

Health, Safety and Well-being

# Annual Report

2015-16



Buckinghamshire Fire & Rescue  
Service



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# Forewords

*"The audit of Buckinghamshire Fire and Rescue Service resulted in a significant overall improvement of performance in all sections. The Service achieved an overall Health and Safety Performance Rating of 88.4% and represents a good improvement compared to the previous audit which achieved a score of 65.7%. The Service and the Health and Safety team in particular should be complimented for their work in these areas. The Service should also be complimented for choosing challenging indicators rather than selecting the easier options".*

Michael Collins  
Lead Auditor  
RoSPA QSA Audit

*"The Authority is committed to achieving the very highest standards of health and safety for our employees, visitors, contractors and our communities and as such are constantly striving for continual improvement. It has been a very busy year with emphasis on improving the health and well-being of our employees through our fourth strategic aim – People. This year has seen the introduction of CCTV on front line appliances, improvement across the board in an audit of our health and safety management system and greater collaboration with our partner agencies to name but a few. This annual report is an opportunity to review performance and progress.*

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

# Executive Summary

**Employee Well-being:** This year has seen considerable progress in identifying and implementing ways to achieve the objective of '*Promoting employee well-being to improve contribution*' through signing up to the **MIND** Blue Light pledge and participation in the Global Corporate Challenge.

**Training:** It has been another good year for health and safety training following approval of funds by the Training Strategy Group. Details of courses provided and qualifications gained can be found on page 9 of the report.

**Significant Event Procedure:** Testing of this procedure took place in an exercise in January 2016 demonstrating that it is robust and fit for purpose and compliments the Death in Service procedures already in place. This procedure is now live.

**RoSPA QSA Audit:** In October a team of auditors from participating South East Services spent a week in Buckinghamshire Fire & Rescue Service (BFRS) auditing the health and safety management system in place across the whole organisation. The results were excellent with our overall score increasing from **65.7% in 2009 to 88.4%**.

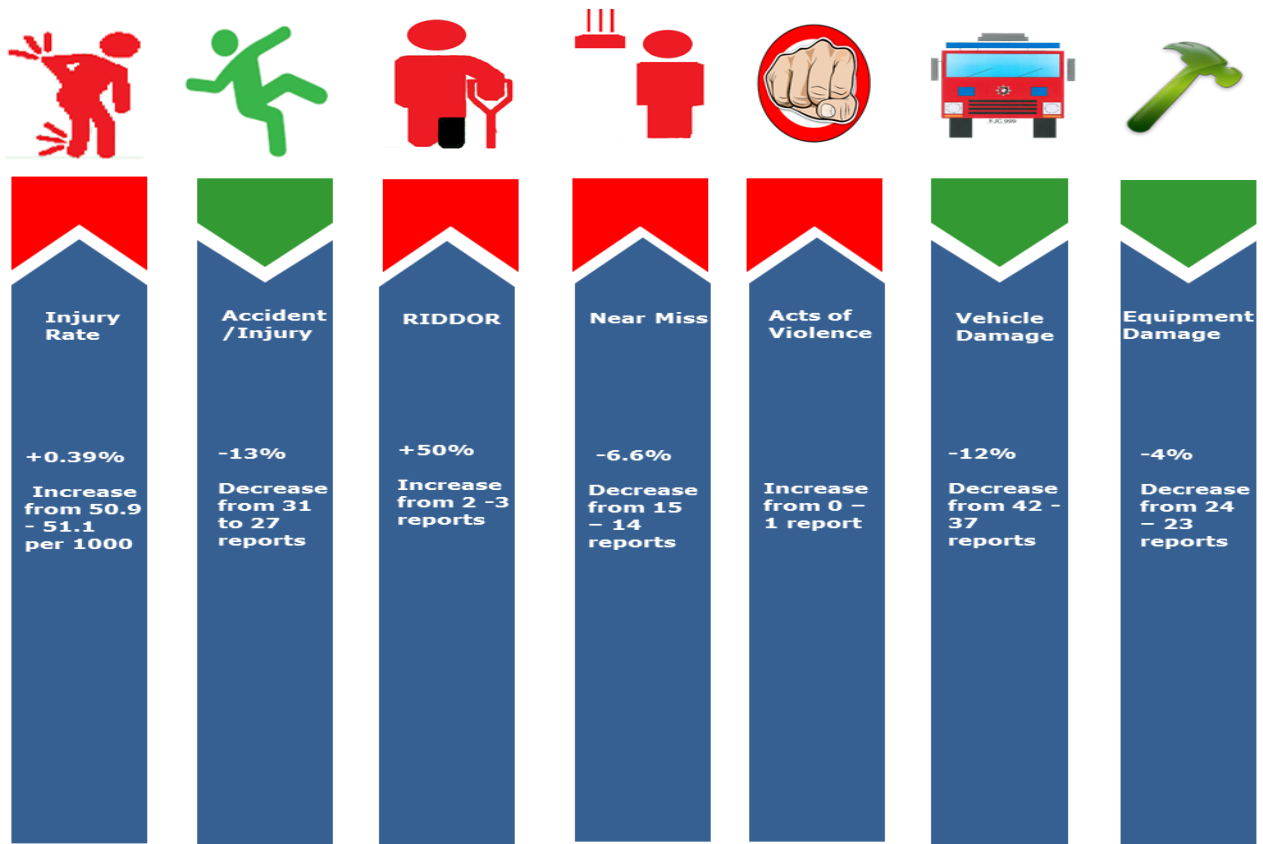
**Didcot Power Station Collapse:** This incident attracted national political and media interest. BFRS sent the Urban Search and Rescue (USAR) team from Aylesbury to search for three missing persons.

**CCTV Update:** Installation is well under way with systems being fitted when appliances come into Workshops for their annual service.

**eSafety:** is a web based safety event reporting and investigation system which will be accessible to all members of staff who may be required to report a safety event or, if a member of management, be required to investigate one.

**Our Performance:** The statistical analysis for 2015/16 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). Overall, BFRS is the best performing service in our family group.

# Our performance at a glance



Statistics collated by BFRS throughout the year and stored on eSafety database.  
**Note: the 'near miss' reports (shown in red) dropped by one for 2015/16.**

## SE Region Figures 2015 - 2016

	RBFRS	Hants	Bucks	W Sussex	E Sussex	Kent	Oxford	IOW	Surrey
Employee No.	616	1579	497	701		1850	573	204	811
Total accidents	76	114	27	41		63	49	16	56
% had accidents	12	7	5	6		3	9	8	7
Acc days lost	20	37	5	19		17	16	3	13
Acc no days lost	56	77	22	22		46	33	13	43
Minor 0-7	65	98	24	31		57	41	16	50
Mod RIDDOR 7+ /8-28	6	11	3	4		6	2	0	4
Maj RIDDOR spec /or 29+	5	5	0	6		0	6	0	2

# Employee Well-being

This year has seen considerable progress in identifying and implementing ways of achieving the objective '*Promoting employee well-being to improve contribution*' set out in the strategic aim 'People'.

**MIND Blue Light pledge** - One such initiative was to sign up to the MIND Blue Light pledge to increase mental health awareness amongst our staff. MIND are a charity who provide advice and support to anyone experiencing a mental health problem. They campaign to improve services, raise awareness and promote understanding of mental illness. Signing up to this pledge will:

- Allow staff to speak openly about mental health and seek support when they need it, enabling them to look after themselves, their team, colleagues and members of the public;
- Allow staff to come forward with ideas and good practice as to how their well-being can be better supported in the workplace;
- Demonstrate to staff that the people in charge value them and care about their well-being.

As a result, Managing Mental Health at Work courses were provided for line managers to increase their awareness within their working environment which proved to be very successful.

Looking after well-being in the workplace can also have a positive effect on productivity and help to increase the effectiveness of staff.

The appointment of 'Blue Light Champions' demonstrates the Authority's intent to embed mental health awareness and put it on a sustainable footing.

It should be noted that at the time of receiving the training, representatives from MIND commented that the Fire Service is ahead of both the Police and the Ambulance services in terms of mental health awareness and care.

**Stress** is one of the top three causes of workplace absence and as such is an area that the Health, Safety and Well-being department have been working closely with Human Resources (HR) on. A generic stress risk assessment, a 'return to work' risk assessment and 'wellness action plan' have been created and firmly embedded as part of occupational health requirements.

**Global Corporate Challenge** – As a means of improving the fitness of our staff the Authority signed up to the Global Corporate Challenge and paid for any member of staff who wished to participate. This was a very successful initiative which resulted in BFRS entering thirty four teams and coming second place after Cheshire FRS.

**Fighting Fit** –As a result of the Authority’s holistic approach to physical and mental health and to improve communication to staff, ‘Fighting Fit’, an area of the intranet, was launched providing useful resources to assist staff in managing their mental and physical well-being as well as improving and maintaining their fitness.

There are 6 different areas

- Well-being
- Health and Fitness
- Women’s Zone
- Men’s Zone
- What’s going on
- Staff room

Within these areas there is information on various topics such as diet and fitness, PTI Zone, rehabilitation, pregnancy and baby guide, offers, articles of interest, and details of forthcoming events.





# Health and Safety (H&S) Training

It has been another good year for health and safety training following approval of funding by the Training Strategy Group. The following is a breakdown of the training that has been carried out.

## **External Providers**

A further **Control of Substances Hazardous to Health (CoSHH)** and risk assessment training was carried out in December to capture those who require such a qualification as part of their role. Attendees included the Health and Safety Manager, Water Officer, Workshops Manager and Asset Technician.

**Accident Investigation** training for the remaining Level 2 Accident Investigators took place in April. This has ensured that all staff have received the same training and to the same standard which has resulted in a more consistent and appropriate standard of investigation and subsequent reports. It is planned to hold regular standardisation meetings moving forward.

An **IOSH Managing Safely** course took place in January for both operational and support staff who were new to role. As part of the course, following the examination, the Health, Safety and Well-being department conducted training on hazard reporting, safety event and near miss reporting and investigation. This input was well received and is now an integral part of future courses.

The Health and Safety Manager and Technician attended an IOSH Behavioural Safety course which was hosted by East Sussex Fire and Rescue Service and attended by many of the South East region fire and rescue services. The course objectives were to provide tools such as:

- Techniques that help delegates to understand safety culture and how it can be improved and sustained;
- How to appreciate how behaviours are prompted by activators, reinforced by consequences and the need to develop good safe habits;
- How to have a clear understanding of how behaviours and the nature of human error contribute to accidents in the workplace;
- How to understand the tools and techniques required to create a safety culture that encourages a 'want to' rather than a 'have to' approach to managing risk.

**Fire Warden** training also took place due to staff transferring department or leaving, to ensure the appropriate number of wardens for the occupancy and type of premises.

Finally, it was necessary to run a **First Aid at Work** course for support staff to increase the number of qualified staff in order to ensure continued compliance

with the First Aid at Work Regulations 1981. Service Headquarters is an area where succession planning is required.

### **In- house**

**Health and Safety – employee responsibilities Section 7 of the Health and Safety at Work Act 1974** delivered via the HEAT e-learning system. This training package details what responsibilities employees have in relation to taking care of themselves and others during their workplace activities, including: when driving for work; stress; COSHH; Manual Handling and Personal Protective Equipment (PPE) and as such is a mandatory completion for all staff on an annual basis.

A training package for **Fire safety emergency arrangements** for all staff on induction and as an annual refresher was developed on the HEAT e-learning system by the Health and Safety and Learning and Development Departments with input from Fire Safety Officers. Completion of this training package is mandatory.

## **Management of Risk**

The installation of **Closed Circuit Television (CCTV)** is well under way with systems being installed when an appliance is due a service or requires maintenance. The presence of the cameras has been readily accepted by crews who appreciate that it is there for their protection. Footage has been accessed by investigators to provide factual evidence in several safety events. Footage was also requested by the Police to assist them with a criminal investigation.

The **Significant Event** procedure was tested in an exercise which took place at headquarters in January. The exercise simulated the death of a Flexi Duty Officer whilst en-route to an incident during flooding and a member of the public in a road traffic collision. Overall, the procedure worked well and following feedback from the exercise debrief some amendments were made to improve it further. The procedure has now been approved by the Strategic Management Board (SMB) and is live.

**Driving for work** - Due to a decrease in the number of pool and station vehicles and the need for our staff to work more flexibly, there is the potential requirement for staff to use their own vehicle on occasions when driving for work. Private vehicles, when used for driving for work, are designated as 'Grey Fleet'. Without appropriate control measures this activity could present a risk to the Authority in terms of the roadworthiness of the vehicle and compliance with the law in relation to insurance, tax and MOT. To eliminate this risk, a robust procedure has been written and a system introduced whereby anyone wishing to use their own vehicle must enter their vehicle details, insurance, road tax, MOT, service and vehicle checks details into an online system already used by the

Authority for driving licence checks. Approval is also to be sought from the Fleet Manager and mileage claims will not be paid if this process has not been complied with.

**Fire Safety Audit of Authority premises** - In February of this year our Protection team, under the Regulatory Reform (Fire Safety) Order 2005, carried out a series of fire safety audits on Authority premises which included Service Headquarters. The outcome of these resulted in the requirement for a fire safety emergency arrangements induction training package to be introduced for all staff. Specifically that a robust process is in place for ensuring visitors, contractors and ad hoc external workers are aware of the fire safety emergency arrangements and for the fire risk assessments to be suitable and sufficient. With these requirements in place and on re-audit, a clean bill of health was given for the headquarters site.

**RoSPA Audit-** As part of an agreement between the Fire Services in the South East region, a programme of auditing each Service's health and safety management system is in place. In October, a team of auditors from four of those Services spent a week in BMKFRS auditing the health and safety management system in place across the whole organisation. They looked at the suite of health and safety policies and procedures in existence and then, through interviews and observation, determined the level of implementation of those policies and procedures from the grass roots level to the most senior managers.

The areas covered in the audit with the associated percentage scores were:

Policy – 100% (83)

Organising – 91% (71)

Planning & Implementing – 86% (64)

Measuring Performance – 84% (66)

Audit & Review – 88% (51)

Risk Control Performance Indicators – 81% (67)

*The figures in brackets were the percentage scores in 2009.*

At the closing meeting the results were shared with senior managers including the CFO and other relevant stakeholders. **It was excellent news!** Our overall score had increased from **65.7% in 2009 to 88.4%**.

The audit report highlighted seventeen recommendations for consideration and/or action; eight high priority and nine medium. Work is well underway on this in preparation for a progress review by the lead auditor in November of 2016.

These results are testament to the concerted efforts of all staff in ensuring the health, safety and well-being of all, including visitors, contractors and the communities they serve.

**Didcot Power Station collapse** - In February 2016 Aylesbury's USAR team participated in the search for three workers who were missing following the partial collapse of the power station's boiler house. Given the protracted nature of the incident and high levels of political and media interest, it was important that the risk assessment process was robust, suitable and sufficient. Although the Health and Safety Executive took primacy over the incident, they found the rigour with which Officer in Charge of USAR had undertaken the analytical risk assessments to be such that they adopted them for use across the incident ground by all participating agencies.

**Breathing Apparatus (BA) procedures** – Procedures governing the use of BA nationally have changed with the rescinding of 'Technical Bulletin 1/97' and the introduction of the 'Operational Guidance on Breathing Apparatus' document. As a result a gap analysis was carried out and measures implemented to meet the requirements of the new document. The new procedures went live in June 2015.

**Incident Command Manual** – Collaboration between the three Thames Valley fire and rescue services on implementation of the new procedures across the board was explored. However, the other two Services were not in a position to go live on the determined date. Following implementation of the small amendments needed to meet the requirements of the new Incident Command manual, go live for the Service was on the 1 May 2016.

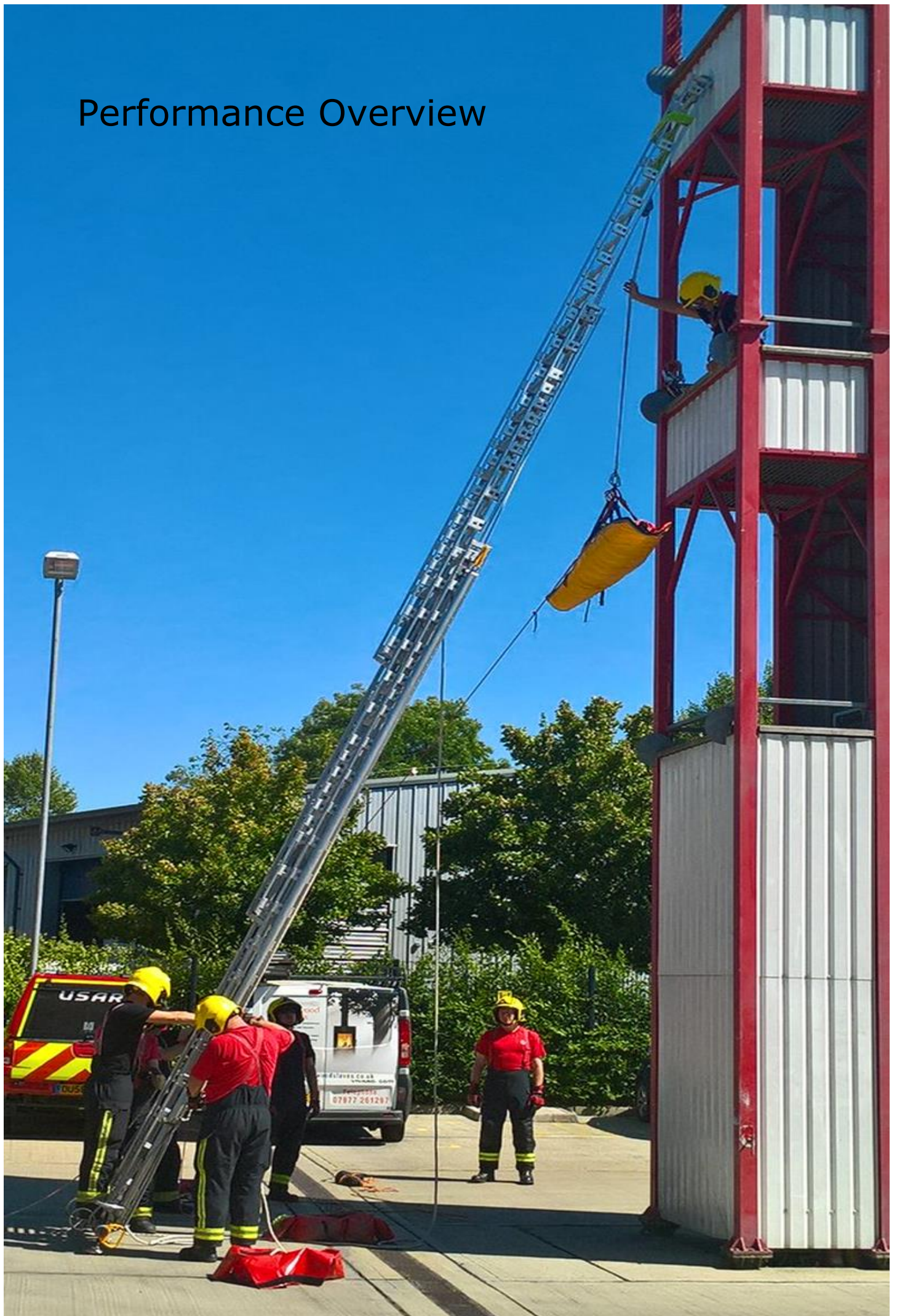
**eSafety** This system is bespoke to the requirements of the Service and has been built by the provider and the health and safety department. The benefits of this system are:

- The ability to report an event on occurrence rather than having to wait until a computer is available;
- A more simplified and less onerous process for all;
- Non reliance on external bodies such as Thames Valley Fire Control;
- Speedy electronic processing to ensure safety events are reported and investigated within the prescribed timeframes.

The system went live in September (2016) and will be rolled out across the Service next spring (2017).

**Working Time Regulations** – Work is progressing well on a system for employees to record the hours worked and rest taken when working for the Authority. As we innovate and use our staff more flexibly, many employees work to more than one contract, this system identifies the employee through their National Insurance number and picks up all contracts worked. The employee has the responsibility to record those hours worked and rest taken on a weekly basis. The system is to be trialled with the Specialist Firefighters when they commence their roles at the end of May 2016 and will run for four months.

# Performance Overview



# Performance Overview

You will note from the graph in '*Our performance at a glance*' that, in comparing performance between 2014/15 and 2015/16 there has been an increase in Injury rate of 0.39% despite a reduction in personal injuries – thirty one in 2014/15 and twenty seven in 2015/16. This is because there are less employees – 609 in 2014/15 and 528 in 2015/16.

There has also been an increase in Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) reportable incidents from two in 2014/15 to three in 2015/16. In addition, there has been an increase in the number of 'acts of violence' against employees; there were none in 2014/15 and one in 2015/16.

With regard to proactive monitoring there has been a decrease in the number of 'near miss' reports for this year from fifteen in 2014/15 to fourteen in 2015/16. However, this trend has since reversed following the health and safety department visiting stations and watches to deliver training on proactive reporting which encompasses 'near misses' and hazard reports.

Bench-marking between Fire Services' provides statistical data for comparison and is an important part of performance management. The South East region fire services share safety event statistics on an annual basis. Please see graph in '*Our performance at a glance*'.

The information is broken down as follows:

- Number of employees;
- Total accidents;
- Accident days lost;
- Accident no days lost;
- Minor safety events;
- Moderate safety events
- Major RIDDOR 7 day or more than 29 days sickness safety events.

The results highlight that BFRS are again placed second after the Isle of Wight with twenty seven safety events for an employee head count of 497 ( a percentage of 5%) compared to sixteen safety events for an employee head count of 204 employees ( a percentage of 8%). In effect, BFRS have more than double the number of employees but have had less safety events giving a lesser percentage. Kent Fire and Rescue Service shows a percentage of 3% however, they do not record safety events in the same way as the other fire services in the region.

The performance statistical data received from DCLG for 2015/16 has been grouped, by the health and safety department, in Services of similar 'employee

numbers' to provide a more accurate comparison of performance between BFRS and their peers.

It should be noted that DCLG have changed the criteria for reporting which is reflected in all data. Total employees now only includes operational personnel. There were twenty one injury safety events for the year for a total of 259 operational personnel which using the HSE formula equates to an incident rate of 8108; a slight increase on last year's figures.

Again, this year's statistics highlight an increase in injury rate for 2015/16 of 5.4% despite a reduction in the **total number of injuries** – twenty two in 2014/15 to twenty one in 2015/16. This is again attributable to decreasing numbers of employees -286 in 2014/15 and 259 in 2015/16.

Whilst there has not been an increase in the number of over **7 day RIDDOR reportable events**, BFRS has moved from first place in the league table to third with two events; this is due to the fact that two other Services had only one event.

The total number of **injuries sustained during routine activities** has seen an increase of three compared with 2014/15. Unfortunately this has resulted in a slip from first position in the league table to fourth. However, it should be noted that the top three Services all had the same number of injuries - six compared with seven for BFRS.

It is disappointing to note that there has been an increase in the number of **vehicle accidents** – thirty in 2014/15 to thirty seven in 2015/16. BFRS's position in the league table has slipped from fourth position to seventh. Of these thirty seven, eight were 'unavoidable' consisting of the following:

- Animal strike – deer hitting a car (1)
- Stone chips (2)
- Hit by third party (3)
- Vehicle crimes (2)

On a more positive note there has been an improvement in performance in **total number of injuries** at fires from seventh to fourth in the league table with a reduction of two from seven to five and in the **total number of injuries at special service calls** from third to second in the league table with a reduction of one from three to two.

BFRS has maintained the top position in the league table for the least number of injuries for the second year in **total number of injuries during training; total number of major injuries** and **annual incidence** rate.

The national league table provided by DCLG identifies BFRS in eleventh position out of the forty five fire and rescue services in the country – a laudable

achievement and is again, testament to the commitment to health and safety by all operational staff.

## Health and Safety Team Performance

The demonstration of commitment to health and safety across the Authority from the senior management team, the Lead Member on the Fire Authority for Health, Safety and Well-being, to those at grass roots level is excellent and this was highlighted in the audit report. One recommendation from the audit was for senior managers to carry out 'health and safety' tours at stations and sites to visibly demonstrate this commitment and to gauge the level of awareness, amongst staff, on health and safety matters. A programme of visits by the Head of Service Development and the Health and Safety Manager are planned for the end of 2016.

Every half year the Health and Safety Manager presents the report on the frequency and types of safety events occurring at operational incidents and training events. The period of 1 January to 30 June 2016 is captured in the latest report with the statistics highlighting a total of **fifteen** safety events occurring relative to the total number of incidents attended of **4838**, giving a percentage of safety events in total of **0.35%**.

A comparison has been carried out between the first six months of the year and the same period in 2015 with the following outcome:

- January to June 2015 - **4119** incidents and **twenty four** safety events resulting in a percentage of **0.58%**
- January to June 2016 - **4838** incidents and **fifteen** safety events resulting in a percentage of **0.35%** - another reduction.

It is pleasing to note the continuing downward trend.

## Working with others

**Thames Valley** - the health and safety managers for each of the Thames Valley fire services meet regularly to explore opportunities to collaborate. We now jointly procure Analytical Risk Assessment (ARA) pads and wristbands for exposure to hazardous substances. Royal Berkshire asked to join our CCTV procurement project and used our workshops area for their installations. Discussions around operational alignment continue with work streams in place which the Health and Safety Departments feed into.

**South East regional** health and safety work continues to further improve common ways of working, good practice and 'lessons learnt' from other Services. The group continues to meet quarterly and is attended by either one or both members of the Health and Safety team. With the implementation of the new



Incident Command manual, the South East region are bidding for their ARA template to be adopted nationally.

Work is progressing well with the fire service specific health and safety audit tool with CFOA keen to endorse it for use nationally. The next stage is to determine the level of qualification for auditors and the lead auditor, write the guidance for auditors and decide on a scoring mechanism. The plan is for this to be trialled early 2017 to be formally released in 2018.

## Performance Indicators

### **Budgets**

Once again, the training needs analysis for health and safety training identified that the training budget would be fully utilised for 2015/16 which was realised. The procurement of the eSafety system meant that the Health and Safety budget saw a slight overspend due to paying support and hosting services up front.

The forecast for the end of the next financial year is a likely to be a balanced budget despite a 'one off' cost for specialist scientific advisors coming into the Service to conduct air sampling at some stations to identify if our crews are being exposed to high levels of diesel exhaust emissions. It is very pleasing and reassuring to note that this is not the case and actual levels of exposure are very low and no remedial action is required.

### **Objectives for 2015/16**

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 2015/20 sets out five strategic aims. Whilst health and safety runs through all of them it is clearly stated in Strategic Objective three 'To provide a timely and proportionate response to incidents by allocating our assets and resources in relation to risk and demand' and in Strategic Enabler one 'To optimise the contribution and well-being of our people'. The Corporate Plan can be accessed via the BFRS website.

Health and Safety objectives for 2015/16 have been set in line with the Authority's Public Safety Plan and will be reviewed at the end of the financial year.



Incident Number 33159, 21<sup>st</sup> September 2016.

M40 Junctions 2 to 1a Southbound – Mobile Crane Well Alight.

This incident caused widespread disruption and created news headlines with reports of explosions, which were actually the crane's tyres exploding in the fire. This was a hazardous and challenging incident which our crews dealt with quickly and safely.

# Appendix 1

## Family peer group performance comparison tables 2014/15 and 2015/16

The H&S department are required to report on BFRS end of year accident statistical returns to the Department of Communities and Local Government (DCLG) on 31 May 2016 for the period 1 April 2015 to 31 March 2016.

### **Summary:**

The Health and Safety Department provided returns for:

**HS1-** Injuries during operational incidents, encompassing both Whole-time and On-Call employees and sub divided into injuries at fires, at road traffic collisions and at other Special Service calls.

**HS2-** Injuries during training and routine activities also encompassing Whole-time and On-Call employees and sub-divided into injuries during operational training, fitness training and routine activities.

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

### **Findings:**

**HS1** – there has been a reduction in the number of personnel injured at operational incidents from twenty two to twenty one for this reporting period which is very pleasing.

**HS2-** Injuries at training events have seen a reduction from eight to seven on last year's figures which is good, however injuries during routine activities has seen an increase of three from four to seven.

**Reason:** On analysis, most of these injuries were appliance related. Examples of which were employees shutting their hand in the appliance door; jarring their wrist on an appliance locker and falling backwards when mounting the appliance and twisting their ankle. It would appear that crews are not as focussed when carrying out routine activities.

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.

Nationally BFRS holds eleventh position out of forty five in the league table, a significant achievement which reflects the fact that BFRS has one of the best

safety records in the country for operational employees especially when compared to peers of similar size and demographics – a record that everyone

<b>Total Number of Persons Injured</b>	<b>2014/15</b>	<b>Total Number of Persons Injured</b>	<b>2015/16</b>
Buckinghamshire	22	Buckinghamshire	21
West Sussex	33	Wiltshire	30
Wiltshire	34	Warwickshire	35
Oxfordshire	40	Hereford and Worcester	38
Northamptonshire	49	Oxfordshire	38
Dorset	57	West Sussex	42
Bedfordshire	59	Dorset	50
East Sussex	61	Suffolk	61
Suffolk	67	Northamptonshire	63
Berkshire	68	Berkshire	64
East Sussex	77	Bedfordshire	75
Cambridgeshire	89	Norfolk	76
Hereford and Worcester	48	East Sussex	82
Warwickshire	45	Cambridgeshire	98

should be extremely proud of.

There has been a reduction of one in the total number of persons injured. BFRS remain top of the league table. A testament to operational personnel of the continued dedication to ensuring the safety of themselves and others.

<b>Total Number of injuries at fires</b>	<b>2014/15</b>	<b>Total Number of injuries at fires</b>	<b>2015/16</b>
Wiltshire	5	Buckinghamshire	5
Buckinghamshire	7	Hereford and Worcester	7
West Sussex	7	Oxfordshire	7
Dorset	9	Warwickshire	7
Bedfordshire	11	West Sussex	7
Northamptonshire	11	Wiltshire	7
Berkshire	18	Bedfordshire	9
Suffolk	19	Dorset	14
Norfolk	20	Berkshire	16
Oxfordshire	20	Norfolk	16
Cambridgeshire	23	Northamptonshire	16
East Sussex	29	Cambridgeshire	17
Hereford and Worcester	10	Suffolk	18
Warwickshire	17	East Sussex	20

There has been a reduction of two in the total number of injuries at fires which demonstrates the commitment to health and safety by staff in the operational arena.

<b>Total Number of injuries at Special Services</b>	<b>2014/15</b>	<b>Total Number of injuries at Special Services</b>	<b>2015/16</b>
Oxfordshire	1	Warwickshire	1
West Sussex	2	<b>Buckinghamshire</b>	<b>2</b>
<b>Buckinghamshire</b>	<b>3</b>	Oxfordshire	2
Northamptonshire	3	Hereford and Worcester	3
Berkshire	4	Wiltshire	4
Dorset	4	Berkshire	5
Wiltshire	6	Dorset	5
Bedfordshire	7	Suffolk	6
Norfolk	11	Bedfordshire	7
Suffolk	13	Norfolk	8
Cambridgeshire	15	Northamptonshire	10
East Sussex	20	West Sussex	12
Hereford and Worcester	3	East Sussex	15
Warwickshire	6	Cambridgeshire	18

There has been a reduction of one in the total number of injuries at Special Services from three to two which has seen BFRS rise to second place from third.

<b>Total Number of injuries during routine activities</b>	<b>2014/15</b>	<b>Total Number of injuries during routine activities</b>	<b>2014/15</b>
<b>Buckinghamshire</b>	<b>4</b>	Hereford and Worcester	6
Dorset	6	Oxfordshire	6
Oxfordshire	8	West Sussex	6
Wiltshire	8	<b>Buckinghamshire</b>	<b>7</b>
Suffolk	9	Wiltshire	7
East Sussex	9	Dorset	8
West Sussex	10	Suffolk	11
Northamptonshire	11	Norfolk	12
Berkshire	12	East Sussex	15
Bedfordshire	14	Warwickshire	16
Norfolk	15	Northamptonshire	22
Cambridgeshire	21	Berkshire	23
Hereford and Worcester	11	Bedfordshire	26
Warwickshire	9	Cambridgeshire	29

There has been an increase of three in the total number of injuries during routine activities. Of these occurrences most were appliance related with examples of employees shutting their hand in the appliance door, jarring their wrist on an appliance locker and falling backwards when mounting the appliance and twisting their ankle.

<b>Total Number of injuries during Training</b>	<b>2014/15</b>	<b>Total Number of injuries during Training</b>	<b>2015/16</b>
<b>Buckinghamshire</b>	<b>8</b>	<b>Buckinghamshire</b>	<b>7</b>
Wiltshire	11	Warwickshire	11
Northamptonshire	16	Wiltshire	12
West Sussex	16	Northamptonshire	15
Oxfordshire	20	West Sussex	17
Cambridgeshire	24	Berkshire	20
Bedfordshire	25	Hereford and Worcester	22
Dorset	27	Dorset	23
Suffolk	27	Oxfordshire	23
East Sussex	28	Suffolk	26
Berkshire	29	East Sussex	32
Norfolk	40	Bedfordshire	33
Hereford and Worcester	22	Cambridgeshire	34
Warwickshire	11	Norfolk	40

There has been a reduction of one injury in this area with BFRS retaining the top position.

<b>Total Number of over 7 day injuries</b>	<b>2014/15</b>	<b>Total Number of over 7 day injuries</b>	<b>2015/16</b>
<b>Buckinghamshire</b>	<b>2</b>	Dorset	1
East Sussex	2	Wiltshire	1
West Sussex	3	<b>Buckinghamshire</b>	<b>2</b>
Dorset	5	Cambridgeshire	2
Bedfordshire	7	West Sussex	3
Suffolk	7	Northamptonshire	4
Northamptonshire	8	Hereford and Worcester	5
Oxfordshire	8	Warwickshire	5
Wiltshire	10	Oxfordshire	6
Berkshire	10	Suffolk	6
Norfolk	12	East Sussex	8
Cambridgeshire	20	Bedfordshire	10
Hereford and Worcester	7	Berkshire	12
Warwickshire	11	Norfolk	22

<b>Total Number of Major injuries</b>	<b>2014/15</b>	<b>Total Number of Major injuries</b>	<b>2015/16</b>
<b>Buckinghamshire</b>	<b>0</b>	<b>Buckinghamshire</b>	<b>0</b>
Norfolk	0	Berkshire	0
Bedfordshire	0	Cambridgeshire	0
Oxfordshire	0	Hereford and Worcester	0
Dorset	0	Norfolk	0
West Sussex	1	Northamptonshire	0
Berkshire	1	Suffolk	0
Suffolk	1	Warwickshire	0
Wiltshire	2	Dorset	1
Northamptonshire	6	West Sussex	1
East Sussex	6	Wiltshire	1
Cambridgeshire	13	Oxfordshire	2
Hereford and Worcester	1	East Sussex	3

There has been no change in numbers in this category.

BFRS remains top of the league table with no major injuries.

<b>Vehicle Safety Events 2015/16</b>	
<b>Fire &amp; Rescue Service</b>	<b>Total Number of safety events</b>
Suffolk	18
West Sussex	23
Bedfordshire	28
Warwickshire	31
Cambridgeshire	33
Oxfordshire	34
<b>Buckinghamshire</b>	<b>37</b>
Berkshire	42
Wiltshire	48
Dorset	49
Hereford and Worcester	52
Northamptonshire	65
East Sussex	68
Norfolk	70

There has been an increase of seven reported safety events for 2015/16, however, on analysis eight of these were 'unavoidable' resulting from animal

<b>Annual Incidence Rate</b>			
<b>Fire &amp; Rescue Service</b>	<b>Total Number of employees</b>	<b>Total number of safety events</b>	<b>Incident Rate</b>
<b>Buckinghamshire</b>	<b>259</b>	<b>21</b>	<b>8108</b>
West Sussex	314	42	13376
Warwickshire	246	35	14227
Hereford and Worcester	264	38	14394
Wiltshire	197	30	15228
Oxfordshire	229	38	16593
Berkshire	385	64	16623
Dorset	242	50	20661
East Sussex	382	82	21466
Northamptonshire	275	63	22909
Bedfordshire	270	75	27778
Norfolk	264	76	28778
Suffolk	210	61	29047
Cambridgeshire	237	98	41350

strikes, being hit by a third party, vehicle crimes & stone chips.

For 2015/16 the DCLG changed the criteria for reporting which is reflected in the data above. Total employees now only includes operational personnel. There were twenty one injury safety events for the year for a total of 259 operational personnel which equates to 8108, a slight increase on last year's figures.

<b>Position across all 45 services 2015/16</b>	
<b>Fire &amp; Rescue Service</b>	<b>Annual incidence rate</b>
Greater London	4086
Cleveland	4683
Durham	5096
Tyne & Wear	5357
Nottinghamshire	5432
Shropshire	5899
West Midlands	6258
Derbyshire	7022
Merseyside	7591
Kent	7808
<b>Buckinghamshire</b>	<b>8108</b>

These health and safety performance statistics, produced by central government, highlight that nationally, of the **forty five Fire and Rescue Services, BFRS holds eleventh position** in the league table a truly great achievement for which operational personnel should be commended.



