

For Publication

Bedfordshire Fire and Rescue Authority
Human Resources Policy and Challenge
Group
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REPORT AUTHOR: HEAD OF PROJECTS, SAFETY AND BUSINESS SUPPORT

SUBJECT: OCCUPATIONAL ACCIDENTS YEAR END REPORT 2016/17

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Background Papers: None

Implications (tick ✓):

LEGAL			FINANCIAL	
HUMAN RESOURCES			EQUALITY IMPACT	
ENVIRONMENTAL			POLICY	
CORPORATE RISK	Known	✓	OTHER (please specify)	
	New			

Any implications affecting this report are noted at the end of the report.

PURPOSE:

To provide Members with an update with regards to Service occupational accidents for the year ending period 1 April 2016 to 31 March 2017 inclusive.

RECOMMENDATION:

That Members consider and endorse the report.

1. Introduction

1.1 This paper provides Members with a summary of all Service occupational accidents for the period 1 April 2016 to 31 March 2017 inclusive, and recorded on RIVO Safeguard; the Service's accident recording software system¹.

¹ A detailed breakdown of all Service occupational accidents for the period 1 April 2015 to 31 March 2016 and previous six reporting periods is provided in Appendix 1.

- 1.2 This paper provides a summary of the findings, including the identification of trends and a comparison with data from previous reporting periods following detailed analysis.
- 1.3 The information is broken down into a number of headings, each of these detailing Service Occupational Accidents and the performance of the Service in relation to previous reporting periods. The headings are detailed as follows:
- Total Number of accidents;
 - Total Number of days lost due to workplace accidents;
 - Total Accidents by type (main causation factors);
 - Accident Numbers by employee group; and,
 - Accidents by work activity.

2. Total Number of Accidents

2.1 In summary the total number of accidents reported for the following periods were:

- 2016/17 - 52
- 2015/16 - 84
- 2014/15 – 73

2.2 It is very pleasing to note that there has been a significant decrease in accident numbers compared to 2015/16, ending the upward trend in the number of accidents in the reporting periods since 2013/14. This is detailed in Chart 1 below. The total accident average for the previous 3 year reporting period was 75.

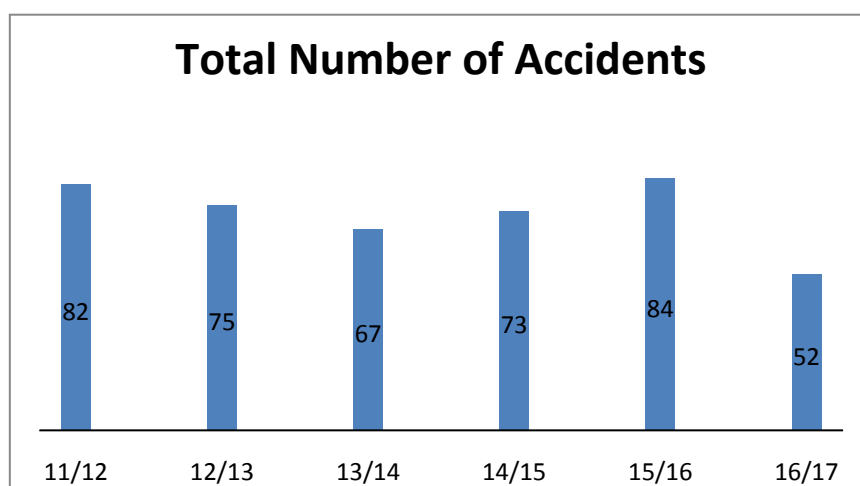


Chart 1: Total Number of Accidents

3. Total Number of Days Lost Due to Workplace Accidents

3.1 In summary the total number of days lost to workplace accidents reported for the following periods were:

- 2016/17 – 388 Days (52 Accidents)
- 2015/16 – 501 Days (84 Accidents)
- 2014/15 - 152 Days (73 Accidents)

3.2 As detailed previously, the number of accidents in 2016/17 has seen a significant decrease when compared to the previous year. The number of days lost to the Service due to workplace accidents in the same period has also decreased from 501 to 388. It should be noted that 316 of the 388 days lost to workplace accidents were the result of one accident that occurred in the previous reporting period 2015/16. The remaining 72 days lost were the accumulated result of 12 workplace accidents. Further detail is provided in Chart 2 below. The total days lost average for the previous 3 year reporting periods was 316.

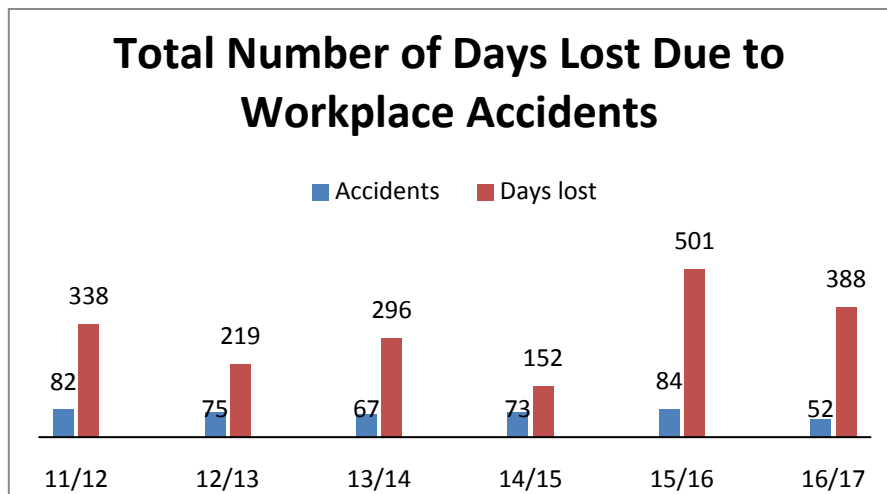


Chart 2: Total Number of Days Lost due to Workplace Accidents

4. Total Accidents by Type (Main Causation Factors)

4.1 In summary the Accident types and total number of days lost to workplace accidents reported in 2016/17 were:

Accident Type	Number of Injuries	Days Lost
Contact with an electrical discharge	1	0
Contact with moving machinery	1	4
Cut	4	0
Harmful substance exposure	1	1
Fire/heat	1	0
Fall from height	2	17
Hit by moving object	6	8
Hit stationary object	1	0
Manual handling	21	24
Musculoskeletal	6	319
Slip, trip, fall	3	15
Other	5	0
Total	52	388

4.2 Following analysis of the summary data for 2016/17 the breakdown is detailed below:

- There were 21 injury accidents associated with manual handling operations;
- These manual handling injuries accounted for 40% of all accidents but only 6% (24) of days lost;
- The number of musculoskeletal injuries was significantly reduced from 17 to 6 compared to 2015/16. Musculoskeletal injuries accounted for 82% (319) of total days lost in 2016/17. As detailed previously, 316 of the 319 days lost attributed to musculoskeletal injuries were the result of one accident that occurred in the previous reporting period 2015/16;
- There was an increase in the number of Manual Handling Injuries from 10 in 2015/16 to 21 in 2016/17;
- There was a significant decrease in the number of Slips, Trips and Falls from 15 in 2015/16 to 3 in 2016/17. These slip/trip/fall injuries accounted for 4% (15) of total days lost in 2016/17; and,
- Musculoskeletal, Manual Handling and Slips/Trips/Falls accounted for 58% of all accidents and 92% of all days lost in 2016/17.

4.3 The relative proportions for each accident type in 2016/17 by number of accidents, and days lost are detailed in Chart 3 (Accidents by Type) and Chart 4 (Days lost by Accident Type) below.

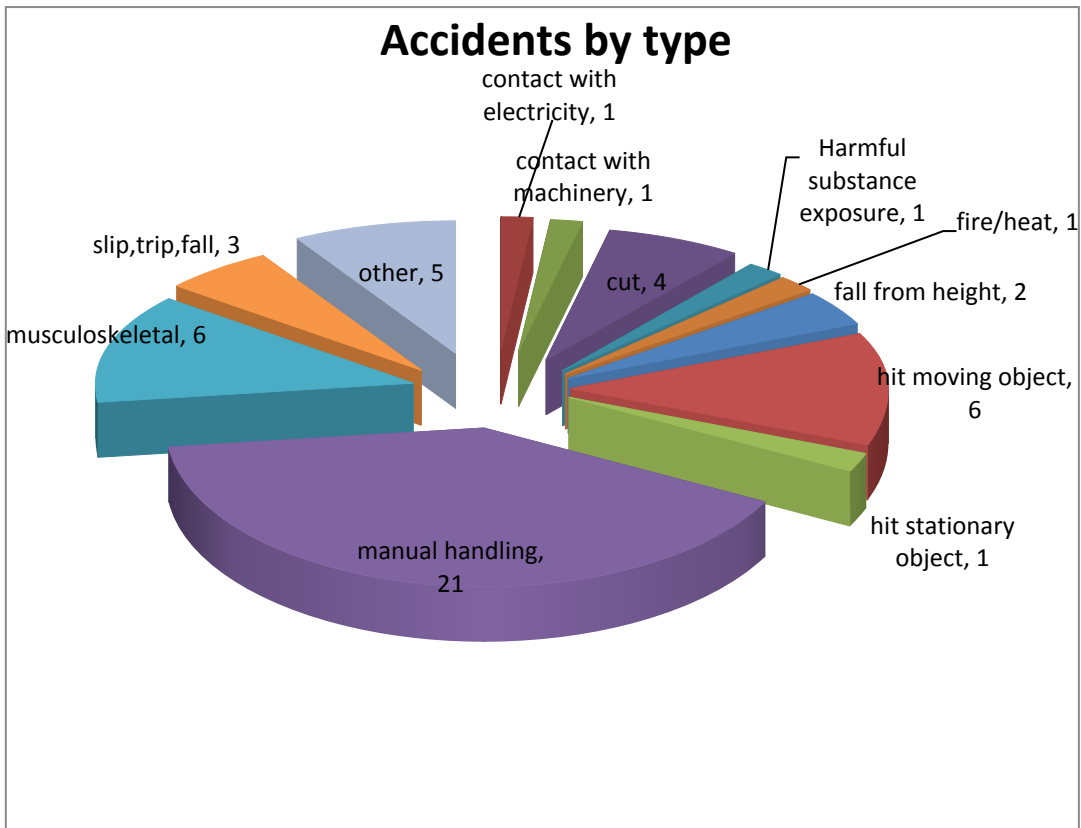


Chart 3: Accidents by Type

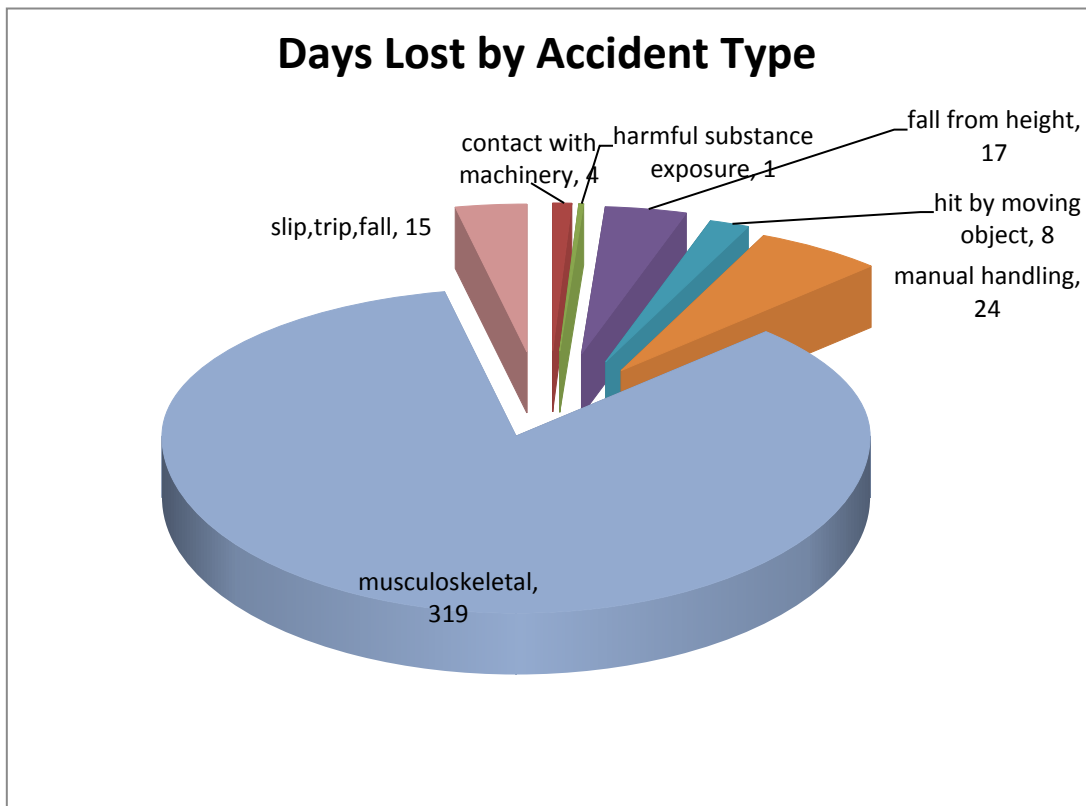


Chart 4: Days Lots by Accident Type

5. Accident Numbers by Employee Group

5.1 The data for Employee Groups, where accidents are reported as either: Wholetime, Retained, or Support Staff is shown in chart 5. For the period of 2016/17 there were:

- 41 (78.8%) accidents reported by Wholetime employees;
- 5 (9.6%) by Retained employees;
- 3 (5.8%) by Support Staff; and,
- 3 (5.8%) by Non employees.

5.2 Accident numbers reported by all employee groups have reduced in 2016/17 when compared to 2015/16 as follows:

- Wholetime employees reduced from 65 to 41;
- Retained employees reduced from 9 to 5; and
- Support Staff reduced from 8 to 3.

5.3 During 2016/17 the days lost due to injury for each Employee Group is broken down as follows:

- Wholetime employees accounted for 12.6% of days lost; reduced from 37% in 2015/16;
- Retained employees accounted for 86% of days lost; an increase from 63% in 2015/16; and,
- Support Staff had recorded 6 days lost which accounted for 1.6% of total days lost. In the previous reporting period Support Staff had accounted for 0.6% days lost.

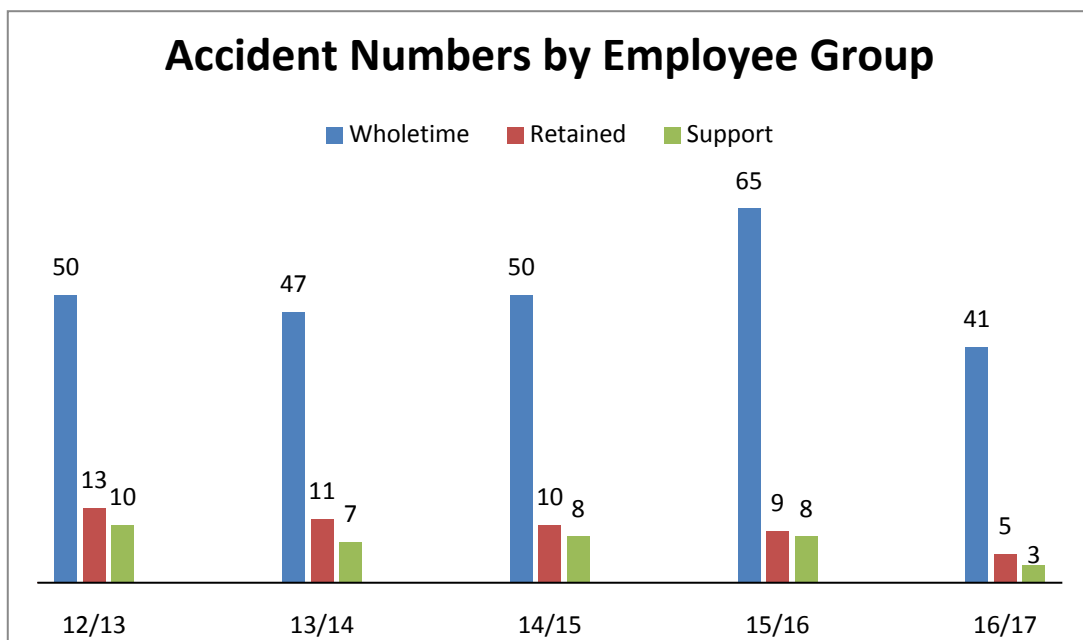


Chart 5: Accident Numbers by Employee Group

6. Accidents by Work Activity

6.1 Accidents during a work activity are all, including those to non-employees, reported as Routine, Training, or Operational as shown in Chart 6. For the period of 2016/17 there were:

- 12 (23%) accidents during routine activities;
- 25 (48%) accidents during training; and,
- 15 (29%) accidents during operational activities.

6.2 The time lost data resulting from workplace accidents by work activity are detailed below:

- Routine activities accounted for 1.5% of time lost. This has reduced from 18% in 2015/16;
- Training activities accounted for 16% of time lost, the same amount as in 2015/16. It should be noted that in 2016/17, most workplace accidents occurred during training activities; and
- Accidents during operational activities accounted for 82% of lost time, the bulk of which were attributed to an injury that occurred in the previous reporting period.

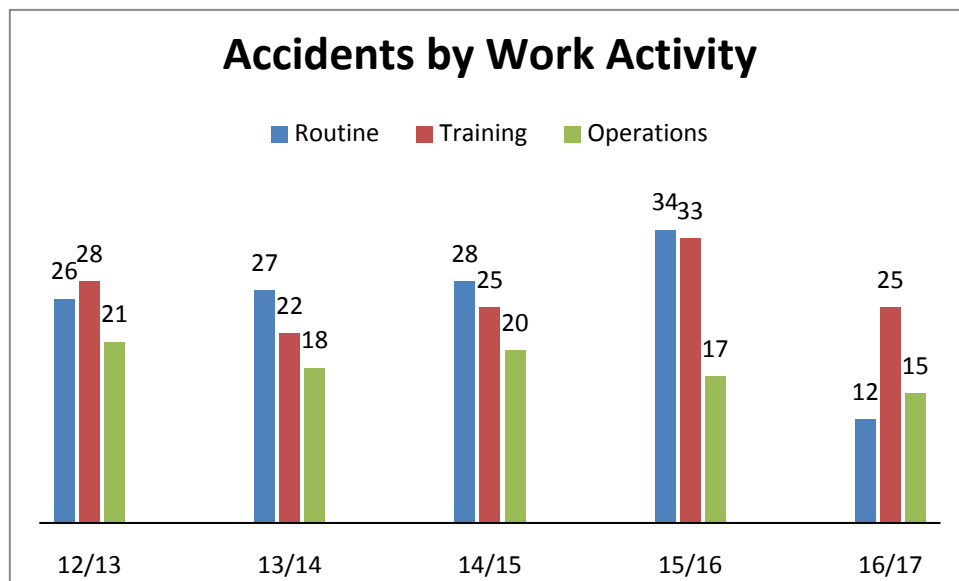


Chart 6: Accident Numbers by Work Activity

7. Conclusions

7.1 For 2016/17 the number of recorded accidents has significantly reduced with the amount of days lost also less when compared to the previous reporting period. In summary, the total of 52 accidents recorded in 2016/17 is 32% lower than the five year average for 2012 – 2017 which is 76.

- 7.2 The Health and Safety Support Team continue to closely scrutinise completed safety event investigations and any resulting recommendations/follow up actions. These actions are tracked to completion through the Health and Safety Steering Committee. It must be noted that any increase in days lost does not necessarily indicate an increase in the severity of the accident consequences.

Data shows that a significant proportion of the days lost to Service accidents were attributable to one event that occurred during 2015/16. This was a musculoskeletal injury that resulted in 316 days lost which accounted for 81% of total days lost in the reporting period.

- 7.3 The number of accidents caused by slips/trips/falls was significantly lower than previous years. The total of 3 slip/trip/fall injuries recorded in 2016/17 is 77% lower than the previous five year average for 2011 – 2016 which is 13.
- 7.4 Unfortunately, the number of injuries caused by manual handling operations has seen a significant increase. The 21 manual handling injuries recorded in 2016/17 is 91% higher than the previous five year average for 2011 – 2016 which is 11. Manual handling operations will continue to be monitored formally as part of the Service's active monitoring programme. The Service will continue to provide initial and refresher training for manual handling including a safety critical LearnPro module for operational personnel.
- 7.5 The number of accidents classified as musculoskeletal reduced significantly but accounted for 82% of the days lost. This high figure is almost solely attributed to the event detailed in Paragraph 7.2 above.
- 7.6 The numbers of accidents occurring in a controlled training environment has for the first time since 2012/13 increased in number and proportion, where in previous reporting periods more accidents occurred in the routine environment. That said the 25 training injuries recorded in 2016/17 is 24% lower than the 33 reported in 2015/16.

8. Implications

- 8.1 Corporate Risk – Known.
- 8.2 The Occupational Accidents Year End Report provides the Service with an overview of past performance for the preceding year and for previous reporting periods. This data enables the Service to identify trends in workplace accidents to identify further workplace precautions in order to prevent or reduce the likelihood and potential of reoccurrence.

- 8.3 Whilst the data presented within this report is reactive in nature and represents a year end summary, all workplace accidents are investigated at the time and influence prevention action immediately, where required, to raise awareness and reduce the likelihood for reoccurrence.

**GROUP COMMANDER DARREN COOK
HEAD OF PROJECTS, SAFETY AND BUSINESS SUPPORT**

OCCUPATIONAL ACCIDENT DATA SHEET

MENU	Accident Summary			2010-2011			2011-2012			2012-2013			2013-2014			2014-2015			2015-2016			2016-2017			
	Show %	Hide %		Number Accidents	Sick Days	Duty Days	Number Accidents	Sick Days	Duty Days	Number Accidents	Sick Days	Duty Days	Number Accidents	Sick Days	Duty Days	Number Accidents	Sick Days	Duty Days	Number Accidents	Sick Days	Duty Days	Number Accidents	Sick Days	Duty Days	
Number of Accidents				134			82			75			67			73			84			52			
Calendar days lost sick				751			338			219			296			152			501			388			
Duty days lost sick				321			121			73			76			79			391			354			
No time lost Accidents				79	n/a	n/a	52	n/a	n/a	57	n/a	n/a	46	n/a	n/a	59	n/a	n/a	56	n/a	n/a	41	n/a	n/a	
28 days or more Accidents				7	360	106	4	178		2	77		2	103		2	62	31	2	675	313			316	
Under 28 day Accidents				48	391	215	26	160	121	16	142	73	19	193	76	12	90	48	26	142	78	11	99	38	
RIDDOR reportable				39	683	296	16	290	101	5	138	30	8	171	37	4	104	49	8	453	365	4	370	344	
Investigations (not complete to date) of which are over 60 days																									
1-3 (Line Manager)				73	220	90	51	59	34	54	50	8	54	101	13	54	35	16	55	361	335	37	322	318	
4-7 (Station Manager)				49	524	228	29	279	87	21	169	65	11	174	63	18	117	63	28	139	55	14	66	36	
8-12 (Accident Investigator)				12	7	3	2						2	21		1			1	1	1	1			
Breathing apparatus set malfunction or wearer distress				10			2						1			2									
Contact with electricity or an electrical discharge				1																				1	
Contact with moving machinery																							1	4	2
Cut on / by sharp object				7			7	14	7	5			7	11	2	6	21	5	1						
Drowned or asphyxiated																									
Exposed to an explosion				2																					
Exposed to fire or heat				8	13	6	7	5	3	6	18	4	3			4	3	1	4					1	
Exposed to, or in contact with, a harmful substance				9	20	8	2	2		4						8	2	1	8	6	2	1	1	1	1
Fell from a height				7	62	31	1			3	22	6	2	23		1			2	1	1	2	17	17	
Hit by a moving vehicle																									
Hit by a moving, flying or falling object				8	3	2	5	41	22	7			6	13	3	4	17	17	8	17	5	6	8	4	
Hit something fixed or stationary				7	21	1	1	6	2	3			7			4			4	3	3	1			
Injured by an animal							1			1					1				4	1	1				
Injured while handling, lifting or carrying				17	88	40	16	21	6	14	24	7	7	29	7	8	6	6	10	14	5	21	24	9	
Musculoskeletal				35	245	109	18	170	61	12	61	18	21	155	32	18	69	41	17	341	326	6	319	317	
Other kind of accident				8	6	4	3			8	14	9	2	53	30	2			6	4	2	5			
Physically assaulted by a person																1									
RTC - Cycle																									
RTC - motorcycle																									
RTC - vehicle							2								2				5	7	7				
Slipped, tripped or fell on the same level				15	293	120	17	79	20	12	80	29	9	12	2	12	34	8	15	107	39	3	15	4	
Trapped by something collapsing															1										
Violent behaviour																									
Wholetime Uniformed				90	542	289	60	207	114	50	153	65	47	236	76	50	96	27	65	185	75	41	49	17	
Retained Uniformed				32	158		16	120		13	42		11	60		10	56	52	9	313	313	5	333	333	
Support Staff				9	51	32	5	11	7	10	24	8	7			8			8	3	3	3	6	4	
Non employees				3			1			2			2		5			2				3			
Wholetime Operational				15	81	43	9	13	8	14	45	12	14	101	26	18	58	15	13	18	6	14	3	3	
Wholetime Routine				19	141	75	21	52	27	12	28	17	16	30	7	13	5	2	25	88	39	7			
Wholetime Training				56	320	171	30	142	79	24	80	36	17	105	43	19	33	10	27	79	30	20	46	14	
Retained Operational				7	26		6	47		7	35		4	23		2	31	31	3	313	313	1	316	316	
Retained Routine				1						3	7		2	12		2	15	15				1			
Retained Training				24	132		10	73		3			5	25		6	10	6	6			3	17	17	
Support Staff Routine				8	51	32	5	11	7	10	24	8	7			8			8	3	3	3	6	4	
Support Staff Training				1																					
Non employees Routine				1						1			2		5			2				1			
Non employees Training				2			1			1													2		
Operational (sum of)				22	107	43	15	60	8	21	80	12	18	124	26	20	89	46	16	331	319	15	319	319	
Routine (sum of)				29	192	107	26	63	34	26	59	25	27	42	7	28	20	17	35	91	42	12	6	4	
Training (sum of)				83	452	171	41	215	79	28	80	36	22	130	43	25	43	16	33	79	30	25	63	31	