

Safest People, Safest Places

HUMAN RESOURCES COMMITTEE

26 November 2024

HEALTH AND SAFETY PERFORMANCE: Quarter Two (April 2024 – September 2024)

REPORT OF HEALTH & SAFETY MANAGER

1. Purpose of Report

- 1.1. The purpose of this report is to present a summary of the Service's health and safety performance at the end of quarter two of the 2024/25 reporting period.

2. Background

- 2.1. The Health and Safety team, work within Emergency Response and are responsible for coordinating health and safety within County Durham and Darlington Fire and Rescue Service (CDDFRS). The Health and Safety team's performance is measured through four performance indicators (PI). These are:

- a) PI 69 number of accidents to personnel;
- b) PI 72 number of vehicle accidents classified as CDDFRS driver's fault;
- c) PI 73 number of local health and safety investigations incomplete after 28 days;
- d) PI 74 number of health and safety investigation actions overdue their specified completion date.

3. Current Performance

- 3.1. The current performance year to date (YTD) is as follows:

2024/25	Apr	May	Jun	Jul	Aug	Sep
PI 69: Number of Accidents to Personnel	2	0	1	0	3	1
PI 72: Number of Vehicle Accidents (CDDFRS Driver's Fault)	0	0	0	3	1	1

PI 73: Number of local Health and Safety investigations incomplete after 28 days	1	1	1	1	1	1
PI 74: Number of Health and Safety Actions Overdue the Specified Date	5	1	1	0	3	2

Table.1: Year to date performance (*note PI73 and PI74 are not cumulative indicators)

4. PI 69 Number of accidents to personnel

- 4.1. Four accidents to personnel have been reported during this quarter. This is three over the Service target for accidents to personnel and at this stage of reporting performance is five above last year's figures.
- 4.2. Of the seven personal accidents to date this year there are no significant trends that can be identified. Each resulted in minor injuries only, although one was reported to HSE under RIDDOR due to the member of staff in question needing to take over seven days of sickness leave whilst the cut they sustained to their hand healed.

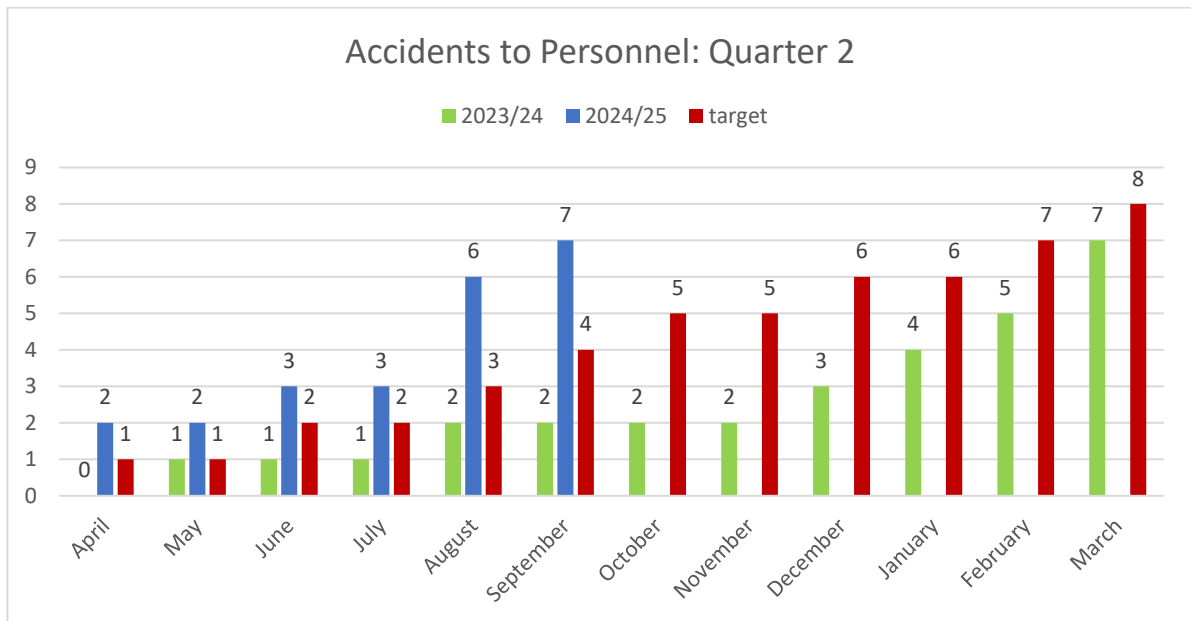


Figure.1: Number of accidents to personnel (running total) for the current year (blue) and the target (red) previous year (green)

5. PI 72 Number of vehicle accidents (CDDFRS Driver Fault)

- 5.1. Five at fault vehicle accidents have been reported during this quarter. This is five below the set target and at this stage of reporting performance is seven below last year's figures. There continues to be ongoing proactive joint working between Health and Safety and Driver Training sections to review and learn from any such occurrences.
- 5.2. Each of the five at fault vehicle accidents that occurred during this quarter related to slow speed manoeuvring of fire appliances, one of which involved damage caused to a member of the public's car that was parked up.
- 5.3. The Health and Safety Team take vehicle accidents seriously and together with the Driver Training Team and FBU Health and Safety Representative continue to assess and identify any solutions to the evidenced trend that the majority of vehicle incidents are slow speed manoeuvring. Current accident reduction strategies are:
- a) A refreshed Driving Standard Panel;
 - b) Refreshed Driving safety procedures;
 - c) Learn Pro reminders for vehicle manoeuvring.

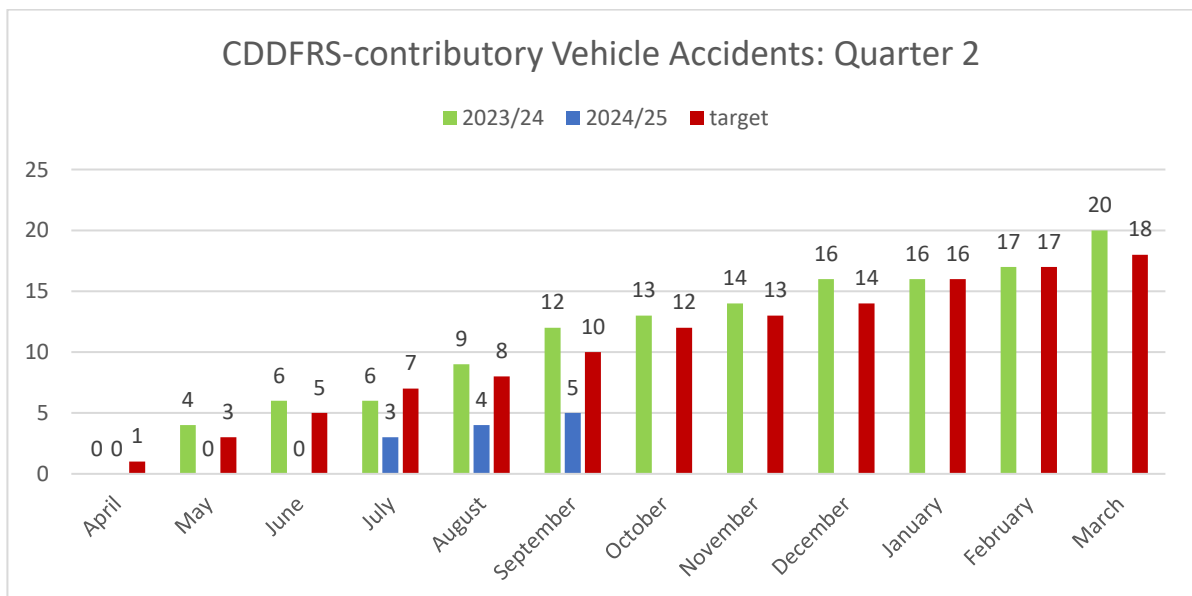


Figure.2: Number of vehicle accidents (running total) for the current year (blue) and the target (red) previous year (green).

6. PI 73 local investigations incomplete after 28 days

- 6.1. Eighteen local investigations have been conducted in this quarter (This is a total of twenty-four local investigations carried out during the year to date).
- 6.2. The Health and Safety Team support officers in completion of local investigations within the 28 days wherever possible.

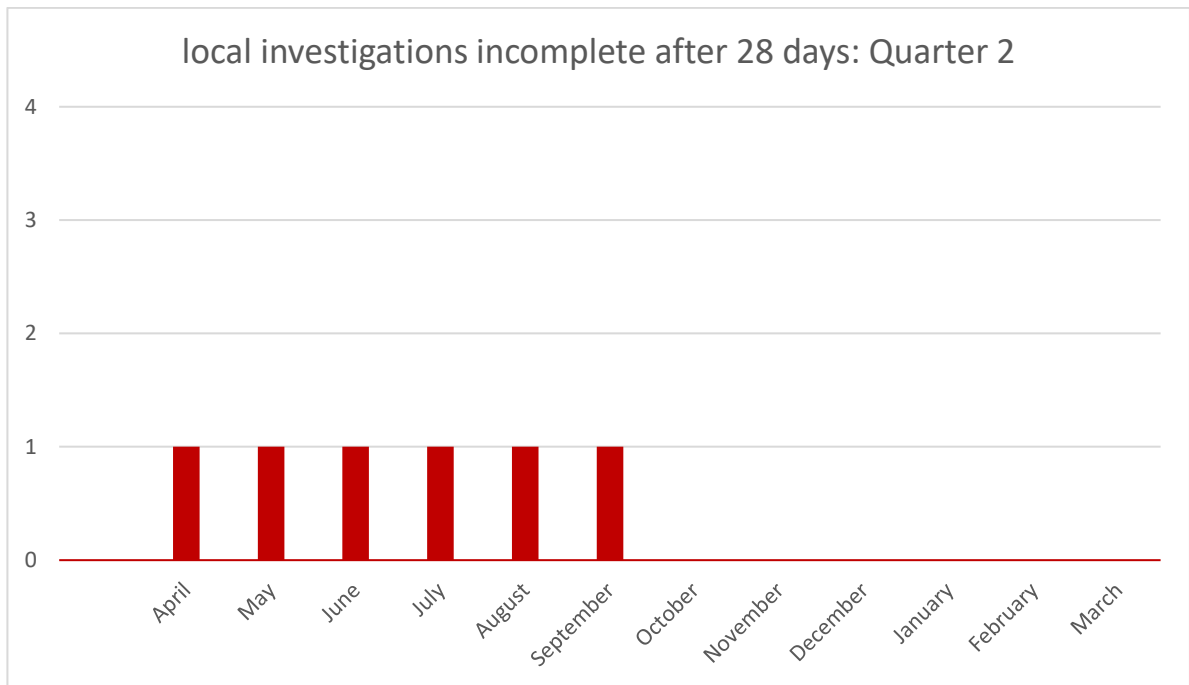


Figure.3: Number of investigations incomplete after 28 days.

7. PI 74 Number of health and safety actions overdue their specific date

- 7.1. The outstanding actions at the end of this quarter reporting period are:
- a) Final review of trial introduction of additional San J radios to specialist appliances.
 - b) Confirmation of Watch Manager discussion with staff re: use of torch at all relevant times at incidents during darkness.

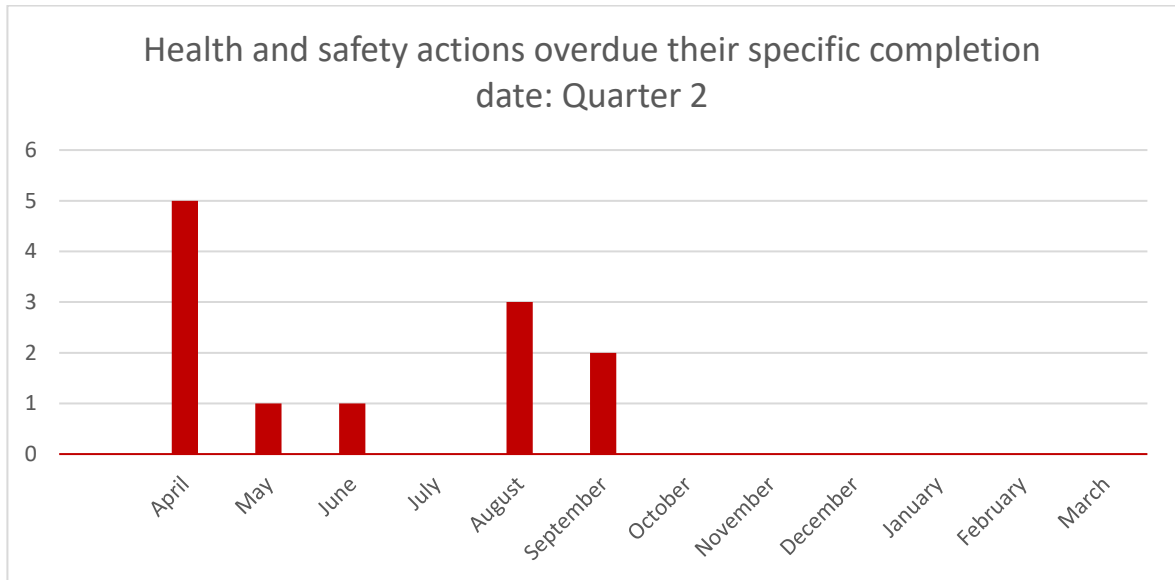


Figure.4: Health and Safety actions overdue their specific completion date.

8. Near Misses

8.1. There were two near miss incidents in this quarter. (This is a total of four near miss incidents that have been reported this year to date). For this latest quarter these related to:

- a) Accidental damage to an appliance door during poor usage of a vehicle hoist within Workshops, which prompted reinforcement of expected pre-use checks and staff re-training.
- b) Collapse of an unattached garage roof during defensive firefighting, which confirmed that correct incident command protocols had been followed resulting in no actual danger to operational personnel.

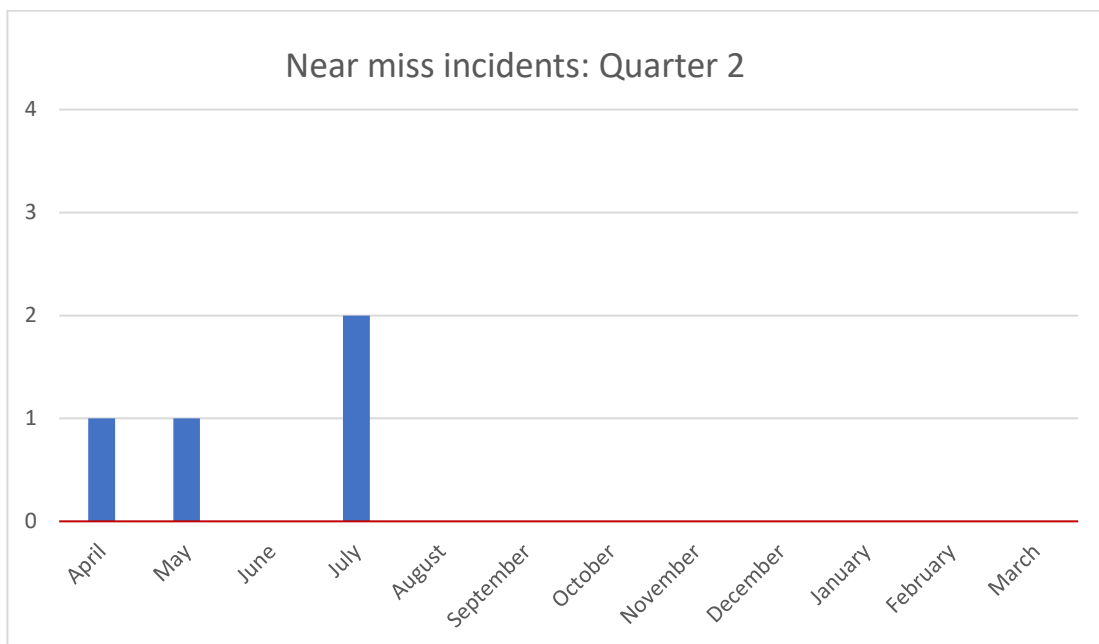


Figure.5: Reported near misses in each month.

9. Cause for Concern Incidents

9.1. There have been six cause for concerns reported in this quarter. (A total of seven cause for concern incidents have been reported in this year to date). For this latest quarter these related to:

- a) Two separate concerns were in relation to reported appliance malfunctions, regarding a failed pump take-off operation and a flat battery; both were addressed via Workshops investigations and subsequent improvements / communication of preventative measures to operational crews.
- b) Reported staff deficiencies at Peterlee Fire Station on some occasions in July; addressed by a review of the Service Degradation Plan and changes to staff leave arrangements.
- c) Concerns over the planning and implementation of a Transferee Firefighters training course; following a review learning points to be implemented prior to any such future courses.
- d) A potential 13.5m ladder malfunction during station drills; investigation showed no fault with the ladder in question and cause identified as possible lack of knowledge of operation by crew involved; resulting in need for increased awareness being addressed.
- e) Insufficient competent Control Room staff on a particular nightshift; future reoccurrence being addressed in the short-term by Control Degradation Plan implementation, plus ongoing recruitment / training.

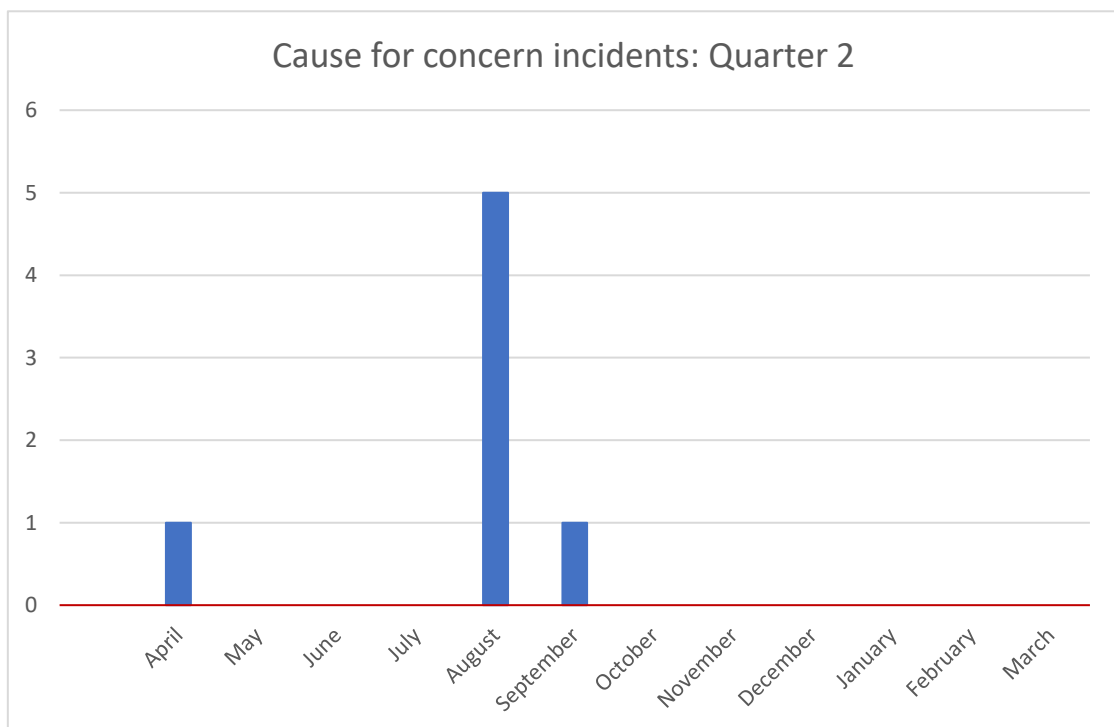


Figure.6: Reported cause for concerns in each month

10. Look forward

- 10.1. The culture within the Service and overall performance comparable to the sector is of a good standard and following completion of our ongoing annual proactive visits the general health and safety within CDDFRS will continue to evolve and continuously improve.
- 10.2. The H&S team has successfully performed throughout a recent period of change and now has a full complement of staff, working towards achieving the strategic objectives of the 2023-25 Emergency Response strategy. This includes:
- a) Progressing the Contaminants work stream;
 - b) Investigating improvements to data capture and H&S reporting;
 - c) Delivering Accident investigation training and defensibly training to FDOs;
 - d) Trialling an 'SOS' app for lone workers.

11. Summary

- 11.1. Annual proactive health and safety visits are key to employee engagement and raising health and safety awareness. The reporting process for adverse events including near misses and cause for concerns demonstrate the proactive attitude our staff have.
- 11.2. The culture within the Service and overall performance comparable to the sector is of a good standard and following completion of our ongoing annual proactive visits the general health and safety within CDDFRS will continue to evolve and continuously improve.

12. Recommendations

- 12.1. Members are asked to **note** the contents of this report.