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SURREY POLICE

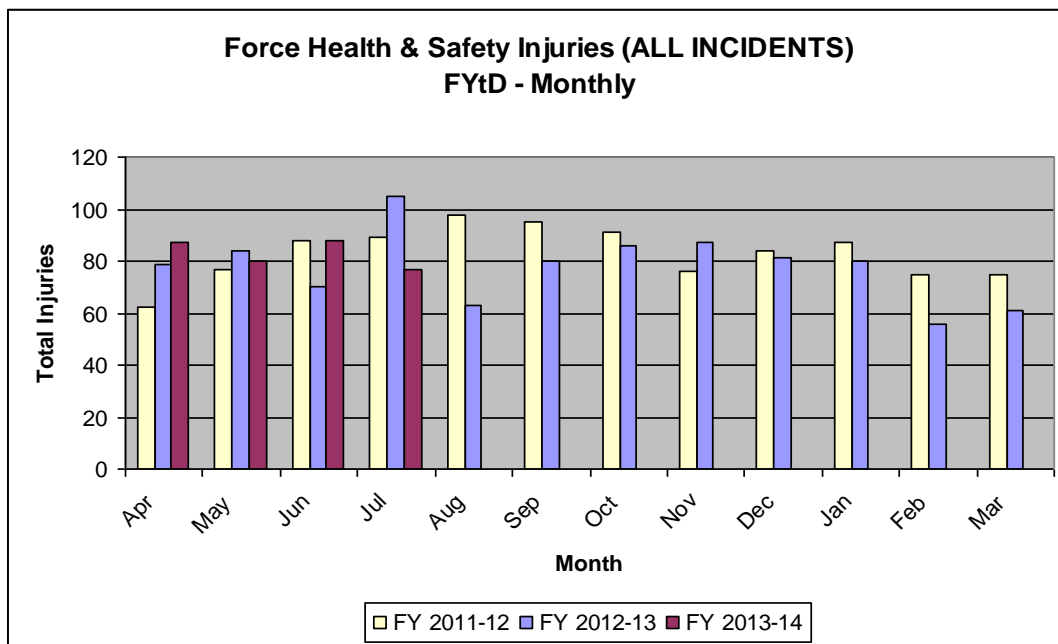
PAPER For September Management Meeting

UPDATE ON HEALTH AND SAFETY AND ANY FINANCIAL IMPLICATIONS

1. Performance

Incidents to date for this financial year

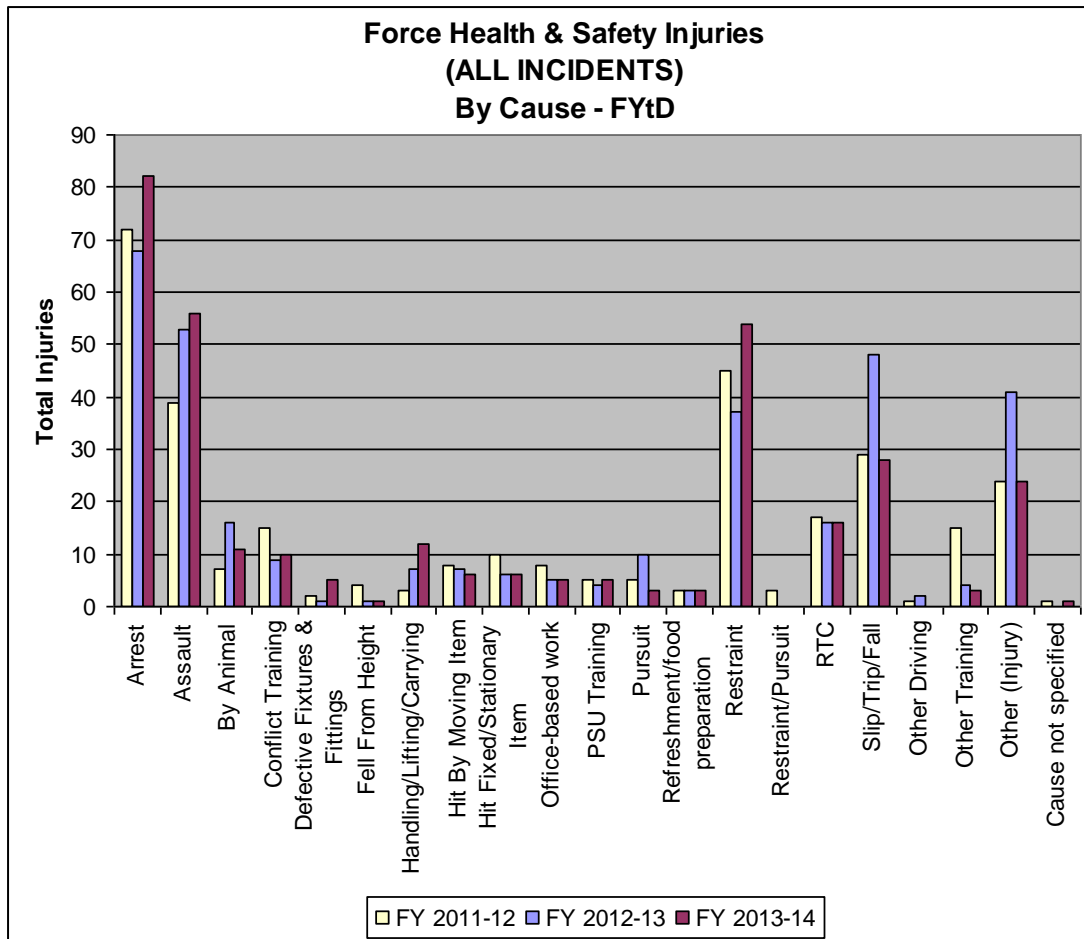
The total reported incidents are showing a slight reduction from the start of this financial year and whilst year to date figures are consistent with the last 2 years, the reducing trend this year to date is more positive.



Cause of injuries

The 'arrest', 'assault' and 'restraint' categories account for most injury reports with injuries from 'arrests' and 'restraint' showing the biggest apparent increases this year. This has been raised at the Strategic Health and Safety Board chaired by the Deputy Chief Constable (DCC), which has commissioned research to better understand the increase.

The majority of all injuries (including those from ‘arrest’ and ‘restraint’) are of a minor nature, i.e. graze, bruise, ache, reddening of the skin, and soreness, and they do not result in lost work days.



For the financial year 2012/13, there were 891 incidents in Surrey, compared to an average figure of 626 across forces in England and Wales. However, caution is needed when interpreting this as the information available does not show the average injury to each officer and staff member across all forces. For Surrey, the data equates to an average of 21% of officers and staff combined receiving some form of injury over the last financial year.

Injuries resulting in absence

There is a financial implication when injuries result in an absence from work due to the loss of working days. The detail of this will depend on the role and position of the person involved and whether their absence results in lost opportunity cost, or more tangible costs

required to provide cover e.g overtime. The most significant absences are 'RIDDOR' (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) incidents; these relate to major injuries at work, and also include those which result in absence for over seven consecutive days. There have been eight reports this financial year to date resulting in a total of 124 lost working days. The most significant injuries included:

- Fractured thumb
- Dislocated wrist
- Dislocated shoulder

In relation to non 'RIDDOR' incidents there have been 16 reports resulting in a total of 81 lost working days. 36 days are attributable to a Road Traffic Collision (RTC).

2. Health & Safety Re-structure

In July 2013 the team was restructured to;

- One Senior Health and Safety Advisor
- One Health and Safety Advisor
- One part time Health and Safety Administrative Assistant

Internal training is taking place to make managers aware of their responsibilities under Health and Safety. It is also planned that this training will continue across the remaining staff once NICHE training is complete. This forms part of other development work to assist with proactively controlling risk in the workplace. Collaboration with Sussex Police on Health and Safety management is also being explored and proposals on this are scheduled to go to the DCC's Collaboration Board in October.

3. Mandatory Health and Safety E-Learning (NCALT)

It is a mandatory requirement for all officers and staff to complete the following modules:

- Display Screen Equipment module (working with a VDU)
- Fire Awareness
- Manual Handling Awareness
- Health and Safety for Managers (All those who manage people should complete this)

Progress on completion is monitored by Command and Business Area and is also further monitored at the Strategic Health and Safety Board.

4. Conclusion

In summary, the level of injuries at work is fairly consistent with previous years, but their causes are changing slightly. As mentioned earlier, the increase in numbers of 'Arrest', and 'Restraint' injuries are being further investigated, whilst the reduction in the recorded numbers of 'trip, slip and fall' and 'other' injuries appears to be a result of milder weather combined with the implementation of better practices by cleaning contractors. Performance is monitored internally with oversight at the DCC's Strategic Health and Safety board. The Health and Safety team is now more streamlined and collaboration with Sussex Police is being explored to see if further savings and efficiencies could be made.