



Making Cheshire Safer

Health, Safety and Wellbeing Annual Report 2018/19



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Health, Safety and Wellbeing Annual Report 2018 – 2019

1. Summary

Health and Safety (H&S) is an important, integral element of everything that Cheshire Fire and Rescue Service does; it is a fundamental aspect of the management of all of its activities. This applies equally to its responsibilities as a frontline emergency service in protecting local communities as well in its role as a key local employer.

This annual report highlights the performance over the last 12 months in H&S when measured by the number and severity of accidents reported, time lost as a result of injury accidents and proactive measures taken to improve our H&S performance.

Key issues to note include:

- A decrease in the number of minor accidents reported to the Service however there was a small increase in the number of incidents we reported to the Health and Safety Executive (HSE).
- A small increase in the number of duty days lost as a result of accidents
- A small decrease in the number of reports of attacks and abuse directed at staff
- The roll out of TRiM across the Service to prevent PTSD
- Greater focus on decontamination of firefighters to reduce the risks of work related cancer
- More robust working time arrangements to include increased monitoring, training and recording.

2. Background

In addition to the challenges posed by the continued economic climate to the Service and how it delivers its statutory responsibilities there have been significant changes to the organisation as a result of the Blue Light Collaboration Program. Against this backdrop the Service has remained committed to continue to operate safely and to look for a continuous improvement in its H&S performance and the well being of its employees, volunteers and cadets.

Good H&S management supports the efficiency of the Service by reducing both the direct and indirect costs associated with accidents, work related ill health and damage to plant and equipment.

The HSE has continued its review of health and safety legislation and guidance as part of the government drive to reduce bureaucracy and the burden on UK businesses; this has resulted in changes to legislation and guidance, these changes must be reflected in our H&S management systems and how we manage the H&S of our staff.

The Health, Safety and Wellbeing Section monitors changes to national legislation and guidance and ensures that our policies and procedures remain compliant with the guidance on legislation issued both by HSE, the Home Office and NFCC. We also consider reports resulting from fatal or serious accidents in other Fire and Rescue Services to identify any lessons that we may need to learn and that these are reflected in our operational procedures and monitor Coroners Regulation 28 letters to identify issues that may affect the Service.

3. Key Achievements

The Service has continued to deliver IOSH Managing Safely courses for our staff with a 100% success rate in the examinations. We have continued to respond to requests from both North West Control, the Cheshire Police and local businesses to provide this training for members of their staff.

The Service has introduced Trauma Risk Management (TRiM) to support staff who may have attended potentially traumatic incidents. TRiM is a risk based assessment that aims to identify staff at risk following such events and so to sign post them to support to prevent long term, adverse effects on their health and wellbeing. We have trained a number of TRiM Managers and Practitioners as part of implementing this initiative.

The Service has introduced a sub-group of the H&S Committee to help manage decontamination of firefighters and kit. There have been several joint initiatives with the FBU and there are ongoing campaigns to improve this aspect of Service activities. New fire appliances have been designed in collaboration with staff to reduce cross contamination.

The Service continues to run a H&S refresher training course for managers to ensure their understanding of legislation, guidance and Service procedures remains current.

The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) requires the Service to report certain classes of accident, work related illness and specified dangerous occurrences to the HSE. We reported 7 incidents under these regulations; 4 of these were as a result of injuries to staff and 3 as a result of breathing apparatus incidents that fall within the dangerous occurrences reporting requirements. So as to allow comparison with the years prior to 2013 when the reporting requirements changed we also track injury accidents that result in more than 3 days absence from work. When these are included the number of injury related RIDDOR reports increases to 5, this is a slight decrease on the previous year and represents a sustained, high performance for this class of incident.

4. Accident rates

The Reportable Accident Rate (RAR) is the way in which HSE calculates accident rates for various industries, the rate is expressed as the number of accidents per 100,000 employees. Changes to HSE's statistics database mean it is difficult to compare the injury rates for the total number of staff in FRSs. However, it is possible to compare injuries to operational fire fighters. Of the

RIDDOR injuries the Service reported, three were to operational staff giving an RAR for 2018-19 of 386 compared to 450 for 2017-18. When the accident involving a non-operational member of staff is taken into account the Service RAR is 407. We did report three Dangerous Occurrences under these regulations; these related to the failure of BA sets. The average RAR for all FRSs in the North West is 767.

HSE's national statistics for 2018-19 are yet to be published, but the national rate for injuries to operational FRS staff in 2017-18 was 1032. The national RAR for all employers is 263 although the HSE recognise that, due to underreporting, this is artificially low. The Labour Force Survey (LFS), which is generally seen as more accurate, puts the national injury accident rate for this period at 520.

5. Minor accidents and Near Misses

The SharePoint based accident reporting system introduced to make the reporting and investigation of accidents easier and quicker is achieving its aim reports and investigations are being completed in a timelier manner; by the end of the reporting year 100% of accident investigations were completed within the deadline.

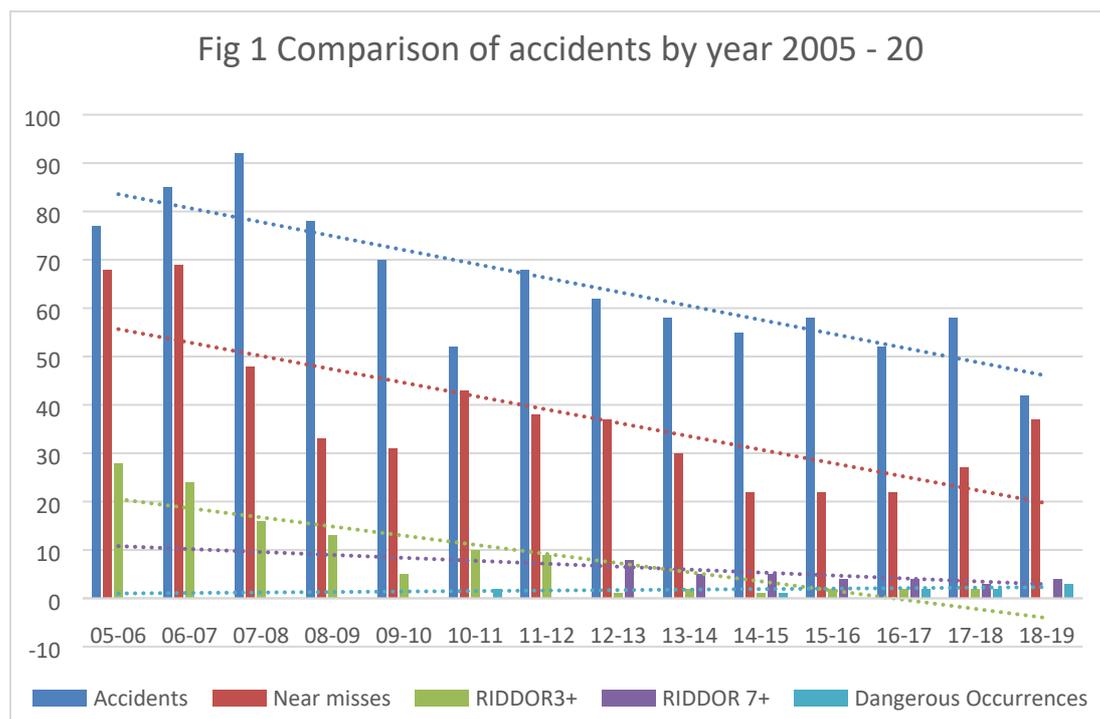


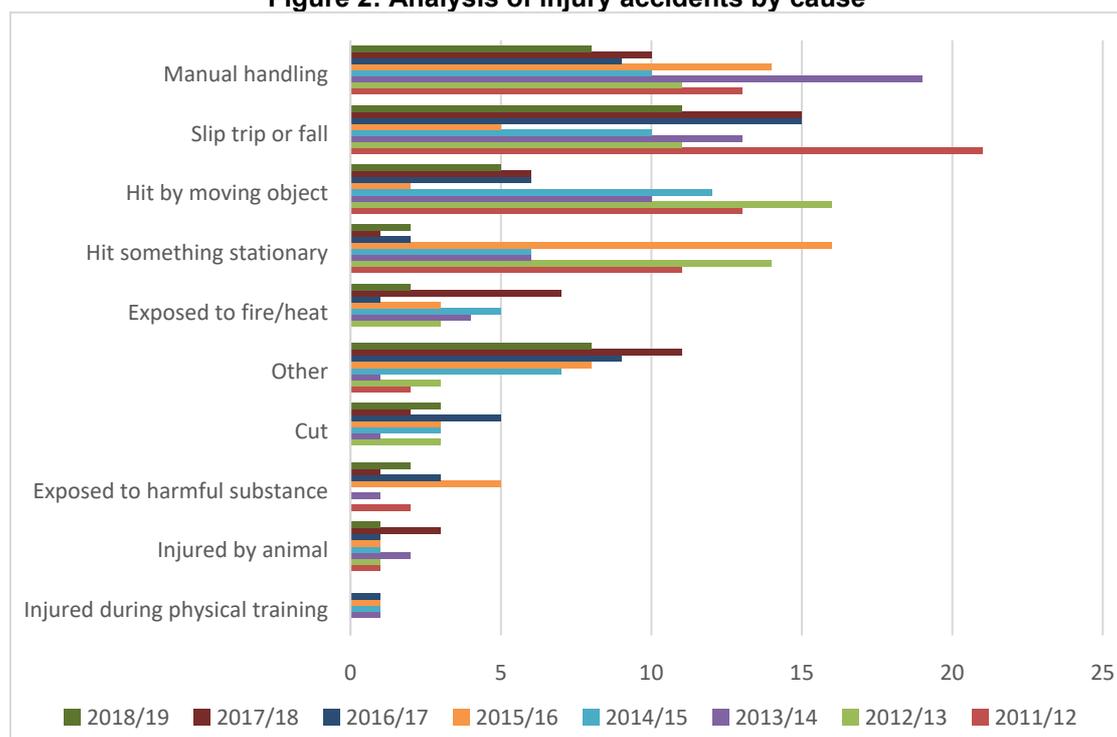
Figure 1 shows a comparison of the number of minor accidents, RIDDOR reports and near misses the Service has recorded each year since 2005. In 2018/19 the Service recorded 52 injury accidents to staff, a decrease compared to 58 the previous year, 48 of these were minor accidents. The increased number of near miss reports may reflect an improved safety culture, with staff more aware of their responsibilities for working safely and taking action to report damage or poor standards in the workplace.

The proactive programme of workplace inspections aimed at identifying and rectifying any issues that may contribute to workplace accidents may also be a factor. Importantly, when we apply trend lines to the graph they show a continued reduction in all types of unsafe, unwanted events across the Service.

6. Response to accident data

Figure 2 shows a breakdown of accidents in the Service by cause, comparative data is shown for the years since 2011/12.

Figure 2: Analysis of injury accidents by cause

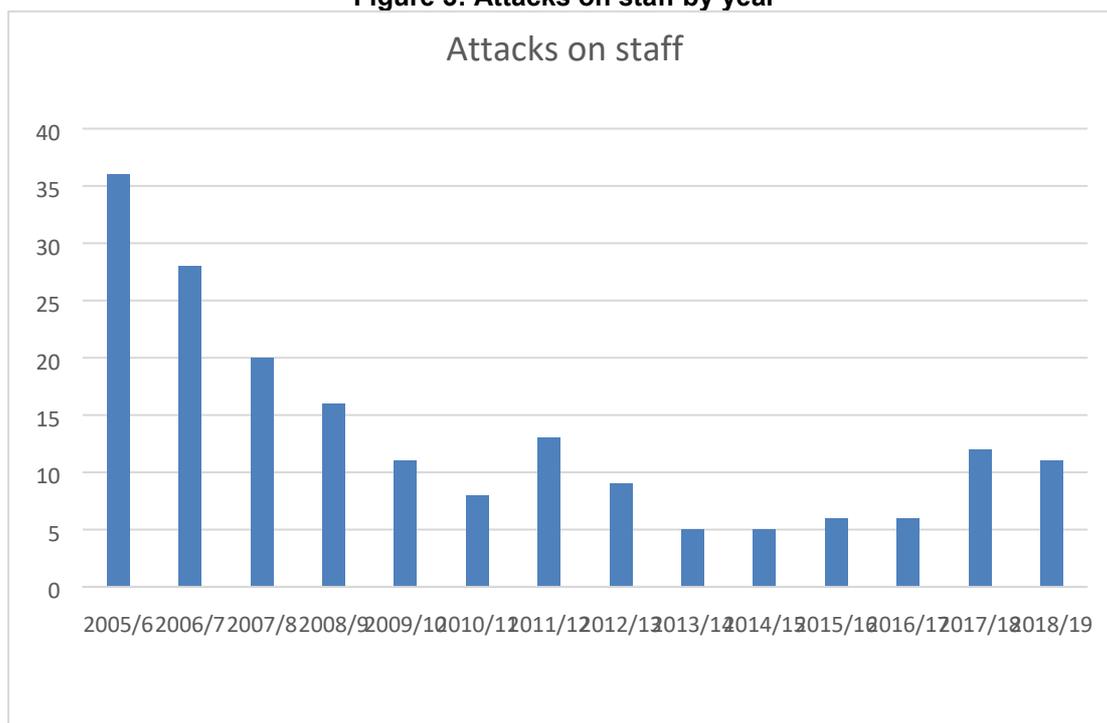


The analysis of the Service's accident reports in 2018-19 shows that most of the accidents were caused as a result of slips trips and falls, with manual handling the next most common cause.

7. Violence and aggression towards staff

The Service recorded 11 incidents of violent and abusive behaviour towards staff (see figure 3) this is slightly less than the previous year. The Service has continued to work to identify the locations where violence may occur and to engage with the local community to try to reduce the risk of violent and abusive behaviour.

Figure 3: Attacks on staff by year



The Service performance compares well with other FRSs in the North West where the average number of attacks on staff in a year is 49 across the fire and rescue services.

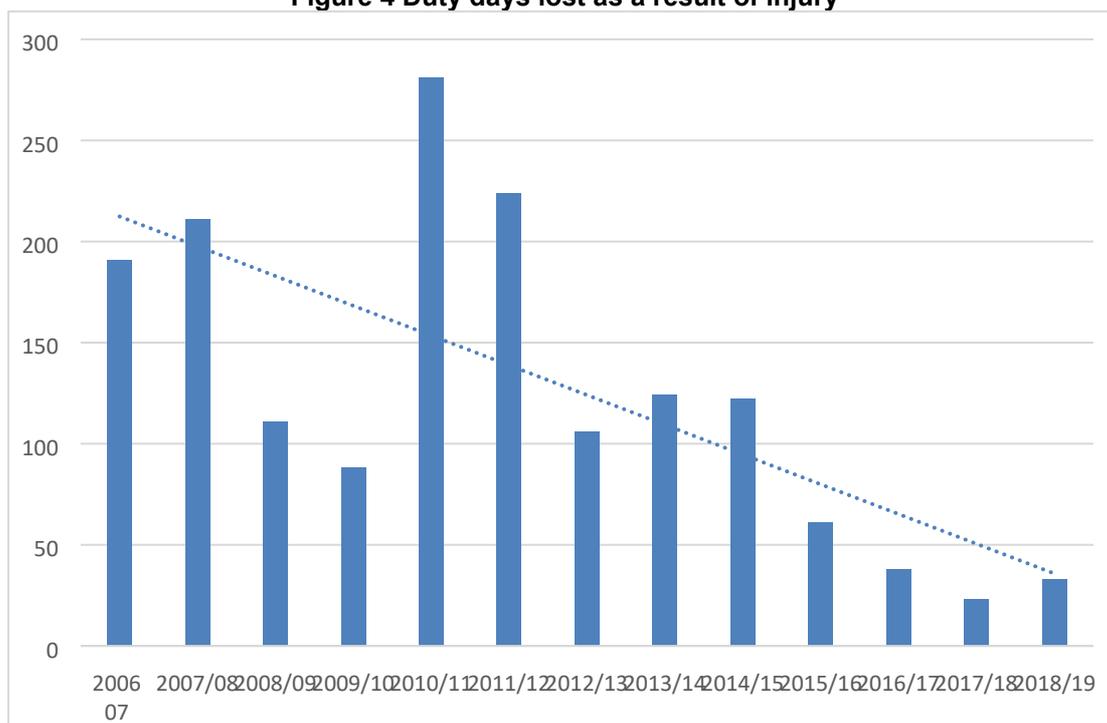
The Service will continue to collect information about violence and aggression towards firefighters and other employees and work to address the causes of this type of behaviour. When appropriate, we will report violent attacks to the police and provide evidence from the closed circuit television cameras mounted on appliances where practical.

8. Duty days lost as a result of injury accidents

As part of its accident reporting procedure the Service records the number of duty days lost as a result of accidents; this includes days lost to both serious accidents and those of a more minor nature. This data is one of the performance measures reported to the Government. The final figure for the previous year has been adjusted to reflect days lost in the current year as a result of injuries received in the previous year. The number of days lost as a result of injuries in the reporting year is 33. This is an increase on the previous year but largely due to two of the RIDDOR accidents Figure 4 shows the pattern for this data since 2006/07; the data shows a continuous trend for a decrease in the time lost as a result of injury accidents.

The percentage of sickness in the Service due to accidents at work was 2.13%; for whole time fire fighters (1.24% for support staff) this compares with more than 10% for whole time firefighters in some FRSs.

Figure 4 Duty days lost as a result of injury



9. Vehicle accidents

The number of vehicle accidents report to the Service was 94, this is the same as the previous year. The majority of these accidents are of a minor nature and in 11 of the reports our vehicle was hit by another vehicle or object. The Service has a Road Risk Management Group, the purpose of which is to examine vehicle accident reports and introduce measures to drive down both the severity and numbers of vehicle accidents and so reduce the risks to the Service that arise from the use of Service vehicles. There has been a sustained and successful campaign to reduce the number of incidents when Service vehicles have been driven in excess of the speed limit.

The Service has a programme of licence checks to ensure that drivers have the correct licences for the vehicles they drive and a program of retraining and accreditation for all blue light and LGV drivers.

Of the 94 vehicle accidents reported during the year, 19 occurred when fire engines were responding to emergency incidents under blue lights. The majority occurred when manoeuvring vehicles in narrow spaces, particularly some of the narrower domestic streets where there are often vehicles parked on both sides of the road.

The Service investigates all vehicle accident reports with a view to preventing a recurrence, while it also continues to invest in driver training and assessment to improve their skills. The Service has strict guidelines for reversing vehicles agreed with the Representative bodies, failure to follow these guide lines has resulted in disciplinary action against individuals.

Vehicle technicians ensure that Service vehicles are maintained and meet all the relevant road safety requirements and there is a requirement that the driver

checks the vehicle before use to ensure that there are no problems that may affect its performance.

10. Claims and complaints

In the last year the number of personal insurance claims made against the Service has remained low, most were as a result of minor injuries. The Service and its insurer have successfully contested a number of claims where it was felt we were not at fault.

11. Corporate Governance

The Fire Authority continues to demonstrate its commitment to Health and Safety by appointing a dedicated Member Champion, while Principal Officers are provided with regular information about accidents, progress with personal injury insurance claims and other H&S related issues.

The results of internal H&S audits are shared with the Service Health Safety and Welfare Committee (SHSWC) which monitors the implementation of the action plans arising from these audits.

12. Risk management

The SHSWC regularly reviews the H&S Risk register to ensure the high level H&S risks to the Service are being managed.

The Service has a process for ensuring that all of our H&S policies and procedures are reviewed and remain up to date. We monitor legislation to ensure that the policies reflect the latest legal requirements and when appropriate we comment on published drafts and consultations of proposed legislation.

All Service activities are subject to risk assessment, significant risks and their associated controls are documented and subject to regular review. As a result of a review of the management of fire risk within the Service there has been a project to improve fire safety across all of our premises with the Emergency Evacuation Policy rewritten to include a wider range of emergencies.

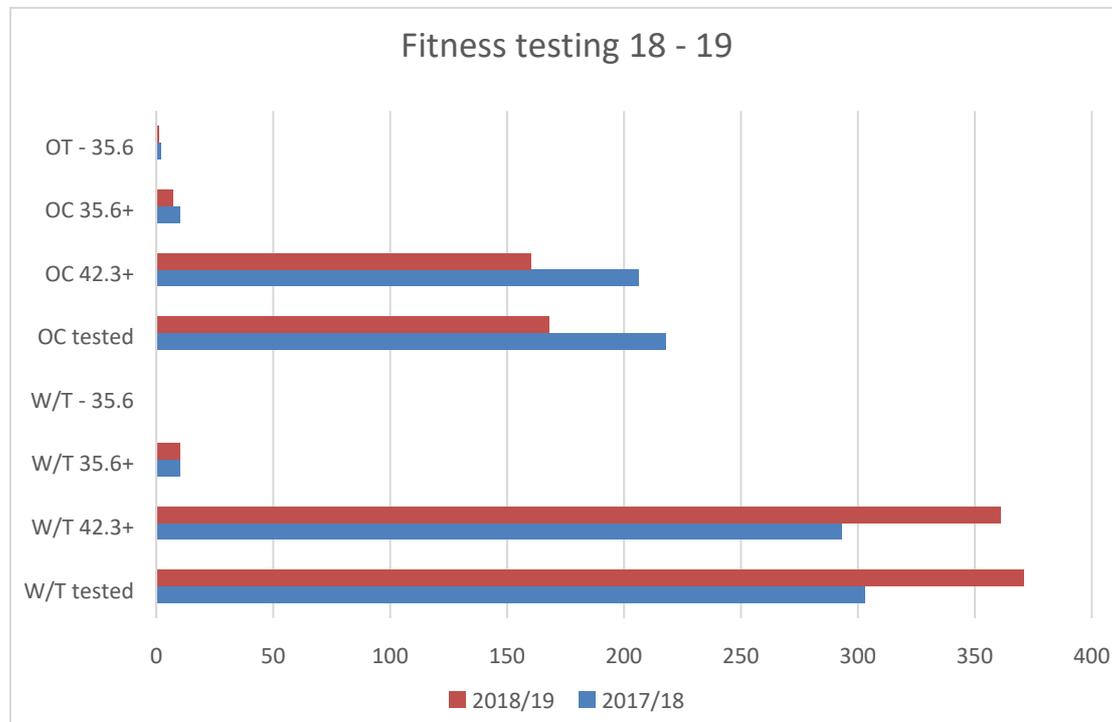
The H&S Department has an overview of the H&S practices of contractors working on Service premises and involved in the refurbishment projects to ensure a consistent approach to H&S.

The Service has continued with its program of random drug and alcohol testing; this has proved an effective both as a deterrent and as a tool for education. No staff tested positive for drugs or alcohol in the tests.

The Service has continued to implemented guidance issued by NFCC regarding fire fighter fitness.

The fitness adviser has continued the program of annual fitness tests. The Service has only had to take one firefighter off the run due to failing the test; he was re-instated after a period of remedial training. The table below shows the

results of the fitness tests during 2018/19 compared with the previous year. The national standard for firefighter fitness is 42.3 VO₂max, the point at which we would take a firefighter off the run is 35.6 VO₂max a fitness score between those values would result in the firefighter being kept on the run with a program of remedial training and a requirement to complete a Functional Fitness Test.



The Fitness Adviser has supported both the Apprentice and whole time recruit courses with fitness training and advice, she has run boot camps for potential recruits to improve their fitness before undertaking the selection tests.

The Service has continued to respond to new and revised guidance issued as part of the National Operational Guidance program.

13. Training

Training is a key element of the organisation's strategy for maintaining and improving the H&S culture in the Service. It enables managers to identify and meet the H&S responsibilities for their area, while encouraging staff to be aware of their personal responsibilities and for the impact of their actions on others. There has been major investment in operational training, including the Service's interactive Incident Command training facility to improve and validate the knowledge and skills needed when managing operational incidents – a key area of criticism for some FRSs after major accident investigations.

As well as ensuring all basic and refresher training is provided according to programme, the Operational Training Group (OTG) has developed new training modules to reflect the nature of incidents staff may have to respond to. The Group have reviewed and responded to training advice issued by the National Fire Chiefs Council.

The Service has continued to train managers using the IOSH Managing Safely course. We have offered this training to partner organisations; both Cheshire Police and Greater Manchester Fire and Rescue Service have sent staff on courses. In addition, we have provided the training to companies who have approached us as we are listed as a training provider on the IOSH website. We ran 7 Managing Safely courses. During the year we introduced a H&S refresher course to update managers knowledge and skills; we also introduced an Accident Investigation course for managers to ensure a more consistent approach to investigations and to the learning that can come from them.

We have developed new e-learning to raise awareness about Noise, the effects on hearing and how to reduce the risks of the hearing loss that noise may cause.

We have continued to train new first aiders and provide refresher training for those staff with existing first aid skills.

14. Consultation

The Service Health Safety and Welfare Committee meets quarterly and is the main mechanism for consulting representative bodies and staff on matters relating to their H&S. The meeting is the mechanism for consulting staff on new and revised Health, Safety and Wellbeing policies. The meeting also enables representative bodies to raise any concerns that they have about the health, safety and wellbeing of their members.

The minutes from these meetings are published on the Service's Intranet and hard copies displayed on H&S notice boards. The Member champion for H&S has continued to attend meetings of the committee.

15. Health and Wellbeing

The annual programme of health and wellbeing campaigns is now planned with the Service Campaigns Group to ensure the most efficient use of resources and avoid the possibility of duplicating effort.

Campaigns have been run both internally to address specific issues in the Service and in partnership with external organisations such as Cancer UK; this ensures that the messages provided to staff are consistent with national messages and reinforce wider campaigns.

We have supported Northwest Control with the provision of a series of stress management training courses.

The campaigns this year have continued to include mental health awareness based on the MIND Blue Light program to which the Service signed up this has resulted in additional training for managers and the recruitment of Mental Health champions on watches to support their colleagues.

16. Conclusion

The Service has continued to achieve its aim of a continuous improvement in Health and Safety performance as set out in its Health and Safety policy. This improvement has been achieved due to a combination of the investment of time and money by the Service management, a continuing improvement in the health and safety culture of both managers and staff in the Service and the cooperation of all employees including the participation of the representative bodies.

The Service has successfully discharged its legal duties for H&S on behalf of the Fire Authority.