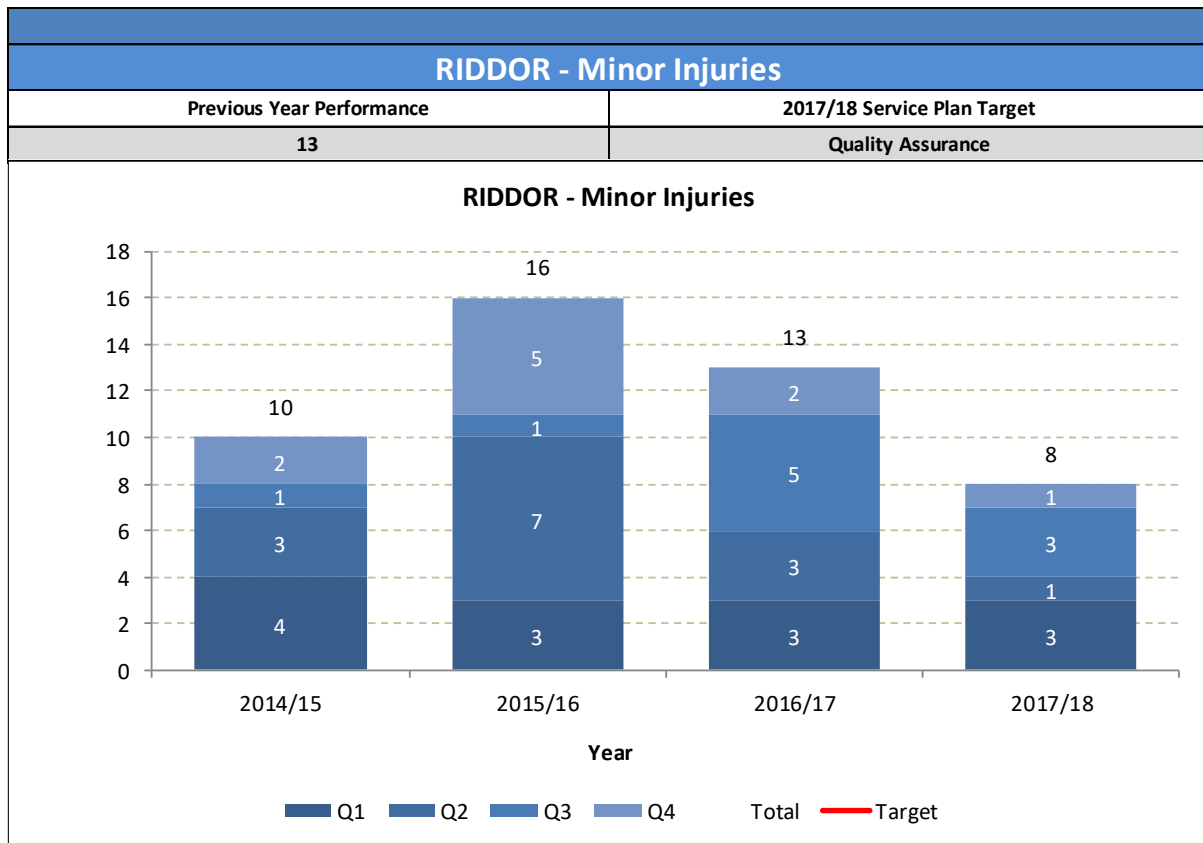
The trend in this category was burn or scald with 4 people suffering this injury type, one of which was the 4 working days lost and related to a member of the catering staff.

There was no specific age range in this category.



Under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013, Merseyside Fire & Rescue Authority 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 Team reports the occurrences to the Health and Safety Executive (HSE) on behalf of MFRA.

There was one reportable major injury in 2017/18 which was an injury to a firefighter who suffered a broken arm whilst exercising in a station gym.

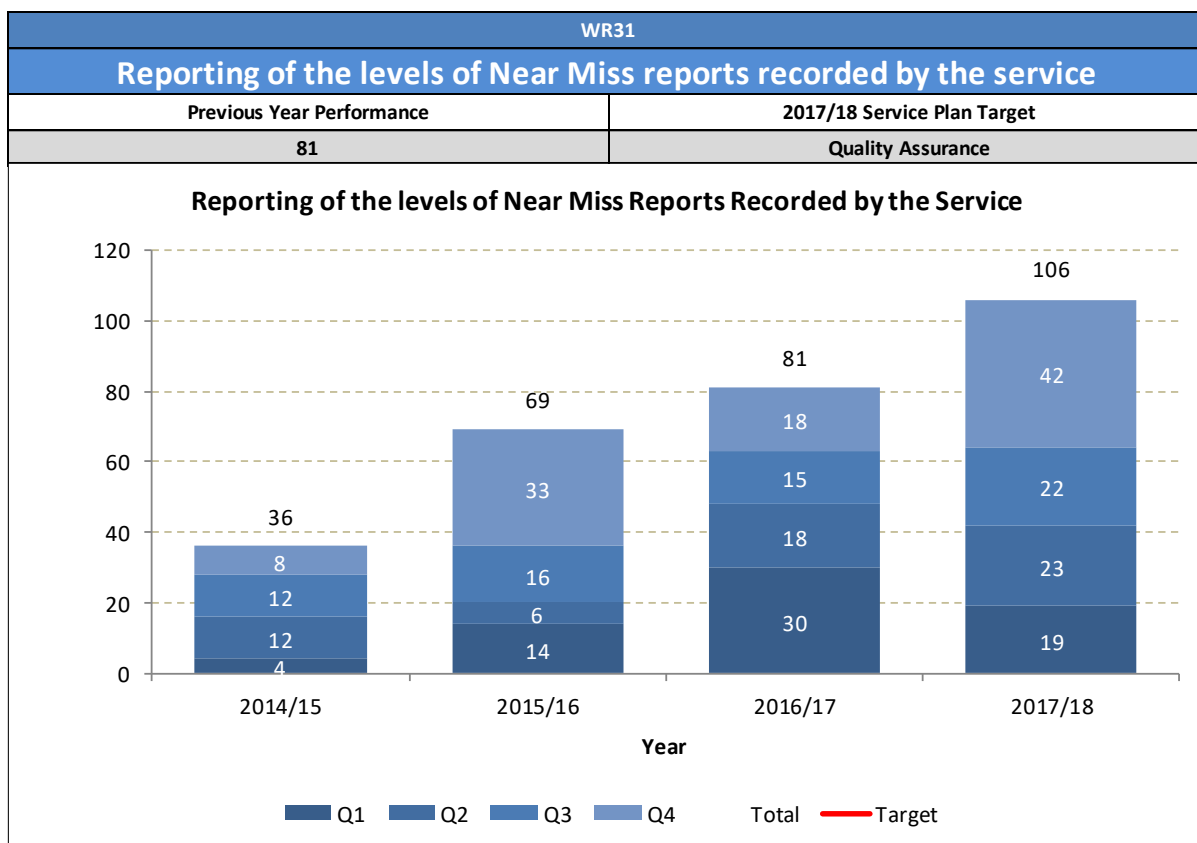


Under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013, Merseyside Fire & Rescue Authority must report specific categories where an over 7 day absence occurs when the cause is 'out of or in connection with work'. The Health & Safety Team reports the occurrences to the Health and Safety Executive on behalf of MFRA.

There was a 38% reduction from the previous year to 8 which is the lowest reported figure the Authority has returned in this category.

Of the 8 injuries that were reportable they are categorised as the following - injuries due to sprain or strain injury - 4, multiple injuries - 2, whiplash -1, pain only – 1.

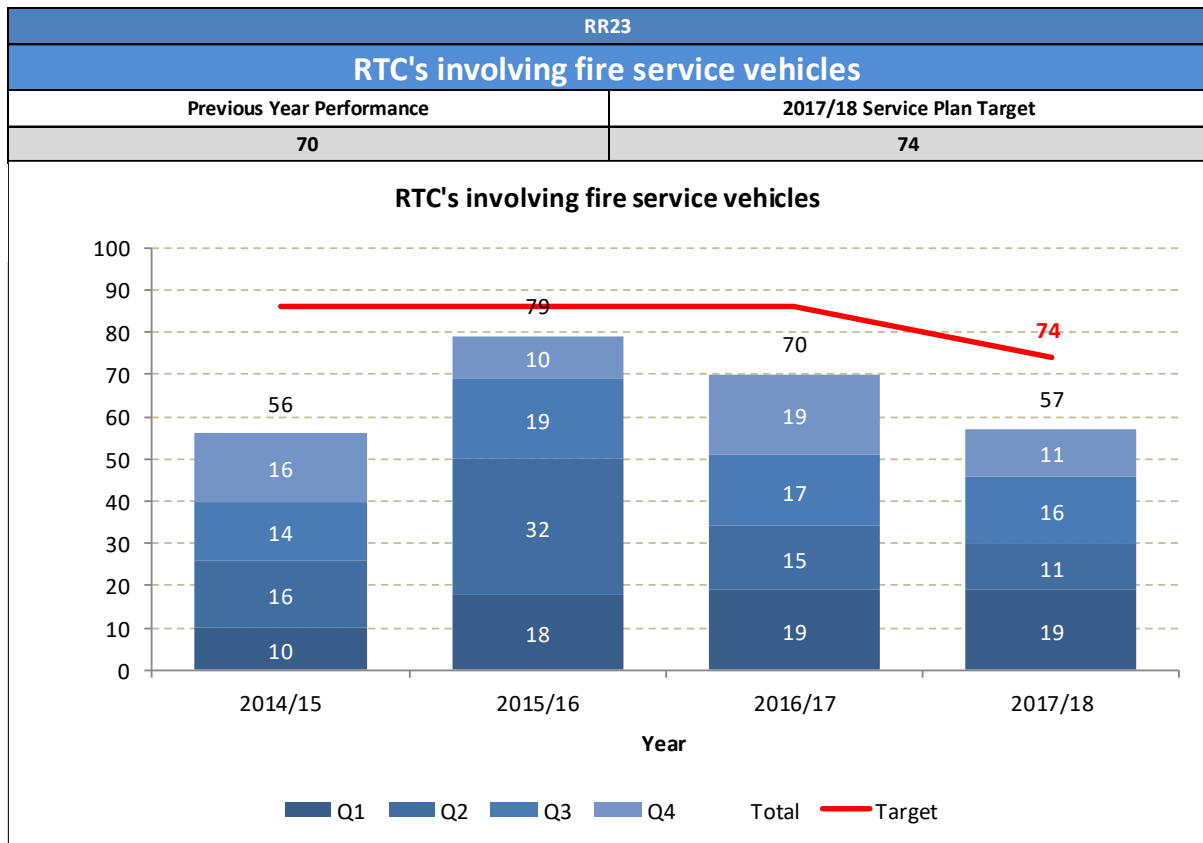
Sprain or strain was the trend in this category with no age trend identified.



The number of near miss reports has increased for the fourth consecutive year which is a positive for the Service as this is the reporting of safety issues when injury does not occur. The reporting procedure for near miss has been extended in the last year to include safety observations which was to overcome any misinterpretation of the definition of a near miss and to encourage positive recording of any situation that has the potential to cause injury.

The continued positive reporting in this category has no doubt impacted on the reduction of injuries during routine activity to both operational and none operational staff and communication and education of our staff will continue over the next 12 months with the aim of maintaining this level of reporting.

Similar to last year, MFRS has one of the highest levels of reporting of near miss/safety observations in comparison to other Services in the North West Region.



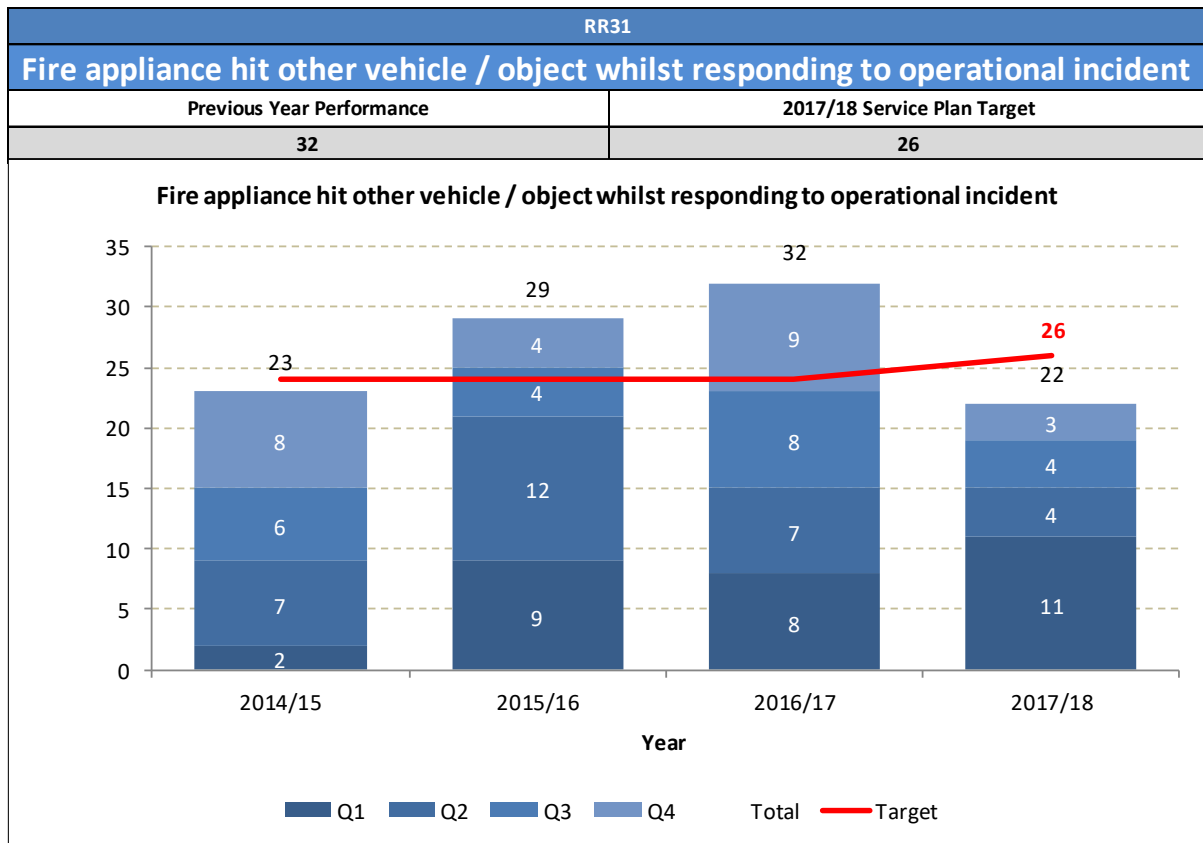
The number of road traffic collisions (RTC) involving all types of Service vehicle was 57 in 2017/18 which was a 19% reduction on the previous year and continues a downward trend over the last 3 years. Overall the figure is 23% below target.

Road traffic collisions are reported on in four separate categories being:

1. The number of RTC's where a Fire Appliance hit other vehicle or object whilst responding to an operational incident
2. The number of RTC's where a Fire Appliance hit other vehicle or object whilst engaged in routine activity
3. The number of RTC's where a Light vehicle hit another vehicle or object whilst responding to an operational incident
4. The number of RTC's where a Light Vehicle hit other vehicle or object whilst engaged in routine activity.

All four categories are summarised in the following pages.

The Fire Authority is asked to note that all road traffic collisions are reviewed at the Road Risk Review Group which is chaired by the Health & Safety 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.



Collisions involving appliances during blue light response could be deemed as the Services most risk critical category due to the nature of the activity.

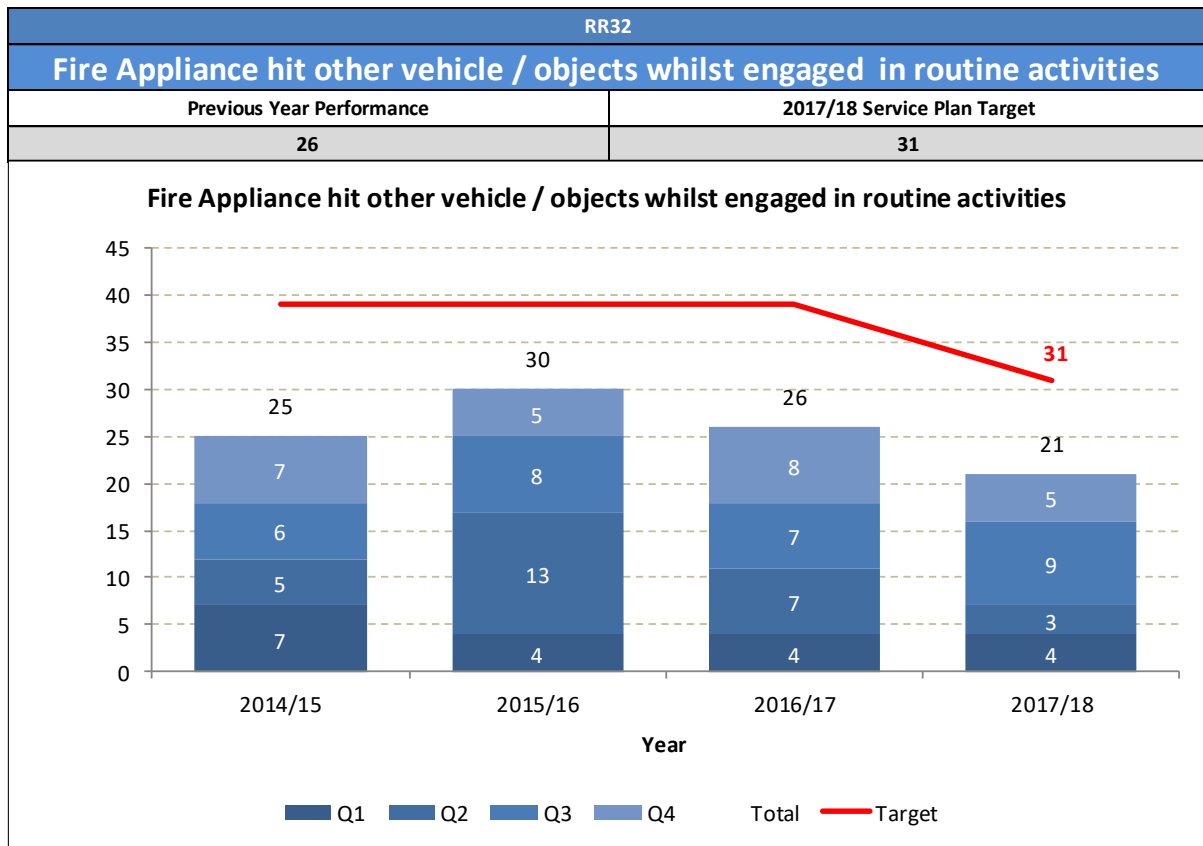
This category has seen a considerable reduction in the last 12 months by 31% to 22, down by 10 on the previous year. The figure is 15% below the overall target which is the first time in three years this target has been achieved.

In this period MFRS appliances have responded under blue light on 27,169 occasions which is an increase of 1269 on the previous year. It should also be noted that due to the reduction in appliance numbers, distance travelled by appliances under blue lights has increased with crews mobilising into areas of the County they are less familiar with.

The Service has also introduced 21 new EFAD drivers in 2017/18 so in comparing the overall number of blue light responses, distance travelled and the introduction of new drivers, the 31% reduction in the amount of collisions is testament to the professionalism of the crews and commitment of all involved in reducing this figure to as low as possible.

In analysing the data to identify trends, 18 out of the 22 collisions have occurred when the appliance was travelling below 10mph. 15 of the 18 were whilst the appliance was going forward.

This shows a trend of moving forward at low speed and is an area that the H&S Team have been concentrating on over the last 12 months in communicating back to the crews which has had a positive impact in reducing the number of incidents that occur.

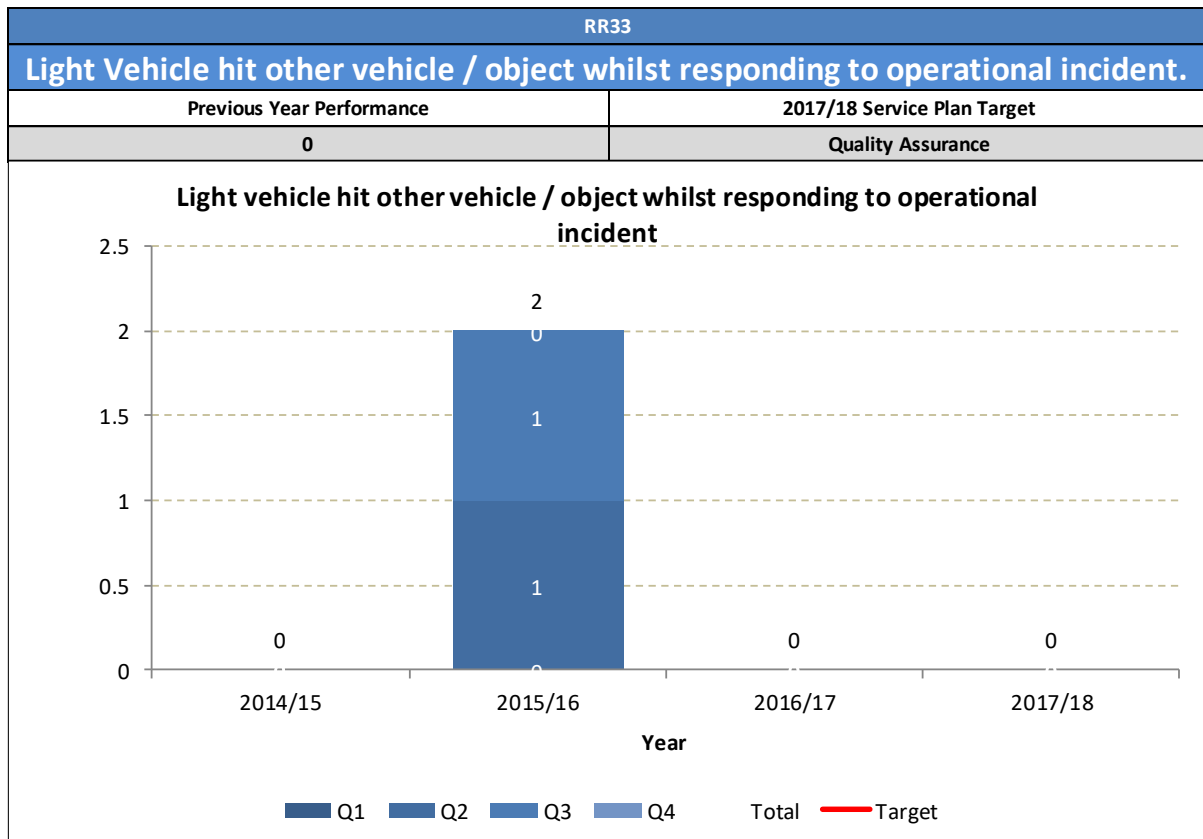


Fire appliance collisions whilst conducting routine activity has also seen a significant drop of 19% to 21 on the previous year total and is 32% below the overall target.

In analysing the data, this again shows a trend of moving forward at low speed with 20 out of the 21 collisions occurring below 10mph and 18 of the 20 in a forward direction. This is the same trend as in the blue light response category.

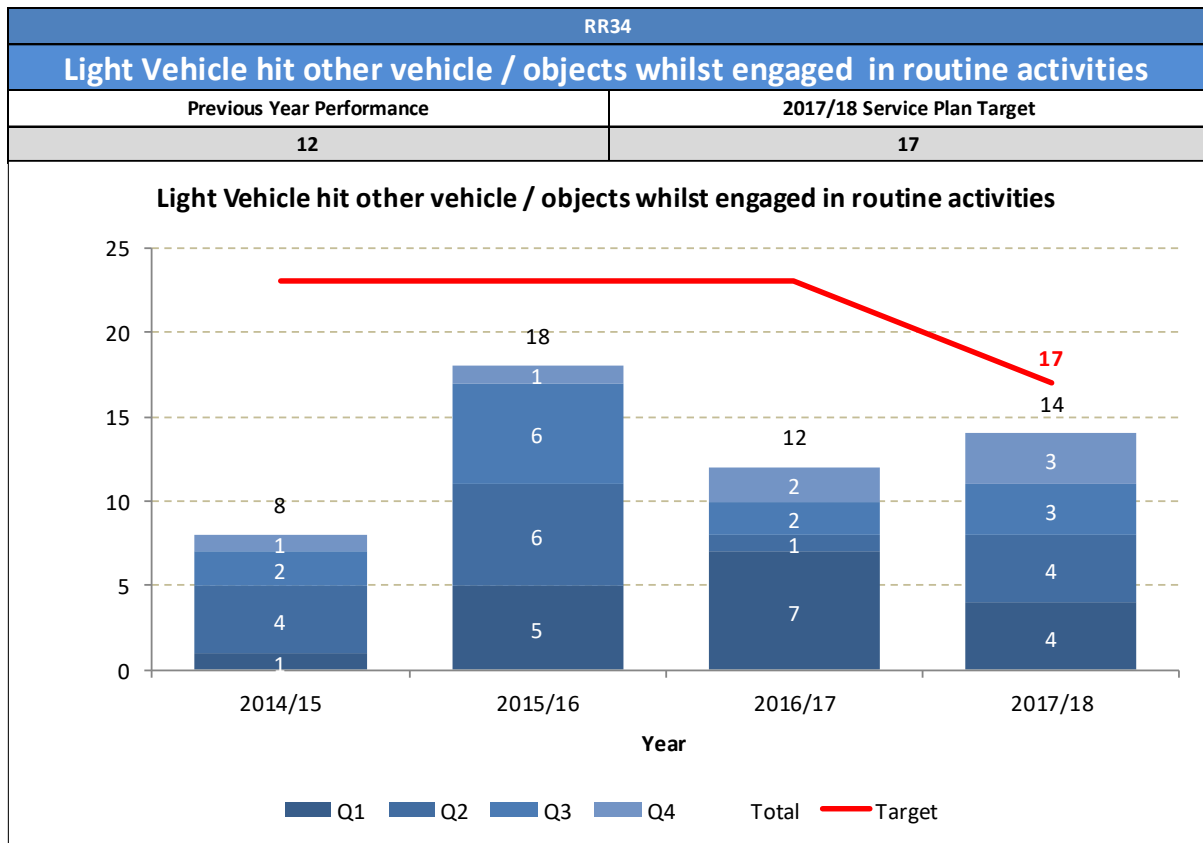
The H&S Team has introduced a monthly communication to share the learning with Operational Staff from all the collisions fire appliances are involved with and this has had a major impact on reducing the overall figure. The Road Risk Review Group also action Line Managers to review incidents with the crews that are involved in each collision to identify development needs with the aim of preventing further occurrences.

MFRA emergency response appliances covered 614,234 miles during all activity in 2017/18 which involved 27,169 individual blue light responses and 57,740 routine movements. Overall there were 43 collisions across the blue light and routine activity categories which is 26% down and 15 less than the previous year which shows a positive downward trend.



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.

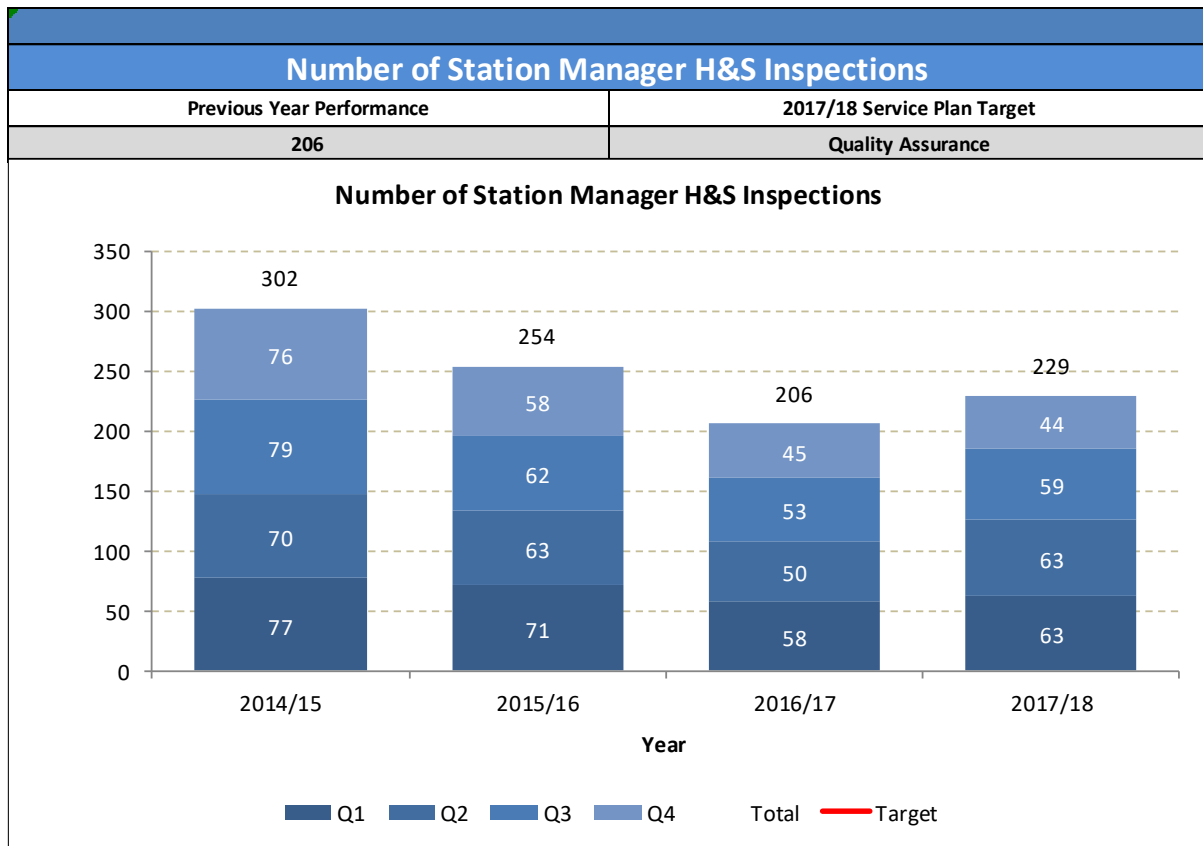
For the second year in succession there have been no collisions in this category.



Light vehicle use by the rest of the Service registered an increase in vehicle collision by two to 14 during the year, albeit still under target by 18%.

In analysing the data for trends, all 14 collisions occurred whilst travelling below 10mph although unlike the appliance activity, 9 of the incidents occurred during a reversing manoeuvre. The positive communication strategy that has been implemented for operational crews has now been instigated with light vehicle users and this will be a focus for the H&S Team over the next 12 months.

MFRA light vehicle fleet consists of 96 vehicles and covered a distance of 316,228 miles in the 12 month period.



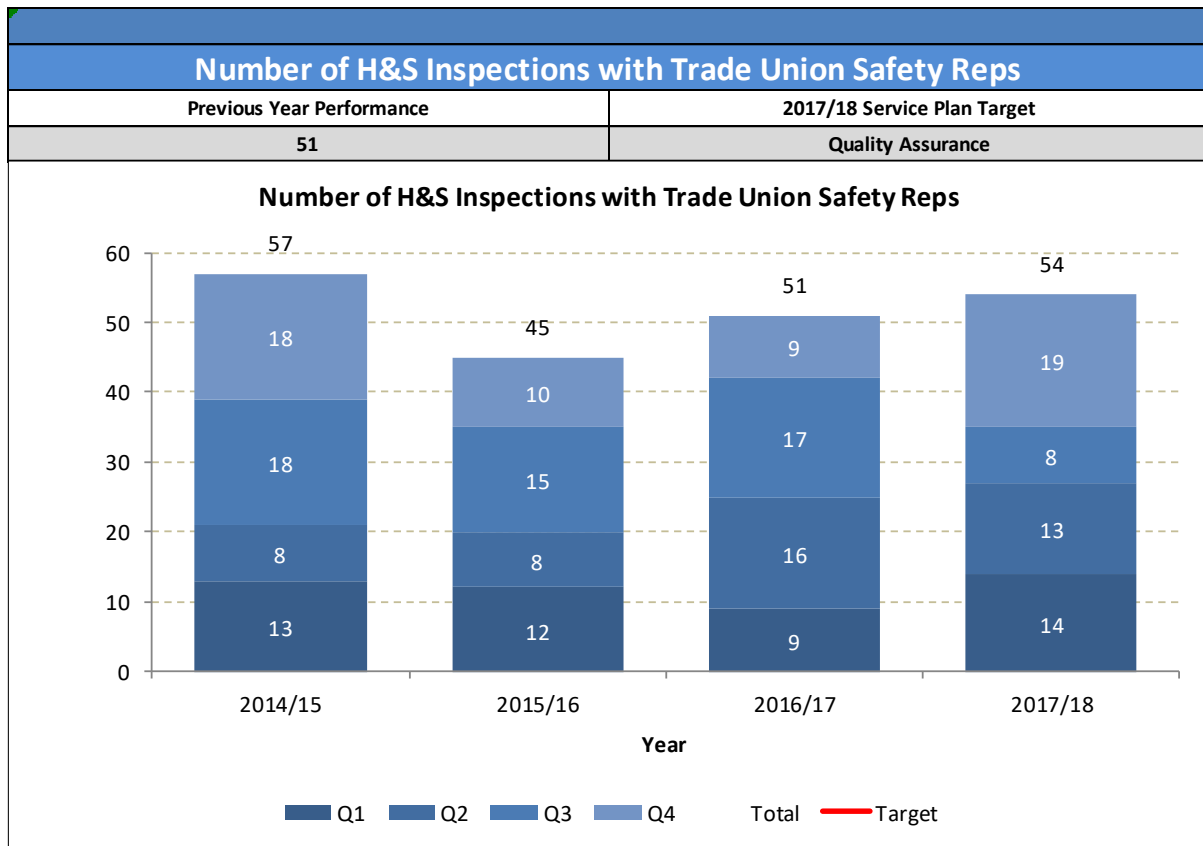
This audit measures numerous Health & Safety and Operational Assurance standards including maintenance of station records, operational readiness, station accommodation and preparedness of appliances and equipment.

The frequency of these audits is monthly and the audit is carried out by the resident Station Manager.

The number of audits increased in this period by 11% to 229.

The SM H&S Inspection is recorded as a management audit on the OSHENS software.

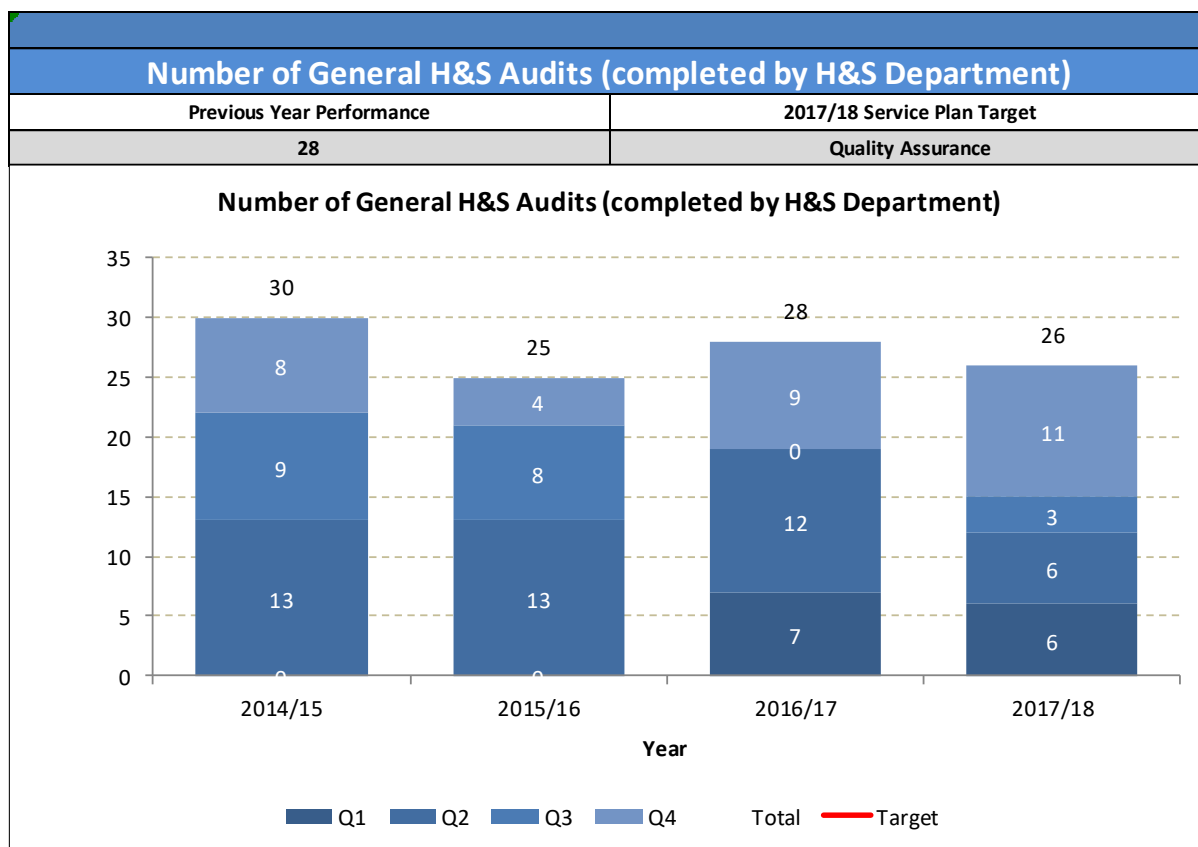
The coverage of this audit has been expanded following a review of the overall audit strategy so going forward will include the Training & Development Academy and Vesty Road Workshops.



Union-appointed health and safety representatives can and are actively encouraged to inspect the workplace. Joint Quarterly Inspections (JQI) are arranged by the H&S Department in collaboration with the Representative Bodies.

In 2017/18, 54 inspections were carried out in collaboration with the H&S department. Following any Trade Union inspection the outcome of the audit is completed and recorded on the OSHENS system where any findings are actioned directly to the relevant departments, e.g. Estates for intervention.

A review of the JQI for fire stations has taken place in the last 12 months with a joint approach by the H&S Department and FBU to create a revised audit that both parties have contributed to which has ensured it is relevant to the buildings and associated risks. Specific audits have also been created for the TDA and Vesty Road Workshops/Operational Equipment.



The Health and Safety Team have the responsibility of carrying out General H&S Audits across the 26 MFRA sites. All locations were audited in 2017/18.

The report shows 2 less visits than the previous year which accounts for Whiston and West Kirby Fire Stations no longer being part of the H&S Team responsibility.