

# Prevention & Protection Directorate

Greater Manchester Fire and Rescue Service

## Health & Safety Performance

1<sup>st</sup> April 2011 – 31<sup>st</sup> March 2012



**GREATER MANCHESTER  
FIRE AND RESCUE SERVICE**



# Health & Safety Performance

## Foreword

This document gives an overview of our health and safety performance for the year 2011/12, together with a breakdown of accident related statistics for the last 5 years. It also provides an indication of overall performance over the 14 year period from 1997/98 to 2011/12.

## Trends

The total number of accidents over the last 5 years has decreased by 45%

Since 1997/98 accidents have decreased by 79%

- In this period the total number of accidents has reduced from 680 in 1997/1998, to 142 in 2011/2012, with a reduction being experienced each year.
- The number of accidents reportable to the Health and Safety Executive (HSE) under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) has fallen to 28 compared to 123 in 1997/1998 a 77% reduction.

The number of lost days due to accidents has decreased by 93% over the same period

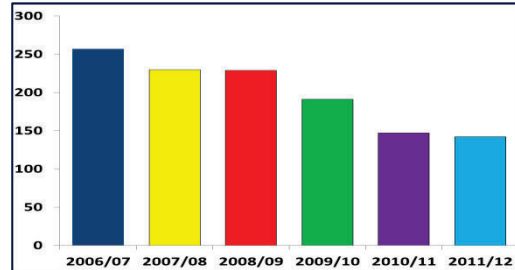
- The number of 812 days lost to accidents in 2011/2012 is a 45% reduction on last year's figure of 1,469.
- The total number of days lost due to accidents has plummeted from 11,773 in 1997/1998 to 812 in 2011/2012 representing a highly significant decrease of 93% over the 14 year period.



# Total number of on duty injuries

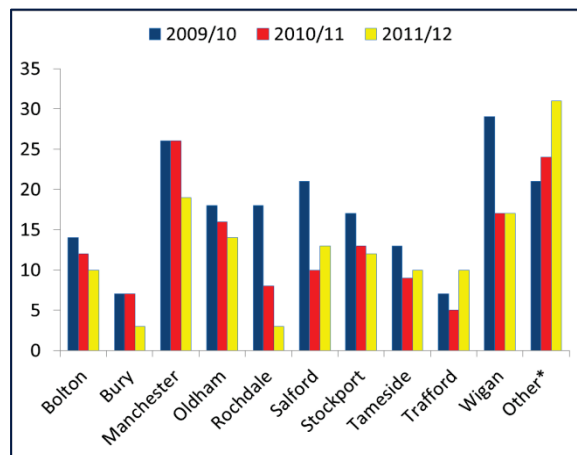
## Total number of on duty injuries

Period	Total	Variation from previous year	% Variation from 06/07
2006/07	257		
2007/08	230	- 27 ▼	
2008/09	229	- 1 ▼	
2009/10	191	- 38 ▼	
2010/11	147	- 44 ▼	
<b>2011/12</b>	<b>142</b>	<b>- 5 ▼</b>	<b>- 45% ▼</b>



## Number of on duty injuries by Borough

Borough	09/10	10/11	11/12	Variation
Bolton	14	12	10	- 2 ▼
Bury	7	7	3	- 4 ▼
Manchester	26	26	19	- 7 ▼
Oldham	18	16	14	- 2 ▼
Rochdale	18	8	3	- 5 ▼
Salford	21	10	13	3 ▲
Stockport	17	13	12	- 1 ▼
Tameside	13	9	10	1 ▲
Trafford	7	5	10	5 ▲
Wigan	29	17	17	- ●
Other *	21	24	31	7 ▲
<b>Total</b>	<b>191</b>	<b>147</b>	<b>142</b>	<b>- 5 ▼</b>



## Number of on duty injuries by Cause

Cause	09/10	10/11	11/12	Variation from previous year
Animal / Insect	5	3	1	- 2 ▼
Attack on staff	-	3	-	- 3 ▼
Fall / Slip / Trip	44	39	26	- 13 ▼
Fire / Explosion	1	1	9	8 ▲
Handling (not lifting)	17	32	27	- 5 ▼
Harmful Substance	9	4	5	1 ▲
Lifting / Carrying	19	14	13	- 1 ▼
Physical agent	3	1	4	3 ▲
Stepping on / off	19	2	8	6 ▲
Struck by / against	57	32	38	6 ▲
Travel in / on vehicle	7	6	2	- 4 ▼
Non-accident related **	10	10	9	- 1 ▼
<b>Total</b>	<b>191</b>	<b>147</b>	<b>142</b>	<b>- 5 ▼</b>

There were 142 Injury related events over the 2011/2012 period; a decrease of five events on the previous year.

Reduction in the medium-term since 2006/2007 is 45% with an overall long-term reduction of 79% since 1997/98.

\*Other refers to locations such as Headquarters, Training and Development Centre, Leigh Technical Services Centre and external training courses.

\*\* Non-accident related injuries include events where injury has been sustained but has not been brought on by an actual accident, for example injury sustained after fainting.

Despite this year being the 14<sup>th</sup> successive reduction in the number of injuries, last year saw significant rises in the number of injuries sustained as a result of *fire/explosion* and *stepping on/off appliances*.

Our continued success in reducing the number of fires that we attend increases the need for more realistic training in order to provide firefighters with appropriate knowledge, skills and experience. The introduction of realistic training increases the risk of injuries occurring during training. All training activities are risk assessed and control measures put into place, however there is the potential to see a rise in accidents and injuries occurring during training, as a result of improved realism.

The introduction of our Compartment Fire Behaviour Training (CFBT) facilities is a significant development in meeting realistic training needs. Of the nine injuries attributable to *fire/explosion* over this period, six occurred at the CFBT facility at Oldham; two of the remaining three injuries occurred at operational incidents and one as a result of an exploding battery whilst a vehicle was being serviced. All of these injuries have been thoroughly investigated, including a joint investigation with representatives from the Fire Brigades Union, of the minor injuries that occurred at the CFBT facility. All recommendations from that investigation have been implemented.

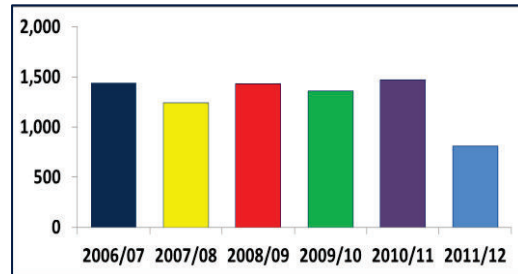
Although the number of accidents and injuries in most categories has fallen, accidents arising from *'fall/slip/trip – handling (not lifting) – struck by/against'* result in the majority of injuries to our staff. This will form a focus area for health and safety campaigns this year.

The number of accidents and injuries at *'other'* locations seems disproportionate to the number of staff working in them; however recording of accidents and injuries is based on where they occur, not where the member of staff is based. This may explain the seemingly disproportionate number of injuries but to provide assurance and identify any potential trends further analysis will be undertaken.

# Days lost due to injury

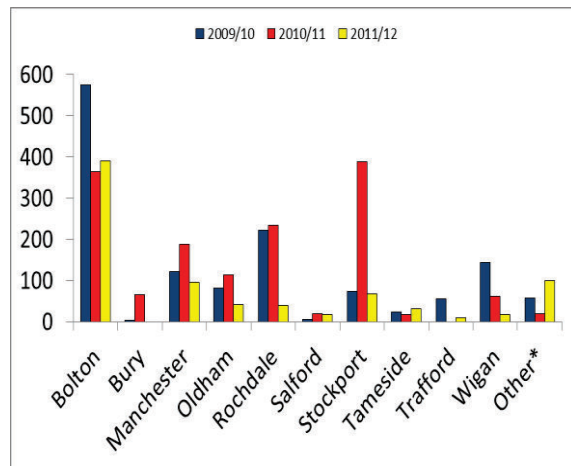
## Total number of days lost due to injury

Period	Total	Variation from previous year	% Variation from 06/07
2006/07	1,445		
2007/08	1,240	-205 ▼	
2008/09	1,430	190 ▲	
2009/10	1,361	-69 ▼	
2010/11	1,469	108 ▲	
<b>2011/12</b>	<b>812</b>	<b>- 657 ▼</b>	<b>- 44% ▼</b>



## Number of days lost due to injury by Borough

Borough	09/10	10/11	11/12	Variation
Bolton	575	365	391	25 ▲
Bury	4	65	-	- 65 ▼
Manchester	121	187	96	- 91 ▼
Oldham	82	113	42	- 71 ▼
Rochdale	221	233	40	- 193 ▼
Salford	5	19	18	- 1 ▼
Stockport	74	388	67	- 321 ▼
Tameside	23	18	32	14 ▲
Trafford	55	-	9	9 ▲
Wigan	143	62	17	- 45 ▼
Other *	58	19	100	81 ▲
<b>Total</b>	<b>1,361</b>	<b>1,469</b>	<b>812</b>	<b>- 657 ▼</b>



## Number of days lost due to injury by Cause

Cause	09/10	10/11	11/12	Variation from previous year
Animal / Insect	4	-	-	- ●
Attack on staff	-	-	-	- ●
Fall / Slip / Trip	368	570	76	-494 ▼
Fire / Explosion	365	365	372	6 ▲
Handling (not lifting)	82	79	64	- 15 ▼
Harmful Substance	-	-	3	3 ▲
Lifting / Carrying	103	59	50	- 9 ▼
Physical agent	3	-	1	1 ▲
Stepping on / off	30	25	90	65 ▲
Struck by / against	146	117	131	14 ▲
Travel in / on vehicle	260	232	25	-207 ▼
Non-accident related **	-	22	-	-22 ▼
<b>Total</b>	<b>1,361</b>	<b>1,469</b>	<b>812</b>	<b>- 657 ▼</b>

The total number of days lost due to accidents fell by 657 to an all-time low of 812; a 45% reduction on last year's figure and a 44% reduction over the last 5 years.

Since 1997/1998 the number of days lost to accidents has reduced by 93%. This year the longest period of injury related absence was 366 days as a result of a member of staff who remains on ill-health leave following an operational incident in 2008; this was one of only six events that resulted in more than 25 days absence.

\*Other refers to locations such as Headquarters, Training and Development Centre, Leigh Technical Services Centre and external training courses.

\*\* Non-accident related injuries include events where injury has been sustained but has not been brought on by an actual accident, for example injury sustained after fainting.

This year there has been a 45% reduction in the total number of days lost due to injuries. In recent years the number has fluctuated somewhat; however this year's reduction is unprecedented.

Last year there were no injuries that resulted in more than 44 days absence\*. In previous years there have been one or more injuries that have resulted in absences of more than 200 days. The reduction of injuries resulting in very long absences from work has had a corresponding effect on this year's total.

Days lost to injury are calculated on an annual basis. Where ill-health leave resulting from an injury spans two reporting periods then the injury is recorded once (in the reporting period it actually occurred in); however, the resultant ill-health may 'roll-over' into the following period. Consequently some ill-health for any period may be as a result of an injury from a previous reporting period (*as is the case this year with 366 days attributable to an injury that occurred in 2008 where the member of staff remains on ill-health leave*).

Over the last year a number of policies relating to the management of absence, have been reviewed or introduced. This together with improved working arrangements with our Occupational Health provider may have helped to mitigate the impact of injuries to enable staff to return to work earlier than was previously the case.

The 45% overall reduction has been reflected across the range of cause groups with some large reductions in those groups that experienced serious events in previous years; examples of this include *fall/slip/trip* with a 494 day reduction and *traveling in/on vehicles* with a 207 day reduction.


It should also be noted that examination of days lost by location reveals a large increase in the 'Other' category, relating to Fire Service Headquarters (FSHQ), Leigh Technical Services Centre (LTSC) and Training and Development Centre (TDC). The rise from 19 days last period to 100 for this period includes the following events:

- 44 days absence for a member of staff from FSHQ involved in a Road Traffic Collision (RTC);
- 30 days absence for a member of staff as a result of a back injury sustained whilst moving ICT equipment;
- 20 days absence resulting from a fall into an underground utility inspection pit whilst taking part in CFBT.

The only cause group that shows a significant increase is '*stepping on/off appliances*' which rose from 25 days to 90 days. Of the eight injuries in this cause group three resulted in 43, 19 and 20 days absence respectively and accounted for 82 of the total of 90 days for this category. Days lost due to accidents as a result of being '*struck by/against*' also increased last year and this category showed the highest number of injuries last year.

In addition to the cause groups above the other main contributory factors to absence resulting from accidents were 'fall/slip/trip' and 'handling (not lifting)'. This serves to reinforce the need for a campaign to further reduce these types of accidents and injuries.

Analysis of '*fall/slip/trip*' data shows that 16 injuries, including six resulting in absence from work, were sustained on premises not under our control; for example, during operational incidents, undertaking prevention activities and external training. There were 10 events, including only two resulting in absence from work that occurred on Service property. This



highlights the need for staff to be vigilant regarding their own safety and that of others regardless of the environment that they are working in.

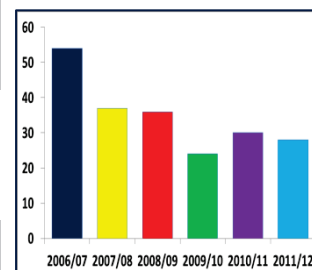
A clear area of focus within all campaigns will be individual responsibility for preventing accidents and accountability when accidents do occur. This will also be built into future accident investigation reporting.

*\* The total includes 366 days attributable to a member of staff who remains on ill-health following injury at an operational incident in 2008.*

# RIDDOR reportable occurrences

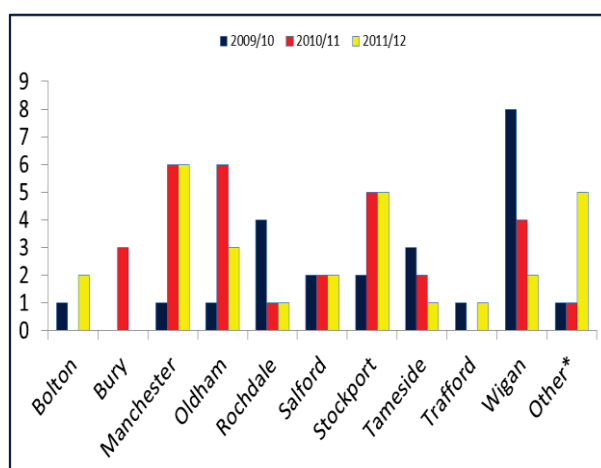
## Total number of reportable injuries and dangerous occurrences

Period	3 day	Major	Dangerous Occurrence	Disease	Total	Variation from previous year	% Variation from 06/07
2006/07	51	3	-	-	54		
2007/08	34	2	1	-	37	- 17 ▼	
2008/09	33	2	-	1	36	- 1 ▼	
2009/10	23	1	-	-	24	- 12 ▼	
2010/11	27	3	-	-	30	6 ▲	
<b>2011/12</b>	<b>26</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>28</b>	<b>- 2 ▼</b>	<b>- 48% ▼</b>



## Number of reportable injuries and dangerous occurrences by Borough

Borough	09/10	10/11	11/12	Variation
Bolton	1	-	2	2 ▲
Bury	-	3	-	- 3 ▼
Manchester	1	6	6	-
Oldham	1	6	3	- 3 ▼
Rochdale	4	1	1	-
Salford	2	2	2	-
Stockport	2	5	5	-
Tameside	3	2	1	- 1 ▼
Trafford	1	0	1	1 ▲
Wigan	8	4	2	- 2 ▼
Other *	1	1	5	4 ▲
<b>Total</b>	<b>24</b>	<b>30</b>	<b>28</b>	<b>- 2 ▼</b>



## Number of reportable injuries and dangerous occurrences by Cause

Cause	09/10	10/11	11/12	Variation from previous year
Animal / Insect	-	-	-	-
Attack on staff	-	-	-	-
Fall / Slip / Trip	6	11	3	- 8 ▼
Fire / Explosion	-	-	2	2 ▲
Handling (not lifting)	4	5	5	-
Harmful Substance	-	-	-	-
Lifting / Carrying	1	5	4	- 1 ▼
Physical agent	-	-	-	-
Stepping on / off	4	2	4	2 ▲
Struck by / against	2	3	9	6 ▲
Travel in / on vehicle	5	2	1	- 1 ▼
Non-accident related **	2	2	-	- 2 ▼
<b>Total</b>	<b>24</b>	<b>30</b>	<b>28</b>	<b>- 2 ▼</b>

There were no cases of reportable diseases or dangerous occurrences this year and the two reportable 'major injuries' related to an incident where battery acid splashed into a members of staff's eyes, resulting in temporary loss of sight and an incident where a member of staff became unconscious following a bang to the head following a blackout.

\*Other refers to locations such as Headquarters, Training and Development Centre, Leigh Technical Services Centre and external training courses.

\*\* Non-accident related injuries include events where injury has been sustained but has not been brought on by an actual accident, for example injury sustained after fainting.



This section sets out those events that were reported to the HSE under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR). Given that there were no reportable diseases or dangerous occurrences, reportable injuries for 2011/12 can be split into two distinct categories:

- Major injuries; this includes dislocation, amputation, broken bones and other potentially serious injuries;
- 'Over three day' injuries; i.e. where the member of staff is unable to perform their normal work duties for a period of three days or more.

There were two reportable major injuries to staff in 2011/12:

- A temporary loss of sight as a result of battery acid splashing into a member of staff's eyes;
- A period of unconsciousness to a member of staff following a bang to the head resulting from a blackout.

There were 26 'over three day' injuries over the 2011/12 period. Small increases were seen in both *fire/explosion* and *stepping on/off appliance* cause groups where incidence rose from 0 to 2 and 2 to 4 respectively; however, of greater concern was the rise in the *struck by/against* cause group which increased from 3 to 9 and accounted for over 30% of the total. As set out above this will be an area of focus for the coming year.

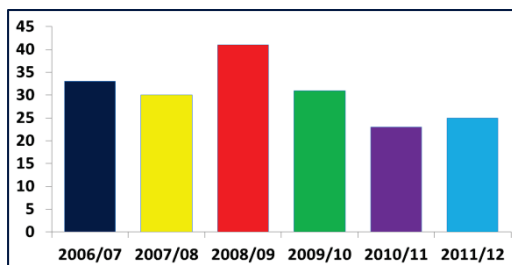
Although the long-term trend in these types of events is downwards and last year saw a reduction in RIDDOR reportable issues, their number remains higher than it was two years previously. This is as a result of the number of 'Over three day' injuries, as this is a potential indication of the severity of the outcomes of accidents, there will be a focus on ensuring that appropriate control measures are being identified and implemented to reduce the consequences of any accidents that do occur.

Reporting criteria has changed from this year and will require the reporting of 'over seven day' injuries rather than three days as is currently the case. This should result in a reduction in the number of reportable events next year, however consideration will need to be given to making realistic comparisons with past performance.

# Injuries to non-operational staff

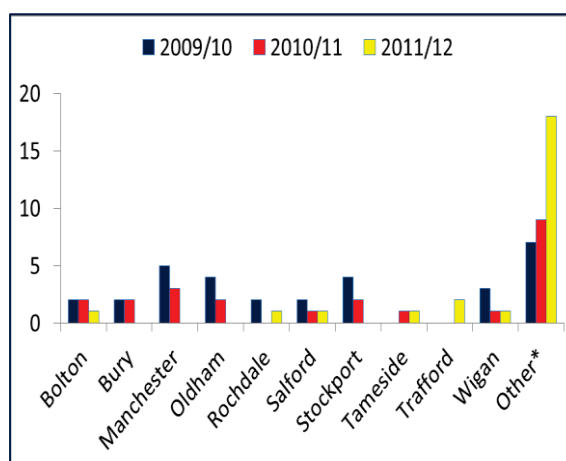
## Total number of injuries to non-operational staff

Period	Total	Variation from previous year	% Variation from 06/07
2006/07	33		
2007/08	30	- 3 ▼	
2008/09	41	11 ▲	
2009/10	31	- 10 ▼	
2010/11	23	- 8 ▼	
<b>2011/12</b>	<b>25</b>	<b>2 ▲</b>	<b>- 24% ▼</b>



## Number of injuries to non-operational staff by Borough

Borough	09/10	10/11	11/12	Variation
Bolton	2	2	1	- 1 ▼
Bury	2	2	-	- 2 ▼
Manchester	5	3	-	- 3 ▼
Oldham	4	2	-	- 2 ▼
Rochdale	2	-	1	1 ▲
Salford	2	1	1	-
Stockport	4	2	-	- 2 ▼
Tameside	-	1	1	-
Trafford	-	-	2	2 ▲
Wigan	3	1	1	-
Other *	7	9	18	9 ▲
<b>Total</b>	<b>31</b>	<b>23</b>	<b>25</b>	<b>2 ▲</b>




## Number of injuries to non-operational staff by Cause

Cause	09/10	10/11	11/12	Variation from previous year
Animal / Insect	-	-	-	-
Attack on staff	-	-	-	-
Fall / Slip / Trip	12	5	6	1 ▲
Fire / Explosion	-	1	1	1 ▲
Handling (not lifting)	-	7	7	-
Harmful Substance	5	-	-	-
Lifting / Carrying	2	1	2	1 ▲
Physical agent	1	-	1	1 ▲
Stepping on / off	-	1	-	- 1 ▼
Struck by / against	9	7	4	- 3 ▼
Travel in / on vehicle	1	-	-	-
Non-accident related **	1	1	4	3 ▲
<b>Total</b>	<b>31</b>	<b>23</b>	<b>25</b>	<b>2 ▲</b>

Although a slight increase on last year's figure, the number of injuries sustained by non-uniformed staff has fallen by 24% over the past 5 years. Only one of the 25 injury events resulted in absence where a member of staff injured their back and had 30 days absence.

\*Other refers to locations such as Headquarters, Training and Development Centre, Leigh Technical Services Centre and external training courses.

\*\* Non-accident related injuries include events where injury has been sustained but has not been brought on by an actual accident, for example injury sustained after fainting.



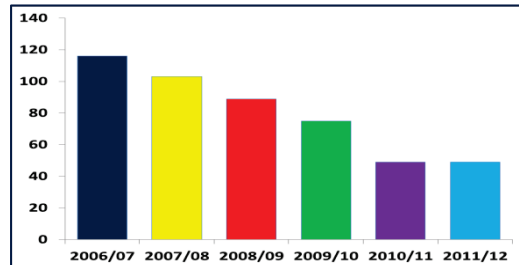
Whilst injuries to non-operational staff remain low there has been a slight increase over the 2011/12 period. Individual cause groups remain low, albeit analysis of injuries by location reveals large increases at FSHQ (*9 in total*) and LTSC (*7 in total*); this is reflected in the 'Other' category which accounts for 18 of the total of 25 injuries.

Although the overall number of accidents and injuries to non-operational staff is low, *'handling (not lifting)* and *'fall/slip/trip'* accounted for over 50% of all accidents and injuries to this staff group. Further analysis of these accidents will be undertaken to identify whether or not there is a link to any specific roles or activities.

# Injuries at operational incidents

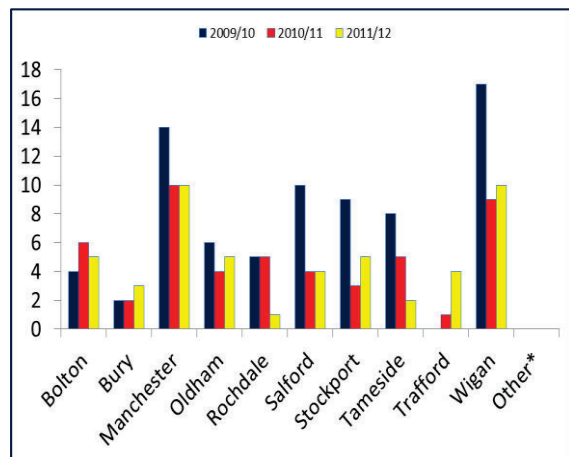
## Total number of injuries at operational incidents

Period	Total	Variation from previous year	% Variation from 06/07
2006/07	116		
2007/08	103	- 13 ▼	
2008/09	89	- 14 ▼	
2009/10	75	- 14 ▼	
2010/11	49	- 26 ▼	
<b>2011/12</b>	<b>49</b>	-	<b>- 58%</b> ▼



## Number of injuries at operational incidents by Borough

Borough	09/10	10/11	11/12	Variation
Bolton	4	6	5	- 1 ▼
Bury	2	2	3	1 ▲
Manchester	14	10	10	- ●
Oldham	6	4	5	1 ▲
Rochdale	5	5	1	- 4 ▼
Salford	10	4	4	- ●
Stockport	9	3	5	2 ▲
Tameside	8	5	2	- 3 ▼
Trafford	-	1	4	3 ▲
Wigan	17	9	10	1 ▲
Other *	-	-	-	- ●
<b>Total</b>	<b>75</b>	<b>49</b>	<b>49</b>	<b>- ●</b>



## Number of injuries at operational incidents by Cause


Cause	09/10	10/11	11/12	Variation from previous year
Animal / Insect	3	1	-	- 1 ▼
Attack on staff	-	3	-	- 3 ▼
Fall / Slip / Trip	16	14	12	- 2 ▼
Fire / Explosion	1	1	2	1 ▲
Handling (not lifting)	7	10	6	- 4 ▼
Harmful Substance	2	-	3	3 ▲
Lifting / Carrying	5	4	4	- ●
Physical agent	-	-	-	- ●
Stepping on / off	18	-	3	3 ▲
Struck by / against	16	11	16	5 ▲
Travel in / on vehicle	-	2	1	- 1 ▼
Non-accident related **	7	3	2	- 1 ▼
<b>Total</b>	<b>75</b>	<b>49</b>	<b>49</b>	<b>- ●</b>

The number of accidents at operational incidents has fallen by 58% over the past 5 years; despite steady decreases year on year, this year the number has remained the same at 49 events.

During the last financial year a total of 49 accidents occurred at 37,902 operational incidents. **This equates to 1 accident for every 773 incidents.**

\*Other refers to locations such as Headquarters, Training and Development Centre, Leigh Technical Services Centre and external training courses.

\*\* Non-accident related injuries include events where injury has been sustained but has not been brought on by an actual accident, for example injury sustained after fainting.

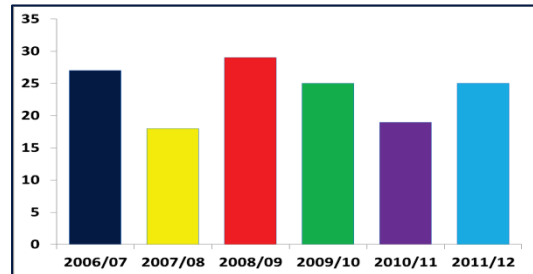


Injuries at operational incidents remain at the same level as 2010/11 with 49 injuries over the period; despite this, the trend remains positive with a 58% reduction since 2006/07. There have been some shifts between cause groups, with a significant increase in the number of accidents resulting for being '*struck by/against*' there have not been any significant increases, this further supports the adoption of a campaign to reduce this type of event.

# Injuries during training

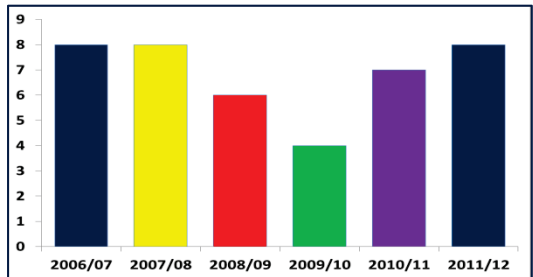
## Total number of injuries during operational training on Service premises

Period	Total	Variation from previous year	% Variation from 06/07
2006/07	27		
2007/08	18	- 9 ▼	
2008/09	29	11 ▲	
2009/10	25	- 4 ▼	
2010/11	19	- 6 ▼	
<b>2011/12</b>	<b>25</b>	<b>6 ▲</b>	<b>- 7% ▼</b>




## Total number of injuries during operational training off Service premises

Period	Total	Variation from previous year	% Variation from 06/07
2006/07	8		
2007/08	8	- ▼	
2008/09	6	- 2 ▼	
2009/10	4	- 2 ▼	
2010/11	7	3 ▲	
<b>2011/12</b>	<b>8</b>	<b>1 ▲</b>	<b>- ▼</b>



Although injuries at both training 'on Service premises' and training 'off Service premises' increased this period, the number remains low despite increasing use of more realistic training facilities over the past few years.



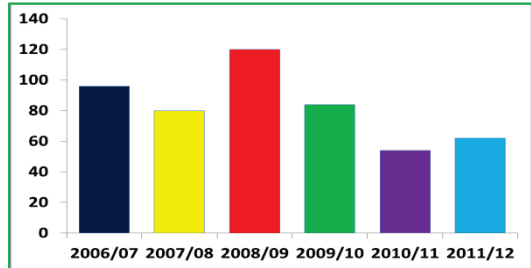


Training *on* Service premises and training *off* Service premises are recorded separately. Where training injuries occurring *off* Service premises have remained low over the past 6 periods, analysis reveals that the downward trend over the past two years for injuries occurring *on* Service premises has been reversed. This is primarily due to the number of accidents and injuries that occurred at our CFBT facilities, these have been reported upon above.

# Near miss incidents

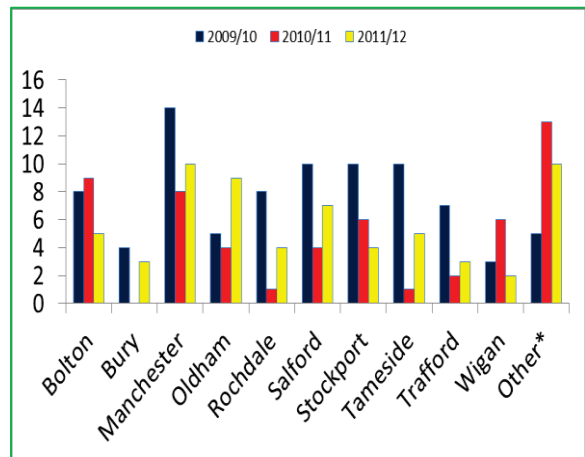
## Total number of near misses at operational incidents

Period	Total	Variation from previous year	% Variation from 06/07
2006/07	96		
2007/08	80	- 16 ▼	
2008/09	120	40 ▲	
2009/10	84	- 36 ▼	
2010/11	54	- 30 ▼	
<b>2011/12</b>	<b>62</b>	<b>8 ▲</b>	<b>- 35% ▼</b>



## Number of near misses at operational incidents by Borough

Borough	09/10	10/11	11/12	Variation
Bolton	8	9	5	- 4 ▼
Bury	4	-	3	3 ▲
Manchester	14	8	10	2 ▲
Oldham	5	4	9	5 ▲
Rochdale	8	1	4	3 ▲
Salford	10	4	7	3 ▲
Stockport	10	6	4	- 2 ▼
Tameside	10	1	5	4 ▲
Trafford	7	2	3	1 ▲
Wigan	3	6	2	- 4 ▼
Other *	5	13	10	- 3 ▼
<b>Total</b>	<b>84</b>	<b>54</b>	<b>62</b>	<b>8 ▲</b>



\*Other refers to locations such as Headquarters, Training and Development Centre, Leigh Technical Services Centre and external training courses.

\*\* Non-accident related injuries include events where injury has been sustained but has not been brought on by an actual accident, for example injury sustained after fainting.

The term near miss can be defined as "an unplanned, uncontrolled event, which has the potential for injury, damage or some other loss". These losses may be human, economic or legal. It is estimated that for every serious accident there will be approximately six hundred near miss reports; therefore, near miss reports can be seen as an important management tool in identifying system failures.





Near miss reports are an important management tool in identifying system failures. The previous five years has seen near miss reporting fall by 35%; however, of even greater concern is the reduction over the last three years from a peak of 120 in 2008/09 to 62 for this period. Notwithstanding this, there was an increase of eight (*from 54 to 62*) for this period with the majority of territorial borough commands experiencing individual increases. Although unproven, near misses would appear to be significantly underreported. Given their importance in identifying trends and potential areas of concern an improvement in this type of reporting will be a focus area for future health and safety campaigns.

## Improvement Action from last year's Annual Report

### **Fall/Slip/Trip**

- A pilot programme, to be run on a trial basis, will commence in Oldham borough command in Q4 2011/12; the programme will consist of amendment to both the frequency and quality of inspections and the monitoring processes that support these.

*Feedback from Employee Representatives, borough health and safety co-ordinators and crews involved in Oldham borough are currently being incorporated into the Corporate inspection regime and will result in an amended process that will be undertaken by local managers. Inspections will be monitored by borough command team members and sampled by health and safety support staff.*

### **Handling**

- Action to reduce handling injuries and associated absence will consist of three elements:
  1. Commencing Q4 2011/12 Health and Safety Support staff will undertake a programme of manual handling assessments; staff will be involved in the process to increase awareness of manual handling issues;

*These have now been completed and are available on the Service's Intranet site*

2. During 2012/13 manual handling training, including awareness of bariatric lifting will be rolled out to operational staff by Health and Safety Support and staff from Operations and Training Sections;

*Training package developed and all but 3 identified initial responders (USAR and S20 crews) now trained; programme to be rolled out to all operational crews starting Q3 2012.*

3. During 2013/14 manual handling training will be rolled out to support staff by Health and Safety Support;

### **Near Misses**

- Commencing Q1 2012/13 a targeted campaign intent on increasing near miss awareness will be undertaken; the campaign, in conjunction with borough health and safety co-ordinators, will broadly follow that undertaken in 2008/09 and include

awareness during health and safety training, a poster campaign and on-line support materials for staff.

*On-line support material has been made available in the form of printable posters and additional awareness is included in all health and safety training (including 2 above).*

## Conclusions


Overall health and safety performance continues to improve with some significant improvements in the number of days lost due to injury. There are however a small number of areas where performance has deteriorated during the last year, most notably accidents and injuries resulting from being '*struck by/against*'. This together with a number of other areas that have resulted in the largest number of injuries and days absent from work will form the basis of a campaign to further improve performance.

Analysis of accident reports has shown an occasional reluctance to either apportion blame or accept responsibility when accidents and injuries have occurred. All accidents are currently reported centrally leading to a lack of knowledge, understanding or ownership of health and safety by individuals or their line managers.

Under reporting of near miss incidents continues to be an area of concern with the number of near miss reports being significantly lower than the number of accidents and injuries that actually occur.

## Recommendations

1. Design and deliver a health and safety campaign focusing on the following key areas to further reduce the number and impact of accidents and injuries:
  - stepping on/off appliances
  - fall/slip/trip
  - handling (not lifting)
  - struck by/against'
2. Carry out further analysis of accidents and injuries occurring at 'other' locations to identify any trends regarding the type of work activity being undertaken, whether or not any specific work groups are involved and to identify whether or not there is a disproportionate number of accidents and injuries involving non-operational staff.
3. Introduce new reporting systems that provide line managers with immediate information relating to accidents and injuries in their area of responsibility, enabling local management and accountability for health and safety matters.

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4. Through the new reporting systems above, introduce reports that overtly include the determination and identification of individual or collective responsibility for accidents and injuries.
  5. Closely monitor levels of accidents and injuries arising from training activities to ensure that appropriate control measures are being identified and implemented that maintain realism whilst reducing the potential for accidents and injuries.
  6. Design, deliver and monitor a campaign to further improve near miss reporting.

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