



PART ONE

Item 09

Health and Safety Update report

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Title:	Health and Safety Update Report
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Purpose:	Update on Health and Safety in Surrey Police
ACPO / Strategic Lead:	DCC O'Reilly
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What are the Policing Principles?

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|--|--|--|
| Accountability <input checked="" type="checkbox"/> | Fairness <input checked="" type="checkbox"/> | Honesty <input checked="" type="checkbox"/> |
| Integrity <input checked="" type="checkbox"/> | Leadership <input checked="" type="checkbox"/> | Objectivity <input checked="" type="checkbox"/> |
| Openness <input checked="" type="checkbox"/> | Respect <input checked="" type="checkbox"/> | Selflessness <input checked="" type="checkbox"/> |

1. Background

1.1. This report provides an update on health and safety statistics and health and safety management arrangements within Surrey Police for the reporting period July 2017 to October 2017.

2. Commentary on key safety issues

2.1. Assaults' and 'restraint' injuries have been the main cause of injury during these five months, with 'arrests and other' injuries falling close behind.

2.2. Twenty three near miss reports have been received over this period. Of particular note:

- a. Two reports were RIDDOR reported (under Dangerous Occurrence). One concerned an electrical cable which had been severed during tree grinding works, and another where a disk copier caught fire.
- b. Whilst checking the battery level of a Taser, turned on the device at which point the Taser has discharged the cartridge; firing the barbs into the floor. Taser taken out of service and sent for a download
- c. Positive legionella results in Reigate and Caterham.
- d. Leak in ceiling in IT, filling a laptop with water and flooding electrical conduits.

2.3. Twenty RIDDOR's have been reported over this period. Of particular note:

- a. Solo crewed officer assaulted by violent 17 year old. Punched to the head and face multiple times, pulled to the floor and hair pulled. Officer sustained bruising to head, nose and both arms.
- b. Officer came into contact with white powder (suspected to be Fentanyl). He experienced increased heart rate and felt dizzy, but was cleared at hospital. (Dangerous Occurrence).
- c. Officers arrested DP who became violent (punching and kicking). The DP also pushed one of the officers against the wall so she hit her head and became temporarily unconscious.
- d. Officers jumped back over a fence. Hanging from fence, IP dropped himself two to three feet to the floor. Sustained fracture to heel bone.
- e. Whilst carrying out ARV vehicle tactics officer caught hand with car door, resulting in a fracture to their left hand.

2.4. Thirty 'Other' Injury reports have been reported. Of particular note:

- a. (3) Continuing body armour issues.
- b. (6) Awkward movement.
- c. (2) Fingers/hand shut in car door/door.
- d. (2) Injuries from broken glass through breaking window panes/panel.
- e. (3) Uneven ground issues

3. Health and Safety Statistical Data for June 2017 to October 2017

Jun-17 to Oct-17		SURREY				
		Jun-17	Jul-17	Aug-17	Sep-17	Oct-17
TOTAL Employees		3882	3908	3918	3925	3950
- No. Officers (incl. Specials)		2081	2112	2128	2124	2141
- No. Staff (incl. PCSO's)		1801	1796	1790	1801	1809
1	TOTAL Injuries (incl. UoF resulting in injury)	50	53	47	51	66
2	TOTAL Assaults (incl. assaults no injury)	9	8	10	5	11
3	TOTAL Near Miss	3	7	4	4	5
4	TOTAL Absence and Restricted Days (Injury)	195	239	278	293	285
5	Incidence Rate Injuries per 1000 employees (1&2)	15	16	14	14	19
6	RIDDOR DATA	4	5	5	2	4
	- Over 7 Days Absence or Restricted Duties	2	1	2	2	1
	- Specified Injury	0	1	1	0	3
	- Dangerous Occurrence	0	1	2	0	0
	- MOP Taken to Hospital	2	2	0	0	0
7	TOTAL Arrests (Primary)	900	1029	999	934	1049
8	TOTAL Custody Adverse Incidents	37	31	42	24	39
9	Civil Claims (Injuries)	1	0	0	0	0
	- Total Claims Received	£50K	£00	£00	£00	£00
	- Claims Reserve Set (£)					
	- Total Claims Closed	1	1	2	0	0
	- Costs Paid	£16,559	£12,500	£11,152	£0	£0

Jun-17 to Oct-17		SURREY
1.	Top Five 'Incident Type' for TOTAL injuries	Total Injuries & Assaults with injuries (267)
		<ul style="list-style-type: none"> - Assault (43) - Restraint (43) - Arrest (32) - Other (30) - Slip/Trip/Fall (22)
2.	RIDDOR 'Incident Types'	Total RIDDOR (10)
		<ul style="list-style-type: none"> - MOP/DP (4) - Arrest (1) - Hi Fixed/Stationary Item (1) - Other 'Stepped awkwardly' (1) - Assault (2) - Slip/ Trip/ Fall (3) - Restraint (1) - Other Driving (1) - Other Training (1) - Conflict Training (1) - By Animal (1) - Dangerous Occurrence Positive legionella samples (1)

4. Update on the rollout of the Safety Management System

4.1. In accordance with our risk profiling approach, the safety management system is being rolled out to High and Very High inherent safety risk areas first. Active work streams include:

- a. Gatwick Airport Operations.
- b. Tactical Firearms
- c. Joint Transport Services
 - i. Astley House Lewes
 - ii. Chichester
 - iii. Crawley Down (new joint site).
 - iv. Godstone
 - v. Hastings
 - vi. Horsham
 - vii. Stonebridge
- d. Surrey Custody
 - i. Guildford Custody Suite
 - ii. Staines Custody Suite
 - iii. Salfords Custody Suite
- e. Surrey Police Estate
- f. Sussex Police Estate
- g. Sussex Custody
 - i. The PFI sites
 - ii. Hastings Custody Suite
 - iii. Crawley Custody Suite

4.2. The rollout of the safety management system continues to be affected by the volume and complexity of work uncovered as part of the safety reviews being undertaken. Due to the high risk nature of the departments, the Health and Safety Service undertake detailed work with sites and provide support to resolve identified issues.

4.3. The Surrey Health and Safety Advisor Post has now been filled. This post has been vacant since March 2017, with work being absorbed within the team and the rollout of the safety management system within Surrey, slowed.

5. 2018 Review of the Health and Safety Policy

5.1. The current Health and Safety Policy establishes that the Health and Safety Service will provide health and safety assistance which is proportional to the inherent health and safety risk that a department poses. The approach is key to the revised model of managing safety adopted by Surrey and Sussex Police which involved reducing the number of safety advisors and collaborating.

5.2. Risk profiling ensures:

- a. Demand is managed: There can be a tendency to focus resources on areas where the greatest demand comes from, but this isn't always where the greatest safety risk exists. Risk perception can mean that high risk services become desensitised to the level of risk they are managing, and don't seek sufficient support. Lower risk

areas can overestimate the degree of risk, and seek support which is disproportional to the risk.

- b. Limited resources are focussed on significant risk: Risk profiling enables resources to be focussed on the highest risk areas with lower risk areas being left to self-manage. For risk profiling to work, a robust safety management system is required, which makes it easy for managers in low to medium risk areas to self-manage. Proactive management information is also required which measures where risk exists and also how well it is being managed. This information can then be used to focus resources in a dynamic way.

5.3. It is proposed during 2018 the Health and Safety Policy and Arrangements for Surrey and Sussex Police should be updated to clarify the support offered to departments. The proposed clarification includes:

- a. Very High and High risk departments will receive the following support:

- i. A dedicated Health and Safety Advisor.
- ii. One to one support to roll out the safety management system.

- b. Low and Medium risk departments will be allowed to self-assess their compliance with an improved and simplified People Safety tool and through the use of toolkits. Compliance will be randomly sampled.

6. Decision[s] Required

6.1. For information and note only.