

BARNSELY METROPOLITAN BOROUGH COUNCIL

REPORT OF: EXECUTIVE DIRECTOR CORE SERVICES

TITLE: Health and Safety Report 2022/2023

REPORT TO:	CABINET
Date of Meeting	26th July 2023
Cabinet Member Portfolio	Core Services
Key Decision	No
Public or Private	Public

Purpose of report

To provide an overview of the Council's health and safety performance and outline an action plan for improvement in 2023/2024

Council Plan priority

Enabling Barnsley

Recommendations

That Cabinet:-

1. Note the findings of the report
2. Endorse the action plan and targets for 2023/2024

1. INTRODUCTION

1.1 From April 2022 to March 2023, we've seen some improvements in our health and safety performance and also identified some areas where we've more to do. We've seen some positive indicators in 2022/2023 which are shown below (with comparative data for 2021/2022 shown in brackets):

- All of audits show a satisfactory level of compliance with our governance arrangements for health and safety.
- The RIDDOR reportable accident performance when compared to national statistics remains favorable (around 45% lower than national rates at 1.8 incidents per 1,000 employees in the Council compared to 3.2 incidents

per 1,000 employees nationally).

- A decrease in the total number of employer’s liability claims to 7 (9) with 4 (7) related to accidents and 3 (2) to work-related ill-health.
- A decrease in days lost due to violence and aggression to four (16).
- An improvement in compliance with requirements to develop risk assessments to 73% (64%).

1.2 Some negative indicators are also seen with these viewed in the context of comparison to 2021/2022:

- An increase in reported accidents to 74 (63) albeit remaining below pre-pandemic levels and mirroring increases in reportable accidents nationally).
- An increase in days lost due to accidents to 524 (302) albeit again remaining below pre-pandemic levels.
- An increase in RIDDOR recordable/reportable accidents to 13 (10) with 8 (5) over seven days injuries, 4 (4) over three-day injuries and 1 (1) specified ‘major’ injuries.
- An increase in reported incidents of violence and aggression to 123 (86) albeit again remaining below pre-pandemic levels.
- An under-reporting of near-miss accidents and presumed lower-level (and potentially all) incidents of violence and aggression.

1.3 We’ve outlined a number of opportunities for improvements along with proposals to address them:

Priority identified in 2022/2023	Action required in 2023/2024
1. Improvements in accident, violence and aggression and near miss reporting.	Implementation of an online incident reporting platform supported by a repeat of campaigns run in 2022/2023 on incident reporting.
2. Linked to year two of the service health and safety audit programme, Business Units to review and implement our occupational health and safety management system within services to ensure that they have suitable, sufficient, and proportionate arrangements to operationally manage health and safety.	The audit programme will continue in 2023/2024 and Business Units need to continue to review and implement the occupational health and safety management system within services to ensure that they have suitable, sufficient, and proportionate arrangements to operationally manage health and safety. Those services already audited need to work through their audit action plan and maintain the management arrangements they have in place.

<p>3. Whilst improvements have been made in 2022/2023 the need for Business Units to ensure that all required risk assessments are completed, and risk controls implemented and monitored following the guidance and templates available.</p>	<p>Ongoing need for Business Units to ensure that all required risk assessments are completed, and risk controls implemented and monitored following the guidance and templates available.</p> <p>Whilst a welcome improvement has been seen in 2022/2023, the fundamental issue remains in a minority of incidents employees having accidents where the manager cannot confirm that a risk assessment for the activity was in place. This requires services to implement the arrangements put in place for risk assessment.</p>
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1.4 Despite these negatives, reflecting our overall performance in this area, we haven't experienced any formal enforcement action by the Health and Safety Executive or South Yorkshire Fire and Rescue.

We're proud to have 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.



This year 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 refreshed and embedded and evidenced within services.

2. PROPOSAL

2.1 That Cabinet note the health and safety performance outlined in the report and endorse the action plan and targets for 2023/2024. This supports the Corporate Health and Safety Policy, the statutory requirement for the management of health and safety and internal governance arrangements.

3. IMPLICATIONS OF THE DECISION

3.1 Financial and Risk

There are no direct financial implications arising from the report. Indeed, improvements in health and safety management will support limiting the financial costs of accidents and incidents. Health and safety management is fundamentally concerned with managing risk and the minimisation of harm through injury and ill-health and loss.

3.2 Legal

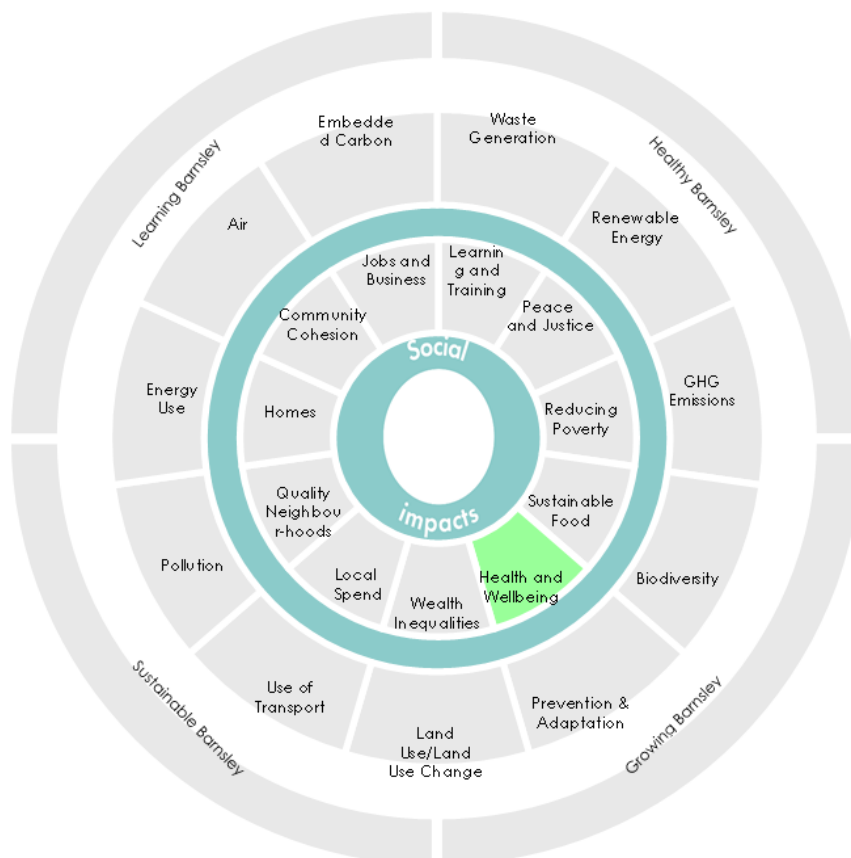
The report supports the Council's health and safety management arrangements and compliance with legislative duties under the Health and Safety at Work etc. Act 1974 and associated legislation.

3.3 Equality

An Equality Impact Assessment is not required due to factual nature of the report.

3.4 Sustainability

Positive health and safety management have the effect of minimising risks to employees therefore reducing potential impacts on their overall health and impacts on health services.



3.5 Employees

The report supports the Council's health and safety management arrangements and efforts to minimise risks to employees and prevent injury, ill health or other losses to employees and maintain employee welfare.

3.6 Communications

There are no foreseen implications of these proposals. Support will be sought from Communications and Marketing in promulgating the action plan and targets to managers and employees.

4. CONSULTATION

The Council's Business Improvement, HR and Communications Management Team and Senior Management Team have been consulted on the Health and Safety Report 2022/2023 and support the content and recommendations within.

5. ALTERNATIVE OPTIONS CONSIDERED

5.1 Due to the nature of this report, alternative approaches are not considered.

6. REASONS FOR RECOMMENDATIONS

6.1 The report supports the Corporate Health and Safety Policy, the statutory requirement for the management of health and safety and internal governance arrangements.

7. GLOSSARY

Not applicable

8. LIST OF APPENDICES

Appendix 1: Health and Safety Report 2022/2023

9. BACKGROUND PAPERS

Health and Safety Report 2022/2023

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made

10. REPORT SIGN OFF

Financial consultation and sign off	Senior Financial Services officer consulted and date Colette Tyrell 12th July 2023
Legal consultation and sign off	Legal Services officer consulted and date Sajeda Khalifa 28th June 2023

Report Author: Simon Dobby
Post: Head of Corporate Health, Safety and Emergency Resilience
Date: 20th June 2023