



**Report of Resources Health, Safety and Wellbeing Strategic Group
(HSWSG)**

Report of Kevin Lough, Occupational Health and Safety Manager, Resources.

Electoral division(s) affected:

All electoral divisions.

Purpose of the Report

1. To provide an annual report on health, safety and wellbeing (HSW) performance for 2018/19.

Executive Summary

2. The council has achieved the Better Health at Work silver award status and is currently in pursuit of gold award status in 2019/20. Additional emphasis has been placed on employee health and wellbeing engagement, mental health awareness and associated interventions and activities, whilst remaining focused on statutory health and safety related requirements.
3. A proactive approach to H&S audit and inspections was maintained in 2018/19. Almost 60% of H&S audit and inspection activity remains proactive with approximately 600 risk based proactive audits and inspections undertaken. This approach has enabled early identification of non-compliance whilst also identifying best practice and improvement of risk control measures.
4. National accident statistics and industry specific data enables the H&S team to continue to focus on work activities where risks are foreseeably the highest. High risk areas are also identified via risk assessment, accident/incident history, operational knowledge and experience.
5. Accident and incident statistics for 2018/19 indicate a 1.4% increase overall for the year (1,414 in 2017/18 compared to 1,434 in 2018/19). A further breakdown of these figures indicates that minor injury and no injury account for 94% of all reported accidents with RIDDOR reportable accidents accounting for only 3.6%. There was the lowest recorded

number of RIDDOR specified injuries (most significant injuries) for the past ten years with only four reported.

6. The Occupational Health Service successfully achieved the SEQOHS (Safe, Effective, Quality Occupational Health Service) accreditation by the faculty of occupational medicine. Access and usage of the employee assistance programme (EAP) has increased in 2018/19 following a series of awareness and promotional activities. Calls to EAP have increased by 64% and access to counselling services increased by 32%. This illustrates that employees are accessing support services as and when they need them, across a broad range of issues which may affect their health and wellbeing both in and outside of the work environment.
7. In terms of fire safety, there were ten fire related incidents in 2018/19 across a range of council buildings with no injuries reported as a result. There were 135 internal fire safety audits undertaken throughout the year at priority locations and these were further supported by ten CDDFRS inspections.
8. It is positive to report that there has been no enforcement action from enforcing authorities during 2018/19 in the form of improvement or prohibition notices. However, there were two fees for intervention issued to the council by HSE in relation to construction related activities in quarters three and four. These were resolved promptly with further investigations establishing that the activities were not reflective of working practice and standards overall.
9. In relation to water safety there has been an increase in fatalities in 2018/19 compared to the previous two years. Initial analysis of these incidents has provided some important context in that they cannot be attributed to previous fatal incidents whereby key causation factors were evident with regards to young males under influence of alcohol, detached from social groups and within the city centre. Coroner inquest outcomes will be used to ascertain any new and emerging themes.
10. A continued approach to sensible and proportionate risk management, continued work to place more emphasis on employee accountability and responsibility is essential to enable further H&S cultural and performance improvements.

Recommendation

11. That audit committee note the contents of the Annual HSW report for 2018/19.

Contact: Kevin Lough Tel: 03000 263381

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Accidents, incidents and near misses reported (1.4% increase from 2017/18)

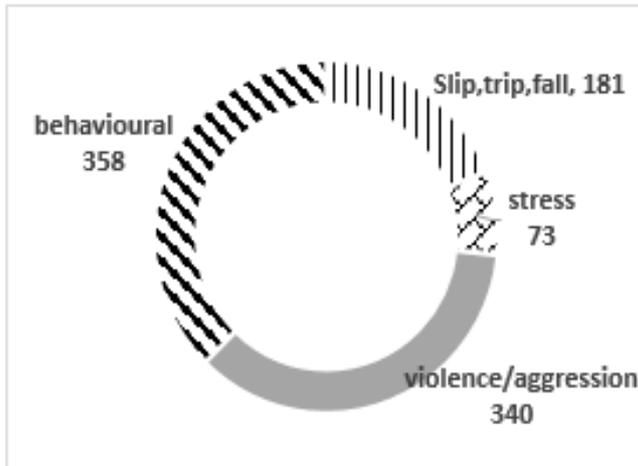


94%

Of all reported accidents are either no injury or near miss



Main Accident/Incident Causes 2018/19



Only 4 RIDDOR 'specified' injuries, 60% decrease from previous year

1023 H&S audits, inspections and accident investigations



- Better Health at Work Silver Award
- Safe, Effective, Occupational Health Service Accreditation



- ✓ In excess of 200 mental health first aiders trained
- ✓ EMT, Tier 4/5 H&S awareness and mental health awareness training completed

10 fire related incidents



135 fire safety audits of council premises



27 Joint H&S/TU Safety Rep inspections

0

Enforcement notices from HSE/CDDFRS following inspections



64% employee assistance programme usage increase

32% increase in employee counselling via EAP

New OHS on line management referral system

454 employee physiotherapy sessions

Background

1. In line with statutory requirements, the council produces an annual Health, Safety and Wellbeing (HS&W) and Occupational Health Service Reports which enables the Council to monitor and measure performance and prioritise areas of Risk.
2. The Health, Safety and Wellbeing Strategic Group (HSWSG) continue to ensure that suitable priority is given to the management of HS&W within the Council. The group monitors the development and implementation of the council H&S Policy to ensure that it is consistently applied throughout the council and that performance standards are achieved and objectives met.
3. In summary the council's overall strategic aim is to demonstrate continued effective H&S management by:
 - (a) **Acting Together** – Promoting ownership of health, safety and wellbeing, encouraging a positive culture;
 - (b) **Tackling ill health** – Identifying the causes of ill health and tackling them proactively and effectively;
 - (c) **Promoting a positive culture** - Leading by example and ensuring health, safety and wellbeing is an integral part of everyday business;
 - (d) **Supporting and Enabling People** – Providing simple, straight forward support and advice to enable everyone to know what they have to do and do it well training, information, knowledge and instruction to safely fulfil their roles in the council;
 - (e) **Ensuring Competence** – Providing employees and contractors with appropriate H&S and risks as the council changes;
 - (f) **Keeping Pace with Change** – Anticipating and tackling new health and safety challenges.

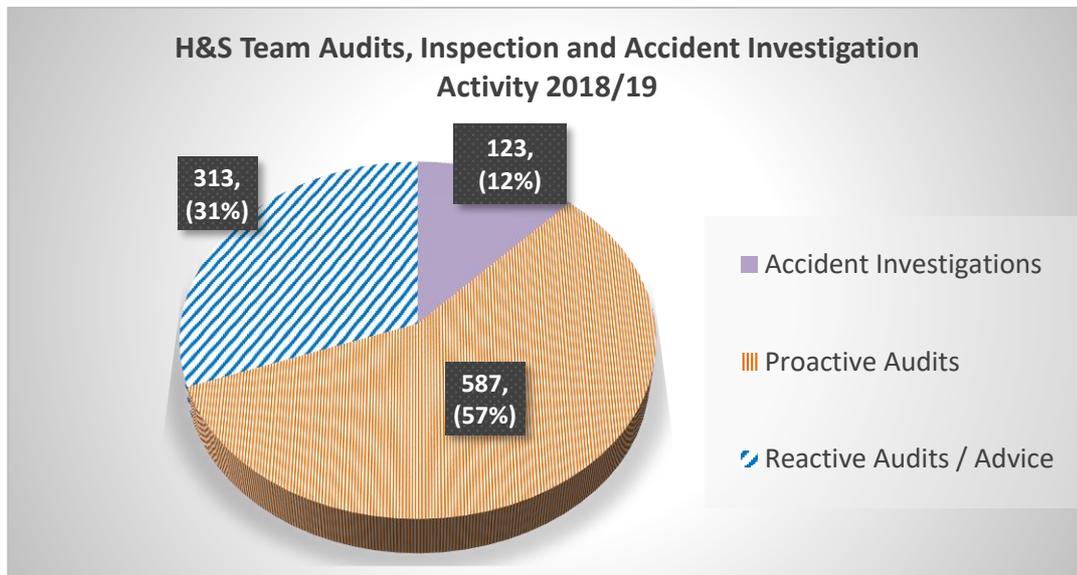
Council H&S Policy

4. The Council's H&S policy remains compliant with requirements and reflective of the organisational structure, responsibilities and arrangements for the management of HSW. This continues to be reviewed annually. It also describes the links between H&S and the key strategic plans of the council. The policy states the commitment to HSW which has been personally endorsed by the Chief Executive and Leader of the council.

HSW Service Provision

5. [The Council H&S service](#) central delivery model continues to provide an efficient and resilient H&S professional support service which has continued to professionally develop and improve service standards throughout 2018/19. Focus remains on provision of resources, advice and support to higher risk work related activities and associated foreseeable risks. It is imperative that there has been a continuation of sensible and proportionate approaches to risk management.
6. During 2018/19, approximately 900 proactive/reactive H&S and fire safety audits, inspections and interventions were undertaken (Chart 1) in addition to those by operational employees.

Chart 1- Proactive and reactive work undertaken by H&S team (including fire safety) in 2018/19.



Occupational Health Service Provision

7. The Occupational Health Service (OHS) achieved the five-year SEQOHS (Safe, Effective, Quality Occupational Health Service) reaccreditation. Durham County Council OHS is one of 187 providers across the UK who have this accreditation standard. The scheme is managed by the Royal College of Physicians of London on behalf of the Faculty of Occupational Medicine. It was an excellent achievement and reflective of the high service standards that no recommendations were made by the SEQOHS assessors following the reaccreditation process.
8. OHS activity demonstrates a commitment to pre-empt and pro-actively engage with health and work issues at an early stage. The usage of the

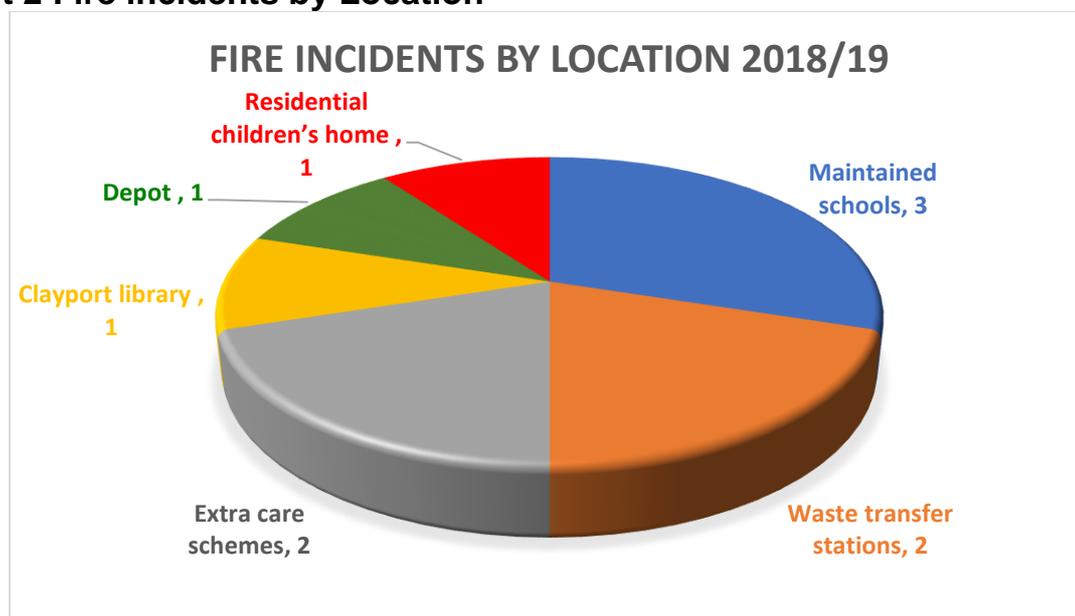
employee assistance programme which is provided via Health Assured, has increased following a range of promotional activities and improved awareness of mental health.

- OHS supported and working with service groupings throughout 2018/19 in identifying proactive initiatives which can assist in targeting key risks and work activities. Specifically, this resulted in an agreed two year pilot of targeted physiotherapy services, education and awareness within Direct Services areas where musculoskeletal risks remain prevalent.

Fire Safety

- Fire Safety advisers within the H&S team continue to assess and baseline the council's compliance with the Regulatory Reform (Fire Safety) Order (RRFSO) as well as the council's own fire safety procedures.
- During 2018/19 there has been ten fire related incidents which have occurred within council premises and have been investigated by the fire safety advisers within the H&S team. Chart 2 indicates where these incidents occurred:

Chart 2 Fire incidents by Location



- Whilst it is positive to report that there were no injuries to employees or others associated with any of the incidents, there was some property damage. Full investigations were undertaken by fire safety advisers and managers from the respective premises following the incidents to ensure all corrective actions were identified and implemented. Where appropriate improvements have been made to internal procedures and liaison with County Durham and Darlington Fire and Rescue Service

(CDDFRS) and the police has been undertaken where there has been criminal activity.

13. During the reporting period, 135 internal risk based internal fire safety audits were completed in a range of council premises which provide a variety of services and activities. Audit and inspection priorities are given to higher risk premises and operational activities which continue to include residential schools, residential children's homes, Aycliffe secure unit, the four main service depots and the waste transfer stations. These premises are audited annually by the H&S team specifically in terms of fire safety. In addition all supported housing schemes continue to be audited bi-annually.
14. In addition to the internal fire safety audits, CDDFRS safety officers have also undertaken ten inspections of higher risk Council premises throughout the year. These inspections resulted in seven premises being broadly compliant with fire safety legislation and three were deemed to have minor deficiencies and requiring minor improvements.

Open Water Safety

15. There remain two multiagency open water safety groups within County Durham. In terms of governance, both water safety groups report into the Safe Durham Partnership (SDP) and meet on a quarterly basis.
16. The City Safety Group (CSG) is currently chaired by the council's Director of Adult and Health Services and has representatives from the council, emergency services and riparian landowners such as Durham University and Cathedral. Durham University student union is also a key member of the CSG.
17. From a County wide perspective, the open water safety group (OWSG) has a remit of reviewing the councils internal open water safety policy and focusing on safety relating to areas of open water (e.g. lakes, rivers, reservoirs) other than in Durham city centre.
18. The CSG has continued to monitor city centre open water safety standards, minoring the current control measures and arranging further assessments where appropriate.
19. Throughout 2018/19 the CSG has been monitoring the riverside development projects and has commissioned an independent assessment of the Riverwalk development pre and post development to ensure that any public safety issues and impacts were identified with the developers.

20. The CSG has once again reviewed arrangements for student induction weeks to ensure that appropriate arrangements had been put in place and partners were working in collaboration. It was positive to ascertain that the University, students union and emergency services have all worked together successfully to provide additional support and awareness during student induction periods to new student cohorts.
21. A monthly cycle of inspection and monitoring continues in relation to the completion of all physical safety infrastructure works in the city centre. This provides the CSG with assurance that the control measures identified in 2016/17 remain effectively in situ and proactively identifies any further actions required.
22. The OWSG continues to manage and monitor County wide open water safety risks. A schedule of monitoring and reassessment of priority risk locations identified in the initial county wide assessment process in 2015/16 continues to be applied in order to provide assurance. Specifically, reassessments of priority locations prior to the summer holiday periods are routinely completed to ensure that safety controls were in situ ready for peak summer periods.
23. The OWSG were responsible for planning and implementation of water safety educational campaigns throughout 2018/19. These included promotions of national drowning prevention weeks, safety carousels, launching of the national don't drink and drown campaign and the award winning dying to be cool campaign. Secondary school assemblies promoting the dying to be cool campaign were provided in 2018/19 with Fiona Gosling takes a lead role in promotion along with the councils H&S and one-point services. Approximately 3,000 pupils received the dying to be assembly in 2018/19 which will again be provided in 2019/20 due to demand.

Employee Health and Wellbeing

24. Significant emphasis has been placed on employee health and wellbeing throughout 2018/19, supporting work undertaken in the previous year. The council successfully achieved the silver better health at work award in 2018/19 and have already commenced progression to gold award status. As part of the better health at work award there have been a number of associated activities which are aimed at improving the health and wellbeing of all employees. Some examples of initiatives undertaken are:
 - Council signed up to time to change pledge;
 - Mental health awareness training for EMT, Tier 4 and 5 managers;
 - Mental health first aid training;

- Various health initiatives and awareness events i.e. mens health, oral health, cancer awareness;
 - Provision of additional activity related initiatives such as walking, running, cycling, pilates and yoga;
 - Employee incentives for gym memberships and physical activity;
 - Employee health and wellbeing engagement survey;
 - Promotion of employee support services and assistance available.
25. A second employee health and wellbeing engagement survey has been undertaken in 2019/20 as a requirement of the gold award application and will enable further interventions and initiatives to be undertaken in the year ahead. This will again form the basis of future workforce development activities. Activities and initiatives throughout 2018/19 have been based on the outcomes of the initial better health at work award employee engagement survey which were primarily associated with mental health/stress, physical activity, nutrition, alcohol consumption and musculoskeletal disorders.
26. CMT, EMT, Tier 4 and 5 managers H&S awareness and mental health awareness training was delivered throughout 2018/19. The H&S team delivered the first part of the three-hour session whilst the wellbeing for life service delivered the final part of the session. In total 245 managers attended the training sessions which were aimed at improving knowledge of H&S responsibilities, statutory requirements, raising profile, and awareness and improve interventions in relation to mental health and wellbeing. Feedback obtained from the management training was very good and required from a management perspective.
27. Time to Talk day was promoted on 7 February 2019. Time to Talk day was the largest health promotion campaign attempted for the BHAW award. This had an estimated reach of 5,000 staff across 16 sites.

HS&W Safety Training and Development

28. In accordance with legislative requirements and key strategic objectives, the council continues to identify and provide HS&W information, instruction and training to ensure that employees have the knowledge, skills, ability and confidence to take ownership and manage HS&W issues. HS&W related training continues to be identified by various means such as job descriptions, appraisals, and risk assessments and via proactive and reactive monitoring. The responsibility for the identification, organising and recording of HS&W training rests with the employing service grouping in accordance with the councils H&S policy.

29. A review of corporate training has resulted in a roll out of mandatory H&S training for managers H&S responsibilities also being incorporated in strategic manager job descriptions. HS&W is going to be a strategic priority in all managers' new appraisals going forward. Aims and objectives have been identified in a new Health and Wellbeing plan and strategy.
30. The H&S team have also designed and delivered H&S awareness training to almost 300 Tier 4 & 5 managers during 2018/19 as part of a mental health awareness session.

Risk Profiling

31. The council continues to provide a broad range of services and subsequently is required to identify, control and manage some significant H&S related risks. If not managed appropriately, these risks may compromise performance and the ability to meet its statutory obligations.
32. A range of significant risk areas and activities continue to be a priority for the council and included in the 2017-2020 HS&W Strategy. These being;
 - Construction, Design & Management
 - Asbestos Management
 - Fire Safety
 - Manual/Moving & Handling
 - Workplace Transport
 - Mental Health
 - Open Water Safety
 - Work at Height
 - Refuse & Recycling
 - Violence and Aggression

Statistical Information and Performance Indicators

33. The council continues to reactively record, monitor and review work related accidents, near miss, ill health data via internal reporting procedures by means of the H&S Accident Recording Database (HASARD). Quarterly reports are provided to the HSWSG and service H&S committee's/steering groups.
34. Other than the above data, a range of other performance indicators have been used in this annual report to measure, monitor and manage the councils H&S performance. These are:
 - Proactive and reactive H&S Auditing (Internal & External);

- Enforcement Action (Improvement/Prohibition notices and Fee for Intervention);
- Employer Liability Claims;
- Occupational Health Service data;
- Employee engagement surveys;
- H&S Training provision;
- Health Surveillance and Management referrals.

35. A summary of the top-level HS&W performance data for 2018/19 is shown in the following tables with the 2017/18 data as a comparison. The council employed an average total of 16,095 employees throughout 2018/19 that equated to 12,848 full time equivalents (FTE). There has been a 3.49% reduction in average number of FTE employees from 13,313 in 2017/18 to 12,848 in 2018/19.

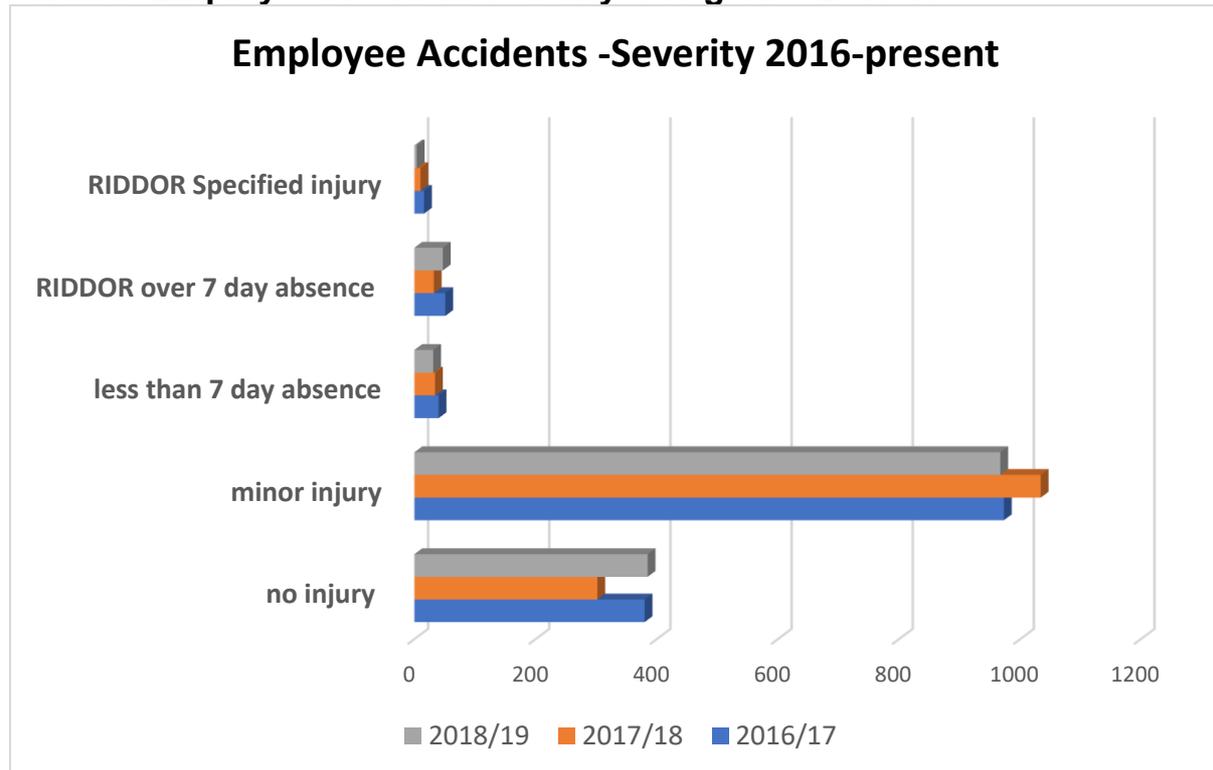
Table 3- Employee work related accidents/near misses

Employee work related accidents and near miss reports.	2017/18	2018/19	+/-% Difference
Number of FTE employees	13,313	12,848	-3.49%
Fatalities	0	0	0
RIDDOR reportable 'specified' injuries	10	4	-60%
RIDDOR reportable accidents (more than 7 day injury).	32	47	+46.88%
Non RIDDOR reportable accidents	1,068	998	-6.55%
Near miss reports	302	385	+27.48%
Total accidents and near misses	1,412	1434	+1.41%
Rates per 1000 FTE employees.	2017/18	2018/19	+/-% Difference
RIDDOR reportable 'specified' injuries	0.75	0.31	-58.67%
RIDDOR reportable accidents (more than 7 day injury).	2.40	3.66	+52.5%
All accidents	106.06	111.6	+5.22%

Table 4 – Employee Accidents by Severity and Service Grouping 2014-Present

Service	Year	Non RIDDOR			HSE RIDDOR Reportable			Total
		Minor Injury	No Injury	Injury with 7 day or less absence	Over 7 Day injury	Specified Injury	Sub-Total RIDDOR Reportable	Total
Transformation and Partnerships	2014/15	3	2	0	0	0	(0)	5
	2015/16	1	2	0	0	0	(0)	3
	2016/17	0	1	1	0	0	(0)	2
	2017/18	2	1	0	0	0	(0)	3
	2018/19	3	1	0	0	0	(0)	4
Children and Young People's Services	2014/15	780	171	15	18	9	(17)	983
	2015/16	775	159	23	25	8	(33)	990
	2016/17	679	131	18	24	11	(35)	863
	2017/18	719	97	13	13	7	(20)	849
	2018/19	689	129	13	19	3	(22)	853
Adult and Health Services	2014/15	123	97	4	3	1	(4)	228
	2015/16	98	91	2	3	1	(4)	195
	2016/17	92	77	1	5	1	(6)	176
	2017/18	146	54	1	3	1	(4)	205
	2018/19	104	45	2	4	0	(4)	155
Regeneration and Local Services	2014/15	255	148	26	33	3	(36)	465
	2015/16	184	160	22	22	5	(27)	393
	2016/17	191	146	17	20	4	(24)	378
	2017/18	152	131	20	16	2	(18)	321
	2018/19	165	176	16	24	1	(25)	382
Resources	2014/15	11	34	1	2	0	(2)	48
	2015/16	11	25	3	2	0	(2)	41
	2016/17	9	20	3	2	0	(2)	34
	2017/18	15	19	0	0	0	(0)	34
	2018/19	6	34	0	0	0	(0)	40
Totals	2014/15	1,172	452	46	46	13	(59)	1,729
	2015/16	1,072	435	47	51	14	(65)	1,619
	2016/17	973	380	40	51	16	(67)	1,460
	2017/18	1,034	302	34	32	10	(42)	1,412
	2018/19	967	385	31	47	4	(51)	1,434

Chart 1- Employee Accident Severity Categories 2018/19



Regulatory Interventions

36. There were no prosecutions, improvement, prohibition notices issued to the council in 2018/19 by the HSE or County Durham and Darlington Fire and Rescue Service (CDDFRS).
37. There were however two notification of contravention (fee for intervention where material breaches of H&S legislation had been identified) issued during quarters three and four of 2018/19. The first contravention was identified in October 2018 during construction works at Citizen’s House in Consett. This related to general housekeeping and access/egress issues. The second contravention was identified at a highways construction site in Horden whereby an operative was observed cutting stones without water suppression and respiratory equipment. Both instances were resolved immediately and to the satisfaction of the respective inspectors involved.
38. Further investigations identified that the contraventions were not reflective of working standards and practices and that they were isolated. Where appropriate management action has been taken to address individual acts and omissions in terms of established procedures and safe working practices. HSE inspectors are also known to have visited other council work locations as part of the annual focus on construction safety in October of each year. A number of visits resulted in no actions

being taken and standards being found to be compliant with legal requirements.

39. From a fire safety perspective, there were ten independent inspections of council premises by CDDFRS during 2018/19. These resulted in either broad compliance or minor deficiencies in terms of fire safety management. All actions from the enforcement inspections have been closed out with the support of fire safety professionals within the H&S team. These were further supported by internal auditing by fire safety advisers within the H&S team.

Partnership Working

40. The council continues to actively engage with a wide range of partners in a diverse range of H&S activities. Partnership approaches to addressing operational and community related risks play a pivotal role in harm reduction and risk control.
41. During the period 2018/19 several formal and informal partnerships focused on key H&S issues, examples include:
 - In relation to the City Safety and County wide open water safety groups, the H&S team have worked closely with emergency services, regional and national local authorities, utilities companies, environmental organisations and recreational groups to address public safety issues. Work has also continued to be undertaken where required with industry experts in water safety such as the RoSPA, RLSS and RNLI.
 - Working closely with County Durham and Darlington Fire and Rescue Service to ensure fire safety standards are maintained and the outcomes of audit and inspection activities are implemented and monitored.
 - Working with Durham Constabulary regarding violence and aggression related risks in relation to individuals presenting themselves at council premises, community-based consultation events and public protests.
 - Work with wellbeing for life in the design and delivery of a managerial H&S and mental health awareness training sessions.
 - Work with developers in terms of public safety for the river walk and Milburngate developments within Durham city.

- Working in partnership with the Coal Authority in relation to coal mining legacy inspection outcomes and following incidents where old mining workings have collapsed or where construction work is required to secure and make safe structures on council owned land.

Joint Consultation

42. The council recognises the importance of effective arrangements for consultation and as a result appropriate structures have been established. Statutory consultation with employees takes place through trade union attended safety committees at both corporate and service grouping levels. There are many other methods of consultation including through employee groups such as focus and working groups, use of council publications, intranet and email.
43. The HSWSG, chaired by Corporate Director Resources, continues to monitor the development, implementation and review of the revised H&S Policy to ensure that it is consistently applied throughout the County Council and that performance standards are achieved.
44. HSWSG continues to meet on a quarterly basis and the core membership of the group continues to be made up of representatives from all Services Groupings, Trade Unions and specialist advisors i.e. H&S, Fire Safety and Occupational Health.
45. Each Service Grouping also has established H&S Committee /Steering Groups based on the HSWSG model and all met at least four times in 2018/19. A further H&S committee will be established in 2019/20 to reflect the new Corporate Property and Land function.
46. Trade Union representatives actively participate in H&S service specific and corporate group meetings. Throughout 2018/19 there were 27 joint audit and inspections undertaken by the H&S team and Trade Union H&S representatives, mostly in higher risk activities within building services, highways operations and clean and green.

Monitoring H&S performance

47. Throughout 2018/19, periodic monitoring of the H&S performance within the council included several tiers of monitoring which were integrated into the management of H&S both corporately and across services.
48. Specific monitoring and reporting arrangements included:
 - Corporate and Service specific annual H&S performance reports presented to relevant management teams providing an overview of

H&S management within DCC compared to the previous year, highlighting successes and areas for improvement.

- The HSWSG and Service H&S Committees/Steering Groups, chaired by Directors or Heads of Service met on a quarterly basis and monitored performance which included; progress against strategic objectives and significant risks, emerging H&S issues, incident statistics, development, investigation & audit findings and areas requiring improvement.
- H&S Advisers and Trade Union Safety Representatives undertook planned joint inspections and audits of council workplaces.

Main implications

Legal

49. Compliance with statutory legislative requirements reduce risks of enforcement action and/or prosecution against the council or individuals. It will also assist in defending civil claims against the council from employees and members of the public, including service users.

Finance

50. Compliance with legislative requirements will reduce increased service delivery costs, financial penalties associated with H&S sentencing guidelines 2016 and successful civil claims against the council. Financial costs may be insured to some degree and uninsured in some cases, with poor outcomes possibly leading to increased insurance premiums. Financial implications also include staff absence associated with physical and mental ill health, staff training, retention, recruitment and productivity.

Staffing

51. In relation to impact on staffing due to employee absence from injury or ill health, attendance management, employee complaints and grievances, recruitment, selection and retention of employees.

Conclusions

52. Priority and emphasis will continue throughout 2018/19 in relation to significant and foreseeable strategic and service specific risks. Those risks which were identified in the 2017-2020 Health, Safety and

Wellbeing Strategy will remain relevant during 2019/20 and beyond, by very nature of the work activities and services provided by the council.

53. 2018/19 has seen an increase in violence and aggression related incidents and in some cases severity. Where appropriate groups have been established with key internal officers and external partners as such as the police, to ensure that all control measures are put in place in order to safeguard employees and members of the public. Where required the council has also taken civil injunction actions against specific individuals and have worked with the police to identify criminal law actions.
54. In relation to the strategic aims and objectives there has again been progress across a range of areas which demonstrate improvements in relation to acting together, tackling ill health, promoting a positive culture, supporting and enabling people and ensuring competence of employees and those who may work on behalf of the council.
55. Statistical data indicates a relatively static level of overall accidents and incidents compared to the previous year. Whilst these have remained static the accident rates have declined due to reduction in FTE employees. Of note, the reduction in the most serious and significant types of accidents (4 for 2018/19) is very positive and reflective of the impact of a broad approach to improving H&S standards. An unusual and unexplainable statistical spike of over seven-day RIDDOR reportable accidents (21) in quarter 1 of 2018/19 was the cause of the increase. It was assuring that figures returned to expected levels for the remaining quarters.
56. Whilst it was disappointing to be issued with two notification of contravention letters from HSE inspectors, there were some positive outcomes from other enforcement inspections throughout the year, from both an HSE and Fire Authority perspective. This provides assurance that the situations discovered by HSE inspectors are not reflective of the overall standards and working practices of the council generally.
57. Feedback from employee engagement activities and participation numbers indicate that efforts to improve and promote mental health awareness and support services have proved effective and demonstrate there is further demand in this area. Further employee health and wellbeing survey data will enable the council to allocate resources to aspects of health and wellbeing which employees view as being most important and beneficial to their working environments and conditions. Whilst focus must always remain on statutory compliance, the emerging evidence base for a proactive approach to employee mental health reemphasises the positive impact this has on individuals and

organisational performance and service delivery. From a broader public health perspective there are also clear benefits to families, communities and health related services.

58. In terms of governance there remains good levels of reporting and consultation from a service grouping and corporate perspective. Members of CMT and EMT chair and lead consultative forums and demonstrate health, safety and wellbeing as being a significant issue for the council and ensuring actions are taken to reduce injury and ill health where required. Where there has been significant incidents and associated risks involving violence and aggression towards employees, senior officers have convened multi-agency working groups to ensure risk controls are implemented and monitored accordingly.
59. In relation to water safety there has been an increase in fatalities in 2018/19 compared to the previous two years. Further analysis of this has provided some important context to these fatal incidents in that they cannot be attributed to previous fatal incident trends whereby key factors were prominent – young males under influence of alcohol, detached from social groups within the city centre. Coroner inquest outcomes will be used to ascertain any new and emerging themes.
60. There will be a continued approach to take a sensible, proportionate approach to managing the hazards associated with our work activities. Continued work to place more emphasis on practical risk control, employees being accountable, taking responsibility and immediate action where necessary is essential to enable further cultural and performance improvements.

Contact: Kevin Lough Tel: 03000 263381

Appendix 1: Implications

Legal Implications - Failure to comply with statutory legislative requirements may result in enforcement action and/or prosecution against the council or individuals. There are risks from civil claims against the council from employees and members of the public, including service users.

Finance – Failure to comply with statutory legislative requirements may result in enforcement action, including prosecution against the council or individuals. These enforcement actions may result in increased service delivery costs, financial penalties associated with H&S sentencing guidelines 2016 and successful civil claims against the council. Financial costs may be insured to some degree and uninsured in some cases, with poor outcomes possibly leading to increased insurance premiums.

Consultation - Service Grouping health and wellbeing forums and trade union safety representatives have been consulted in the preparation of this report.

Equality and Diversity / Public Sector Equality Duty - Equality Act compliance ensures consistency in what the council and its employees need to do to make their workplaces a fair environment and workplace reasonable adjustments are required.

Human Rights - The right to a safe work environment, enshrined in Article 7 of the International Covenant on Economic, Social and Cultural Rights, links with numerous human rights, including the right to physical and mental health and well-being and the right to life.

Crime and Disorder – None

Staffing – Potential impact on staffing levels due to injury and ill health related absence, staff retention and replacement staff.

Accommodation – The report references H&S related risks associated with workplaces some of which may have impact on accommodation design and provision of safety systems and features.

Risk – This report considers physical and psychological risks to employees, service users and members of the public. Risks also relate to the failure to comply with statutory legislative requirements, which may result in civil action being brought against the council and enforcement action, including prosecution against the council or individuals. These enforcement actions may result in financial penalties, loss of reputation and reduction in business continuity.

Procurement – None