

Audit Committee

26 November 2020

Quarter 2 2020/21 Health, Safety and Wellbeing Performance Report



Report of Corporate Management Team

Report of Kevin Lough, Occupational Health and Safety Manager.

Electoral division(s) affected:

1. Countywide.

Purpose of the Report

2. To provide an update to the Audit Committee on the council's Health, Safety and Wellbeing (HSW) performance for Quarter two 2020/21.

Executive summary

3. Health and Safety (H&S) and Occupational Health Service (OHS) provision during Quarter two has again been significantly impacted upon due to COVID 19. Both service areas have been focused on providing COVID 19 specific support, employee testing and compliance related advice. OHS received in excess of 1,000 employees contacts during the quarter in relation to COVID advice and support.
4. Occupational Health services have continued to lead on the provision of employee related COVID clinical advice and testing. This service includes initial triage services to ensure that the County Durham and Darlington Foundation Trust (CDDFT) testing process remains as effective and efficient as possible. At the end of Quarter two and since internal testing processes via OHS were established in April 2020, in excess of 600 employees have requested testing and following initial screening, in excess of 400 of these were advised to take a test via CDDFT. Approximately 10% of these tests returned a positive result.
5. Members of the H&S team continue to provide technical advice and guidance in relation to COVID compliance, which includes the provision and specification of PPE across the council. During this period there were several changes to COVID related guidance via central government which required new technical guidance and advice to be provided and risk assessments amended for work activities.
6. Once again and reflective of Quarter one, there were significant challenges from a schools perspective in terms of risk assessments being updated following guidance changes and preparing for the new term. Challenges also remained regarding applying risk assessments to localised premise layouts and workforce scenarios and making them compliant and implementable.

The H&S team supported schools on many individual situations to ensure solutions and compliant working practices were achieved.

7. Emphasis was again been placed during quarter two on employee mental health and wellbeing, with the prospect of some phased introduction of employees back into some workplaces. Several surveys were prepared and undertaken to establish the organisational demands and expectations regarding returning to workplaces and what an extended period of homeworking would present in terms of challenges and opportunities. Employee access to the employee assistance provider increased in quarter two with 165 contacts in total compared to 85 in the previous quarter.
8. Accident statistics are again overall lower than previous quarters pre COVID. That said, RIDDOR reportable accidents have remained similar to previous quarters and are reflective of front line services and work related activities continuing through the pandemic. It is worthy to note that work related psychological ill health reports have decreased significantly during the first quarters of 2020/21 with 45 in total compared to 183 in 2019/20 in total.
9. From a business as usual perspective there were three fire related incidents during Quarter two which were effectively dealt with by employees who had received appropriate extinguisher training. There were also accidents which have attracted further queries from HSE inspectors based on their severity and being reportable under RIDDOR.
10. During Quarter two, there were extensive social media activities in relation to open water safety and targeted and 10-16 year olds during periods of warm weather. These campaigns were created to replace some of the previous work undertaken directly within schools to educate young people but could not be delivered this year in the same manner due to COVID restrictions.

Recommendation(s)

11. That Audit Committee note and agree the contents of this report.

205

Accidents, incidents and near misses reported
(94 in Q1 2020/2021
404 in Q4 2019/20
418 in Q3 2019/20)



96%

Of all reported accidents are either no injury or near miss



Main Accident/Incident Causes



1 RIDDOR 'specified' injury, and 9 over 7 days absence RIDDOR injuries

422 employees screened for COVID testing

165 Tests provided



• Better Health at Work Continuing Excellence Award submitted



15 psychological work related incidents in Q2 2020/21 (compared to 30 in Q1 2020/21, 52 in Q4 2019/20, 59 in Q3 2019/20)

3 fire related incidents



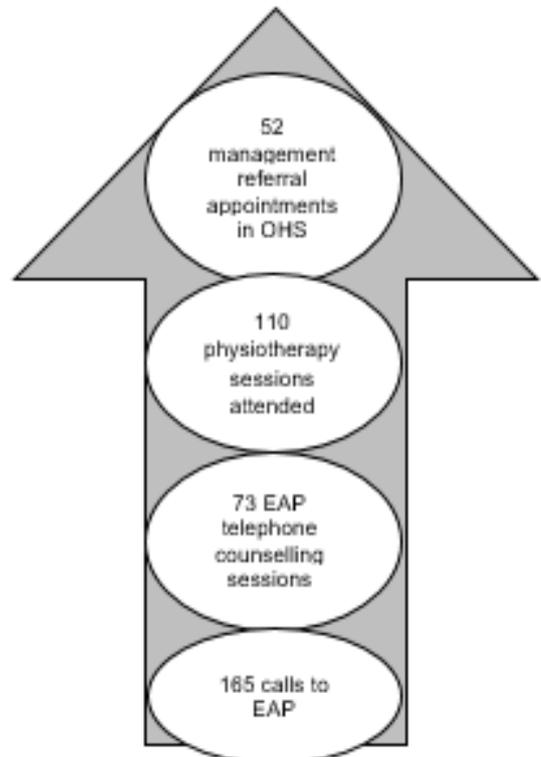
0 CDDFRS inspections of council premises



1 Joint H&S/TU Safety Rep inspections

0

Enforcement related actions or advice from HSE/CDDFRS following inspections and audit activity



COVID 19 H&S Update

12. As anticipated the demands on the H&S and OHS services during Quarter two remain significant. Changes to COVID related guidance and regulations resulted in new technical advice and support being provided and ensuring work activities were undertaken as safely as possible with transmission related risks controlled effectively.
13. The OHS service continued to lead on the process of employee testing and worked in partnership with CDDFT to provide this service. During the Quarter, the OHS experienced a plateau of testing requests and positive cases which remained relatively low. Results from CDDFT testing laboratories were also being returned within 48 hours in most cases.
14. A significant number of queries, in excess of 1,000, were received in OHS during the quarter, with clinical advice and guidance being provided, particularly relating to shielding, vulnerable persons and isolation criteria. In excess of 400 employees contacted the OHS with queries regarding undergoing a COVID test, with 165 of these being referred to CDDFT for a test.
15. The H&S team continued to work proactively to ensure that service groupings were provided with updated advice and risk assessments following changes to COVID related guidance. Extensive work was undertaken to ensure that revised risk assessments were in place ready for the new Autumn term starting and schools fully reopening following the initial national lockdown in Quarter one.
16. Additional work continued to be undertaken to support employees who were continuing to work from home. This included further communications regarding setting up home workstations for computer use and how to access equipment such as chairs, desks and ICT related equipment. Further promotions of mental health related interventions and support services were also issued to enable employees to understand how they can maintain good mental health and also find additional support.
17. Initial preparatory work was also undertaken during the quarter to understand the scope and scale of which employees who had an eligible requirement to return to an office workplace rather than work from home. Heads of service were issued with the questionnaire and outcomes were analysed, with plans to assess and review individual requests and cases to ensure that the appropriate support and interventions were in place, including the option of returning to a workplace and balancing the COVID related transmission risks.

Fire Incidents

18. There were three fire related incidents at Council premises or staffed premises during Quarter two. These were at a Children's Residential Home and in a vehicle at Meadowfield Depot.

33 Newton Drive Framwellgate Moor Residential Children's Home

19. It was reported that 14:00 hrs on 21 August 2020 and 21:50 hrs on 25 September 2020 two fires were started in the rear garden of Newton Drive, a four bed children's unit in Framwellgate Moor. The first incident was that two young people from the premises used paper towels from the kitchen along with twigs and other combustible materials that they had found in the garden to ignite, they then put a deodorant can on the fire which exploded as a residential worker approached the fire to extinguish it, fortunately no injuries were sustained. The second incident involved a young person who set fire to some clothes that he removed from a washing line and ignited them under the ground floor window of the bedroom that is located around the side of the building. Staff extinguished this small fire with the use of portable fire extinguishers.
20. It has been established that there is a minimum of two staff on duty at any one time. The premises are supplied with portable fire extinguishers that are kept in areas under staff control. Staff have previously been shown how to safely use portable fire extinguishers. Foam and Carbon dioxide extinguishers were used for these fires by staff.
21. It was reported that one of the young people within the premises has an unhealthy fascination with fire and that he has a lack of consideration for his actions. Staff are aware of the young person's behaviour and are constantly removing or reducing the number of combustible items both in and to the exterior of the home. It is believed that he sources the lighters from amazon or other online marketplaces. The young people who reside in the premises are discouraged from having smokers' materials; however, they cannot be searched.
22. After the first incident the Police were informed and have logged the incident, they were not informed of the second incident. Both incidents have been logged in the young person's individual record at the home. The fire service has been informed and they are due to attend the premises and provide fire setter education to the residents.
23. It was recommended that the two fire extinguishers used in the incidents be refilled by the Councils approved fire extinguisher maintenance contractor and once practical fire extinguisher training is recommenced arrangements to be made to carry out refresher training. Staff are continuing monitoring the home environment with the aim of keeping combustible materials to a minimum.

Meadowfield Depot

24. It was reported that at 09:30hrs on 1 September 2020 a fire occurred in the rear of vehicle parked up at the rear of Meadowfield Depot. The driver of the vehicle was made aware of the fire by an IT technician and the small fire was extinguished with the use of a dry powder extinguisher. The fire occurred within a cloth tool bag which contained several tools including an electrical loop meter, battery drill as well as other hand tools.
25. It was initially believed that the cause of the fire was due to a loop test meter located in the tool bag. A representative of the manufacturer of the test meter was contacted who reported that it would be not possible for the meter to catch fire without it being connected to an electrical supply as it has no internal batteries. Further investigation of the tool bag ruled out a battery drill as a source of ignition as both the drill and battery showed no signs of fire damage. As there were no other obvious sources of ignition present in the tool bag, it has yet not been determined what started the fire. Fortunately, the fire was identified early in its development stage by an IT technician, who alerted the driver of the vehicle. The early identification of the fire and the speedy reaction of the driver of the vehicle allowed the fire to be extinguished with the use of a portable fire extinguisher.
26. The one recommendation from this incident is that all batteries for power tools, not connected to the power tool should be fitted with an insulated cover to prevent anything conductive meeting the battery terminals.

Fire Inspections – County Durham and Darlington Fire and Rescue Service

27. There has been no Fire and Rescue Service inspections of Council premises during Quarter two.

Enforcement Body Interventions & Significant Incidents

28. There were no formal HSE or CDDFRS interventions during Quarter two. There has however been contact with HSE following the submission of a RIDDOR report in relation to an incident where a driver from refuse and recycling services was admitted to hospital after a fall. The HSE have requested further information which included the safe working instructions, risk assessments and training information for the operative.
29. Following the submission of a RIDDOR report to the HSE where a heating engineer fell and fractured their elbow, whilst removing a boiler from a school premises, the HSE requested further information about the incident and requested photographs, the manual handling risk assessment and method statement for the work. These were supplied and as to date the HSE has not requested any further information. A full investigation into the incident has been carried out by a member of the H&S team and a report with several recommendations to prevent a recurrence has been issued to management.

Open Water Safety

30. The City Safety Group (CSG) formed a student induction week multi agency subgroup, chaired by the Council Occupational Health and Safety Manager. This group focused on similar challenges to previous student induction weeks but also in addition to the risks regarding COVID 19.
31. Assurances were obtained from the University and colleges on how they were going to restrict movement of students during freshers week and ensure compliance with national guidance and legislation. Durham city policing teams and the council licensing enforcement team also made plans to assist with the control of activities in licensed premises and ensure that rules of six were being adhered to, subject to further guidance changes. Engagement visits by police and licensing officers were undertaken during the quarter to ensure that licensees were sure of their responsibilities and to clarify the government guidance and resolve any queries. Licensed premises risk assessments and COVID related control measures were also reviewed during the quarter to ensure that they supported the university students in maintaining safety and social distancing.
32. The University were undertaking a series of student related communication aimed at emphasis that students should remain in college bars and not be in gatherings of more than 6 people. There was also clear messaging regarding no formal fresher type events being held outside of the university itself. For those entering into town it was also being communicated what the restrictions were outside of university areas. Also, key safety related messages as part of student induction were relayed in terms of personal safety, personal responsibility in relation to alcohol consumption/health effects, risks from becoming detached from social groups and the river corridor related hazards.
33. From a county wide water safety perspective, the open water safety group undertook a series of open water related safety communications and activities. In the absence of being able to deliver the dying to be cool cold water shock water safety campaign to schools throughout county durham, social media videos were created featuring the five year anniversary of the death of Cameron Gosling. Work was once again undertaken with Fiona Gosling, Cameron's mother, to record campaign videos, undertake media interviews, design and deliver social media messaging. There were also arrangements made to erect posters and information cards at prominent open water locations across the county to highlight the dangers to those who may be entering into cold water.
34. The H&S team also undertook assurance auditing of higher risk destination parks and other open water related locations across the county to ensure that safety related control measures previously installed, remain in situ.

Employee Health and Wellbeing

35. The council has been continuing to progress with the better health at work award continuing excellence award submission following achievement of gold award status. The award submission is due to be assessed in quarter three of 2020/21. There has been progress in delivering key elements of the employee health and wellbeing strategy and action plan, which sets out workforce health and wellbeing as being a strategic priority for the council.
36. Further work and communications were undertaken during the quarter to provide employees with health and wellbeing related information and awareness to support them during the COVID 19 pandemic. The employee assistance programme was once again promoted along with other activities which support mental health and wellbeing.
37. Focus groups were delivered by public health colleagues and this activity resulted in valuable intelligence and information from employees and current challenges and opportunities relating to different ways of working and service delivery. Employee FAQ's were also again updated during the quarter to reflect the frequent changes to government guidance and to ensure employees were able to keep safe but also compliant with the regulatory requirements relating to COVID.
38. A further review of homeworking policies and interim procedures also commenced to ensure that the current challenged are addressed, service delivery maintained and maximised and health and wellbeing of employees considered.
39. Occupational Health Service (OHS) also continued to deliver employee related management referral services during the quarter and supported managers during the process. A full breakdown of occupational health triage and testing is detailed in the supporting OHS quarter two report.

Occupational Health Service

40. The Occupational Health Service (OHS) has been supporting public health colleagues to organise and deliver the annual flu campaign for DCC employees which is critical given COVID 19. OHS is facilitating the ordering and administration of the flu vaccine onsite to employees working with vulnerable clients.
41. During Quarter two, 225 employees participated in clinical consultations with the OHS, following management referral in relation to Long Term Sickness Absence (LTSA), Short Term Sickness Absence (STSA), Management Concerns (Man Con) Reviews, and Re referral appointments, Long Term Sickness Absence/Short Term Sickness Absence (LTSA/STSA)

Management Referrals – Employee Attribution

42. During Quarter two, 70 employees were seen for LTSA of which 29% (n=20) stated to the OHS that they consider the underlying cause to be due to work related factors. Of the 20 employees, 80% (n=16) identified this was due to 'psychological' reasons, 20% (n=4) identified as 'musculoskeletal'.

Support Services

43. During Quarter two, the OHS provided the following additional support services. See Table 1.

Table 1

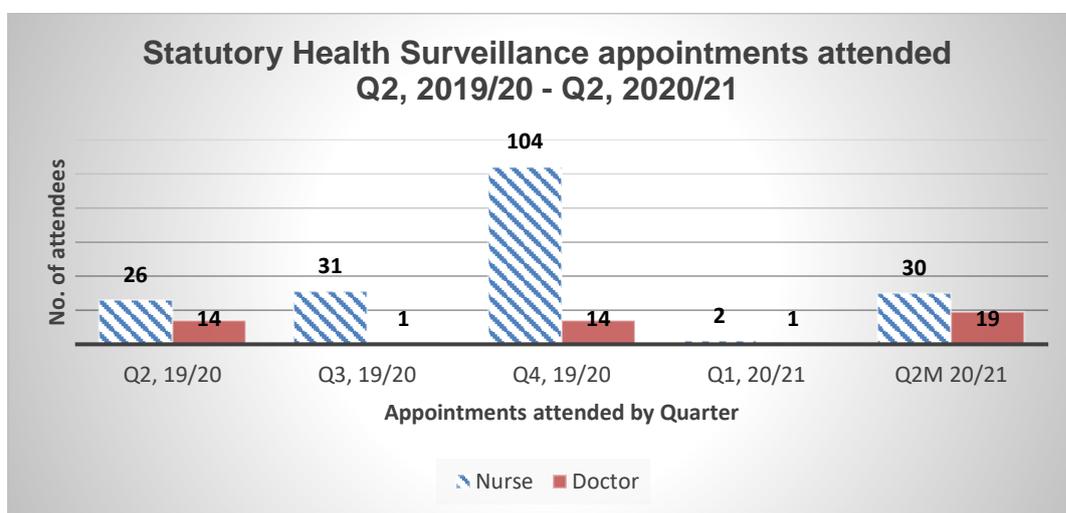
Additional Support services accessed via the OHS	A&H S	CYP S	NCC	REG	Res	CM	Service not detailed	Q2 20/21 Total	Q1 20/21 Total	Q4, 19/20 Total	Q3, 19/20 Total	Q2, 19/20 Total
Number of routine physiotherapy referrals	3	9	9	5	1	0	-	27	29	28	34	29
Number of routine physiotherapy sessions	12	31	31	17	19	0	-	110	89	102	117	149
Number of 'face to face' counselling referrals	0	0	0	0	0	0	-	0	1	20	14	3
Number of 'face to face' counselling sessions	0	0	0	0	0	0	-	0	37	43	28	33
Total number of calls to the EAP	34	27	2	8	10	3	37	121	29	91	111	98
Telephone EAP structured counselling cases	0	2	1	1	0	0	4	8	6	9	50	14
Telephone EAP structured counselling sessions	0	5	6	6	0	0	22	33	29	70	63	62

44. Routine physiotherapy clinics run one day per week in the OHS at County Hall under contract with the OHS, during COVID the clinics have been taking place remotely by telephone and some assessments carried out by video link. However, some face to face physiotherapy appointments are now available should following the physiotherapy initial assessment the physiotherapist deem this to be clinically required. At the time of preparing

this report (09/10/2020) the waiting time for an initial assessment is 2 working days. The OHS will continue to monitor this waiting time and report to this group.

Health Surveillance

45. The Occupational Health Service (OHS) has continued to provide Statutory Health Surveillance programmes remotely to employees during the pandemic in line with the guidelines issued by the HSE in relation to health surveillance. The guidelines were updated on 3rd September 2020 and now recommend that face to face audiometry can resume providing a suitable risk assessment is in place therefore the OHS plan to recommence health surveillance for noise in line with this advice. COVID related control measures have been put in place to enable this service to be provided.
46. During Quarter two, a total of 49 employees attended OHS appointments for routine statutory health surveillance, 30 with an Occupational Health Nurse and 19 with the Senior Occupational Health Physician.



Immunisation

47. There continues to be difficulty obtaining supplies of Hepatitis B vaccines, however the OHS currently has a limited supply of the vaccine. During Q2 despite the current pandemic the OHS have continued to provide immunisation to employees who were on the programme administering a total of 51 vaccines. Due to shortages of the vaccine for over 2 years there is a waiting list of employees who have been employed by DCC and their job role has been identified via risk assessment as requiring an offer of Hepatitis B immunisation, the OHS are continuing to send offer letters to this group of employees currently and anticipate that this will be an ongoing process.

Covid response

48. During the restrictions in place due to the coronavirus outbreak the OHS have continued to provide Occupational Health provision to DCC and external contracts. This has been done remotely when possible and in line with guidance from the HSE, DVLA, Faculty of Occupational Medicine and the NHS.

49. The OHS has continued to facilitate covid testing for employees, elected members and their families liaising with public health and HR colleagues to achieve an efficient service. This ensured that council employees and their families who were referred were screened by OHS nurses and arrangements made for testing at local hospitals where appropriate. The OHS process ensures that contact is made with employees and testing arranged the same day and once results are received by the OHS they are sent to the employee, with guidance on what action if any they need to take, within an hour of being received. There were some difficulties in early September with the return of test results due to a substantial increase in the number of referrals which resulted in some results taking longer than 72 hours, however the majority of results were being returned within 48 hours and the process was very successful in supporting employees and managing transmission risks associated with COVID 19. This continues to be a challenging process due to the rapidly changing advice from the government.
50. The OHS have provided advice to managers via management referral specifically relating to employees with health conditions and working during the COVID pandemic.
51. The OHS have also provided advice to managers and employees via email and telephone on a variety of COVID related matters. (See Table 2)

Table 2

COVID-19 Activity Data Q2, 2020/21			
Email/Telephone Queries relating to COVID	Clinician	Admin	Total
DCC	243	119	362
Schools	126	68	194
Academies	8	0	8
Total	377	187	564

Screened	DCC (inc elected members)	Schools	Academies	Total
Total Screened	237	185	0	422
Of which referred for testing:				
Employees referred for testing	94	71	0	165
Household members referred for testing	25	21	0	46
COVID-19 related referrals to OHS	DCC	Schools	Academies	Total
Total referrals	18	10	0	28
Fast-tracked pre-employments	0	0	0	0

<i>Email/telephone</i> Queries relating to covid	362	194	8	564
Total number of contacts relating to Covid response	617	389	8	1014

Violence and Aggression – Potentially Violent Persons Register (PVPR)

52. At the close of Quarter two 2020/21, there were 83 live entries on the PVPR register. The 12 month rolling figures for PVPR live entries are as follows:

Year	Quarter	PVPR live entries
2020/21	1	83
2020/21	2	83
2019/20	4	91
2019/20	3	83

Number of Live Records	83
Number of Additions	12
Number of Removals	5
Number of Warning Letters Sent	5
Number of PVPR Appeals	2

53. Breakdown by service of PVPR views in the last quarter is as follows:

- CYPS - 49 viewed 64 times
- AHS - 38 viewed 75 times
- N&CC – 40 viewed 81 times
- REG - 79 viewed 388 times
- RES - 47 viewed 207 times
- Members- 4 viewed 5 times

Corporate risks that may have an impact on Health and Safety

54. The below tables detail the Corporate risk that may have an impact on Health and Safety at the end of Quarter two. This also includes a COVID 19 related risk table.

Table 1 – Health and Safety Related Strategic Risks

Ref	Service	Risk	Treatment
1	AHS	Failure to respond to and recover from the COVID-19 pandemic, leading to delayed economic recovery and adverse impacts on the safety and welfare of the wider community.	Treat
2	CYPS	Failure to protect a child from death or serious harm (where service failure is a factor or issue)	Treat
3	REAL	Serious injury or loss of life due to Safeguarding failure (Transport Service)	Existing controls considered adequate
4	AHS	Failure to protect a vulnerable adult from death or serious harm (where service failure is a factor or issue).	Treat
5	T&P	Breach of duty under Civil Contingencies Act by failing to prepare for, respond to and recover from a major incident, leading to a civil emergency.	Existing controls considered adequate
6	RES	Serious breach of Health and Safety Legislation	Existing controls considered adequate
6	REAL	Potential serious injury or loss of life due to the Council failing to meet its statutory, regulatory and best practice responsibilities for property and land.	Treat
8	RES	Potential violence and aggression towards members and employees from members of the public	Existing controls considered adequate

Table 2 – Health and Safety Related Risks on the COVID-19 Risk Register

Ref	Risk
1	<u>Shortage of PPE</u> , potentially leading to a further escalation and serious, widespread harm to individuals.
2	<u>Shortage of PPE</u> for key DCC services and schools.
3	Spread of COVID-19 <u>infection</u> as a result of disruption to cleaning operations
4	Potential adverse impacts of COVID on employee health and wellbeing (<u>infection</u>).
5	Sickness absence of key staff - Crematoria (<u>infection</u>)
6	Potential virus transmission (<u>infection</u>) by contractors' employees, due to lack of clear Government guidance on COVID-19 safeguards.
7	Employee blames council for redeploying them to work in situations where they were more exposed to Coronavirus and therefore DCC failed in Duty of Care (<u>infection</u>)
8	Redundancies in recovery phase of the COVID-19 pandemic and impact on unemployment particularly in tourism, retail and suppliers in the automotive sector (<u>health and wellbeing</u>).
9	Increasing number of staff being attacked (<u>violence and aggression</u>) for practising social distancing when dealing with the public (highlighted by the Local Government Association)
10	Drug and Alcohol Recovery Service (DARS): Potential <u>overdose by high-risk, vulnerable clients</u> receiving the frequent (1-3 days) supervised consumption service, as a result of service withdrawal by pharmacy chains.
11	Failure of the HWC group to respond to the pandemic, leading to an avoidable increase in <u>health inequalities</u> .
12	If inspections of lifting and pressure equipment are suspended for a considerable period, then this increases the risk of an <u>avoidable accident</u> occurring (Lifting Operations and Lifting Equipment Regulations 1998).

Statistical Information

55. The H&S team in conjunction with service H&S providers continue to record, monitor and review work related accidents, incidents and ill health. This data is captured through internal reporting procedures and the Corporate H&S Accident Recording Database (HASARD). It is important to note that when setting future performance targets this data should be utilised.

Main implications

Legal

56. 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

57. 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

58. 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

59. The impact of COVID during the second quarter on H&S and OHS services remains significant. Nevertheless, both services continue to provide timely and effective COVID related advice and support, in addition to standard other core statutory requirements.
60. Changes to COVID related guidance during the quarter presented challenges in relation to supporting employees adapting and changing risk assessments of work activities to ensure transmission risks were being managed and controlled.
61. Preparations for the return of schools in the autumn terms were supported by the OHS and H&S team who provided revised, detailed risk assessments for schools in the county to implement and use as a basis for localised controls and premise related factors. This process was undertaken in partnership with other key services such as HR and public health and in consultation with teaching trade unions.

62. Employees continued to be supported by OHS in terms of the ability to arrange a COVID test via CDDFT following initial screening. This again proved successful with tests being arranged and results returned in most cases in under 48 hours.
63. Despite a reduction in accidents overall for the second consecutive quarter, there were a number of RIDDOR reportable accidents which are being investigated by the H&S team and will liaise with HSE accordingly to provide requested information. This is reflective of front line services still operating despite the pandemic.
64. It was positive throughout this period that despite the restrictions due to COVID 19 the annual water safety campaign has also been delivered, albeit by alternative methods, during a key risk period in the calendar and during warm weather periods.

Other useful documents

65. Occupational Health quarter two 2020/21 Report
66. Health, Safety and Wellbeing statistical quarter two 2020/21 report

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 strategic managers and operational management staff 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.

Climate change- None

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