BRIEFING NOTE			
MEETING OF THE:	**SCRUTINY COMMITTEE**		
DATE:	**8 SEPTEMBER2022**		**CFO/042/022**
PRESENTING OFFICER	**DEPUTYCHIEF FIRE OFFICER SEARLE**		
RESPONSIBLE OFFICER:	**AM BEN RYDER**	**REPORT AUTHOR:**	**GM CRAIG WHITFIELD**
OFFICERS CONSULTED:	**HEALTH & SAFETY DEPT., STRATEGY & PERFORMANCE DEPARTMENT, LEGAL SERVICES, H&S COMMITTEE. STRATEGIC LEADERSHIP TEAM**		
TITLE OF REPORT:	**HEALTH, SAFETY & WELFARE ANNUAL REPORT 2021/22**		

APPENDICES:	**APPENDIX A:**	**HEALTH, SAFETY & WELFARE REPORT 2021/22**

Purpose of Report

1. To request that Members note the content of the Annual Health & Safety (H&S) report which details the performance of Merseyside Fire and Rescue Service against its Local Performance Indicators (LPI's) for H&S during 2021/22.

Recommendation

2. It is recommended that Members scrutinise the performance outcomes of Merseyside Fire and Rescue Service ('MFRS') against its H&S performance targets for the period 1st April 2021 to 31st March 2022.

Introduction and Background

3. The Annual H&S Report ensures that Members are 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 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. A brief overview of the 2021/22 LPI performance for members to note is contained in the following sections: (the full detail is contained in the annual report - Appendix A).

8. Staff injuries

i. An overview of LPI performance is shown below. Performance is Red, Amber, Green (RAG) rated with Green identifying positive performance and Red as an area for improvement.

LPI	Predicted Annual performance	Actual Annual Performance	RAG rating
WR13	47	36	G
WR33	22	13	G
WR34	4	10	R
WR22	21	11	G
WR32	Monitoring	9	G

ii. All operational staff injuries: (WR13)

There were 36 injuries to operational staff during 2021/22, with 27 of the individuals remaining in work and 4 returning within 7 days. The majority of injuries are minor in nature.

iii. Injuries at operational incidents (WR33)

MFRS attended 18,287 operational incidents in 2021/22, which was supported by 31,734 appliance movements.

13 injuries occurred at incidents. Of the 13 injured, 4 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 22. A reduction of 7 on the previous year.

iv. Injuries at risk critical training (WR34)

In 2021/22, examples of training undertaken included 281 core training courses, 80 off-site station exercises, 41 high rise exercises, and the successful delivery of 3 recruit courses. Additional training completed is available in the Annual Report (Appendix A).

10 individuals were injured during risk critical training. 3 subsequently went off duty and booked sick. 3 of the 10 injuries occurred during the same event however, all remained on duty.

The total duty days lost for operational staff whilst at risk critical training was 53. 38 of these days related to one individual.

v. Injuries related to staff conducting routine duties (WR22)

There was a total of 11 injuries recorded during routine activity which is a decrease of 6 from the previous year.

Of the 11 individuals who were injured, 9 remained on duty highlighting their injuries were minor in nature. Only 2 individuals went off duty which is a 50% decrease on the previous year.

vi. Non-operational staff injuries (WR32)

There were a total of 9 non-operational staff injuries in 2021/22, a decrease of 6 from 2020/21. All 9 individuals remained on duty. All injuries were classed as minor in nature.

vii. RIDDOR reportable injuries; Major & Minor

There were no reportable 'Major' injuries during 2021/22 however, 5 'Minor' injuries were reported to the HSE. This is an increase of 1 on the previous year. The injuries were:

- 2 sprain/strain injuries
- 1 hot burn/scald
- 1 cut/laceration
- 1 break/fracture injury

9. 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.

10. Safety Events

i. There was one significant safety event in 2021/22 involving a Recruit Firefighter (RFF) during the first week of their recruit course. The outcomes of the H&S investigation found this to be a medical condition brought on by other contributing factors. As such, this is not recorded in the injury statistics and following consultation with HSE, it was confirmed that it did not fall under RIDDOR.

11. Road Traffic collisions involving Authority vehicles

MFRA operate 228 fleet vehicles and have covered in excess of 1 million miles during 2021/22. 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 and Red as an area for improvement.

LPI	Predicted Annual performance	Actual Annual Performance	RAG rating
RR23	72	62	G
RR31	28	27	G
RR32	27	27	G
RR33	Monitoring	0	G
RR34	17	8	G
RR35	Monitoring	18	G

ii. The total number of road traffic collisions (RTC's) (RR23)

RTC's involving all types of Service vehicles was 62 which, is an increase of 6 from the previous year, but still remained under target by 10 (14%).

iii. Appliance collision whilst responding to incidents (RR31)

MFRA fire appliances responded on 31,734 occasions in 2021/22 to 18,287 incidents. This driving activity is deemed as the Services most risk critical category.

There were 27 collisions involving appliances responding under blue lights, a decrease of 7 on the previous year and 1 below target. This performance indicator has seen a noticeable improvement.

The trend for this LPI was moving forward under 10mph with 23 (85%) of the 27 collisions being in this category.

The Service has progressed 24 new EFAD qualified drivers during 2021/22.

iv. Appliance collision whilst engaged in routine activities/movements (RR32)

MFRA appliances were involved in 59,077 routine movements in 2021/22. This is 11,959 more movements than the previous year.

The total number of appliance collisions whilst engaged in routine activities increased by 13 to 27. This is equal to the predicted target.

The trend for this LPI was moving forward at low speed (<10mph) with 20 (74%) of the 27 incidents falling into this category.

The Service has progressed 16 new LGV drivers into the operational environment during 2021/22.

v. Collisions involving light vehicles (RR33 & RR34)

MFRA light fleet consists of 154 vehicles to service the needs of the Authority and the community.

There were 8 light vehicle collisions, a reduction of 2 on the previous year and 11 below target.

In analysing the data for trends, 5 of the 8 collisions occurred whilst moving forward (<10mph), 2 whilst reversing (<10mph), and 1 whilst stationary.

Collison's involving light vehicles whilst responding e.g. Senior Officer/specialist response, remained at 0 for another consecutive year.

12. Near miss reporting (WR31)

i. 71 near miss reports/safety observations were recorded for 2021/22, a reduction of 23 from the previous year and likely attributable to:

- The impact of COVID-19, with a lack of movement, training, and less occupation of premises, subsequently recording a decline in near miss reporting figures.
- The positive culture of staff in relation to H&S meaning there are less incidents to report on.

13. The detail within this report and supporting annual report (Appendix A) provide evidence of a positive health and safety culture within the Service, which continues to be the focus of the H&S Department and SLT.

Equality and Diversity Implications

14. 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

15. HS&W is integral to the management of all members of staff.

Legal Implications

16. 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.

17.

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

Financial Implications & Value for Money

18. 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 – staff absence, sick pay, legal costs, claims, reputational impacts, etc.

Risk Management, Health & Safety, and Environmental Implications

19. 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.*

20. 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

N/A

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