



Safest People, Safest Places

Human Resources Committee

20 February 2025

HEALTH AND SAFETY PERFORMANCE: 2024 End of Quarter Three (April – December 2024)

REPORT OF THE HEALTH & SAFETY MANAGER

Purpose of Report

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

Background

2. 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 CDDFRS-contributory vehicle accidents;
 - c) PI 73 number of local health and safety investigations incomplete after 28 working days;
 - d) PI 74 number of health and safety investigation actions overdue their specified completion date.

Current Performance

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

2024/25	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
PI 69: No. of Accidents to Personnel	2	0	1	0	3	1	1	1	0

PI 72: No. of CDDFRS-contributory Vehicle Accidents	0	0	0	3	1	1	2	0	1
PI 73: No. of local Health and Safety investigations incomplete after 28 days	1	1	1	1	1	1	0	0	0
PI 74: No. of Health and Safety Actions Overdue	5	1	1	0	3	2	3	1	0

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

PI 69 Number of accidents to personnel

- Two 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 six above last year's figures.
- Of the nine personal accidents to date this year a trend (three minor injuries) of personnel not wearing the required personal protective equipment (PPE) was identified. This has been addressed both directly to the individuals involved plus Service-wide, by way of a reminder of employees' legal responsibilities.
- Of the two personal accidents this last quarter one was reported to HSE under RIDDOR due to the member of staff in question needing to take over seven days of sickness leave following. This was following a knee injury sustained during swift water rescue training. The other accident was a minor cut to the thumb at an operational incident.

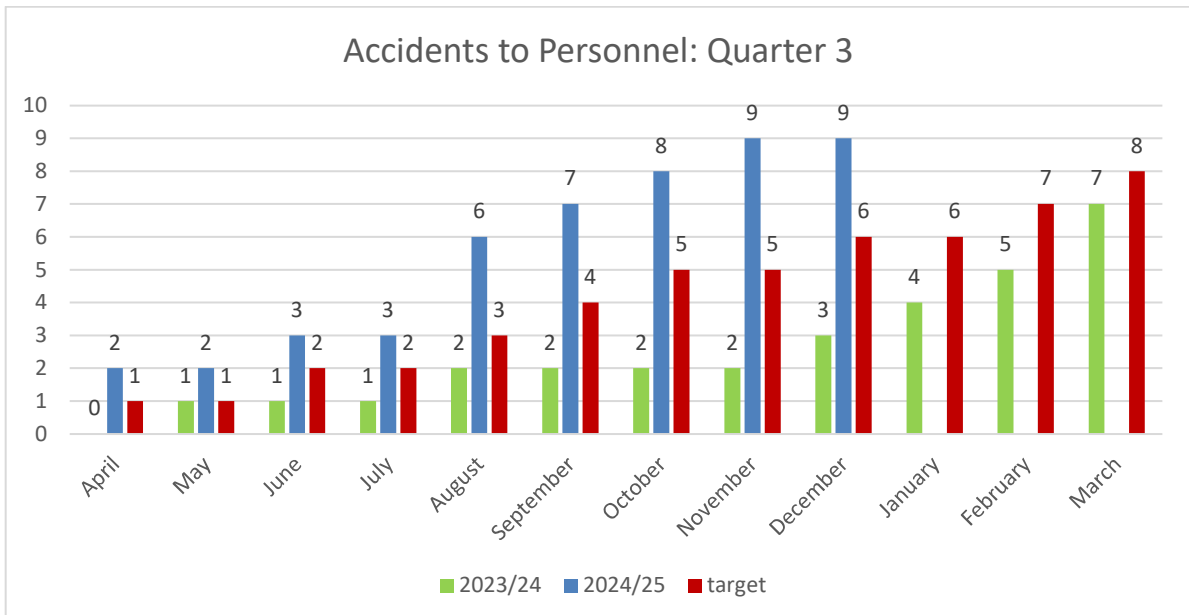


Figure.1: Number of accidents to personnel (running total) for the current year (blue) and the target (red) previous year (green)

PI 72 Number of CDDFRS-contributory vehicle accidents

7. Three service-contributory accidents have been reported during this quarter. This is six below target and at this stage of reporting performance is eight 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.
8. Each of the three 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 in a busy / narrow street.
9. The Health and Safety Team take vehicle accidents seriously and together with the Driver Training Team and FBU Health and Safety Representatives continue to assess and identify any practical solutions to vehicle incidents and in particular 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.

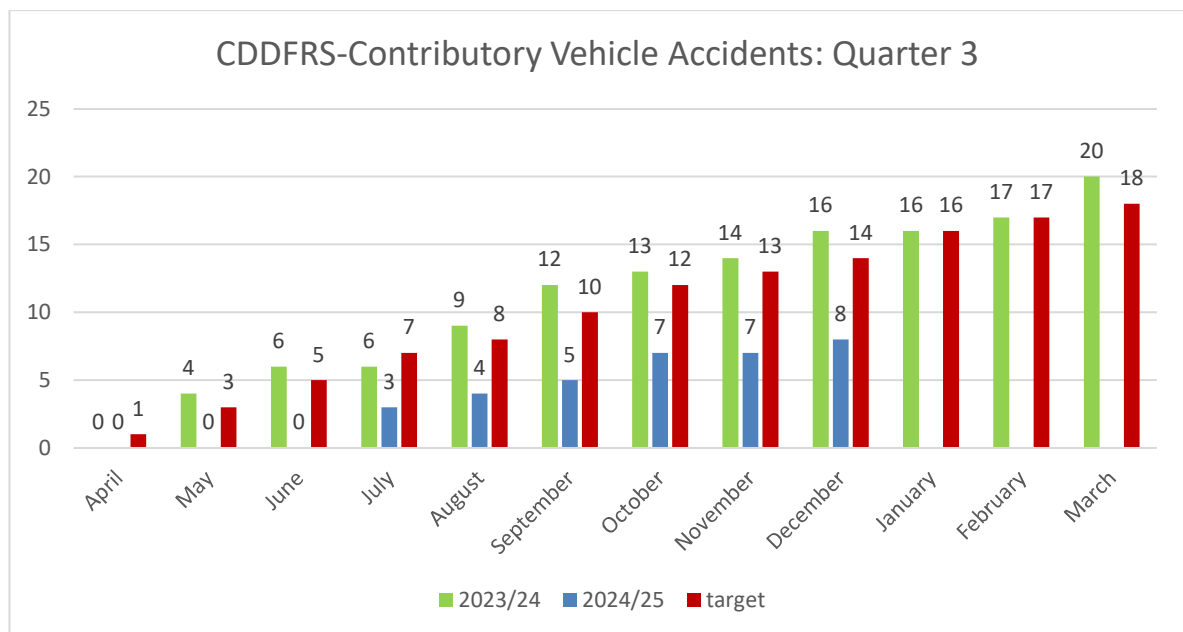


Figure.2: Number of service-contributory vehicle accidents (running total) for the current year (blue) and the target (red) previous year (green).

PI 73 Local investigations incomplete after 28 days

- 10. Twelve local investigations have been conducted in this quarter. This is a total of thirty-six local investigations conducted during the year to date.
- 11. The Health and Safety team support officers in completion of local investigations within the 28 days wherever possible. For the last quarter, no local investigations have taken over 28 days to be completed.

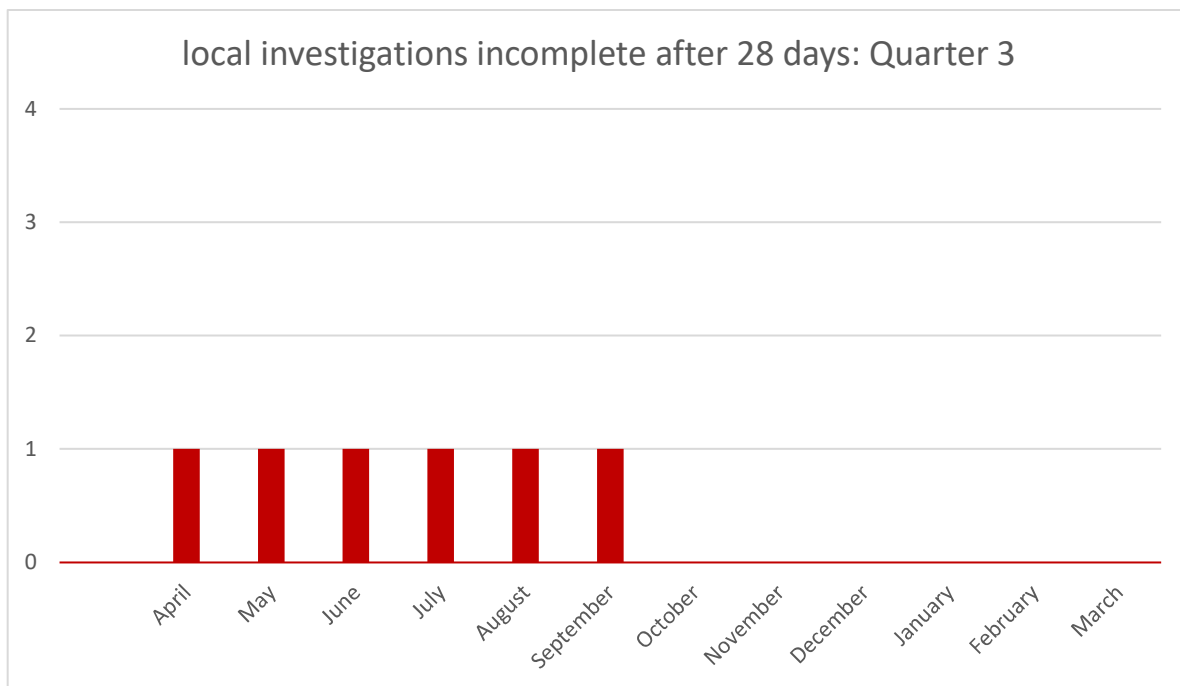


Figure.3: Number of investigations incomplete after 28 days.

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

12. The number of outstanding health and safety actions month on month for the last quarter are as shown on the graph below.
13. At the end of this quarter reporting period there were no actions that remained overdue their specific dates.

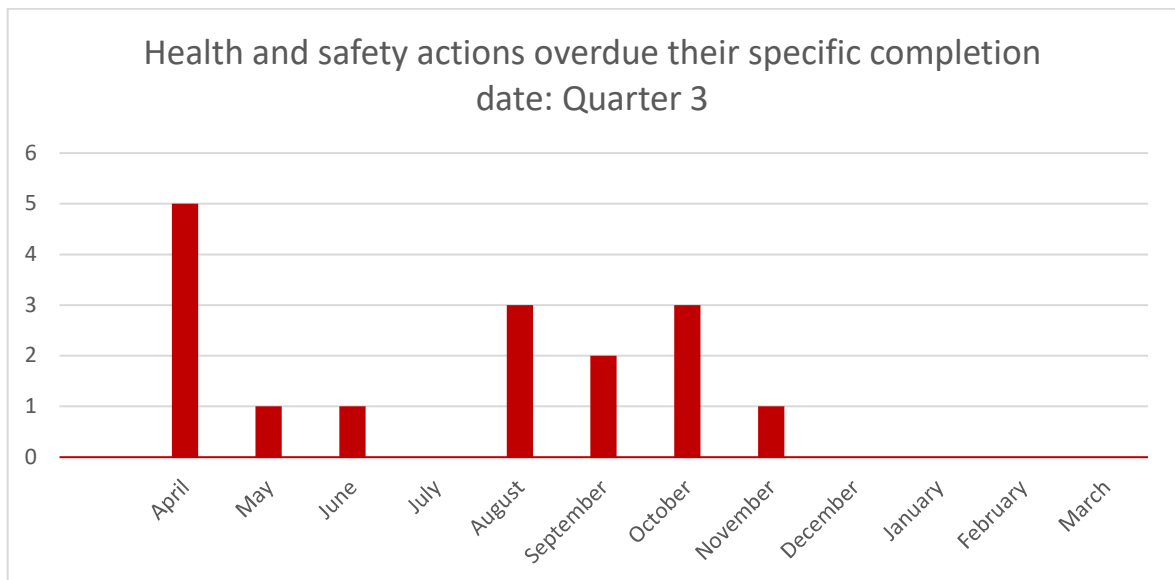


Figure.4: Health and Safety actions overdue their specific completion date.

Near Misses

14. There was one near miss incident reported in this quarter. This is a total of five near miss incidents that have been reported this year to date. For this latest quarter this related to:
 - a) The possible malfunction of a breathing apparatus set during a recruit's live fire training at Service Training Centre. This incident (which was RIDDOR-reportable to the HSE) prompted a detailed joint investigation between CDDFRS and Draeger; the set and servicing provider. The outcome of which is still to be finalised.

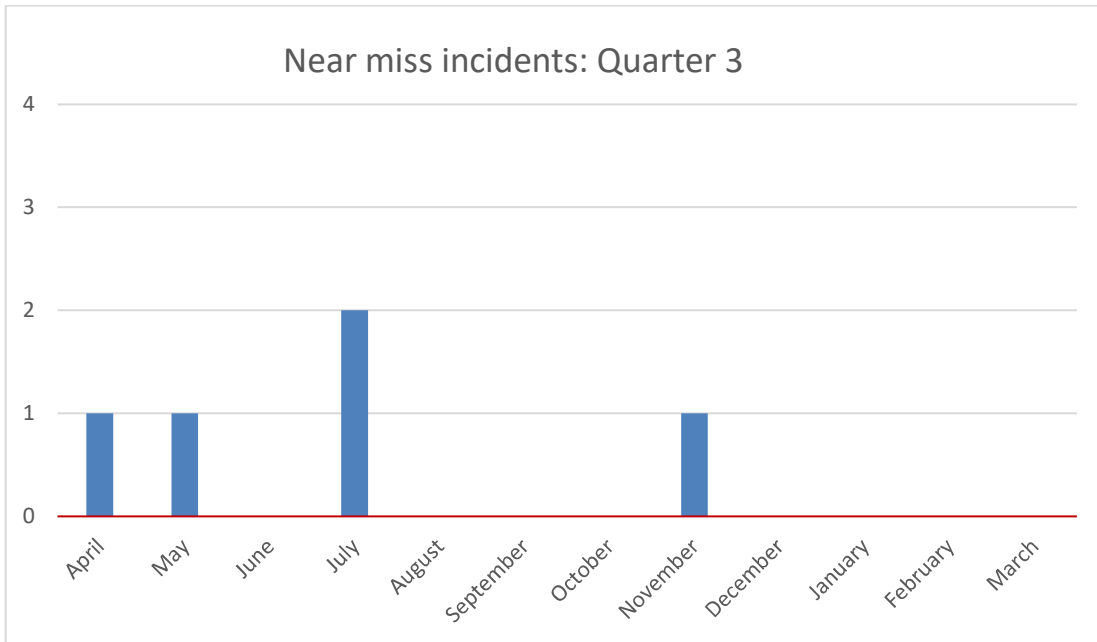


Figure.5: Reported near misses in each month.

Cause for Concern Incidents

15. There has been no cause for concerns reported in this quarter. A total of seven cause for concern incidents have been reported in this year to date.

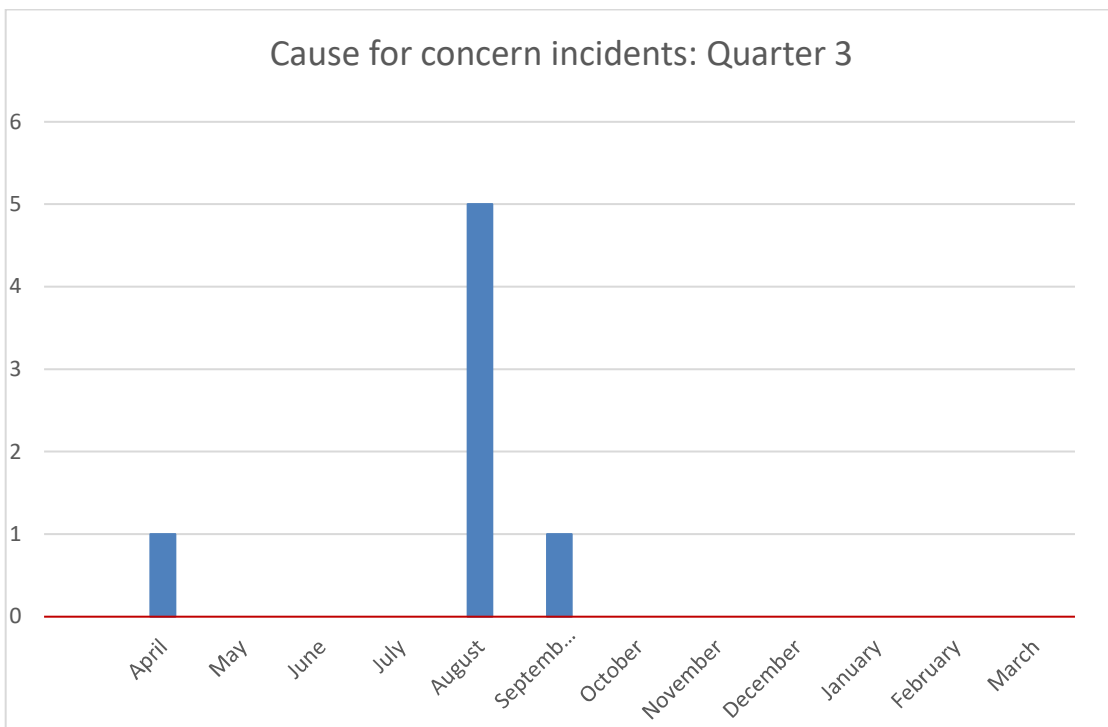


Figure.6: Reported cause for concerns in each month

Look forward

16. The culture within the Service and overall performance comparable to the sector is of a good standard. Following completion of our ongoing annual proactive visits the general health and safety within CDDFRS will continue to evolve and continuously improve.
17. The H&S team has successfully performed throughout a period of change during the last twelve months and now has a full complement of staff, working towards achieving the strategic objectives of the 2023-25 Emergency Response strategy. This includes:
 - a) Ongoing improvements and maintenance in the Contaminants work stream;
 - b) Assessing potential replacements of our H&S incident management and reporting system;
 - c) Development of an in-house method of delivery for IOSH Managing Safely refresher training for operational Crew and Watch Managers;
 - d) Supporting the review of fire appliance CCTV and body worn video camera improvements.

Summary

18. 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.
19. 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.

Recommendations

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