

Annual Health & Safety Report 2022/23

Merseyside Fire & Rescue Service

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MERSEYSIDE FIRE & RESCUE SERVICE

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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

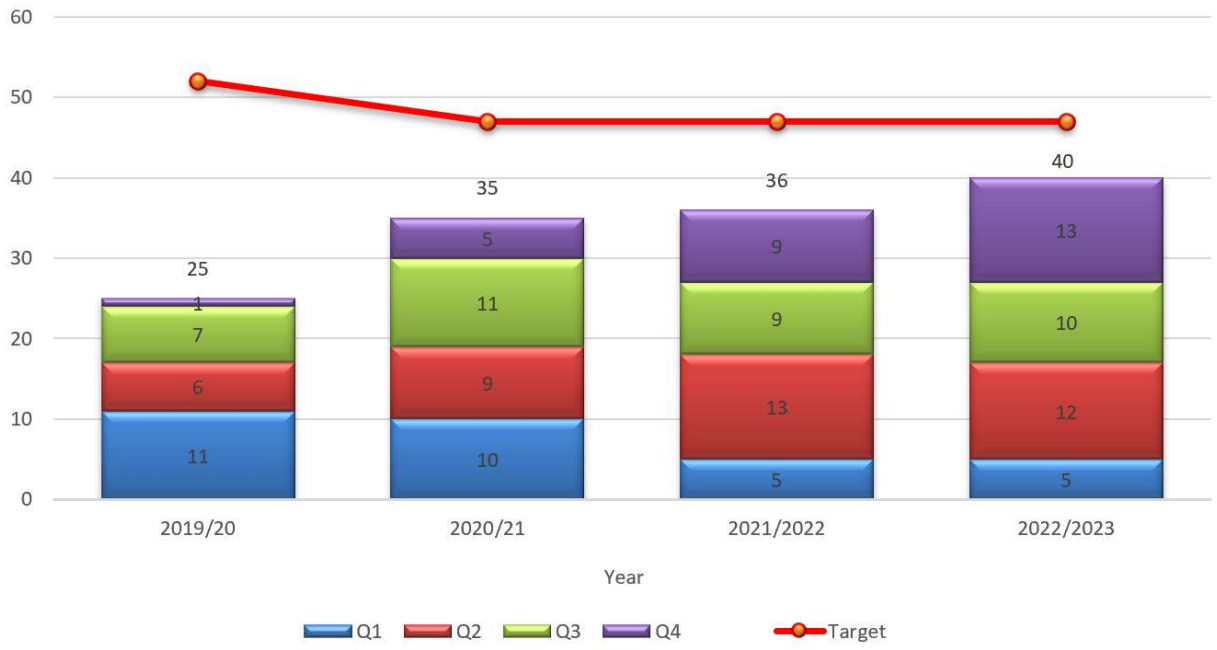
- Number of non-operational staff injuries on-duty **(LPI WR32)**
- Reporting of the levels of Near Miss reports recorded by the Service **(LPI WR31)**

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

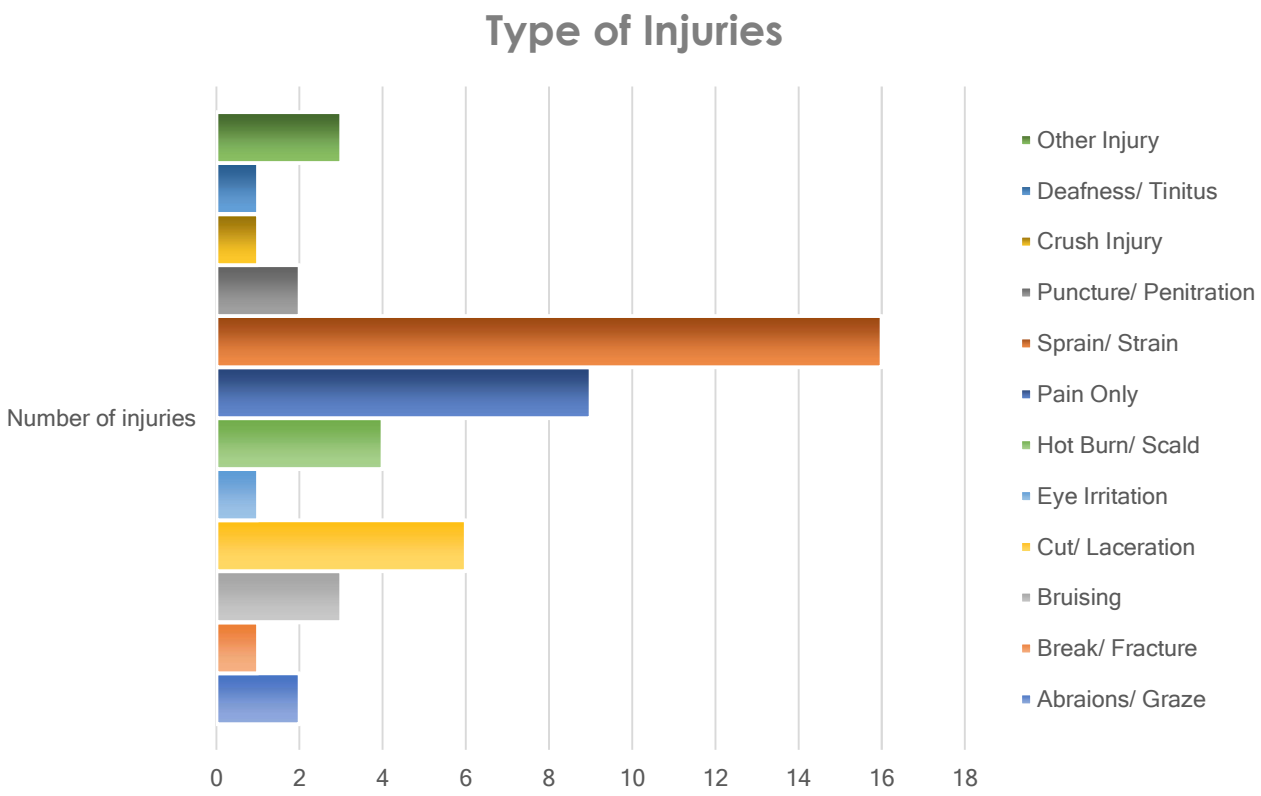


There were a total of 365 duty days lost through staff injuries, which is an increase of 270 on the previous year. 247 of the days lost were due to 5 members of staff on long term sickness and the remaining 118 days were spread across the other 14 members of staff.

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



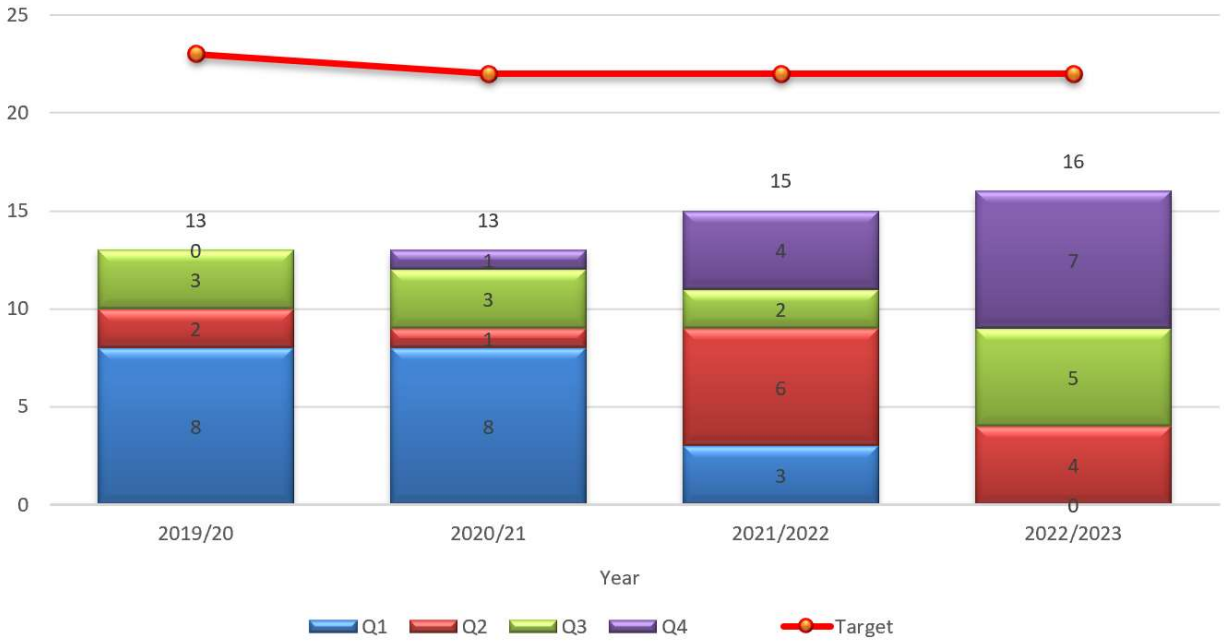
MFRS has an established positive reporting culture, with staff comfortable and confident in reporting injuries without reprisal, even when minor in nature. For example, 9 members of staff reported 'Pain only' injuries, which primarily related to a muscular discomfort during the course of their duties 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.

WR33		
Number of Operational staff injuries at incidents		
Previous Year Performance	**2022/23 Service Plan Target**	**2022/23**
15	**22**	**16**



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.

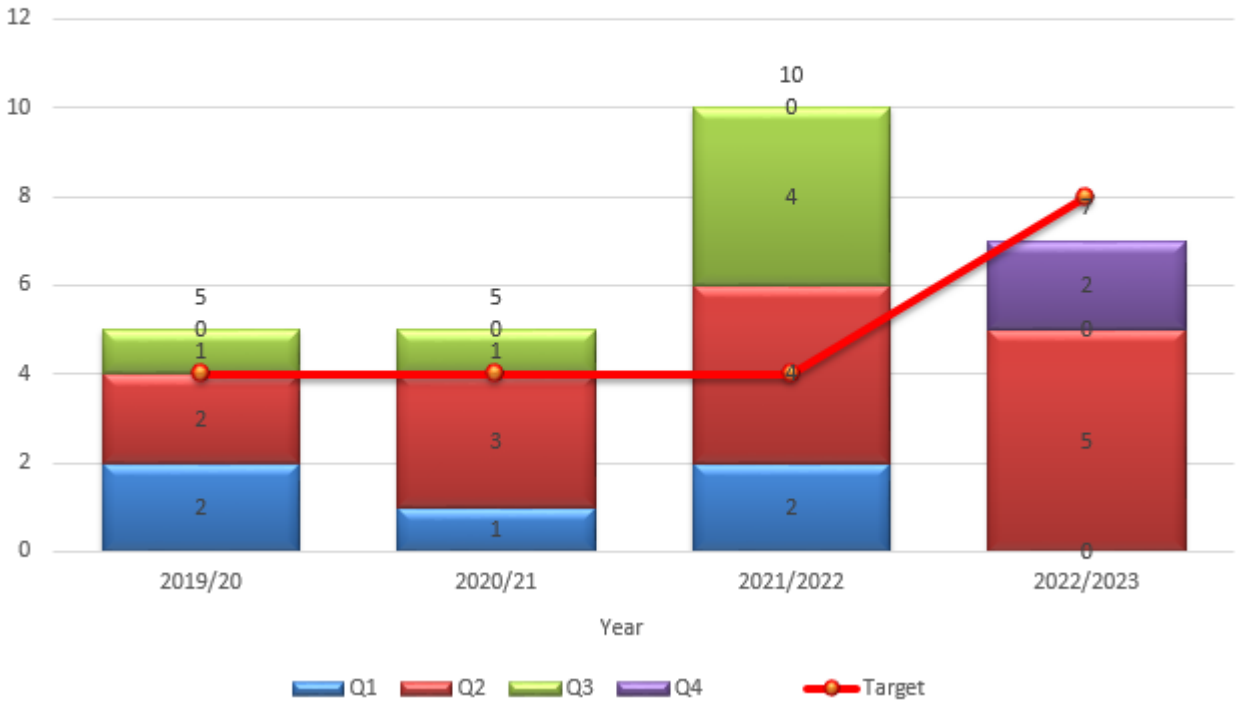
Number of Operational Staff Injuries at Risk Critical Training

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.

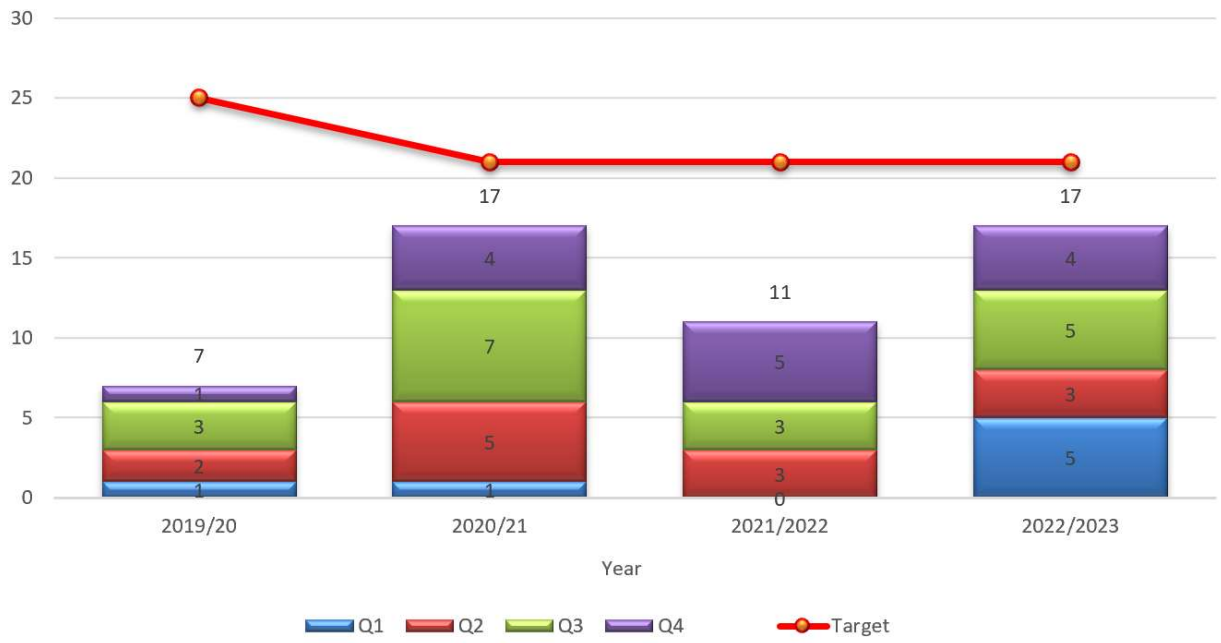


There have also been 2 recruit courses delivered, each of which lasted 16 weeks in duration and comprised18 Recruit Firefighters (RFF).

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.

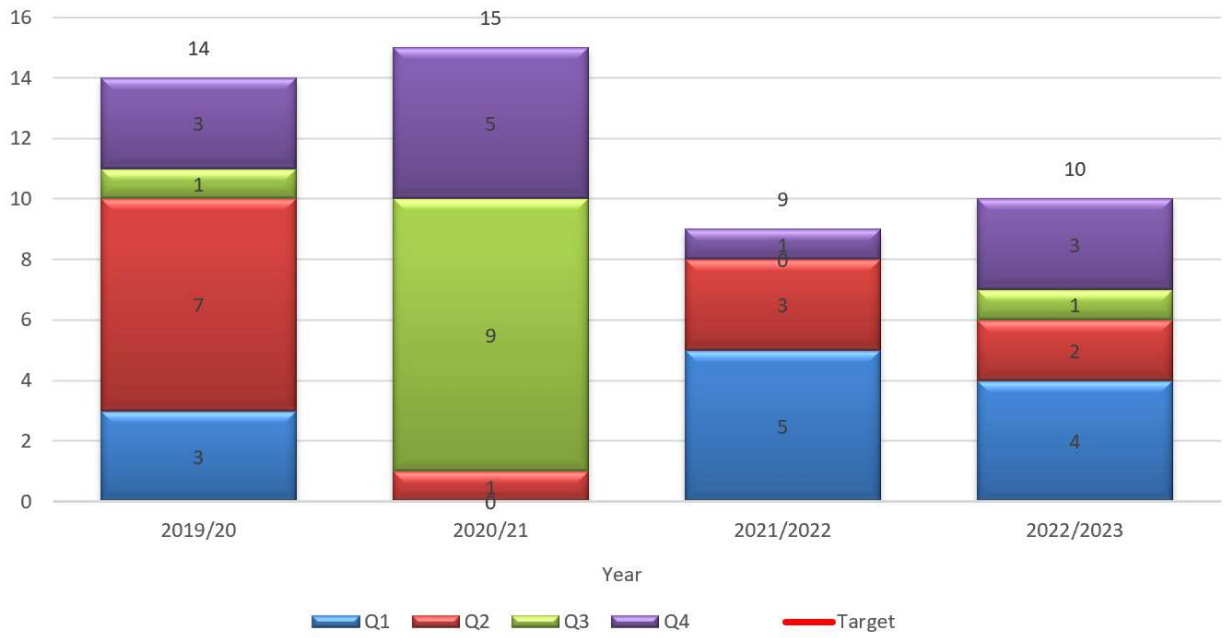
Of the 17 individuals who were injured, 7 remained on duty, highlighting that their injuries were minor in nature. 10 members of staff went off duty, compared to 2 individuals that went off duty during 2021/22.

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).


HSE

Health and Safety Executive

Reporting accidents and incidents at work

A brief guide to the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)

What is RIDDOR?

RIDDOR is the law that requires employers, and other people in control of work premises, to report and keep records of:

- work related accidents which cause death;
- work related accidents which cause certain serious injuries (reportable injuries);
- diagnosed cases of certain industrial diseases; and
- certain 'dangerous occurrences' (incidents with the potential to cause harm).

There are also special requirements for gas incidents (see 'Reportable gas incidents').

This leaflet aims to help employers and others with reporting duties under RIDDOR, to comply with RIDDOR and to understand reporting requirements.

This is a web-friendly version of leaflet INDG453(rev1), published 10/13

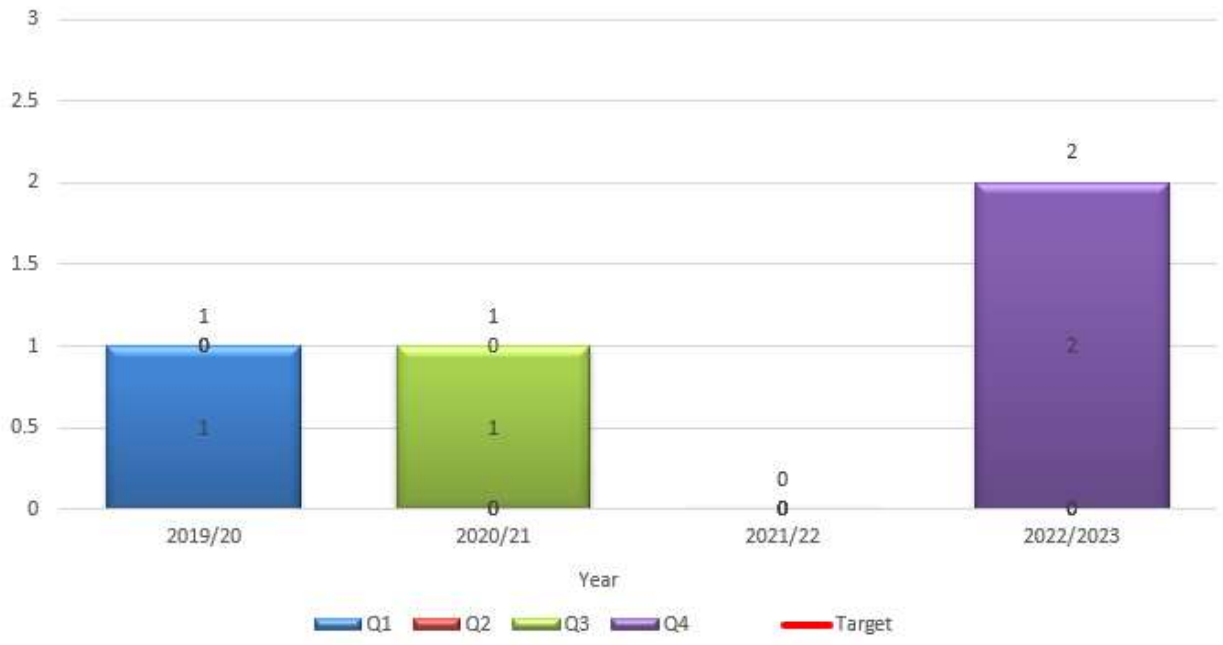
RIDDOR 2013 Changes

From 1 October 2013, RIDDOR 2013 comes into force, which introduces significant changes to the existing reporting requirements. The main changes

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.

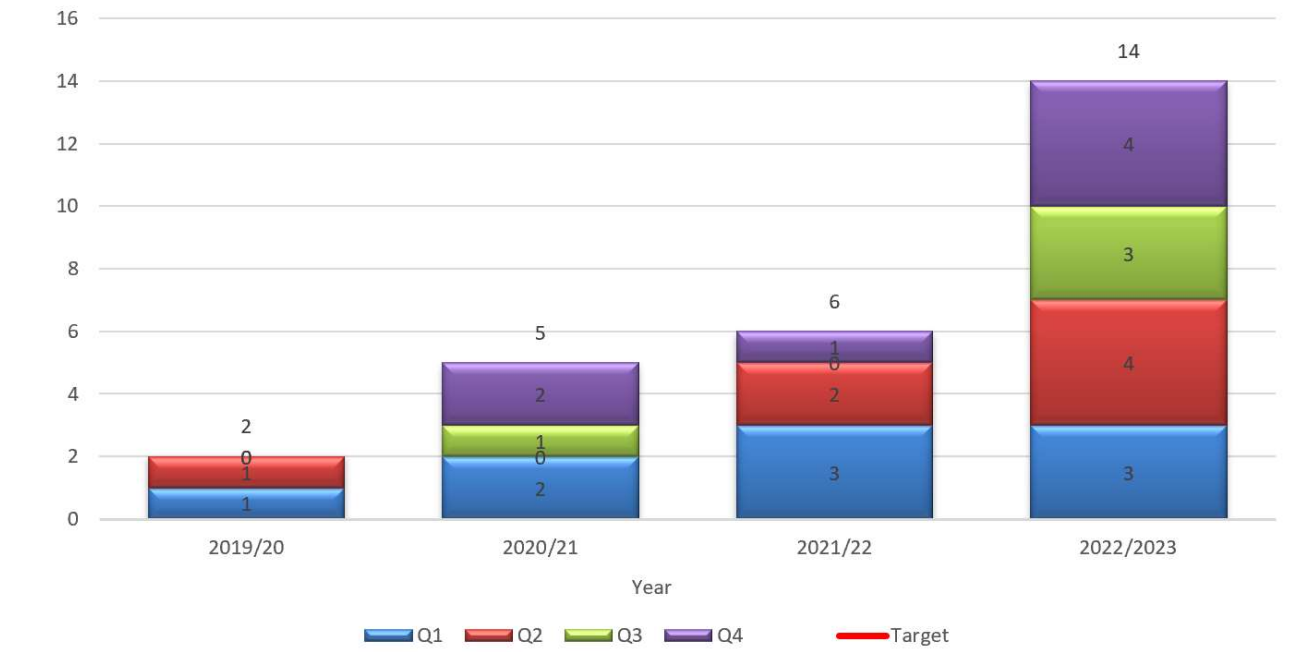
RIDDOR - Major Injuries		
Previous Year Performance	2022/23 Service Plan Target	2022/23
0	MONITORING / QA	1



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.

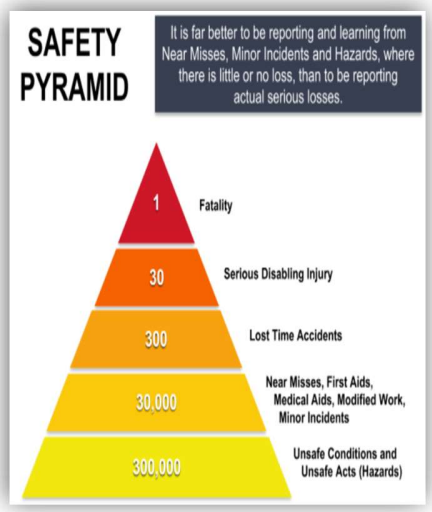
RIDDOR - Minor Injuries		
Previous Year Performance	2022/23 Service Plan Target	2022/23
6	MONITORING / QA	14



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

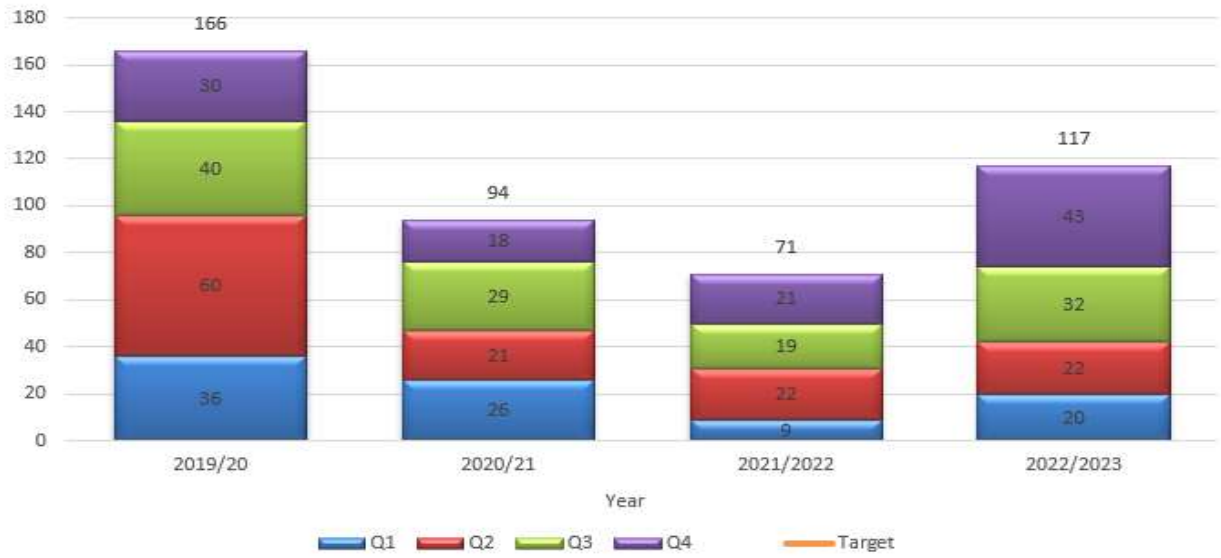
A near miss is an incident that would have resulted in a loss, such as an injury or property damage, under only slightly different circumstances.



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.

RR23		
RTC's involving fire service vehicles		
Previous Year Performance	2022/23 Service Plan Target	2022/23
62	72	79

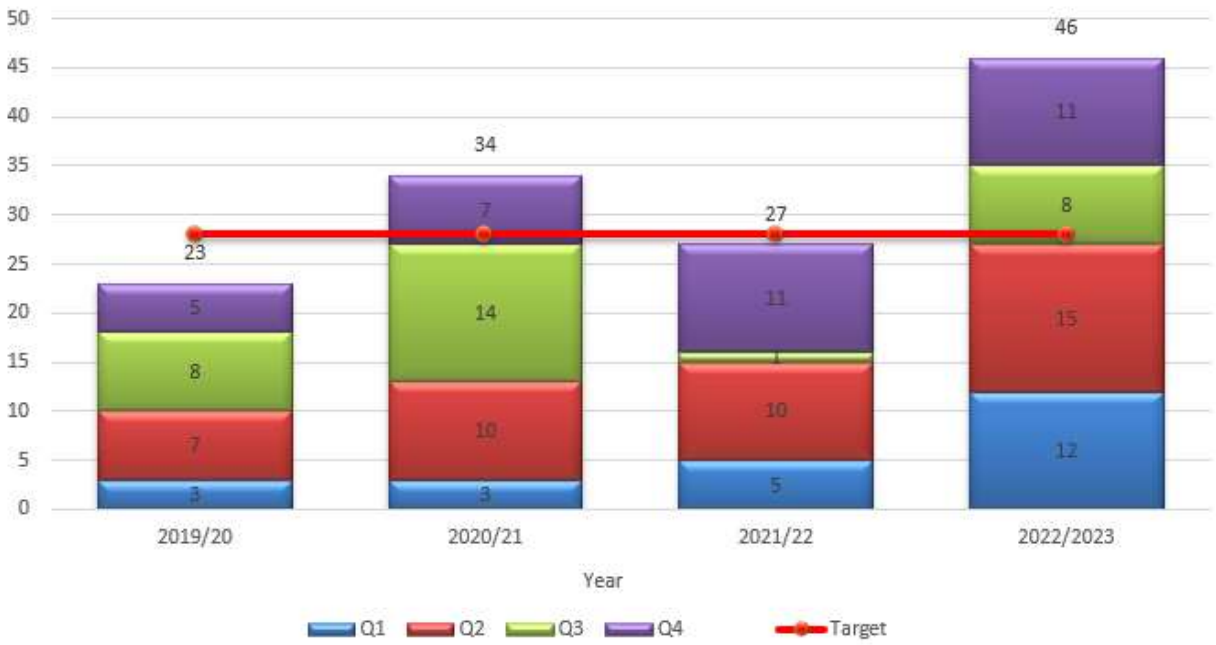


All road traffic collisions are reviewed at the RRRG which is chaired by the H&S Manager. The group decide what the appropriate course of action for each incident is, with support/development put in place for the individuals involved in the collisions, with the aim of preventing further occurrence.

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.


MERSEYSIDE FIRE & RESCUE SERVICE
Road Risk Review Feedback
November 2021

LPI - RR32 Fire Appliance hit other vehicle/object whilst engaged in routine activities

The graph above shows the total number of appliance collisions whilst engaged in 'routine activities' which occurred from April 2021 to date.

The collision data identifies the following trends:

- A total of 20 collisions whilst engaged in routine activities
- All of these 20 collisions occurred whilst travelling at 10mph or less

The predicted Annual target is to have no more than 27 collisions whilst engaged in routine activities in the financial year. To date, performance is at 20 and therefore as a Service, we are marginally underperforming.

Email:
Tel. 0151 296 4912

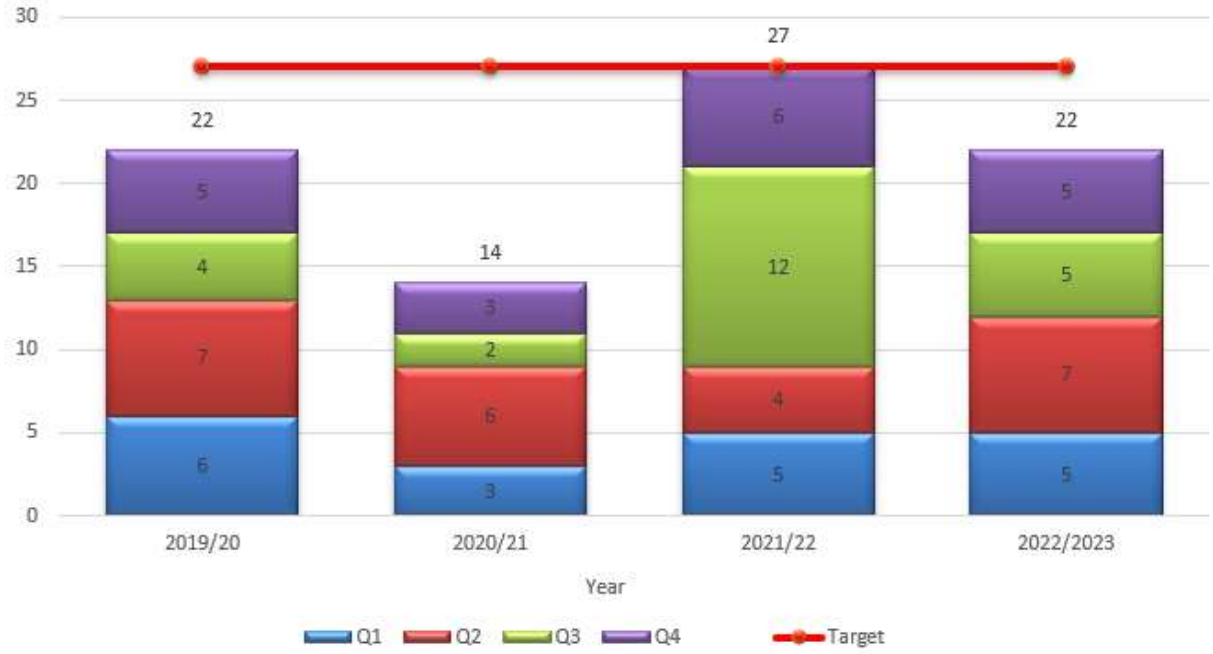
Frequent communications from the H&S Department are circulated, highlighting the identified trends and areas of learning with the aim of reducing the number of incidents.

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.

RR32		
Fire Appliance hit other vehicle / objects whilst engaged in routine activities		
Previous Year Performance	2022/23 Service Plan Target	2022/23
27	27	22



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

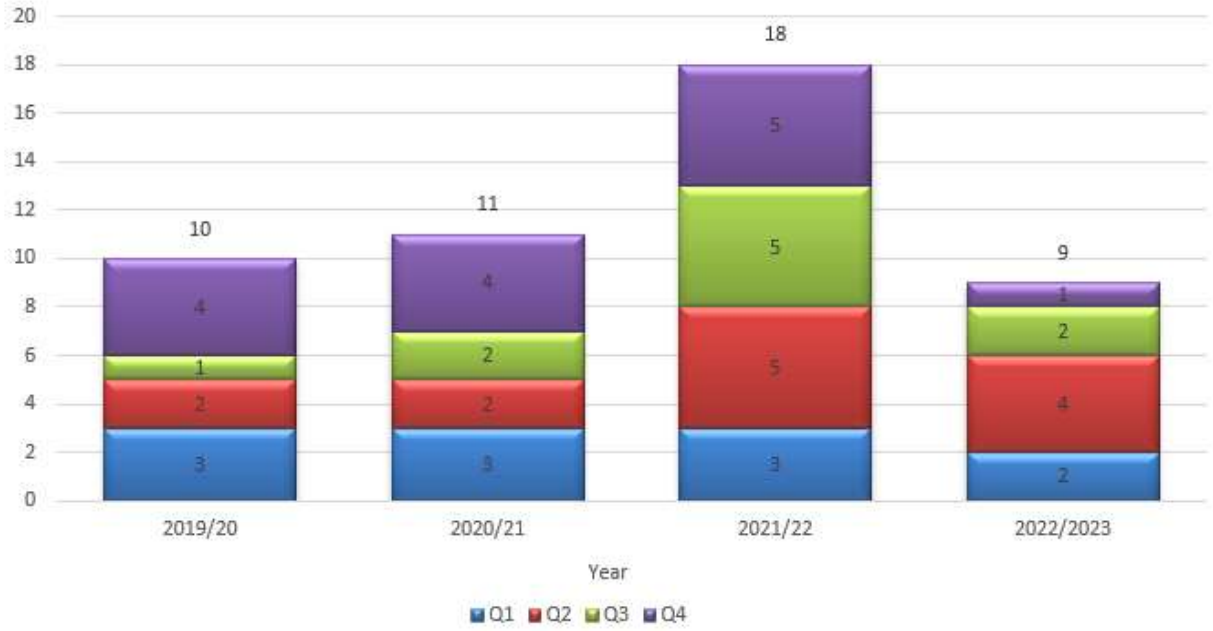


In analysing the data for trends, 5 of the 12 collisions (42%) occurred whilst moving backwards under 10 mph; 4 occurred whilst moving forward at under 10 mph, 2 collisions occurred whilst moving forward over 10 mph, and 1 happen whilst moving backwards with an unknown speed.

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

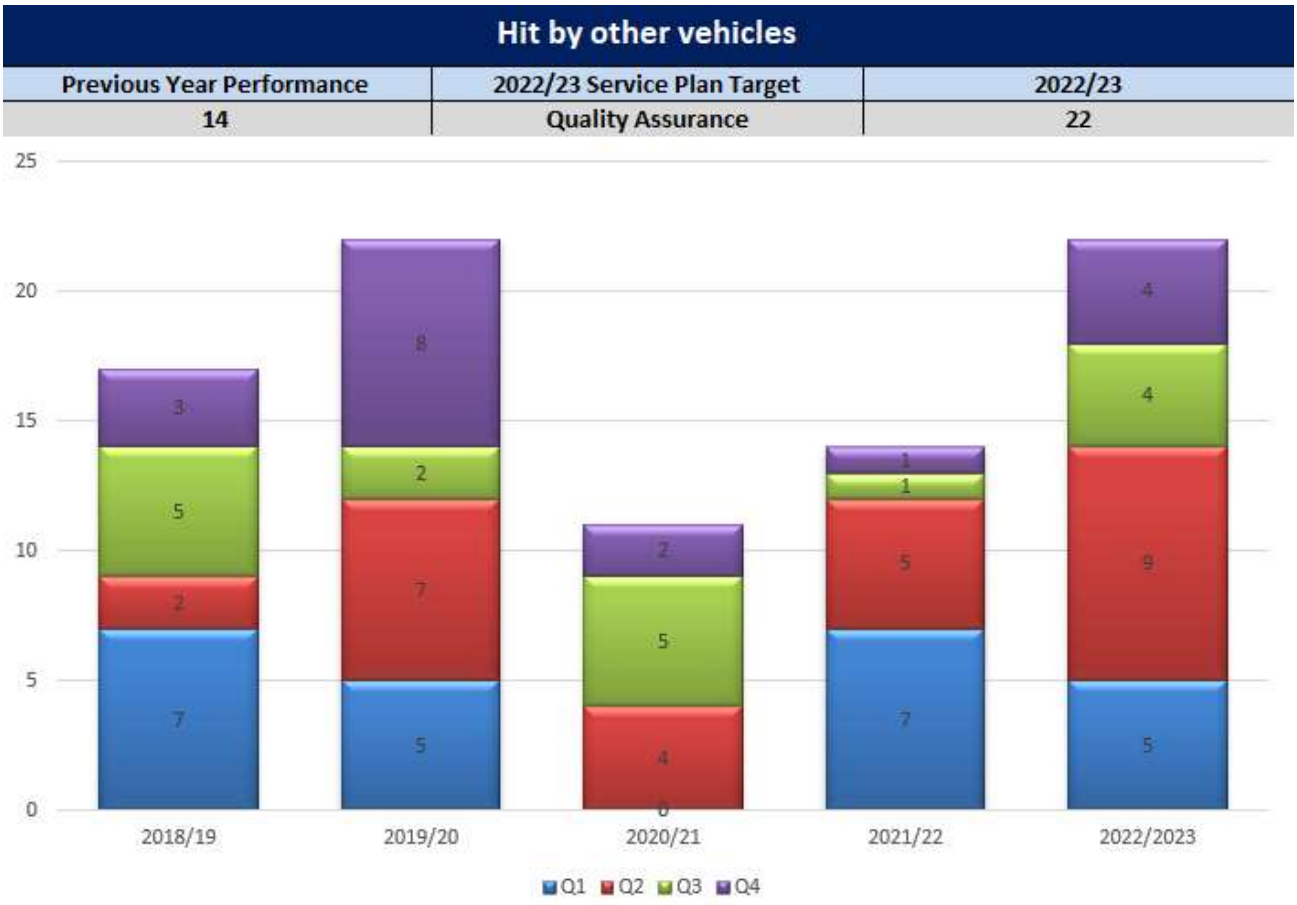


This category was introduced in April 2019 to capture vehicle damage which was not caused by a collision, for both fire appliances and light vehicles. This category is not given a target but is monitored for trends.

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.

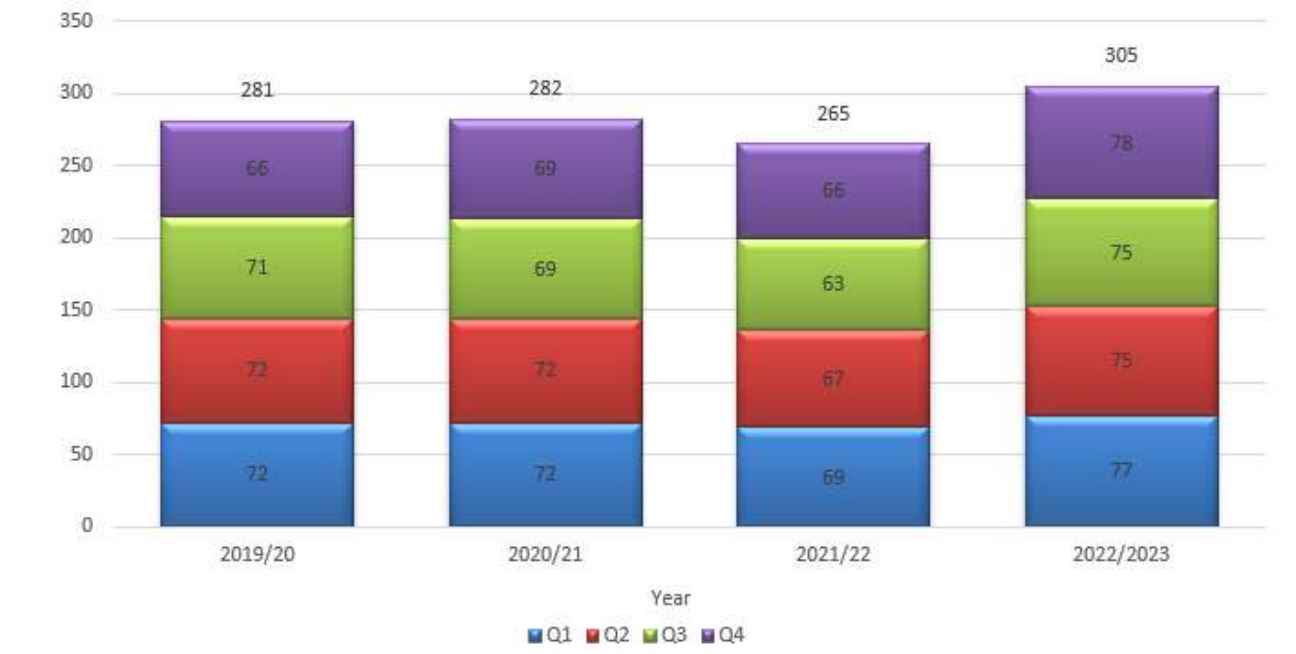


The most notable performance variations for pre and post Covid data related to *'Operational staff injuries during routine activity'* and *'Appliance collisions during emergency blue light response'*, Based on the data above, it is reasonable to suggest a correlation in these areas to the increase seen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

Number of Station Manager Monthly H&S Inspections		
Previous Year Performance	2022/23 Service Plan Target	2022/23
265	Quality Assurance	305

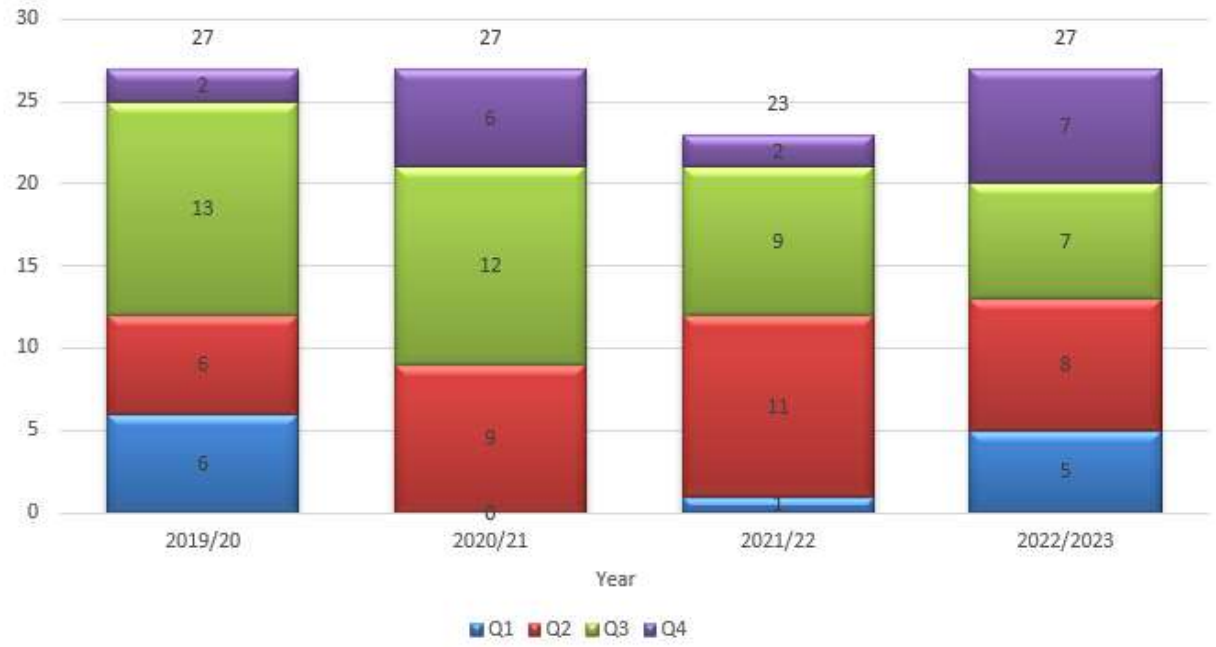


For the period of 2022/23, completion of Station Manager Monthly H&S Inspections has increased by 40 inspections this year. No significant trends were identified from the inspections. The fact that no significant trends were identified is positive, as it means that there are no major safety concerns 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.

Number of General H&S Audits (completed by H&S Department)		
Previous Year Performance	2022/23 Service Plan Target	2022/23
23	Quality Assurance	27



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 practioners 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 commited to keeping staff and the public, as safe as possible whilst nurturing our positive H&S culture.