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. T**he 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.

Collison's 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