

Buckinghamshire & Milton Keynes Fire Authority



Health and Safety Annual Report 2014/15

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1 Forewords

"I am pleased to have continued as the lead member for Buckinghamshire & Milton Keynes Fire Authority in Health and Safety matters and I welcome this annual report which sets out the service's achievements. It is important that members continue to be kept aware of pertinent health and safety matters and I feel that our oversight helps to contribute to ensuring that both our employees and the communities we serve are safe and protected.

It is particularly pleasing to note the excellent health and safety performance in the operational environment where, of the eight categories, Buckinghamshire Fire and Rescue Service came top with the least number of injuries in six of those categories compared with other peer Fire and Rescue Services".

Councillor David Schofield
Authority Lead Member for
Health and Safety

"It is pleasing to note that the health and safety performance of the Service continues to improve which can only be achieved by the concerted efforts of all staff. This is testament to all staff embracing the values of the Authority and playing their part to make Buckinghamshire and Milton Keynes the safest areas in England in which to live, work and travel".

Jason Thelwell
Chief Fire Officer and Chief Executive of
Buckinghamshire and Milton Keynes Fire
Authority

2 Executive Summary

2.1 The Director of People and Organisational Development (POD) has, with the agreement of the other members of the Strategic Management Board (SMB) created a fourth strategic aim – People. The objective of this strategic aim is to optimise the contribution and well-being of our people and forms part of the Corporate Plan 2015/16.

2.2 A Work Life and Well-being Survey initiated by the University of Middlesex and led by the POD department was sent to all employees. 193 responses were received and whilst BMKFRS did not achieve any of the benchmark scores in any category they were only missed by a small margin.

2.3 It has been a good year for Health and Safety training following approval of funds by the Training Strategy Group. Details of courses provided and qualifications can be found in Section 3.2 of the report.

2.4 In order to protect the Authority and its employees the Health and Safety Manager has written a 'Significant Event' procedure. This procedure has been written to provide a robust process to follow in the event of a severe, multiple or fatal injury to a third party or an Authority employee.

2.5 As part of changes to the Control of Asbestos Regulations 2012, the Authority has purchased two Class H vacuum cleaners with High Efficiency Particulate Arresting (HEPA) filters for dry decontamination purposes which now ensures compliance with the Regulations.

2.6 As part of regional bench-marking safety event statistics for all 9 of the South East Fire and Rescue Services are collated and compared on an annual basis. The results show that BMKFA are placed second in the table along with Kent, with the Isle of Wight in first position. This is a great position compared to the other 5 Services; however, we continue to strive for improvement.

2.7 CCTV update: Buckinghamshire and Royal Berkshire are procuring CCTV collaboratively. The first tranche will be installed at the end of this financial year.

2.8 Collaborative working on health and safety matters within the Thames Valley is increasing particularly since the integration of the three control rooms.

2.9 The statistical analysis for 2014/15 detailed in the appendix at the end of this year's report provides valuable comparisons with last year's DCLG returns and against those Services of a similar size and structure –our peer group.

3 Summary

3.1 People and Well-being Strategic Aim

The Director of People and Organisational Development (POD) has, with the agreement of the other members of the SMB created a fourth strategic aim – 'People'.

The objective of this strategic aim is to optimise the contribution and well-being of our people and forms part of the Corporate Plan 2015/16. In order to meet this objective, the Health and Safety Manager has been working with the Director of POD to identify how the Authority can:

- Adapt and refresh the workforce to improve service delivery, resilience and deliver the Public Safety Plan (PSP).
- Move to flexible, affordable, local terms and conditions where appropriate, to support demand and risk led people resourcing.
- Adapt our employee propositions to optimise employee motivation, attract and retain the right calibre, high performing people.
- Promote employee well-being to improve contribution.

Whilst the first three sit primarily with Human Resources, the fourth sits between Human Resources and Health and Safety. The Director of POD and the Health and Safety Manager identified that this strategic aim could follow the Prevention, Protection and Response facets of the other strategic aims:

- Prevention – promoting health and well-being
- Protection – provide assured safe systems of work
- Response – intervene to restore individual contribution and well-being

As part of this, a set of priorities for 2015/16 have been established so within Prevention – promoting health and well-being it was recognised that it was important to:

- Recognise and resolve mental health issues as early as possible
- Track hours worked under the Working Time Regulations
- Provide a musculoskeletal education programme
- Define and implement health and fitness standards

To provide, under Protection, assured safe systems of work by:

- Carrying out workplace well-being surveys
- Carrying out risk assessments – e.g. medical
- Ensure medicals are fit for purpose

Finally, under Response, how to intervene to restore individual contribution and well-being through:

- Sickness absence and getting back to work
- Employee Assistance Programme, specialist and welfare interventions
- Personalised individual interventions including reasonable adjustments and alternate duties.

Work Life and Well-being Survey: The University of Middlesex approached the Director of POD with a Work Life and Well-being survey based on the HSE 7 core psychosocial hazards: Demands, Control, Peer Support, Managerial Support, Relationships, Role and Change; which they were undertaking with Fire Authorities and other industries. It was agreed that we would participate. The survey was planned to have a 4 week response period however this was extended to 6 weeks as the response rate was improving week on week. In all, 193 responses were received. Whilst BMKFRS did not achieve any of the benchmark scores in any category they were only missed by a small margin. Consideration is being given to conducting a further survey in 2016.

This survey was carried out by the other Thames Valley FRSs with results being very similar in the fact that neither achieved the benchmark scores.

Health and Safety Objectives

The strategic objectives set by the CFO for the H&S Manager have all been achieved; six monthly reports detailing safety events that have occurred at incidents and training events have been presented to SMB; monthly summaries of current health and safety issues, trend analysis of safety events and updates are circulated to SMB for their information and training packages for Display Screen Equipment assessments, manual handling and Employee Responsibilities under the Health and Safety at Work Act 1974 have been placed on the learning management system as a mandatory requirement for completion.

3.2 Health and Safety (H&S) Training

It has been a good year for Health and Safety training following approval of funds by the Training Strategy Group. The following is a breakdown of the training that has been carried out.

A **NEBOSH General Certificate** training course was held in December 2014 which captured those newly promoted Station Commanders and Inspecting Officers. In March a **NEBOSH Fire Safety and Risk Management** course was held for Inspecting Officers and the H&S Manager and Technician resulting in achievement of the qualification for all. This qualification for the H&S Manager and Technician ensures that Fire Risk Assessments, completed by Station Commanders and Site Managers as the 'responsible person', are quality assured by competent persons therefore negating the need for all Station Commanders

and Site Managers to undertake the NEBOSH Fire Safety and Risk Management qualification. This provides a considerable cost saving for the Authority.

Accident Investigation training for Level 2 Accident Investigators - Middle Managers (Station Commanders and Support staff equivalents) took place in April and July of this year using a well-known and highly regarded training provider. This was well received by all with the outcome being an improvement in the standard of investigation reports, particularly in the format, quality of information gathered and consistency. The remainder of Level 2 Accident Investigators will receive their training in the next financial year subject to approval by the Training Strategy Group. Supervisory Managers (Watch and Crew Managers) are Level 1 Accident Investigators will receive training in the next financial year.

Noise at Work Risk assessment and Management training was offered to members of personnel by Oxfordshire FRS who hosted the course. Two persons, the H&S Technician and Asset Management Technician attended the course and were successful in attaining the qualification.

Control of Substances Hazardous to Health (CoSHH) and risk assessment training was carried out in March. Attendees included the H&S Technician, the Facilities Supervisor, a station stores person, two station caterers and a Workshop Technician. They are now qualified to recognise the hazardous effects of substances they work with and create the necessary risk assessment using the materials safety data sheets.

Personal Safety Training: As part of the training review, the H&S department identified that those personnel who work as either Community Safety Co-ordinators or Inspecting Officers and have to enter either domestic or commercial properties alone need to have personal safety training. This training was provided by the 'Suzi Lamplugh Trust' in July and was well received by all. This is the first occasion that such training was carried out by the Authority.

3.3 Management of Risk

In order to protect the Authority and its employees the Health and Safety Manager has written a 'Significant Event' procedure. This procedure has been written to provide a robust process to follow in the event of a severe, multiple or fatal injury to a third party or Authority employee as a result of the Authority's activities whether operational, training or routine or any other incident deemed to be a significant event. It encompasses the Death in the Workplace guidance document issued by CFOA to ensure that best practice is followed in such events.

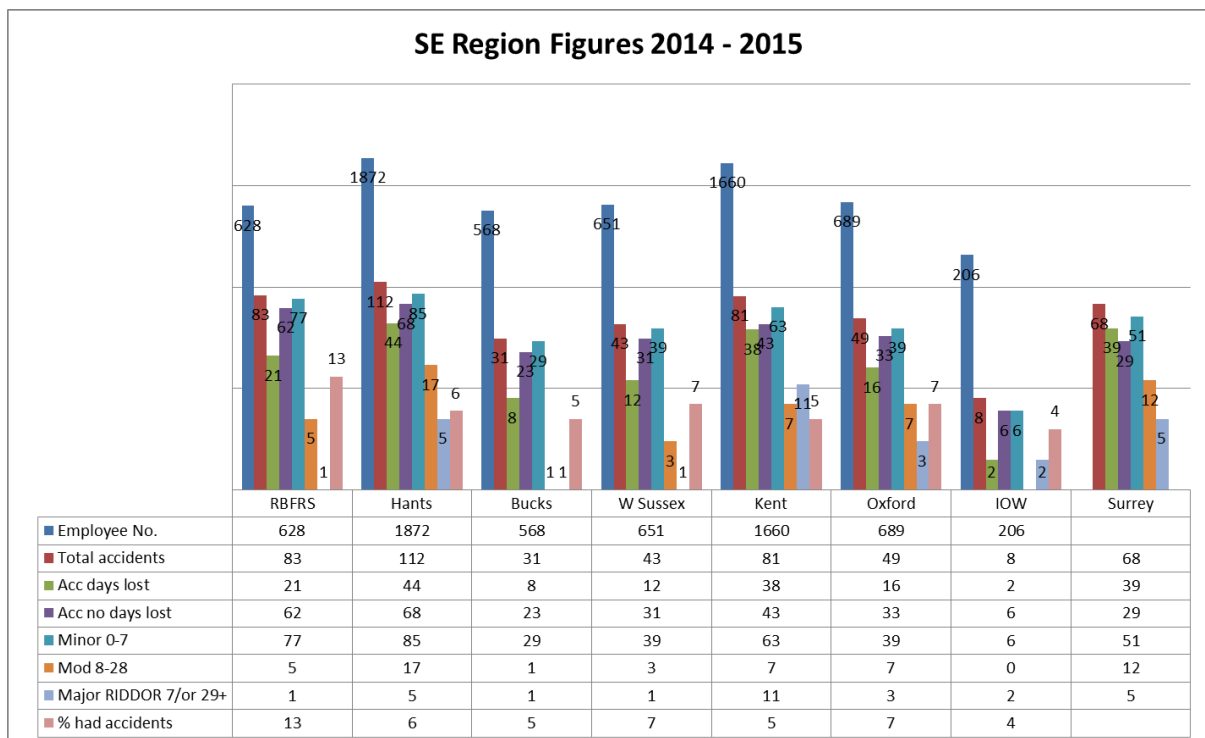
Since the introduction of operational functionality hearing tests and the associated procedure note, there have been no more instances of personnel being taken off the run for extended durations. Where there is concern over an

individual's hearing an operational hearing test is carried out which either allows the individual to resume operational duties or further tests to be carried out promptly. This system is working well.

As part of changes to the Control of Asbestos Regulations 2012, the Authority has purchased two Class H vacuum cleaners with High Efficiency Particulate Arrestors (HEPA) filters for dry decontamination purposes. The procurement was carried out collaboratively by all three Thames Valley Services with each purchasing two vacuums in order to provide resilience for the future. These vacuums are held at Aylesbury Fire Station with one being carried on the Specialist Equipment Vehicle (SEV) and the other in stock as a spare. This will allow one to always be in service as should one be used it can be sent away for cleaning or testing/maintenance with one still available.

As part of regional bench-marking safety event statistics for all 9 of the South East Fire and Rescue Services are collated and compared on an annual basis.

Below is a graph which shows the South East regional comparator figures for 8 of the 9 Services (East Sussex did not provide their figures) detailing number of employees; total accidents; accident days lost; accident no days lost; minor safety events; moderate safety events and major RIDDOR 7 day or more than 29 days sickness safety events. The results show that BMKFA are placed second in the table along with Kent, with the Isle of Wight in first position. A good position compared to the other 5 Services however, there is room for improvement.



This year has seen an increase in the number of projects that the H&S department have been working on with other departments such as: Human Resources (HR), Facilities, Workshops, Protection, Research and Development and the On-call Station Commanders. Such projects are as follows:

- Stress risk assessment process and stress procedure which are now fully implemented and embedded,
- The process for operational personnel to be able to claim costs, if charged by their GPs, for immunisations such as Hepatitis A which they could be exposed to in the course of their duties,
- The fitness and well-being of employees with the Global Corporate Challenge which encouraged the workforce to improve their fitness and generated a healthy competition between teams,
- CCTV – working with Research and Development and the Fleet Manager to design a systems specification as well as working with the Procurement team in preparation to go out to tender,
- Working with the Driving Centre Manager to review, simplify and streamline the 'Driving for Work' policy and procedures as well as the Fleet Manager to assist in the creation of procedures for the pool cars (White fleet) and procedures for the use of personnel's own vehicles (Grey fleet) both of which are currently out for consultation.
- Working with the On-call Station Commanders to agree a common and uniform health and safety notice board. The H&S department purchased notice boards for each stand alone On-call station which were fitted by Facilities; on each board is displayed the latest health and safety communications. A member of the crew has the responsibility for ensuring the notice board is always up to date. These boards are to be rolled out across every station and site within the Authority.

CCTV- A specification was written which included:

- 360 degree vision,
- Speed of the appliance,
- Whether sirens and horns were in use,
- Whether headlights and indicators were in use,
- When the driver commenced braking,
- When the driver changed gear,
- Time stamp should the appliance be involved in a collision.

Following which a scoping day was held to which Royal Berkshire FRS and Oxfordshire FRS were invited to attend in a bid to encourage collaboration on this project in order to achieve best value for money. Both Services attended however, Oxfordshire FRS decided not to commit to the project as they were not in the position to go ahead. Following the day, Royal Berkshire FRS did commit to the project with BMKFRS leading the way. The tender process is underway with installation by the end of this financial year.

3.4 Incident Command Manual

With the release of the new Incident Command manual, a gap analysis has been carried out with the outcome being that as a Service we are in a good position and will not require considerable revision to our procedures. Any necessary amendments are small and easy to implement and take the form of removing the 'transitional' tactical mode from the Analytical Risk Assessment form, changing the appropriate incident ground tabards and implementing new aide memoires.

It is likely that there will be a South East regional approach; more details will follow once final decisions are made.

3.5 Collaborative Working

Thames Valley collaborative working is increasing particularly since the integration of the three Control Rooms. From a health and safety perspective, the creation and implementation of a joint Thames Valley Fire Control safety event notification form has been significant; a review of the same will take place in due course in order to ensure it is working efficiently for all stakeholders. Other joint procedures will follow such as the 'exposure to hazardous substances at incidents'; lone working; Display Screen Equipment and Manual Handling.

South East regional health and safety work is continuing to further improve common ways of working, best practice and bench-marking. The group continues to meet quarterly and is attended by either one or both members of the Health and Safety team.

Last year's report contained reference to a **South East and West Midlands, joint project** – a fire service specific health and safety audit process similar to that currently used in the region – RoSPA QSA Audit.

The audit process has been written with West Midlands creating the question sets for the Risk Control Performance Indicators which measure the practical application of the health and safety policies and procedures within a set of subjects such as COSHH, Working at Height and the Control of Contractors. The South East region have devised the question sets for the health and safety management systems adopted by FRSs which inform the planning, organisation, implementation, monitoring and review of the policies and procedures. The question sets are created from two overarching documents – the Health and Safety Executive's HSG 65, Plan, Do, Check, Act safety management system and the DCLG National Framework for Health, Safety and Welfare in the Operational Environment.

On completion, the United Kingdom Accreditation Service (UKAS) viewed the audit process and offered a business proposal for the provision of accreditation which, in order to offer the audit to other Fire Services is important and considered best practice. This was then taken to CFOA to gauge their interest in

adopting the audit process and whether they would be willing to fund the accreditation. A further update will be provided in due course.

3.6 Health and Safety Team performance

Strategic commitment to Health and Safety is still a vital part of successful health and safety performance. The quarterly Health, Safety and Welfare Committee meetings are chaired by either the Chief or Deputy Chief Fire Officer and well supported by Cllr. Schofield, the Lead Member of the Fire Authority for Health, Safety and Welfare, who takes a consistent and active interest in the work of the department. The health and safety team would like to express their thanks to Cllr. Schofield for his dedication.

Under CFO Thelwell, the reporting of health and safety performance now goes to the Performance Management Board. SMB are updated as and when necessary either by the Head of Service Development or via the Deputy Chief Fire Officer.

The six month 'mini' report on the frequency and types of safety event occurring at operational incidents and training events is still produced and goes to Performance Management Board. The period of 1st January to 30th June 2015 is captured in the latest report with the outcome being a total of **24** safety events occurred at the total number of incidents attended – **4119**, meaning the percentage of safety events in total is **0.58%**.

A comparison has been carried out between the first six months of the year and the same period in 2014 with the following outcome:

- January to June 2014 - **3300** incidents and **31** safety events resulting in a percentage of **0.9%**
- January to June 2015 – **4119** incidents and **24** safety events resulting in a percentage of **0.58%** - a reduction.

These figures are impressive. Please see hyperlink below to view the full report.

[H&S six month report](#)

4 Forward Planning

4.1 Budgetary Impacts

Whilst the health and safety training budget was fully exhausted during this year, the actual health and safety budget saw an underspend of £8239. This financial achievement further consolidates the fact that the H&S department continue to offer effective and efficient service at very good value for money.

Currently the forecast for the end of this financial year is a 'break even' position due to financing an upgrade in the safety event recording system which will be internet based and will allow more comprehensive analysis, automation of 'reminders' and allow crews to instantly report safety events via their tablet and send them directly to the health and safety department – a considerable improvement on the current system.

4.2 Objectives for 2014/15

The Authority's vision is "that Buckinghamshire and Milton Keynes is the safest place in England in which to live, work and travel". To support this vision the Corporate Plan 2012/15 sets out five strategic aims. Whilst health and safety runs through all of them it is clearly stated in 'Response, People and Resources' in priorities 1, 2 and 3; 1 and 2; and 1 and 2 respectively. The Corporate Plan can be accessed via the link below. There is a new Corporate Plan for 2015-20 which will be included in the H&S annual report 2015/16.

[Corporate Plan 2012-15](#)

Health and Safety objectives have been set in line with the Authority's Public Safety Plan and will be reviewed at the end of the financial year.

5 Audits and Inspections

5.1 Internal Audits and Inspections

The annual H&S station/site audit form was amended again prior to this year's audit programme following extensive feedback from those completing the audit.

Following completion of the audit programme the H&S team visit 4 stations/sites chosen at random but covering all duty systems to quality assure and verify the outcomes provided by the auditor. Stations and sites visited were Great Holm, Buckingham and Haddenham stations and Control. The Health, Safety and Welfare committee are briefed of the findings at the December meeting and updated subsequently until all issues are closed.

Any property issues are incorporated into the property capital plan and prioritised using the Red, Amber and Green (RAG) traffic light system. At each Health, Safety and Welfare Committee meeting the Facilities Manager provides an update as to the progress of works.

5.2 RoSPA QSA Audit

Whilst the South East region audit programme for 2014 was delayed it was decided at the December meeting that BMKFRS would be audited in October 2015 and would be the first Service to pilot the self- assessment of the planning, organising, implementing, monitoring and review of policies and procedures. Due to the retirement of two senior health and safety personnel at West Sussex during 2014, the regional group agreed to defer their audit until early 2016. BMKFRS's Health and Safety Manager will be leading this audit.

6 Appendices

6.1 Detailed below is an appendix which provides information and data on BMKFRS health and safety performance in the 'Family Peer Group' Performance Comparison table for 2013/14 and 2014/15.

To clarify, the 'Family Peer Group' is defined as those fire services of a similar size, number of employees and population as BMKFRS.

Appendix 1

Family peer group performance comparison tables 2013/14 and 2014/15

The H&S department are required to report on BMKFRS end of year accident statistical returns to the Department of Communities and Local Government (DCLG) on 31st May 2015 for the period 1 April 2014 to 31 March 2015.

Summary:

The Health and Safety Department provided returns for;

HS1- Injuries during operational incidents, split into Whole-time and On-Call categories and sub divided for accidents at fires, at Road Traffic Collisions and at other Special Service Calls.

HS2- Injuries during training and routine activities also split into Whole-time and On-Call categories and sub divided for accidents during operational training, fitness training and routine activities

VE1- Vehicle accidents displayed as a comparison against our peer group.

Findings:

HS1- personnel injured at operational incidents has again seen an increase of two on last year. A 25% increase on last year's events.

Reason – It is difficult to clearly identify the reason for the increase. The injuries were primarily musculoskeletal of a minor nature – 3 sprained ankles, 1 pulled calf and 1 pulled finger tendon. A chemical stored in an unsecured container, spilt from height, causing a slight burn to a firefighter's arm accounted for a further injury. In addition, it was found that a firefighter who suffered from a stomach upset had eaten a hot meal pack, taken from the appliance, which was out of date.

Of the 3 ankle injuries 1 was due to traversing the motorway embankment in the dark whilst dealing with a car fire causing his ankle to overturn. The second was due to tripping over hose that he was laying out and the third was due to the positioning of the appliance when a firefighter stepped back off the appliance whilst wearing BA and twisted his ankle on uneven ground. Work will be carried out over the next year to work on reducing the number of musculoskeletal injuries.

HS2- Training and routine safety events have seen a decrease of 8. These occurred in the routine activities category; a decrease of 40% which is excellent performance.

Reason: It is difficult to clearly identify the reason although it is likely to be connected to behavioural safety as focus on health and safety during routine and training events is not as concentrated as at operational incidents. A behavioural safety survey will be carried out to benchmark our behavioural safety culture.

In addition to the DCLG yearly statistical returns the health and safety report includes comparisons against those fire services of a similar size, number of employees and population for this year and those carried out in 2013/14.

Total Number of Persons Injured	2013/14	Total Number of Persons Injured	2014/15
Buckinghamshire	26	Buckinghamshire	22
Wiltshire	41	West Sussex	33
West Sussex	49	Wiltshire	34
Northamptonshire	53	Oxfordshire	40
Bedfordshire	55	Northamptonshire	49
Oxfordshire	61	Dorset	57
Suffolk	62	Bedfordshire	59
Dorset	68	East Sussex	61
Berkshire	73	Suffolk	67
Norfolk	102	Berkshire	68
East Sussex	106	East Sussex	77
Cambridgeshire	134	Cambridgeshire	89

BMKFRS continue to hold first place with the least number of persons injured this year; in addition there has been a reduction of 4 compared to last year – excellent news!

Total Number of injuries at fires	2013/14	Total Number of injuries at fires	2014/15
Buckinghamshire	3	Wiltshire	5
Wiltshire	5	Buckinghamshire	7
West Sussex	9	West Sussex	7
Dorset	11	Dorset	9
Bedfordshire	13	Bedfordshire	11
Northamptonshire	14	Northamptonshire	11
Berkshire	15	Berkshire	18
Suffolk	15	Suffolk	19
Norfolk	19	Norfolk	20
Oxfordshire	27	Oxfordshire	20
Cambridgeshire	29	Cambridgeshire	23
East Sussex	30	East Sussex	29

There has been an increase in the number of injuries at fires by 4 taking the total to 7 compared with 3 last year resulting in BMKFRS slipping from top place to second. Analysis of these events show that 5 of the 7 relate to musculoskeletal injuries – 3 ankles, 1 pulled calf and 1 pulled finger tendon. 1

injury related to a chemical substance which spilt from an unsecured container stored at high level which went down the arm of the firefighter between his PPE.

Total Number of injuries at Special Services	2013/14	Total Number of injuries at Special Services	2014/15
Berkshire	2	Oxfordshire	1
Cambridgeshire	2	West Sussex	2
West Sussex	3	Buckinghamshire	3
Norfolk	4	Northamptonshire	3
East Sussex	4	Berkshire	4
Buckinghamshire	5	Dorset	4
Dorset	8	Wiltshire	6
Wiltshire	14	Bedfordshire	7
Northamptonshire	15	Norfolk	11
Oxfordshire	15	Suffolk	13
Bedfordshire	19	Cambridgeshire	15
Suffolk	27	East Sussex	20

It is pleasing to note that BMKFRS has moved from sixth place last year to third place this year for injuries sustained at Special Service incidents with a reduction of 2. The 3 injuries sustained all related to back injuries whilst at Road Traffic Collisions.

Total Number of injuries during routine activities	2013/14	Total Number of injuries during routine activities	2014/15
Dorset	5	Buckinghamshire	4
Suffolk	7	Dorset	6
Oxfordshire	8	Oxfordshire	8
Berkshire	10	Wiltshire	8
Buckinghamshire	10	Suffolk	9
Wiltshire	10	East Sussex	9
Northamptonshire	12	West Sussex	10
Bedfordshire	15	Northamptonshire	11
Norfolk	16	Berkshire	12
West Sussex	17	Bedfordshire	14
East Sussex	19	Norfolk	15
Cambridgeshire	40	Cambridgeshire	21

This year has seen an improvement in the number of injuries sustained during routine activities; the figures have decreased by 6 from 10 to 4 resulting in BMKFRS being top of the table with the least number.

Total Number of injuries during Training	2013/14	Total Number of injuries during Training	2014/15
Buckinghamshire	10	Buckinghamshire	8
Northamptonshire	19	Wiltshire	11
West Sussex	19	Northamptonshire	16
Bedfordshire	22	West Sussex	16
Oxfordshire	24	Oxfordshire	20
Wiltshire	24	Cambridgeshire	24
Dorset	33	Bedfordshire	25
Berkshire	34	Dorset	27
Suffolk	36	Suffolk	27
Norfolk	40	East Sussex	28
East Sussex	42	Berkshire	29
Cambridgeshire	50	Norfolk	40

Yet again BMKFRS hold first position with the least number of injuries sustained during training. There has also been a reduction in the number of injuries from 10 last year to 8. This is an excellent result.

Total Number of Major injuries	2013/14	Total Number of Major injuries	2014/15
Buckinghamshire	0	Buckinghamshire	0
West Sussex	0	Norfolk	0
Bedfordshire	0	Bedfordshire	0
Berkshire	0	Oxfordshire	0
Norfolk	0	Dorset	0
Northamptonshire	1	West Sussex	1
Oxfordshire	1	Berkshire	1
Wiltshire	1	Suffolk	1
Cambridgeshire	1	Wiltshire	2
Suffolk	2	Northamptonshire	6
Dorset	3	East Sussex	6
Cambridgeshire	3	Cambridgeshire	13

First position has again been maintained this year in this category, providing further evidence that BMKFRS operational personnel are some of the safest in the country. A very pleasing result!

Total Number of over 7 day injuries	2013/14	Total Number of over 7 day injuries	2014/15
Buckinghamshire	2	Buckinghamshire	2
Dorset	7	East Sussex	2
East Sussex	7	West Sussex	3
Northamptonshire	7	Dorset	5
Bedfordshire	8	Bedfordshire	7
Wiltshire	8	Suffolk	7
Berkshire	9	Northamptonshire	8
West Sussex	9	Oxfordshire	8
Cambridgeshire	10	Wiltshire	10
Suffolk	10	Berkshire	10
Oxfordshire	12	Norfolk	12
Norfolk	19	Cambridgeshire	20

BMKFRS has retained first place in "RIDDOR reporting over 7 day injuries" for this year; maintaining the number of 2 events – excellent performance which assists in improving the number of days lost to the Authority through sickness.

This year sees an improvement in the number of vehicle safety events compared to last (see table below). This year BMKFRS hold fourth position with 30 compared to fifth place with 46 last year. This is a reduction of 16 vehicle safety events which is evidence that the processes put in place to reduce the number are effective thus achieving the objective set last year to reduce this type of event and improve the position in the league table.

Vehicle Safety Events 2014/15	
Fire & Rescue Service	Total Number of safety events
Berkshire	26
Suffolk	27
Bedfordshire	27
Buckinghamshire	30
Cambridgeshire	34
West Sussex	41
Northamptonshire	48
Oxfordshire	49
Wiltshire	50
Northamptonshire	58
Dorset	68
East Sussex	68
Norfolk	92

The league table below shows a comparison of safety events with other fire and rescue services of similar size in numbers of employees to BMKFRS. As last year, BMKFRS lead with the least number of safety events which is fantastic news.

Annual Incidence Rate			
Fire & Rescue Service	Total Number of employees	Total number of safety events	Incident Rate
Buckinghamshire	528	22	4166
West Sussex	651	33	5069
Wiltshire	528	34	6439
Oxfordshire	589	40	6791
East Sussex	791	61	7711
Dorset	702	57	8119
Norfolk	875	77	8800
Northamptonshire	522	49	9386
Suffolk	702	67	9544
Bedfordshire	571	59	9734
Berkshire	596	68	11409
Cambridgeshire	614	89	14495

These figures are calculated using the Annual Incidence Rate which is calculated by the number of reportable injuries in the financial year divided by the average number employed during the year x 100,000, giving the number of injuries per 100,000 workers. This calculation provides a more accurate picture of the overall health and safety performance in the operational arena.

These statistics, produced by central government, evidence that BMKFRS have one of the best safety records in the country for operational employees compared to its peers of similar size and demographics. These results further enhance the vision of the Authority and employees that Buckinghamshire and Milton Keynes is the safest place in England in which to live, work and travel and as such are something that everyone should be very proud of.