

BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is not a Key Decision within the Council's definition and /has not been included in the relevant Forward Plan

**Report of the Executive
Director of Core Services**

Health and Safety Report 2018/2019

1. Purpose of Report

This report seeks to present issues raised in the 2018/2019 Health and Safety Report. The 2018/2019 report provides a comprehensive overview of health and safety performance within the Authority.

2. Recommendations

- 2.1 That the Authority's health and safety performance for 2018/2019 is noted and continuous efforts made to improve upon performance in this area.

3. Introduction

3.1 Health and Safety Report 2018/2019: Executive Summary

3.1.1 The year April 2018 to March 2019 has seen further improvements in the Council's health and safety performance and also the implications of challenges faced in delivery of these services and maintenance of this performance. Positive indicators seen in 2018/2019 are shown below (with comparative data for 2017/2018 shown in parentheses):

- The majority (88%) of audits show a satisfactory level of compliance with the Council's governance arrangements for health and safety
- A decrease in RIDDOR reportable accidents with 13 (15) over seven days injuries and one (one) specified 'major' injury
- The Council's RIDDOR reportable accident performance when compared to national statistics remaining favourable
- A decrease in days lost due to incidents of violence and aggression to 16 (57)
- A decrease in the total number of employer's liability claims to 18 (21) with 13 (15) related to accidents and 5 (6) to work related ill health

3.1.2 However, some negative indicators are also seen:

- A worsening of compliance with requirements to develop risk assessments to 68% (76%) – (77% (83%) corporately and 50% (60%) in schools)
- An increase in accidents reported to 151 (148) accidents (accompanied by a decreased reporting rate to around 84% (100%))

- An increase in reported incidents of violence and aggression to 163 (158)
- An increase in days lost due to accidents to 582 (564) with an increase in the associated costs
- An increase in RIDDOR recordable accidents with 21 (16) over three day injuries
- An under-reporting of near miss accidents and lower level incidents of violence and aggression

Overall a number of opportunities for improvements exist with these outlined below along with proposals to address them (note that whilst opportunities have been grouped there is not necessarily a 'cause and effect' indicated):

Priority identified in 2018/2019	Action required in 2019/2020
1. The reporting of 'near misses' remains lower than expected along with a statistical decrease in the reporting of accidents.	Further reiteration of the need for employees to report all incidents and for managers to encourage and respond positively to reports received.
2. Increase in RIDDOR categorised incidents along with a decrease in risk assessment compliance.	Risk assessment is the 'bedrock' of practical risk reduction and services need to ensure that suitable, sufficient and proportionate risk assessment is undertaken.
3. Majority of reports of violence and aggression involve a degree of physical violence indicating an under-reporting of lower level incidents.	Further reiteration of the need for employees to report all incidents and for managers to encourage and respond positively to reports received.
4. Increase in days lost attributed to musculoskeletal reasons and absences attributed to mental wellbeing reasons.	Whilst this may link to the action outlined in 2 above, this will be considered as part of the wider employee wellbeing review that began in spring 2019.
5. Whilst the majority of audit scores are 'satisfactory' there is room for improvement in terms of compliance.	Review of operational health and safety management systems within services to ensure that they have suitable, sufficient and proportionate arrangements to operationally manage health and safety.

3.1.3 Despite these negatives, reflecting the Council's overall performance in this area, the Council has not experienced any formal enforcement action by the Health and Safety Executive or South Yorkshire Fire and Rescue and achieved the Royal Society for the Prevention of Accidents (RoSPA) Order of Distinction for Occupational Safety and Health and the British Safety Council International Safety Award.

3.1.4 This year again reiterates the need for a greater reliance on Business Units to fulfil aspects of the overall health and safety function and ensure that good health and safety practice is embedded within services.

3.2 Overview of the content of the Health and Safety Report 2018/2019

- 3.2.1 The report identifies the major causes and effects of accidents to employees and outlines remedial, responsive and proactive measures to reduce the risk of injury and work-related ill-health.
- 3.2.2 This report contains data in respect of the causes of accidents, the types of injury occurring and the parts of body injured. The report provides details of the cost of accidents to the Authority. Whilst the primary concern of the Authority is the health, safety and well being of its employees, this is nevertheless an important issue in economic terms. This issue is considered further with the incorporation of details provided by the Service Director Finance regarding Employer's Liability Claims.
- 3.2.3 The report deals with the issue of Work Related Violence to Employees. It outlines the number of reported work related violent incidents to employees. It also provides details of the services of the Health, Safety and Emergency Resilience Service as they relate to statutory occupational health.

4. Consideration of alternative approaches

- 4.1 Due to the nature of this report, alternative approaches are not considered. However, as discussed above, the current challenges faced by the Council may lead to further reports to Cabinet on this matter in due course.

5. Proposal and justification

- 5.1 Accept the annual Health and Safety Report 2018/2019 as a summary of current health and safety performance within the Authority. This supports the Corporate Health and Safety Policy, the statutory requirement for the management of health and safety and internal governance arrangements.

6. Delivering Sustainable Community Strategy Ambitions and Local Area Agreement Outcomes

- 6.1 There are no foreseen implications of this report.

7. Long term sustainability of the proposal

- 7.1 The Report emphasises the need for maintained focus on the overall health and safety function in order to uphold standards.

8. Impacts on local people

- 8.1 There are no foreseen implications of this report.

9. Compatibility with European Convention on Human Rights

- 9.1 There are no foreseen implications of this report.

10. Promoting equality and diversity and social inclusion

- 10.1 There are no foreseen implications of this report.

11. Reduction of crime and disorder

11.1 There are no foreseen implications of this report.

12. Conservation of bio-diversity

12.1 There are no foreseen implications of this report.

13. Risk management issues including health and safety

13.1 The report contributes to the Council's strive to maintain high standards of health and safety. The report identifies risks and proposes appropriate control measures.

14. Financial implications

14.1 Whilst there are no financial implications stemming directly from the report, unless health and safety matters are continually addressed, the costs detailed in the Report may escalate.

14.2 The Health, Safety and Emergency Resilience Service, by development and implementation of the Occupational Health and Safety Management Strategy, can develop policies and procedures on health and safety, but without the day to day commitment of senior managers, managers, and those in supervisory roles, to ensure that these policies and procedures are effected, these measures are impotent

14.3 To appreciate the financial implications of health and safety, the report gives a detailed breakdown of the total number of accidents reported in 2018/2019 for the Authority, and the number of these that resulted in the injured person being absent from work.

15. Employee implications

15.1 Improvements in health and safety across the Council enrich the quality of employees' working life.

16. Glossary

16.1 Not applicable

17. List of appendices

Appendix 1 – Health and Safety Report 2018/2019.

18. Background Papers

18.1 See Appendix 1

19. Annex – consultations

19.1 Financial implications

Whilst there are no financial implications stemming directly from the report, unless health and safety matters are continually addressed, the costs detailed in the report may escalate.

19.2 Employee implications

Improvements in health and safety across the Council enrich the quality of employees' working life.

19.3 Legal implications

The report assists the Council to fulfil its statutory duties under the Health and Safety at Work etc. Act 1974, the Civil Contingencies Act 2004 and the Fire Safety (Regulatory Reform) Order 2005 and associated legislation

19.4 Policy implications

The report supports the Council's Corporate Health and Safety Policy. There are no foreseen implications of this report.

19.5 ICT implications

There are no foreseen implications of this report.

19.6 Local Members

There are no foreseen implications of this report.

19.7 Health and safety considerations

The report assists the Council to fulfil its statutory duties under the Health and Safety at Work etc. Act 1974 and associated legislation. The report supports the Council's Corporate Health and Safety Policy.

19.8 Property implications

The report supports the Council's Corporate Health and Safety Policy as it applies to the safety of premises. There are no foreseen implications of this report.

19.9 Implications for other services

Measures outlined in the report impact upon all departments within the Council.

19.10 Implications for service users

The report assists the Council to fulfil its statutory duties under the Health and Safety at Work etc. Act 1974 and associated legislation.

19.11 Communications implications

There are no foreseen implications of these proposals.

Simon Dobby, Head of Corporate Health, Safety and Emergency Resilience;

5th August 2019;