

Health, Safety and Well-being



Annual Report

2016-17



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Forewords

"We are pleased to announce that Buckinghamshire Fire and Rescue Service have achieved the Gold Award for health and safety performance for the year 2016/17. The Royal Society for the prevention of Accidents (RoSPA) Awards are the most prestigious in the world of occupational health and safety, and held in high regard around the world, as winning one demonstrates an organisation's commitment to maintaining an excellent health and safety record. Achieving the standard required is no mean feat".

Julia Small
Head of Awards and Events
RoSPA

"We are delighted and very proud to have been recognised in this way by RoSPA. What makes it all the more special is that the very nature of the work we undertake means that more often than not, we have to place ourselves in positions of risk and mitigate the dangers.

We could not have achieved this without the commitment and dedication of all our staff to ensuring the health, safety and well-being of themselves, their colleagues, visitors and the communities they serve".

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

Executive Summary

Our performance: The statistical analysis for 2016/17 detailed in the appendix at the end of this year's report provides valuable comparisons with last year's Home Office Fire and Rescue Authorities Operational Statistics and against those Services of a similar size and structure (our peer group). It should be noted that BFRS provides total transparency in terms of statistical data and investigate every safety event reported whereas some Services do not investigate events that are deemed to be commensurate with the role of Firefighter or any event other than personal injury.

Championing health and safety: A programme of engagement sessions with operational personnel has been introduced in a bid to visibly demonstrate senior management commitment to health and safety. This is in addition to the work that has gone into encouraging all personnel to report safety events, 'near misses' and hazards through proactive reporting training. Evidence that this is happening is reflected in the safety event statistics contained within this report.

Multi-functional health and safety information system: eSafety procured for its health and safety functionality such as safety event/near miss reporting and investigation, is being utilised by other departments such as the Operational Assurance Team, Business Continuity, Fire Safety and Information Governance.

Working with others: The Head of Health and Safety for Thames Valley Police attends the quarterly Thames Valley health and safety meetings to explore and develop collaboration opportunities.

South East regional work continues to flourish with the benchmarking of safety event statistics between all nine Services and the completion and roll out of the Fire Service specific audit tool which will also be used nationally.

Fire safety arrangements audit: An independent company conducts an audit of the Authority's fire safety arrangements following the findings of an internal audit. The report identified **fifteen** recommendations based around the fire risk assessment template and the training of personnel.

Diesel exhaust emissions: Air sampling carried out by Bureau Veritas at four fire stations concludes that Buckinghamshire Fire & Rescue Service (BFRS) comply with HSE guidance on diesel exhaust emissions and there is no requirement to retrofit local exhaust ventilation systems.

Behavioural safety culture survey: A survey has been purchased to determine the level of behavioural safety within the Service and provide a benchmark of performance from which to improve further.

RoSPA achievement award: BFRS won a Gold Award for its health and safety performance for the year 2016-17.

Our Performance at a Glance

HEALTH AND SAFETY

A YEAR IN NUMBERS

Ctrl & click on the icons below for more information

INJURY RATE

97% 

Increase from 50.9 to 100.6 per 1000




ACCIDENT / INJURY

 46%

Increase from 27 to 46 reports



RIDDOR

167% 

Increase from 3 to 8 reports




NEAR MISS

 193%

Increase from 14 to 41 reports



ACTS OF VIOLENCE

100% 

Decrease from 1 to 0



VEHICLE DAMAGE

 19%

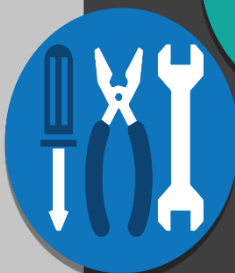
Increase from 37 to 44 reports

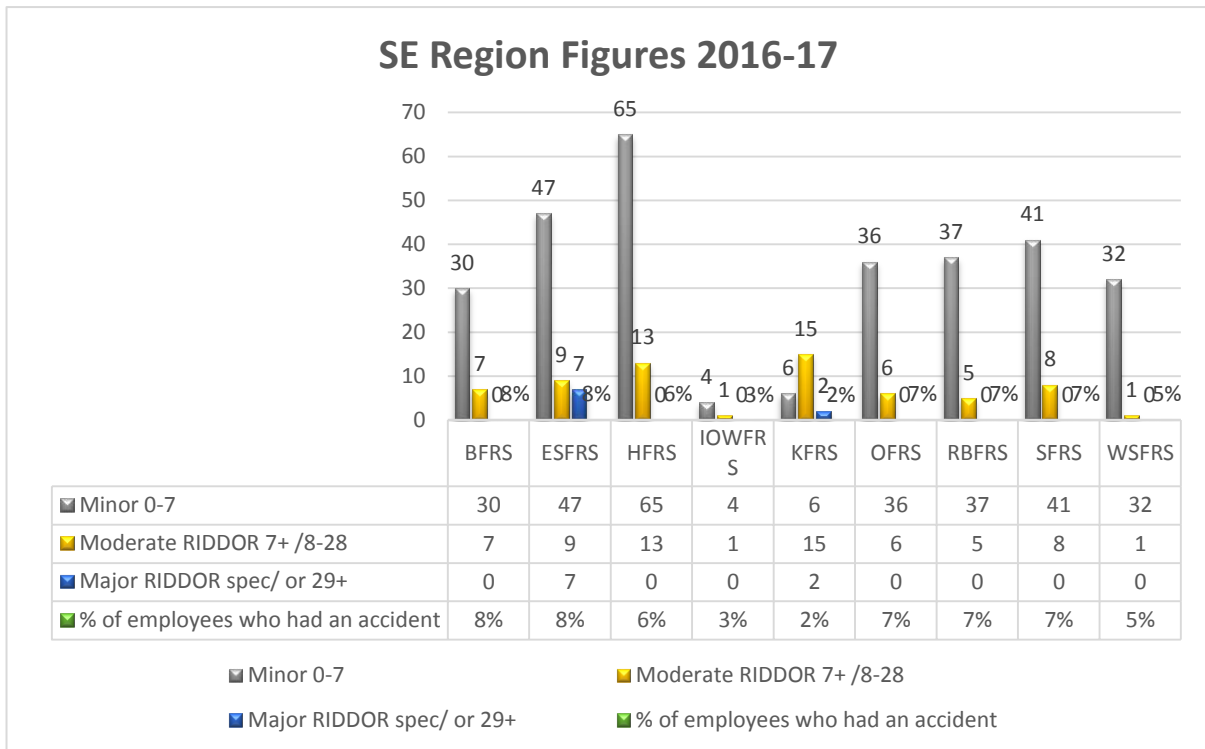


EQUIPMENT DAMAGE

 56%

Increase from 23 to 36 reports





The figures place BFRS fourth of the nine Services for the number of safety events that occurred during 2016-17.

Performance overview

From the graph in 'Our performance at a glance' on page 5, it is apparent that this year has seen an increase in five of the seven performance areas. However, it should be noted that BFRS report and investigate every type of safety event reported whereas some Services do not report or investigate events that are deemed to be commensurate with the role of Firefighter or any event other than personal injury. This makes national benchmarking difficult as the statistics are not comparing 'apples with apples'.

BFRS is totally transparent in terms of the statistical data provided to the Home Office giving assurance that, on inspection, the figures are accurate. This transparency aligns with the Service's aim to be in a continual 'inspection ready' state.

The injury rate has increased to 97% this year from 51% in 2015-16 which in numerical terms means an increase from 27 reported events in 2015-16 to 46 this year. To arrive at this figure the number of events reported is divided by the number of employees multiplied by 1000.

Overall the Accident/Injury rate has increased to 46%. Following the programme of health and safety proactive training to all Service personnel throughout late 2015 and early 2016, it appears that personnel are better educated and more aware of the need to report events and are doing so.

Injuries which are of a major nature or result in absence of over seven days are reportable to the Health and Safety Executive (HSE) under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).

This year there has been an increase of such events of 167%. In numerical terms this equates to an increase from three reports in 2015-16 to eight this year. All are of a minor nature and have been reported under the 'absence over seven days' criteria. Whilst the injuries sustained were all of a minor nature, collectively the eight reported events amounted to a total of one hundred and eighty three working days lost.

There have also been increases in the number of safety events reported for both vehicle and equipment damage. Vehicle damage events increased from thirty seven in 2015-16 to forty four this year of which thirty one were of a minor nature and thirteen were moderate. Of these, a number were third party at fault and some were of an unavoidable nature e.g. windscreen cracks, stones chipping and breaking fog lamps.

Equipment damage events increased from twenty three in 2015-16 to thirty six this year, of which thirty were of a minor nature and six were moderate.

The increase in numbers is as a direct result of the department monitoring both vehicle and equipment damage/defects and initiating safety event investigations, where necessary, which is excellent proactive monitoring.

It is pleasing to note the 100% reduction in the number of 'acts of violence' against employees from one in 2015-16 to zero this year.

It is especially pleasing to note the increase in the number of 'near miss' reports, rising from fourteen in 2015-16 to forty one this year – an increase of 193%. This is as a direct result of the programme of health and safety proactive training given to all Service personnel by the Health and Safety team.

In a further bid to increase the number of 'near-miss' reports in future, a simplified process and reporting form has been introduced which has been well received and is working well.

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:

- Minor safety events;
- Moderate RIDDOR safety events;
- Major RIDDOR 7 day or more than 29 days sickness safety events;
- Percentage of employees who had an accident.

The performance statistical data received from the Home Office for 2016/17 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 its peers.

There has been an increase in the **total number of persons injured** from twenty one to thirty seven with a small decrease in staff numbers from two hundred and fifty nine in 2015/16 to two hundred and fifty two in 2016/17. Of these injuries twenty five were of a minor nature and twelve were moderate. Analysis indicates that, as a result of the training carried out in 2015, personnel are reporting more accidents than in previous years.

Unfortunately there has been an increase in the number of **over 7 day injuries** from two in 2015/16 to seven resulting in one hundred and eighty three lost working days. A big percentage of days lost was as a result of two musculoskeletal injuries which accounted for seventy six days.

The total number of **injuries during routine activities** has increased from seven in 2015/16 to eleven which has resulted in a slip to sixth place in the league table. This is disappointing and work is underway to determine the reasons for the increase.

The total number of **injuries during training events** has seen an increase from seven in 2015/16 to sixteen in 2016/17. Analysis of these events highlight that this year saw the implementation of a new swift water training initiative resulting in several musculoskeletal strains and sprains. A review of this training has taken place confirming that this type of training in swift running water is necessary to improve fitness of personnel.

The Home Office has omitted to include the statistics for **vehicle safety events** so this is not captured in this report.

On a more positive note the **number of injuries at fires** has remained the same, at five, resulting in BFRS being top of the league table which is excellent news. The **total number of injuries at special service calls** remains in fourth place for a second year but has seen an increase from two to five.

BFRS has maintained the top position in the league table for the least **number of major injuries** for the third year with a total of zero. A further reflection of the importance of and commitment to the safety of personnel.

The Health and Safety Manager reports to the Performance and Strategic Management Boards on health and safety performance every six months which includes statistical data on the number and type of safety events occurring at operational incidents, training and routine activities.

Championing Health & Safety

Following the Royal Society for the Prevention of Accidents (RoSPA) audit in October 2015, as part of the action plan, a recommendation was made for the Service to introduce a means of visibly demonstrating to all personnel the commitment of senior management to health and safety throughout the Service.

In order to achieve this, a programme of health and safety engagement sessions, led by the Head of Service Development and the Health and Safety Manager, were initiated with the plan being to visit Wholetime and On-call watches throughout the year.

In a bid to ensure engagement and to provide a light hearted approach, the Health and Safety Manager obtained a set of prompt cards to generate debate on various health and safety related topics. At each visit two teams were created who went head to head against each other scoring points on the fullness of their answers. On each occasion the cards and questions soon became redundant as, within a confidential environment, personnel opened up and discussed issues/ideas relevant to themselves, their watches and station. Anonymised notes were taken and at the end of the round of visits feedback was provided to those watches on the progress of any issues or suggestions they had raised.

Some of these suggestions and issues have resulted in the following:

- Approval for a lighter weight rescue jacket to be procured for crews when dealing with RTCs in the summer months
- Near miss reporting procedure simplified
- Provision of stowage on the Turntable Ladder for helmets and PPE
- Safety event investigation process now less onerous

These engagement sessions were very well received, so much so that further engagement sessions have been planned and are currently being carried out.

Employee Well-being

Employee well-being remains a priority with work streams in progress on the sourcing and provision of mental health first aid for staff and trauma awareness for new operational personnel along with a review of the Critical Incident Stress Debriefing process.

It is well recognised that in general terms physical endurance and muscular performances of most firefighters is likely, at some point in their career, to decline.

The implementation of the national six monthly firefighter fitness tests comprising of the Chester Treadmill Test and the Fire Ground Assessment, should individuals not reach the required standards in the treadmill test, will

assist in improving and ensuring the continued fitness of operational personnel. In addition, the Service has invested in two fitness 'champions' who provide guidance and training for personnel who experience difficulty in acquiring and maintaining the required levels of fitness. These individuals have won awards for their fitness work and have gone over and above assisting personnel in achieving their goals often when not on duty which is testament to their dedication.

Whilst mandatory for all operational staff, support staff are actively encouraged to achieve the same fitness standard with fitness testing being accessible to them in the same way as operational staff although on a voluntary basis. The Authority has provided fitness equipment on all Wholetime and On-call stations.

Staff are able to access physiotherapy services, should this be recommended by the Occupational Health provider and always after a musculoskeletal injury, as a means to improve fitness and prevent further injury particularly relevant with an ageing workforce. Musculoskeletal injuries remain the top reason for absence amongst operational staff.

Phased return to work is actively encouraged for operational staff following an extended period of sickness. With the right support this process increases a person's speed of recovery and prevents potential relapses or complications that may affect their ability to return to full firefighting duties.

The Service and the Fire Service College (FSC) are in partnership for the provision and delivery of operational training. The Service's Associate Trainers are required to deliver, amongst other things, 'hot fire' training for operational personnel and for the FSC which has an impact on the number of 'BA hot wears' they undertake. In order to ensure the on-going welfare of these personnel the Service has adopted the FSC's suite of procedures, including the Breathing Apparatus (BA) Instructor Welfare procedure which restricts the amount of 'BA hot wears' a Trainer can have in a set period along with more stringent and regular medical checks.

Overall sickness absence was 2% lower in 2016/17 than in 2015/16 highlighting a small decrease in attendance for Operational employees and small improvement for Support employees.

Across the operational staff group musculoskeletal remained the top reason for absence with Anxiety / Depression/Stress remaining the second. The top sickness reason for Support Staff in 2016/17 was Anxiety/Depression/Stress.

This is in line with the rest of the public sector with "Nearly a third of organisations report an increase in stress-related absence over the past year and two-fifths a rise in reported mental health problems. Both are considerably more common in the public sector. Just over three-fifths of organisations are

taking steps to identify and reduce stress in the workplace and the majority are taking some action on mental health". CIPD 2016.

The Service has a number of interventions on well-being including six weekly Service Delivery Absence Management meetings chaired by the Head of Service Delivery where trends and cases are closely scrutinised. These meetings were set up in response to an upward trend in absence.

Stress audits and risk assessments are undertaken where necessary to facilitate a faster return to work for absence caused by stress and anxiety.

The continuing priorities are to reduce absence as a result of muscular-skeletal injuries; improve employee mental well-being through counselling services and promoting overall fitness and well-being through a review of the Physical Fitness Testing procedure and the provision of training for Fitness Advisors.

Underpinning these changes is the requirement to increase employee fitness which includes providing physiotherapy where needed; promote positive coping strategies for stress, which include wellness action plans and Critical Incident Stress Debriefing (CISD) protocols.

Pro-active stress management has been a focus since 2014. The Authority has signed up to MIND's "Blue Light Pledge", which sets standards of support for emergency service employees. This has been followed up during 2016/17 with a new CISD procedure and refresher training for the debriefing team. In addition a working group has been set up to promote mental health first aid across the Service with two of its members having recently received accredited training to become Mental Health First Aiders.

Compulsory completion of an e-learning package on how to manage stress has been rolled out across the Service in addition to an e-learning package on CISD both of which have been well received by staff. Procedures for stress audits, risk assessments and the use of wellness action plans are fully embedded across the Service.

A dedicated "Fighting fit" web page on the intranet continues to be updated regularly by employees with information on health, fitness and well-being initiatives. The Employee Proposition is also bolstered by new voluntary employee benefit options including: Dental services, GP Consultation services, routine health screenings, therapies and wellbeing options and reimbursement of costs for Flu jabs and Hepatitis B vaccinations.

Multifunctional H&S Information System

The roll out of eSafety, the bespoke safety event reporting and investigation system, at the beginning of April has proved successful with greater numbers of personnel becoming proficient in its use.

Since going live (September 2016) in the Health and Safety department, the team have identified that the system can be utilised by other departments as a means of recording information, allocating and carrying out actions and providing an audit trail from initiation to completion.

The team have been active in demonstrating how the system can benefit departments and as such have seen take up of the system by the Operational Assurance Team who will use the system to input details of internal and national learning from incidents, findings from gap analysis, generate actions for stakeholders and, once complete, be able to close off the matter. This will ensure that a complete audit trail, held in one place, is available for auditors and inspectors whenever required. An important step towards achieving the Service's objective of being in an 'inspection ready' state.

Other departments that are actively seeking to utilise the system are Business Continuity, Fire Safety (for complaints) and Information Governance (for Authority premises security matters).

Demonstration of the system has also been extended to other Fire and Rescue Services such as Shropshire, Thames Valley Police and Prezzo the Italian restaurant chain.

This systems offers flexibility and longevity for users within the Service and as such is an excellent example of value for money.



Health and Safety (H&S) Training

Health and Safety training remained high on the list of priorities for the Training Strategy Group with approval given to procure the following courses:

External Providers

Accident Investigation training for the final Level 2 Accident Investigators took place in early April ensuring that all staff are now trained to the same standard.

Two **IOSH Managing Safely** courses took place in January and March 2017 for 21 delegates consisting of both operational and support staff new to managing people or who require the qualification as part of their role.

The course has been reduced from four days to three so the Health and Safety department took the opportunity to use half of the fourth day to apply their learning to the Service's procedures for hazard reporting, risk assessment, safety event/near miss reporting and investigation. In addition, a Hazardous Materials Environment Protection Advisor (HMEPA) gave training to all operational Supervisory Managers on the procedures to follow should they be required to take charge of an incident involving chemical substances.

Two personnel attended an external **Fire Warden** course as part of the legal requirement to provide the appropriate number of wardens for the occupancy and type of premises.

A **NEBOSH General Certificate** course was run in-house for a number of Station Commanders new to the role. In order to reduce costs the remaining places on the course were sold to Oxfordshire and Royal Berkshire FRSs.

In- house

eSafety electronic safety event reporting and investigation system. A programme of training for all personnel was delivered by the Health and Safety team, from February to the end of March, on how to report and investigate safety events and 'near misses' through the eSafety portal. Flexi-Duty Officers were given additional training on how to promote an event and assign an investigating officer.

Training for personnel by the Health and Safety team will be ongoing as, due to the relatively small number of safety events, use of the system will be infrequent.



Management of Risk

Audit of Fire Safety arrangements - Following the results of the audit of fire safety arrangements carried out by the Authority's Fire Safety teams at various Authority premises, it was decided that a specialist fire risk management company should be contracted to come in and carry out an independent audit of fire safety arrangements across all Authority sites to ensure the fire risk assessments currently in place are suitable and sufficient. The directors of the company selected are ex fire service senior officers who have an understanding of the layout, use and potential issues of fire stations.

The audit, which involved the auditors carrying out their own fire risk assessments of all Authority premises, took place over four days. The outcome of the audit was a detailed report containing 15 recommendations – 10 of a minor nature and 5 moderate which include training for personnel carrying out fire risk assessments and changes to procedures. Further improvements will be delivered through an action plan.

Diesel Exhaust Emissions – With diesel being upgraded to a Group 1 carcinogen, an aging red fleet and stations that do not have a local exhaust ventilation system the Health and Safety Manager procured the services of specialist scientific advisors Bureau Veritas to conduct air sampling for diesel

exhaust emissions at various fire stations to accurately determine the levels of diesel particulates and levels of exposure to crews.

The rationale for the stations selected was based on duty systems, the size and age of stations and appliance types. These stations were Aylesbury, High Wycombe, Newport Pagnell and Winslow.

The sampling took place over two days with tests running for a minimum of four hours at each station. The results clearly indicated that the air quality within the appliance bays of the stations tested was within acceptable limits and no substances were found to be present in a concentration likely to present any significant risk to fire fighters and other personnel carrying out their normal duties in the area.

This was excellent news and provides assurance of compliance with the guidance on Diesel Exhaust Emissions set out by the Health and Safety Executive. There is also no requirement to retrospectively fit local exhaust ventilation (LEV) systems which would have had considerable cost implications. The typical cost of an LEV system is between £10K and £20K thus saving the Authority a minimum of £150K.

Future mitigation of this risk is the appliance replacement programme and the installation of local exhaust ventilation systems in any new build premises.

Asbestos removal from Authority premises – As part of the Property strategy, a significant asbestos removal programme was undertaken in the appliance bay at Beaconsfield Fire Station. Despite the high risk nature of this work, the Property Department, the contractors and station personnel worked together to enable the fire station to remain operational for the duration.

The removal of the asbestos eliminates the risk and ensures continued compliance with the Control of Asbestos Regulations. A further programme of asbestos removal is due to take place at Olney Fire Station in the near future.

RoSPA Audit- In November the lead auditor returned to review progress with the action plan created following the audit in October 2015. He was very pleased to see that good progress has been made on all of the action points in the action plan and went on to say 'well done to all of you and others in your Service'. The final action point will be completed by the end of September upon which it will be closed off.

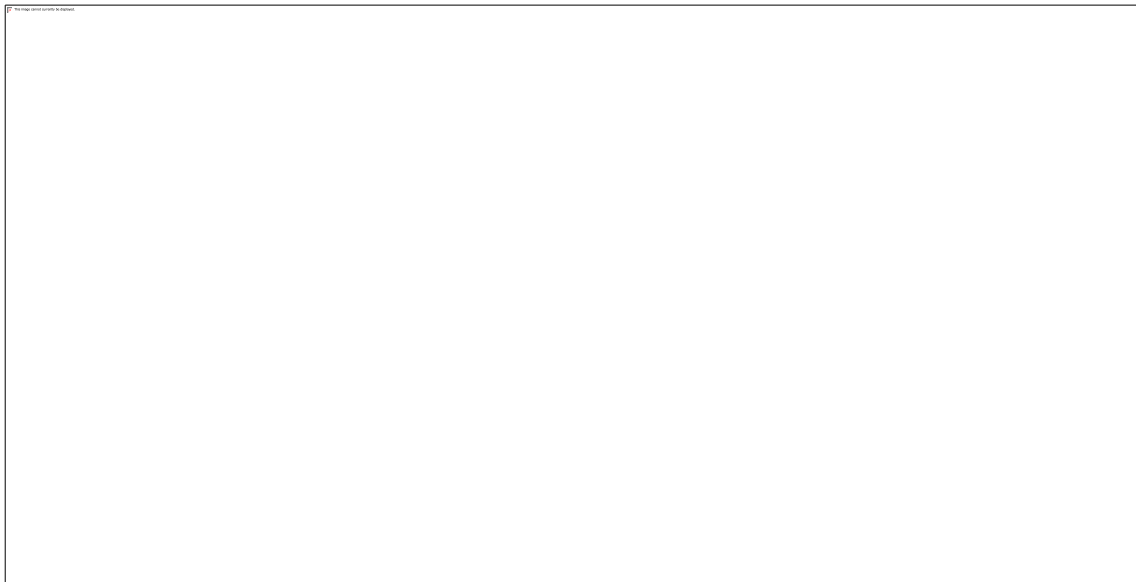
Once again, the prompt action taken by the stakeholders in completing the action plan is testament to the commitment to health and safety throughout the Service.

Behavioural Safety Culture survey – In a bid to further improve our performance in terms of reporting of safety events and proactive reporting and

monitoring, the department purchased the Health and Safety Laboratory (HSL) Behavioural Safety Culture survey in order to determine the behavioural safety culture of the Service and provide a benchmark from which to improve performance moving forwards.

The survey commenced in May and ran until the end of July. There were 127 responses to the survey which represents 27% of the Service. Whilst this is just above a quarter of the workforce, in terms of internal survey response research this is a positive response.

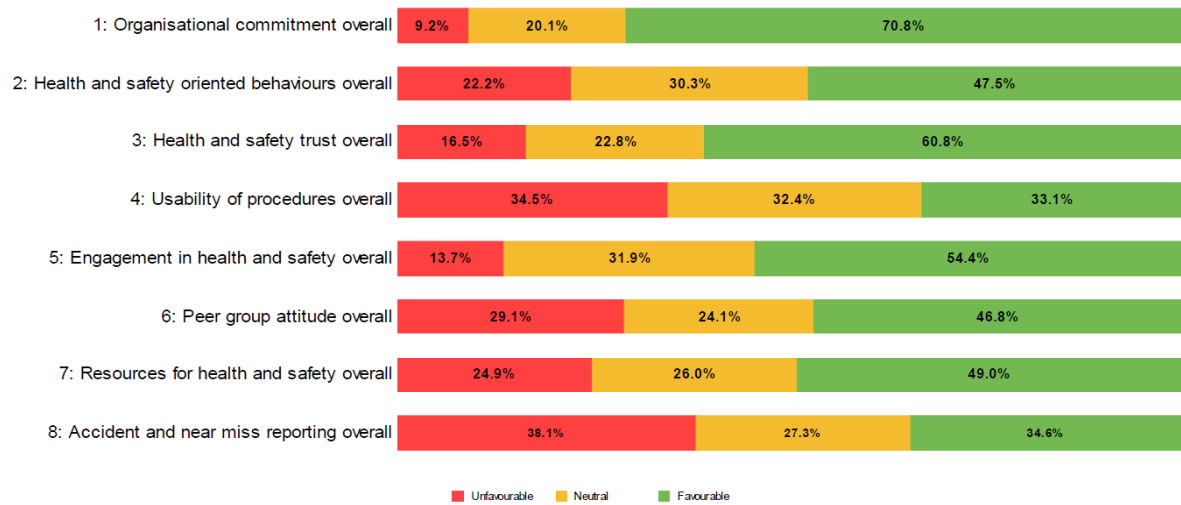
The graph below shows the percentage of personnel who responded by their role (some respondents chose not to state this information). Initial findings are detailed below:



The responses are divided into eight sections and an overview is provided overleaf. Please note, the areas in red are 'unfavourable' responses; amber are 'neutral' and green are 'favourable' responses.

Summary of overall responses by factor for all respondents

Summary of overall responses by factor for all respondents



The most 'favourable' responses directly taken from the survey were:

- "Good communication of health and safety information" - 80% strongly/agree.
- "Line Managers rarely check that people here are working safely" – 75.2% strongly/disagree.
- "H&S equipment works well" – 74.2% strongly/agree.

The most 'unfavourable' responses that have been highlighted as areas to work on are:

- "Sometimes it is necessary to take risks to get the job done" – 68.8% strongly agree. 83.9 per cent of Wholetime or On-call personnel who responded strongly agree.
- "There are always enough people available to get the job done safely" – 55.6 per cent strongly disagree.
- "Near misses are always reported" – 49.6 per cent strongly disagree.

These initial findings have been communicated to staff via the Intranet.

Once full analysis has been completed the department will be asking for volunteers to be part of a focus group to seek ways of improving in those areas identified, concentrating on the key areas of 'usability of procedures' 'peer group attitude' and 'accident and near miss reporting'.

In addition, a review of the suggestions made in the open questions for feasibility will take place with implementation where appropriate.

Key performance indicators will be set for safety event and 'near miss' reporting for 2018-19.



Working with others

Internally – Health and safety is the golden thread that runs through all Service activities and remains high profile at every level. Whilst performance is excellent there is work to be done in ensuring health and safety is considered from the outset of any new equipment/system procurement process and in general cohesion between departments.

Working at Height activities – The Health and Safety Manager has been nominated to undertake the role of Governance Manager for all working at height activities. This is to ensure that a holistic overview is maintained at all times to ensure compliance with legislative requirements. All training activities remain with the specialist Area Trainer and under the remit of the Group Commander for Operational training.

Thames Valley FRs and Thames Valley Police – the Thames Valley fire services Health and Safety Managers continue to meet regularly.

BFRS have initiated and are developing strong links with the head of health and safety for Thames Valley Police with a view to seeking opportunities for collaborative working. Following a one day visit to headquarters, discussions are underway on the potential for joint risk assessment, training and alignment of processes opportunities.

He is now a regular attendee at the Thames Valley meetings and is keen to work with all three FRs.

Both Oxfordshire and Royal Berkshire have been invited to purchase licences to use the eSafety safety event reporting and investigation system. The benefits to BFRS is a reduction in the hosting and support costs, ownership and control of the system and places BFRS in a strong position to lead on any health and safety department amalgamation in the future. Benefits for the other Services are: no set up costs; no requirement to build and configure the system; signing up to an established system which has been through 'de-bugging'; and, only a third share of the hosting and support costs.

Oxfordshire are currently seeking authorisation from their senior management team to go ahead and Royal Berkshire have deferred temporarily.

South East region. BFRS has strengthened its position on the South East Regional Health and Safety Committee with the Health and Safety Technician taking on the role of Secretary and the department agreeing to collate and disseminate the safety event statistics for all Services in the region.

The fire service specific health and safety audit tool has been approved by both the National Fire Chiefs' Council (NFCC) and the HSE. The guidance and scoring

mechanism has been written and promulgated. All that remains is for the NFCC to determine the level of qualification for the auditors.

The East of England region is currently trialling it and will feed back their findings before the South East region trial it early in 2018.

Performance Indicators

Budgets

The final outcome of this year's budget saw a slight overspend due to training costs for the team in the use and administration of eSafety and accrued overtime costs from rolling out the eSafety training programme for the On-call personnel.

Objectives for 2016/17

Please see below the health and safety objectives set in line with the Authority's Public Safety Plan for this year:

1. Improve H&S performance measurement framework reflecting the ROSPA audit;
2. Improve proactive monitoring of HSW by staff;
3. Undertake a focussed review of the Authorities fire safety arrangements;
4. Explore possible collaborative approach;
5. Look to commission CFOA literature research on incidence of cancer in Firefighters;
6. Look for opportunities to use HSW as a brand promotion.

It has been a successful year with all objectives being met where possible.

Objective 5 is being actioned through the NFCC Health and Safety national committee with literature research being carried out by the Centre for Applied Science and Technology (CAST).

Objective 6 is ongoing and will continue to be so.

Health and Safety Business Administration Apprentice

A Business Administration Apprentice joined the department in August on a two year contract. After familiarisation and general training she has been given responsibility for the monitoring and administration of eSafety which includes giving training to personnel as required. She also undertakes the administration for the department which includes preparation for the Health, Safety and Well-being Committee and minute taking.

She has achieved the IOSH Managing Safely qualification and has undertaken a course in minute taking. She is also a trained Fire Warden.

At the end of her apprenticeship she will have achieved a BTEC Level 3 Diploma in Business Administration.

RoSPA Achievement Award

In December the Health and Safety Manager decided to enter BFRS into the annual RoSPA Achievement Award, these awards are the most prestigious in health and safety and are held in high regard around the world.

To be eligible for an achievement award RoSPA examines the safety management system of an organisation and how well it is implemented throughout. This is determined through the collation of evidence and detailed accounts of how the criteria is achieved and requires an extensive amount of work by the applying organisation.

In April notification was received to say that BFRS had won the Gold Award, the highest in its class which was an outstanding result as the last award given was in 2012. The Health and Safety team were proud and delighted to go to London in June for the Awards ceremony which was a memorable occasion.

This is a fantastic achievement and one that could not have been happened without the dedication and commitment of all BFRS personnel.



Appendix 1

Family peer group performance comparison tables 2015/16 and 2016/17

The H&S department are required to report on BFRS end of year accident statistical returns to the Home Office on 31 May 2017 for the period 1 April 2016 to 31 March 2017.

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 an increase in the number of personnel injured at operational incidents from twenty one to thirty seven for this reporting period which is disappointing. Of these injuries twenty five were of a minor nature and twelve were moderate.

Reason: Analysis indicates that, as a result of the training carried out in 2015, personnel are reporting more accidents than in previous years.

HS2- Injuries at training events have seen an increase from seven in 2015/16 to sixteen and injuries during routine activities has increased from seven in 2015/16 to eleven.

Reason: Analysis of these events highlight that this year saw the implementation of a new swift water training initiative resulting in several musculoskeletal strains and sprains. A review of this training has taken place confirming that this type of training in swift running water is necessary to improve fitness of personnel.

Work is underway to determine the reasons for the increase in injuries during 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.

Detailed below are the league tables which provide a visual view of the overall safety performance of BFRS in the operational arena. An explanation of performance can be found in the Performance Overview section of the report on page six.

Total Number of Persons Injured	2015-16	2016-17
Bedfordshire	75	32
West Sussex	42	33
Warwickshire	35	34
Buckinghamshire	21	37
Berkshire	64	42
Oxfordshire	38	42
Northamptonshire	63	47
Suffolk	61	55
Hereford and Worcester	38	56
East Sussex	82	63
Norfolk	76	83
Cambridgeshire	98	115

Total Number of Injuries at fires	2015-16	2016-17
Buckinghamshire	5	5
Warwickshire	7	5
West Sussex	7	7
Suffolk	18	8
Bedfordshire	9	9
Oxfordshire	7	9
Berkshire	16	10
East Sussex	20	10
Northamptonshire	16	12
Hereford and Worcester	7	14
Norfolk	16	22
Cambridgeshire	17	33

Total Number of Injuries at Special Services	2015-16	2016-17
Hereford and Worcester	3	4
Oxfordshire	2	4
Suffolk	6	4
Buckinghamshire	2	5
Warwickshire	1	5
Bedfordshire	7	6
West Sussex	12	6
Norfolk	8	8
Northamptonshire	10	8
Berkshire	5	9
East Sussex	15	10
Cambridgeshire	18	22

Total Number of Injuries during Routine Activities	2015-16	2016-17
Bedfordshire	26	6
Oxfordshire	6	6
Hereford and Worcester	6	7
West Sussex	6	7
Berkshire	23	9
Buckinghamshire	7	11
Suffolk	11	11
Northamptonshire	22	13
Norfolk	12	16
Warwickshire	16	16
East Sussex	15	20
Cambridgeshire	29	21

Total Number Injuries during Training	2015-16	2016-17
Warwickshire	11	8
Bedfordshire	33	11
West Sussex	17	13
Berkshire	20	14
Northamptonshire	15	14
Buckinghamshire	7	16
East Sussex	32	23
Oxfordshire	23	23
Hereford and Worcester	22	31
Suffolk	26	32
Norfolk	40	37
Cambridgeshire	34	39

Total Number of Over 7 Days Injuries	2015-16	2016-17
West Sussex	3	1
Bedfordshire	10	3
Warwickshire	5	3
Norfolk	22	4
Berkshire	12	5
Cambridgeshire	2	5
Oxfordshire	6	6
Buckinghamshire	2	7
Hereford and Worcester	5	7
Northamptonshire	4	9
Suffolk	6	9
East Sussex	24	9

Total Number of Major Injuries	2015-16	2016-17
Bedfordshire	7	0
Berkshire	0	0
Buckinghamshire	0	0
Hereford and Worcester	0	0
Northamptonshire	0	0
Oxfordshire	2	0
Suffolk	0	0
Warwickshire	0	0
West Sussex	1	0
Norfolk	0	1
East Sussex	1	7
Cambridgeshire	0	7

Annual Incidence Rates			
Fire & Rescue Service	Total number of employees	Total number of safety events	Incident rate
West Sussex	649	33	5084
Bedfordshire	590	32	5424
Oxfordshire	627	42	6698
Berkshire	599	42	7012
Buckinghamshire	506	37	7312
Suffolk	748	55	7353
East Sussex	854	63	7377
Warwickshire	454	34	7489
Hereford and Worcester	745	56	7517
Northamptonshire	539	47	8720
Norfolk	822	83	10097
Cambridgeshire	661	115	17398

The Home Office has changed the criteria for reporting to include the total number of personnel rather than operational personnel only. The figures above show that of five hundred and six personnel, thirty seven safety events occurred in 2016/17 which equates to an incidence rate of 7312 a significant decrease from 8108 in 2015/16.

