



Human Resources Committee

23 May 2024

Health and Safety Performance

Quarter Four 1 April 2023 – 31 March 2024

REPORT OF DIRECTOR OF EMERGENCY RESPONSE

1. Purpose of Report

- 1.1. The purpose of this report is to present a summary of the Service's health and safety (H&S) performance for 2023/24 reporting year.

2. Introduction

- 2.1. The H&S team form part of the Emergency Response Directorate and report against four performance indicators (PIs), which are:

- PI 69 Number of accidents to personnel.
- PI 72 Number of vehicle accidents (CDDFRS contributory).
- PI 73 Number of local H&S investigations incomplete after 28 days.
- PI 74 Number of H&S investigation actions overdue their specified completion date.

- 2.2. These PIs are managed through the Performance Board where they are reported on monthly, throughout the year.

3. PI 69 Number of accidents to personnel

- 3.1. The Service recorded a total of 7 accidents to personnel during 2023/24. During the first 8 months there were only 2 accidents to personnel recorded which is the best performance recorded since the introduction of an electronic H&S management system within the Service (Table. 1).

Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
0	1	0	0	1	0	0	0	1	1	1	2	7

Table. 1 - Number of personal accidents recorded each month during 2023/24.

3.2. The performance recorded during 2023/24 is an improvement on the previous years performance where we recorded a total of 9 (+2) accidents to personnel and was below the Service target of 12 (chart. 1).

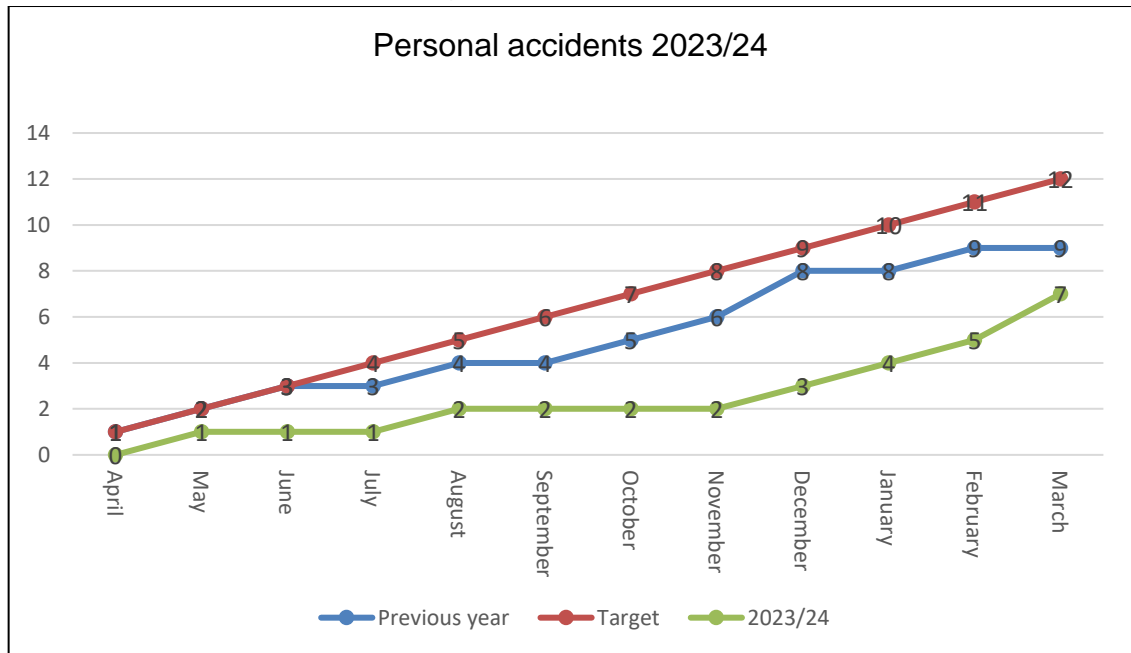


Chart. 1 - Number of accidents to personnel previous year, target and current year.

3.3. When looking back at the previous 4 years performance, 2023/24 is noted as being significantly better than previous years (Table. 2).

Reporting year	2019/20	2020/21	2021/22	2022/23	2023/24
PI 69 Number of accidents to personnel	16	12	13	9	7

Table. 2 - Number of personal accidents recorded each year during 2019 - 2023/24.

3.4. In line with Service policy, H&S Investigations were carried out on all reported accidents to personnel where the intention was to establish the 'immediate', 'root' and 'underlying' causes and where applicable, implement suitable preventive measures to minimise the likelihood of these occurrences in the future.

3.5. It is worth noting that 2 accidents to personnel reported during 2024/25 were reported to the Health and Safety Executive (HSE), due to them qualifying under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) as they resulted in over 7-days absence from work.

3.6. The Service continuously analyses adverse health and safety incidents to identify and react to any trends which are identified. Personal accidents are categorised in line with seven HSE reporting categories.

3.7. The accidents to personnel recorded during 2023/24 were as a result of slips trips and fall, struck (by or against) and cut (Table. 3).

Accident causation	Frequency
Cut	1
Musculoskeletal disorders	0
Struck (by or against)	2
Burn	0
Slips, trips and falls	4
Injection / Puncture	0
Exposure to Hazardous Substance	0
Total	7

Table. 3 accidents to personnel 2023/24 grouped by HSE reporting categories.

- 3.8. The Service also report their annual H&S performance (operational staff only) to the Home Office. During 2023/24 operational staff recorded 6 of the 7 accidents to personnel and these were evenly distributed between occurring at an operational environment, training environment at whilst conducting routine duties (Table. 4).

	2019/20	2020/21	2021/22	2022/23	2023/24
Operational incidents	6	2	2	7	2
Training	3	3	10	0	2
Routine duties	7	3	1	1	2
Total	16	8	13	8	6

Table. 4 accidents to personnel 2023/24 grouped by Home Office environment categories.

4. PI 71 Number of vehicle accidents (CDDFRS-contributory)

- 4.1. The Service recorded a total of 20 vehicle accidents (CDDFRS-contributory) during 2023/24. May was the highest month with 4 vehicles and there were 6 months with 1 or less vehicle accidents recorded (Table. 5).

Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
0	4	2	0	3	3	1	1	2	0	1	3	20

Table. 5 - Number of vehicle accidents (CDDFRS-contributory) recorded each month during 2023/24.

- 4.2. The performance recorded during 2023/24 is an improvement on the previous year's performance where we recorded a total of 24 (+4) vehicle accidents (CDDFRS-contributory) but was above the Service target of 18 (chart. 2).

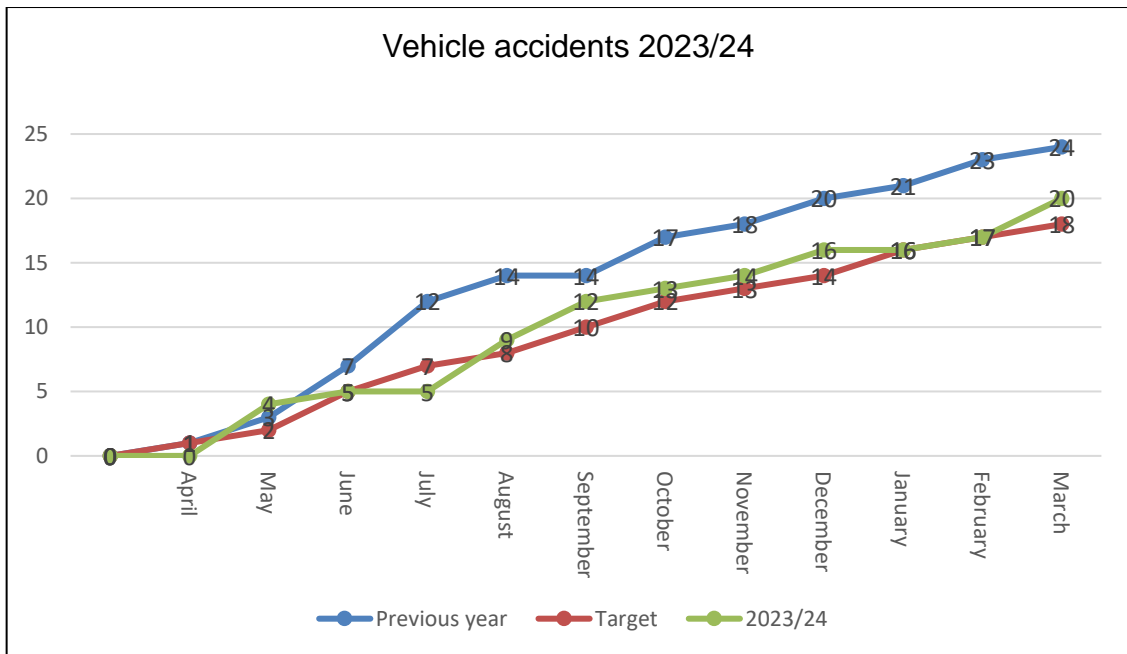


Chart. 2 - Number of vehicle accidents (CDDFRS-contributory) previous year, target and current performance.

- 4.3. It is noteworthy that there were an additional 8 vehicle accidents recorded on the H&S management system which were classed as the fault of third party drivers.
- 4.4. When looking back at the previous 4 years performance, 2023/24 is noted as being significantly better than previous year and more in line with performance reported prior to this (Table. 6).

Reporting year	2019/20	2020/21	2021/22	2022/23	2023/24
PI 71 Number of vehicle accidents (CDDFRS-contributory)	16	12	13	9	7

Table. 6 - Number of vehicle accidents (CDDFRS contributory) recorded each year during 2019/20 - 2023/24.

- 4.5. In line with Service policy, H&S Investigations were carried out on all reported vehicle accidents where the intention was to establish the 'immediate', 'root' and 'underlying' causes and where applicable, implement suitable preventive measures to minimise the likelihood of these occurrences in the future.
- 4.6. The H&S team have regular meetings with the Driver Training team which are aimed at identifying problematic areas, A common these across the majority of vehicle accidents during 2023/24 was accessing / egressing restricted area. As a result of this, the H&S continue to collaborate with the representative bodies, Technical Services Centre team and the Driver Training team to ensure a high

importance is placed on effective communication with those involved, shared learning from the event and a commitment to continuous improvement.

- 4.7. The majority of vehicle accidents (CDDFRS-contributory) occurred in a fire appliance with there being equal occurrences with or without blue lights (Chart. 3).

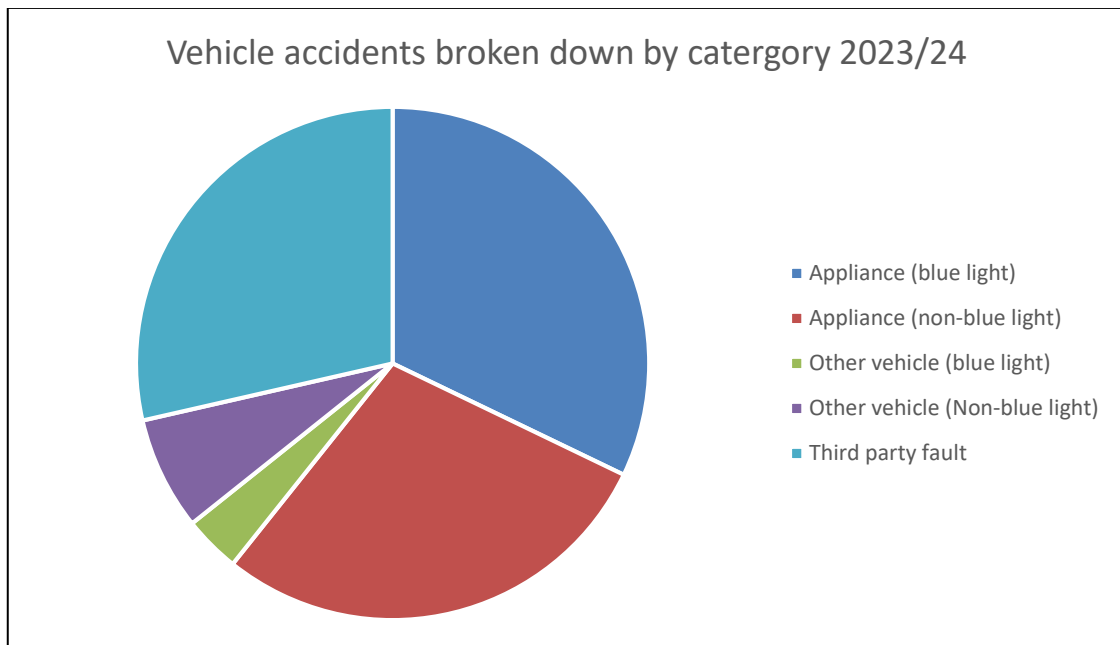


Chart. 3 - Number of vehicle accidents (CDDFRS-contributory) during 2023/24 broken down by category.

5. PI 73 Number of local H&S investigations incomplete after 28 days.

- 5.1. PI 73 is not reported as a total number of local investigations incomplete after 28 days due the fact that an incomplete investigation could span several months and be counted several times as a result.

- 5.2. During 2023/24, 7 of the 12 months recorded either 1 or 2 local H&S investigations which remained incomplete after 28 days (Table. 7).

Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
0	0	2	0	0	0	1	1	2	1	1	2

Table. 7 - Number of local H&S investigations incomplete after 28 days 2023/24.

- 5.3. There are several reasons why local H&S investigations remaining incomplete after 28 days, these can be summarised as:

- Distress to wearer H&S investigations requiring a specialist report to be completed by Draeger which had been delayed.
- Sickness of key witnesses that require to be interviewed as part of the H&S investigation.

- H&S team quality assurance reopening an H&S investigation due to requiring further information and/or evidence.

6. PI 74 Actions overdue their specified completion date

- 6.1. Similarly to PI 73 Number of local H&S investigations incomplete after 28 days, PI 74 is not reported as a total number of actions overdue their specified completion date due the fact that an overdue action could span several months and be counted several times as a result.
- 6.2. During 2023/24, 3 of the 12 months recorded either 1 or 2 actions overdue their specified completion date (Table. 8).

Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2	1	0	0	0	0	0	0	1	0	0	0

Table. 8 - Number of actions overdue their specific completion date 2023/24.

- 6.3. The H&S team offer support to the allocated action owners, requesting regular updates and ensuring that any external influences on completion deadlines are noted. The H&S management system generates an automated notification to all action owners upon allocation and further notifications one month prior to the set completion date and every day once the action is overdue.

7. Near Misses, Cause for Concerns and Notifications

- 7.1. The reporting of Near Misses, Cause for Concerns and Notifications are encouraged as part of a positive and proactive health and safety culture.
- 7.2. The reporting of Cause for Concerns and Notifications has remained fairly static compared to previous years which there has been an increase in the number of reported near misses (Table. 9).

	2019/20	2020/21	2021/22	2022/23	2023/24
Near Miss	7	9	11	7	16
Cause for Concern	25	17	16	19	17
Notification	61	42	58	51	53

Table. 9 - Near Misses, Cause for Concerns and Notifications 2019/20 - 2023/24

- 7.3. The increase in the number of near misses can be attributed to the ongoing encouragement from the H&S team to reinforce of a positive health and safety culture, but also due to an unexpected spike in problems related to breathing apparatus equipment at our Service Training Centre.
- 7.4. During this year's proactive health and safety visits the reporting of the Near Misses, Cause for Concerns and Notifications will continue to be promoted, along with enforcing the correct reasoning and relevance for these types of health and safety reports.

8. The National Picture

- 8.1. The Home Office reports nationally on Fire and Rescue Service (FRS) statistics for operational adverse health and safety incidents. This allows us to benchmark our performance nationally.
- 8.2. The Home Office categorise all FRS in England as either 'predominantly rural', 'predominantly urban' or 'significantly rural.' CDDFRS is classed as 'predominantly rural', alongside another 13 FRS.
- 8.3. A comparison of CDDFRS against the other 'predominantly rural' for 2023/24 shows that we are performing well for both vehicle accidents (Chart. 4) and personal accidents (Chart. 5).

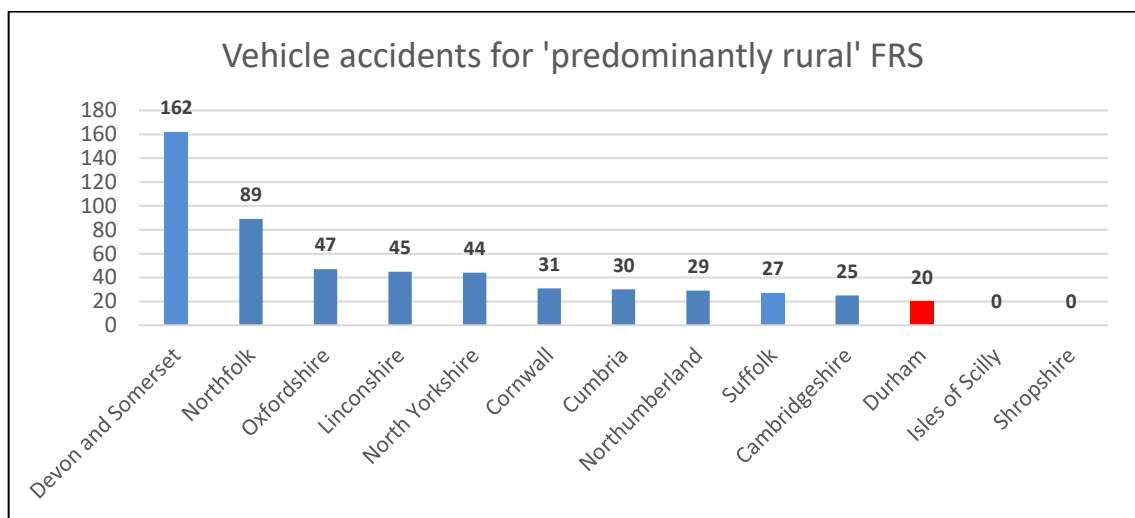


Chart. 4 - Number of vehicle accidents for the FRS classified as predominantly rural recorded during the 2022/23 reporting period against CDDFRS 2023/24 performance.

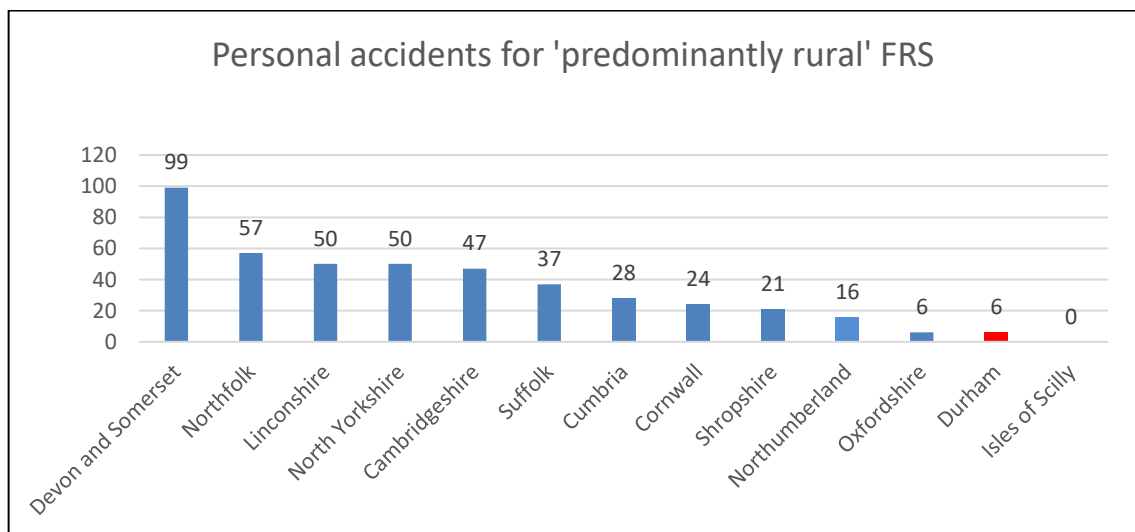


Chart. 5 - Number of personal accidents for the FRS (Operational staff only) classified as predominantly rural recorded during the 2022/23 reporting period against CDDFRS 2023/24 performance.

- 8.4. The Service continues to represent the region at the NFCC Health and Safety Group, relaying all relevant information to the Regional Health, Safety Welfare Group, working collaboratively on several work streams to include:
- Contaminant's initiatives and positive sharing of policy / procedure and best practice.
 - Internal auditing of Health and Safety principles in neighbouring services and alignment to industry standards (HSG 65).

9. Summary

- 9.1. Personal accidents have decreased for this reporting year and were well below the target figure.
- 9.2. The number of vehicle accidents (CDDFRS-contributory) for this reporting year was below the previous period but just exceeded the target figure. Ongoing awareness initiatives to reduce the number of slow speed manoeuvre incidents, which are still the dominant type of vehicle accident, will continue during this coming year's proactive visits.
- 9.3. Reported Cause for Concerns and Notifications are broadly similar to previous periods. The increase in reported Near Misses can be partly attributed to ongoing encouragement of such, from reinforcement of a positive health and safety culture. However, these also include an unexpected spike in problems related to breathing apparatus usage at our Service Training Centre.
- 9.4. There have been two RIDDOR reported personal accidents in 2023/24, all of which were due to over seven-day absences.
- 9.5. The Contaminants Working Group have continued to identify and implement robust control measures to protect firefighters from adverse health effects associated with long-term exposure to combustion effluents. This includes development of a detailed working procedure, including all aspects of pre-during- and post-incident controls, along with ongoing roll-out of fire station zoning to minimise any potential for cross-contamination.
- 9.6. Overall, performance regarding Health and Safety continues to be of a good standard. This is evidenced through considering the current available National data.

10. The next steps

10.1. During 2023/24, it has been agreed that the PI will remain as:

- PI 69 Number of accidents to personnel.
- PI 72 Number of vehicle accidents (CDDFRS contributory).
- PI 73 Number of local H&S investigations incomplete after 28 days.
- PI 74 Number of H&S investigation actions overdue their specified completion date.

10.2. The target setting methodology for PI 69 and PI 72 has been calculated by taking an average the last 5 years performance with a reduction of 15%. This methodology makes the target informed, realistic and achievable, allowing us to continually be marginally better than we were before. The Target setting for PI 73 and PI 74 will remain at 0.

10.3. The 2024/25 strategy action plan has been finalised within ER and the H&S related strategy actions are:

- Implement the delivery of health and safety revalidation training through online/ virtual learning.
- Implement procedures to ensure a positive culture in the Service where contaminants and the effects of contaminants are taken seriously.
- Improve management of Service Health & Safety investigations.
- Develop a H&S training strategy to include regular H&S including:
 - H&S awareness
 - Risk Assessment
 - Incident Investigation
 - Manual Handling
 - A regular annual program of visits to all sections and stations
- Develop a robust performance dashboard for H&S performance.
- Explore alternative IT based solutions/ systems to ensure the way in which the Service captures H&S information and data is robust.

11. Recommendations

11.1. CFA HR Committee members are requested to:

- Consider and comment on the content of this report.
- Continue to support a positive health and safety culture in CDDFRS.