

Governance, Audit and Scrutiny Committee
2 March 2015

Report by the Director of Operations
(South)

HEALTH AND SAFETY QUARTERLY REPORT 3rd QUARTER 2014/15

October – December 2014

REPORT EXECUTIVE SUMMARY

This is the 3rd Quarter 2014/15 report on Health and Safety, a summary is attached in Appendix 1. It also includes a summary in Appendix 2 of Health and Safety Laboratory Safety Climate survey that was carried out in the last quarter.

During this period there have been 35 incidents that have been reported resulting in an injury; this is slightly up on the same period last year which saw 33 incidents.

One of the main contributing activities is training; the H&S team have been working closely with the training department to identify any trends.

Near miss reporting still remains low with 14 recorded events for this quarter, the H&S team has identified this as an area of concern for the next quarter.

A Health and Safety Climate Survey was carried out during the 2nd quarter, which received 307 responses which equates to a 26% return.

The feedback and comments received are very encouraging and have provided the Service with additional ways to ensure that the culture continues to improve over time taking into account suggested areas for improvement.

RECOMMENDATIONS

1. That the Committee considers this report and makes any recommendations to the Fire Authority as it deems appropriate.

BACKGROUND

2. The report has been submitted to this Committee so that Members can provide an additional level of scrutiny to the information provided within it, and make any recommendations to the Fire Authority as deemed appropriate.
3. This report also contains a summary of the Health and Safety Laboratory Climate Survey, which received a 26% return rate from all staff (307 in total).
4. The survey consisted of a bank of questions grouped into 8 factors. To assist on ensuring that the responder was able to give a more reliable answer both positive and negative responses were captured.
5. The most favourable responses were in the areas of Resources for Health and Safety and Organisational Commitment. This included areas of PPE provision to managers ensuring people working safely.
6. The most unfavourable responses were around Peer Group Attitude, Accident and Near Miss reporting and Usability of Procedures. This included that procedures don't always reflect how the job is done, near miss reporting is not always carried out and sometimes risks have to be taken to get the job done.
7. The findings of this report will be circulated to all staff via the portal with the H&S team working on the action plan to deal with areas for suggested improvement. Further surveys will be carried out in due course.

STRATEGIC PLAN COMPATIBILITY

8. The monitoring of Health and Safety information is a key part of the management of Strategic Objective 5 – “continuing to develop a committed, skilled and safe workforce.”

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

9. None.

LEGAL IMPLICATIONS

10. None.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

11. None.

CORPORATE RISK MANAGEMENT IMPLICATIONS

12. None.

HEALTH AND SAFETY IMPLICATIONS

13. This report provides the opportunity for an additional level of scrutiny of Health and Safety information.

COMMUNICATION ACTIONS ARISING

14. None.

DETAILS OF CONSULTATION

15. None.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

16. Health and Safety Policy Statement SP 10_1.

RECOMMENDATIONS RESTATED

17. That the Committee considers this report and makes any recommendations to the Fire Authority as it deems appropriate.

K EVANS

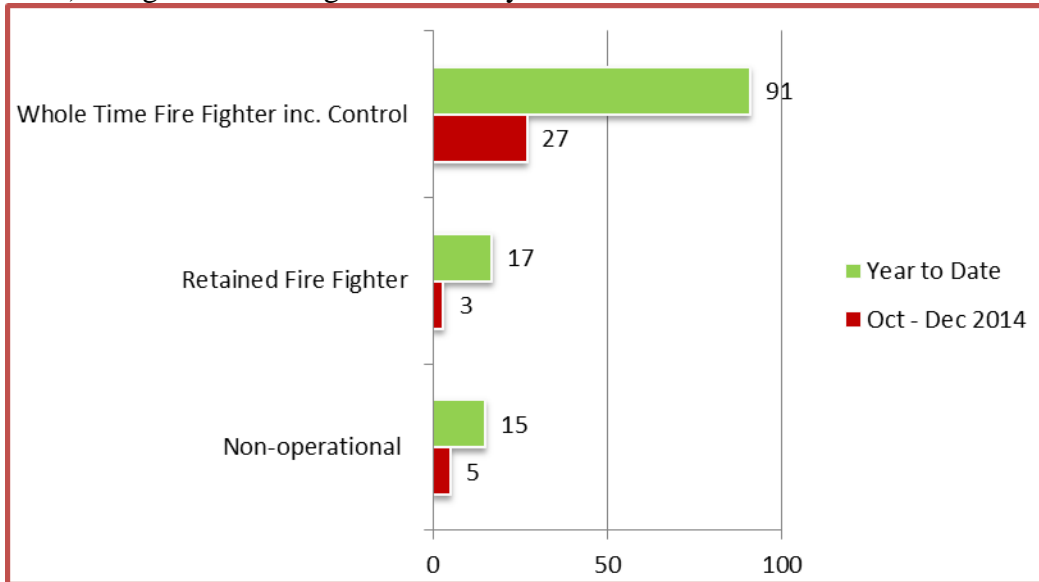
Officer Contact: Keith Evans ☎ 01482 567431
Director of Operations (South)

Humberside Fire & Rescue Service
Summergroves Way
Kingston upon Hull

19 February 2015

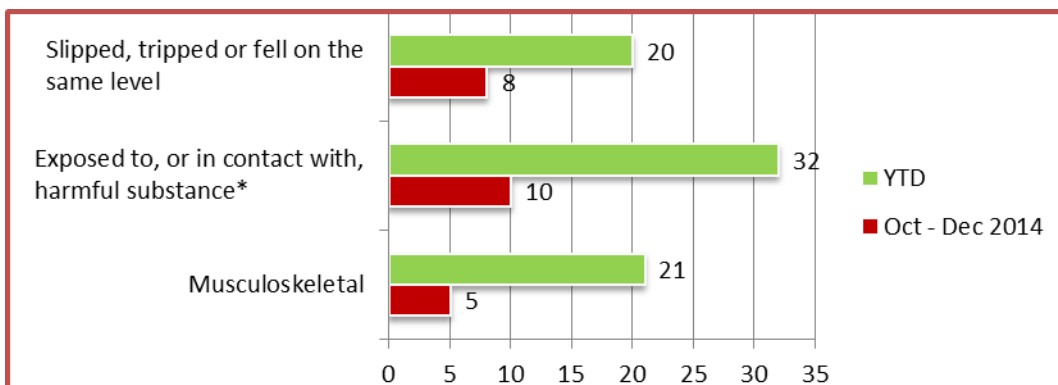
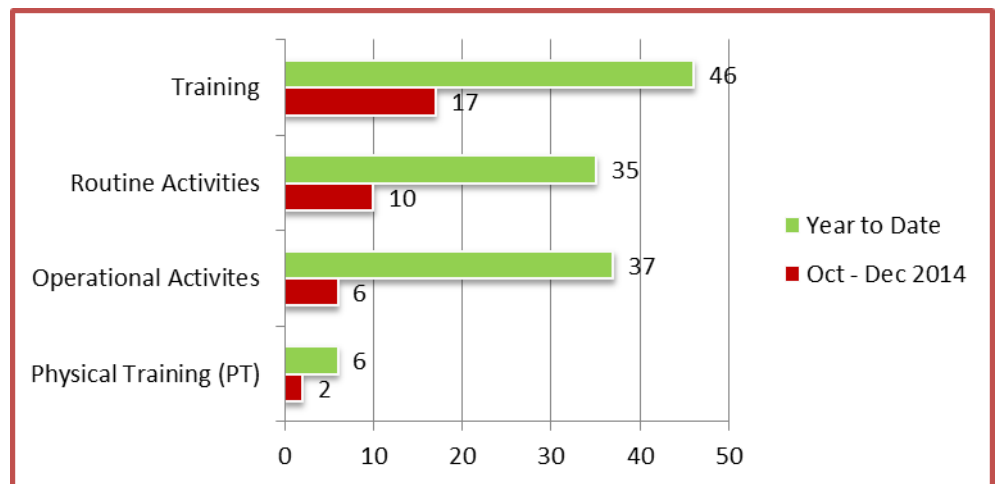
Appendix 1 – Summary Snap Shot of 3rd Quarter H&S Report

The graph below shows *role specific* incidents for this period (01st October – 31st December 2014) alongside a running total for the year.



The data shows that Whole Time Fire Fighters are recording more incidents than Retained Fire Fighters and Non-operational personnel. This could be due partly to the nature of their role and the environments to which they are exposed to.

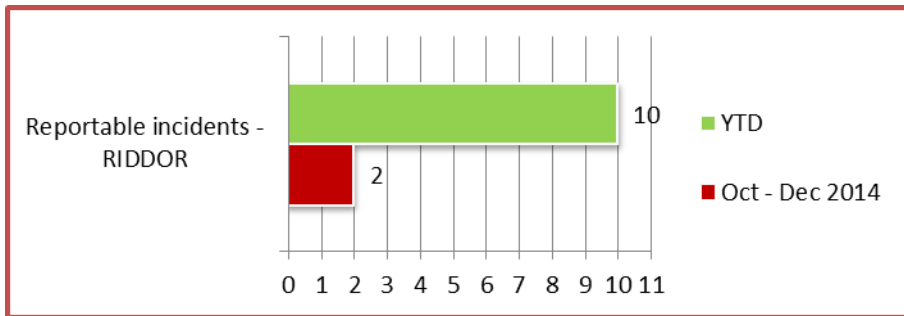
The information to the right relates to the *Activities* which were being undertaken at the time of the recorded incident.



Of the type of incident which had occurred, the graph shows the top three poorest performing factors for this quarter alongside the Year to Date figure.

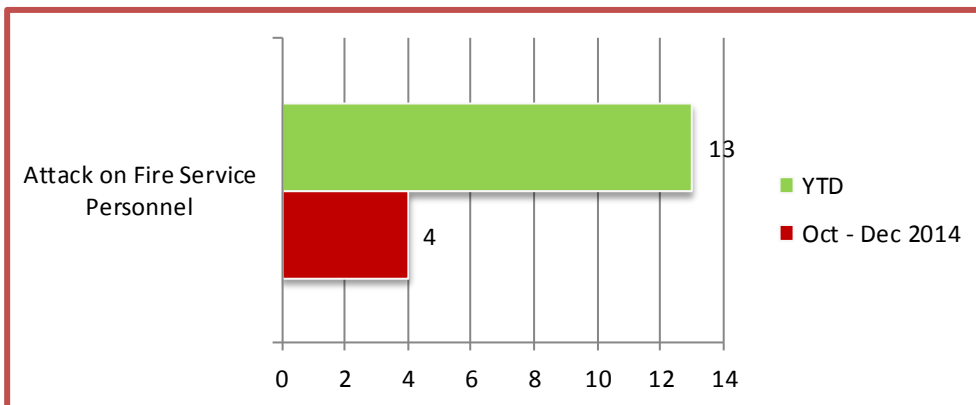
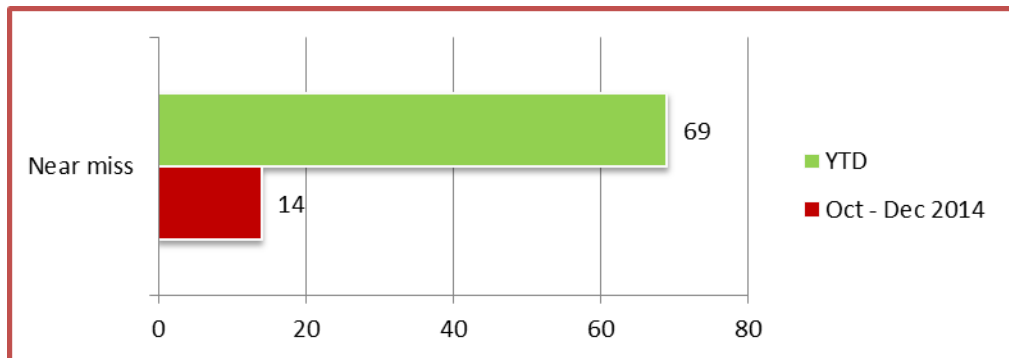
*Exposure to, or contact with, a harmful substance is the worst performing statistic and all 10 reports are

generated following swift water rescue training.



RIDDOR reportable incidents are low compared to the total for the Year to Date. A large proportion of the RIDDOR reports are due to an incident last quarter.

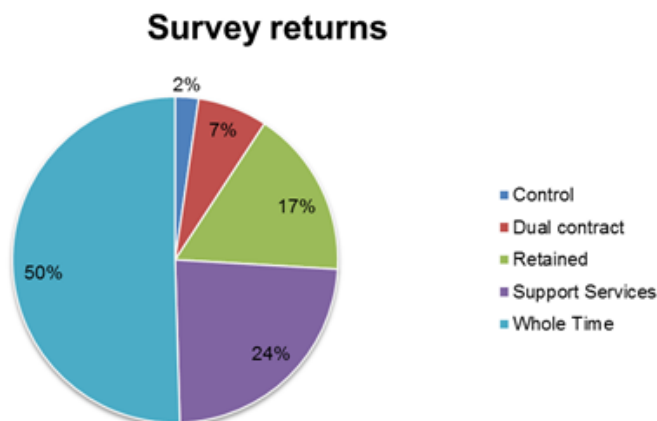
The Service still needs to increase the numbers of recorded near miss events in order to have a positive impact on the number of incident which are occurring.



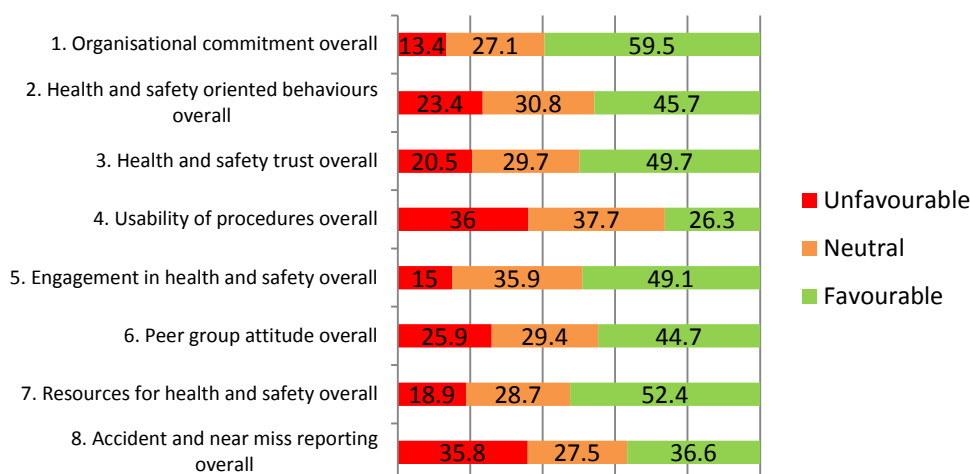
The data identifies that there has been four incidents of attacks on Fire Service personnel. One of these includes a verbal attack on a Fire Safety Inspector.

Appendix 2 – Summary of Safety Climate Tool report

The survey ran for the whole of September 2014, at which time the Service employed 1208 personnel. The survey was completed and returned by 307 personnel which equates to 25.4% return.



The returns are broken down further in the pie-chart above.



To the left is a summary of the performance for each element of the survey, supplemented by the most and least favourable responses.

The most favourable responses were:
RESCOURCES FOR HEALTH AND SAFETY - 72% agree/strongly agree that health and safety equipment (e.g. PPE) works well
ORGANISATIONAL COMMITMENT - 66.2% disagree/strongly disagree that line managers rarely check that people are working safely
ORGANISATIOANL COMMITMENT - 64.6% disagree/strongly disagree that line managers do not do enough to ensure health and safety.

The most unfavourable responses were:
PEER GROUP ATTITUDE - 57.5% agree/strongly agree that sometimes it is necessary to take risks to get the job done
ACCIDENT AND NEAR MISS REPORTING - 46.5% disagree/strongly disagree that near misses are always reported
USABILITY OF PROCEDURES - 41.5% agree/strongly disagree that some health and safety policies or procedural guidance notes (PGN) do not reflect how the job is actually done

Positive responses	Suggestions for improvement
<ul style="list-style-type: none"> • Health and Safety training • Regular contact with staff about H&S relevant to the working environment and role • Culture where staff are encouraged to report issues • Good communication, procedures and provision of PPE • Supportive central team • Proactive approach • The whole of the H&S team are very approachable and responsive to queries • Trust in crews to work safely • The fact that the Service has its own dedicated H&S section • Always looking to improve H&S • It does tend to keep or workforce safe • Making a safer work environment for all • Notice boards with current and relevant information • The Service is constantly reviewing and moving forward • Swift to act and put changes in place • Strong H&S culture • Always seem to be on the ball and act quickly if additional measures are needed 	<ul style="list-style-type: none"> • More training and toolbox talks • A no blame culture to accidents of non-malicious intent • More engagement and visibility from the H&S team • Less responsibility given to managers • H&S reps on watches • Involve operational crews more when preparing policies and procedures • More H&S training • Having H&S as a standing item on all relevant meeting agenda's • Better communication • Common sense • Encouragement rather than being hit with a big stick • Put H&S issues onto PDRPro so everyone has to read them • Use of stats boards e.g. lost time incidents, RIDDORs etc. • Closer liaison between H&S and Occupational Health • Trust • Simplify reporting procedures • Staff forum for suggestions

