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SURREY POLICE - PAPER FOR PCC MANAGEMENT MEETING

Update on Health and Safety

1. Introduction

Since July 2013, Health and Safety (H&S) transferred into Service Quality, having been moved before the lead force model was introduced. The H&S provision has been subject to substantial attrition rates (both pre and post July 2013), which is being mitigated through formal support from the Sussex H&S Manager and Advisor. The opportunity presented by current staffing arrangements is such that collaboration can be considered now, with minimal impact to staffing across both counties.

2. Collaboration

The H&S teams across both counties are preparing a Sussex-led business case to be presented at the Joint DCC's Board in Q.1 2014. These proposals will centre on joining policy and processes and providing a legally acceptable H&S provision of resources and advice across both counties. Irrespective of the formal collaborative options, both teams are looking at aligning policies and processes, introducing the same meeting structures and using the same document sets to support these.

3. DCC's Quarterly Health and Safety Board Meeting

a. From the previous H&S board meeting, the DCC has authorised an external ICT contractor to identify the technical issues arising within the 12/2 (injury on duty) incident reporting system to enable the system to produce data quickly and accurately.

b. The Learning and Development Team has been made responsible for the H&S training packages, which are being developed and improved to offer better value for money along with meeting the needs of all staff. External providers are being sought and packages will be introduced soon.

c. As a result of discussions in the meeting relating to H&S collaboration with Sussex Police, Surrey is adopting the Sussex BCU/Departmental H&S management process.

d. The DCC has requested that BCU and departmental heads identify H&S Single Points of Contacts, to work with the HQ H&S advisor and manage H&S at a local level.

4. Training and Education

Internal training is taking place to make managers aware of their responsibilities under H&S legislation; this training package is currently being developed and improved. It is planned that it 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. As of 8th January, NCALT packages were 76% complete for display screen equipment, 67% complete for manual handling and 74% complete for fire safety.

The H&S team is looking at deficiencies regarding fire marshals and first aid training across the force. The requirement for this and the responsible commanders/managers will be identified or reiterated over the following visits/audits/training.

5. Statistical information

Table 1 below shows a number of calculations made from statistics generated from the 12/2 system. It must be noted that some numbers presented below come from manual analysis of the system which at the time of preparing the report is subject to fixes to the formula and extraction data which creates the final automated numerical output; this work is currently being undertaken by ICT. Percentage and fraction rates are worked out from the total number of incidents. Any changes noted in incident rates may be due to a number of factors such as local events, environmental conditions or random occurrences. There has been a large number of very minor incidents reported; while this is helpful in building up a bigger picture, the number of injuries may be reflective of this increased reporting.

Serials 15 and 16 show estimates that have been made using Discovery Viewer to work out the cost of staff being absent due to injury on duty over a financial year; calculations are based on staff being on full pay at the UK national average wage. There has been a downward trend in lost days due to injury.

Table 1 – Injury statistics

Serial		October	November	December
1	Number of Officers	1939	1939	1939
2	Number of Staff	2228	2228	2228
3	Total Employees	4167	4167	4167
4	Total Arrests	1784	1689	1628
5	RIDDOR	1	2	1
6	Near Miss	3	4	5
7	Adverse Incident in Custody	14	6	13
8	Total Use Of Force (UOF)	97	93	74
9	Total Injury Reports	36	32	45
10	UOF that resulted in an Injury	19 (19.6%)	30(32.2%)	19(25.6%)
11	% of Arrests that result in a UOF	5.4	5.5	4.5

12	% of Arrests that ended in an Injury Report	2.3	1.9	3.3
13	% Employees that suffered an Injury	0.9	0.8	1.1
14	Injuries per 1000 Employees	8.6	7.7	10.8
15	Use Of Force per 1000 Arrests	54.4	55.1	45.5
		2011/2012	2012/2013	2013/2014
16	Days absent due to Injury over Year	3045	2875	2371
17	Year's cost of absent days due to injury (full pay, at UK national average £26,500)	£221,067	£208,725	£172,134

6. Breakdown of injury reports/causes

Figure 1 shows the separation of injuries across Surrey Police; this information includes all Surrey Police employees. Guildford shows the largest number of injuries, and statistics show that the majority of slips/trips/falls are at Headquarters. The main reason for this is believed to be the large number of staff and difficult terrain especially when wet or icy. Figure 2 reiterates the pattern and expands the split over the entire 4th quarter period.

Figure 1 – Injuries separated by month

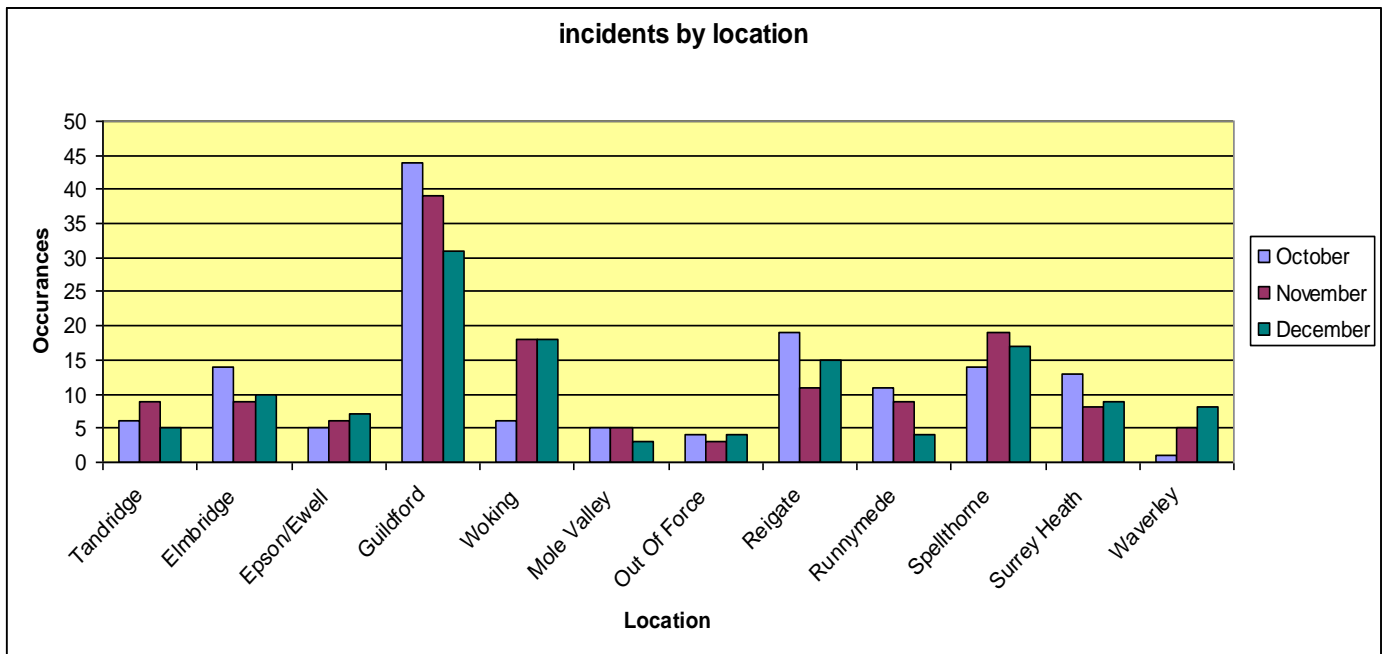
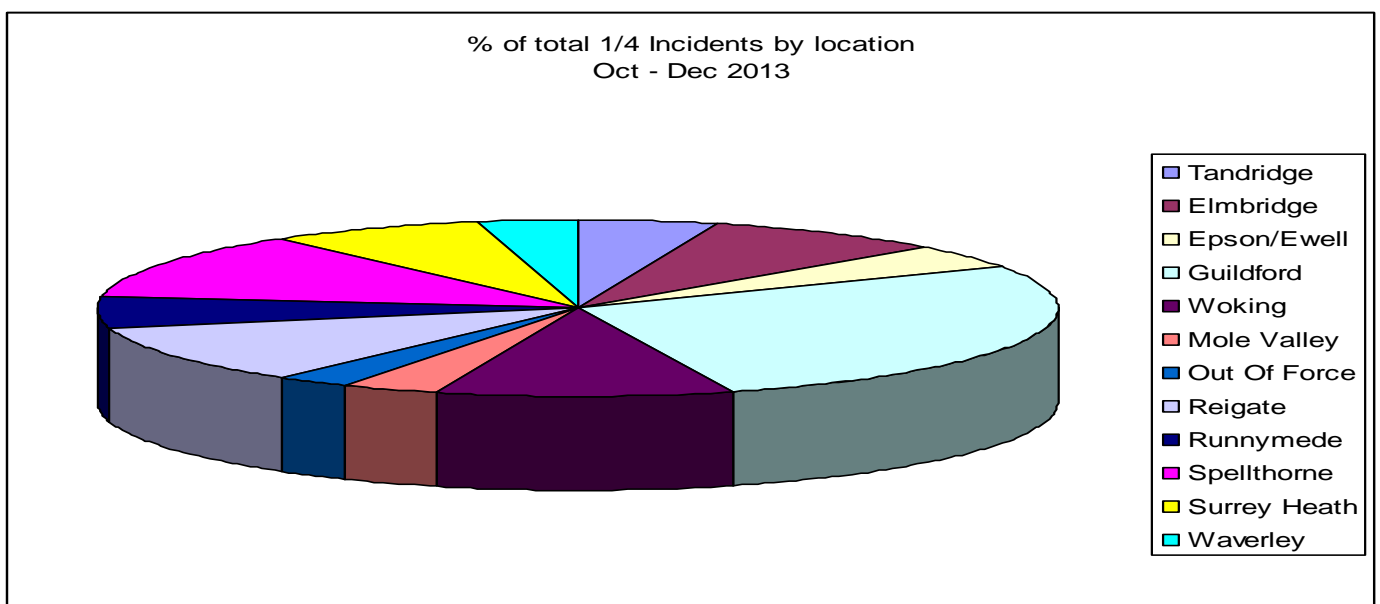


Figure 2 – Percentage of injuries by location for 4th quarter 2013



Figures 3 and 4 show the number of injuries that have been sustained by all Surrey Police employees by month and throughout the 4th quarter of 2013. It can be seen that the 4 main injuries are pain/aches, cuts/grazes, bruising and twisted/sprained limbs.

Figure 3 – Injuries suffered by month

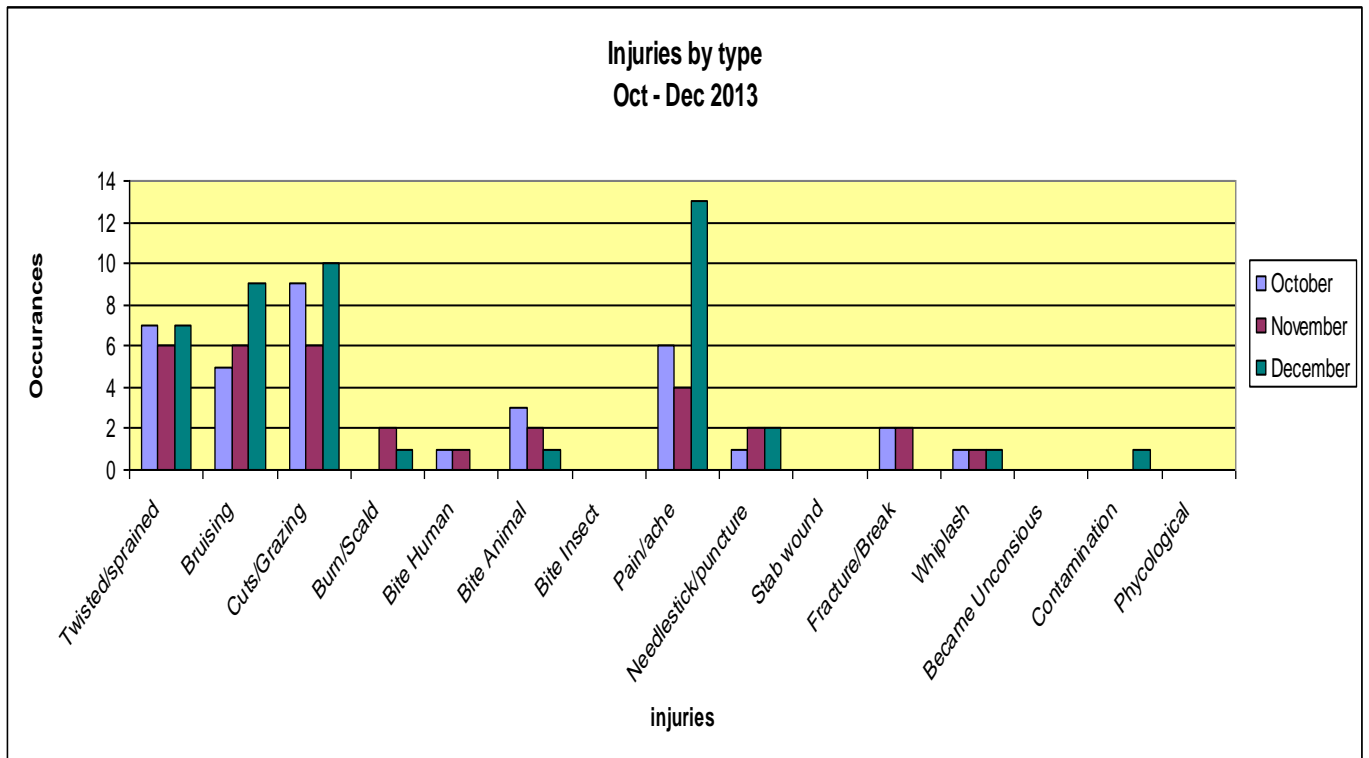
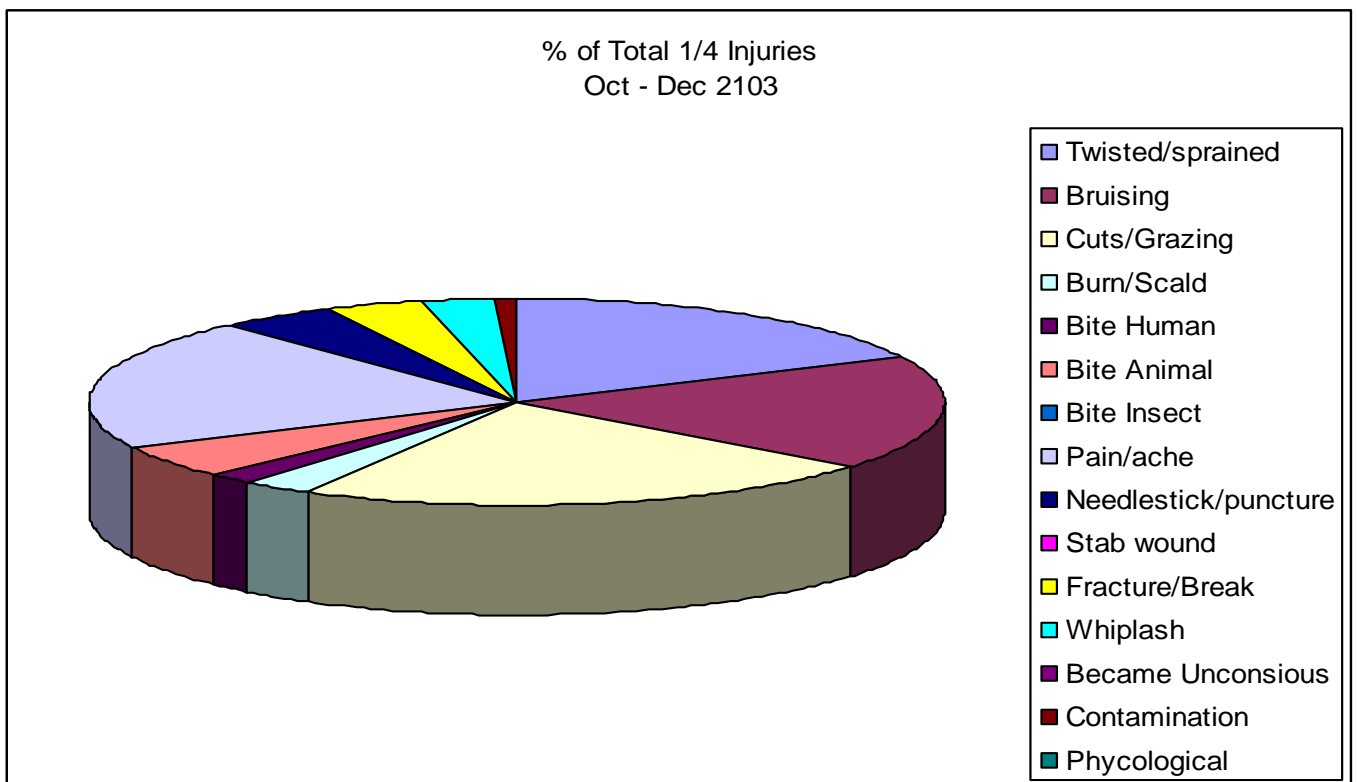


Figure 4 - Percentage of injuries (4th quarter 2013)



Many injuries are being sustained during the process of arresting suspects or the handling of detained persons (DP) in custody. Injuries associated with attacks on officers from DPs are difficult to prevent, and similarly several officers have been assaulted whilst on patrol. It is intended for the H&S advisor to informally spend time with officers both in custody and on patrol to observe practices and gain an awareness of the difficulties faced and make any recommendations to reduce injuries.

Several officers have been injured whilst climbing gates/fences in the pursuit of suspects. Awareness training could be offered to recruits and officers to improve dynamic assessments of obstacles and techniques involved in scaling these. There is a noticeable number of pain/ache related injuries; on analysis there is a large element of misreporting by users, as the system is inherently subjective which can cause statistical errors. Analysis shows no obvious trends or individual reason for this other than the fact that more officers suffered injuries and reported these as pain/aches.

7. Reportable Incidents to the HSE

- a. An officer sustained injury to their shoulder after catching a falling member of the public whom the officer was escorting to their home.
- b. A member of police staff slipped on ice at the entrance to the contact centre at HQ, suffering a broken bone.
- c. An officer fell whilst climbing a fence/gate to catch a fleeing suspect, suffering severe muscle pains.
- d. An officer suffered lumbar pains following a 7-mile cross country pursuit of hunt protestors.

8. Conclusion

Police work by its nature involves risk, and the drive is to ensure that the risk of injury is minimised through the use of suitable equipment, provision of appropriate training, designing out of key hazards, and analysis of data and trends to identify and respond to themes. Collaboration work with Sussex Police will drive the H&S culture and regime, allowing for increased efficiency and resilience. The collaborative approach will be based on portfolio responsibilities with relevant senior manager accountability to each Deputy Chief Constable.