

BARNSLEY 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 Core Services**

Health and Safety Report 2019/2020

1. Purpose of Report

This report seeks to present issues raised in the 2019/2020 Health and Safety Report. The 2019/2020 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 is noted and continuous efforts made to improve upon performance in this area.

3. Introduction

3.1 Health and Safety Report 2019/2020: Executive Summary

3.1.1 The year April 2019 to March 2020 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 2019/2020 are shown below (with comparative data for 2018/2019 shown in parentheses):

- A decrease in reported accidents to 144 (151)
- A decrease in reported incidents of violence and aggression to 137 (163)
- The majority 77% (88%) of audits show a satisfactory level of compliance with the Council's governance arrangements for health and safety
- A decrease in RIDDOR recordable/reportable accidents to 18 (22) with 12 (13) over seven days injuries and 4 (8) over three-day injuries
- The Council's RIDDOR reportable accident performance when compared to national statistics remaining favourable (around a third lower than national rates)
- A decrease in the total number of employer's liability claims to 14 (18) with 9 (13) related to accidents and 5 (5) to work related ill health

3.1.2 However, some negative indicators are also seen:

- An increase in specified 'major' injuries to 2 (1)
- A worsening of compliance with requirements to develop risk assessments to 64% (68%) – (66% (77%) corporately and an improvement to 59% (50%) in schools)
- An increase in days lost due to accidents to 943 (583) (with 8 accidents accounting for 87% (825) of days lost of which 2 accidents accounted for

43% (404 days)

- An increase in days lost due to violence and aggression to 97 (16)
- An under-reporting of near miss accidents and presumed 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 (opportunities have been grouped):

Priority identified in 2019/2020	Action required in 2020/2021
1. Accident reduction through improvement in risk assessment development and risk control. Whilst there has been a decrease in overall RIDDOR reportable/recordable incidents there has been an increase in specified major injuries and days lost. This is accompanied by a decrease of 4% in risk assessment compliance with in 64% of accidents recorded the manager stating that no risk assessment was available or in the wider sense applicable to the work being undertaken at the time of the accident. The results of audits substantiate the lower than expected development and implementation of risk assessments.	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 – this will address issues relating to the number and severity of accidents and risk assessment compliance.
2. The reporting of 'near misses' remains lower than expected	Specific campaign to be developed and implemented to reiterate the reporting of all accidents and incidents and in particular near misses in order to restate the need for employees to report all incidents and for managers to encourage and respond positively to reports received.
3. Whilst the majority of audit scores are 'satisfactory' there is room for improvement in terms of compliance. Audit scores are generally overall lower than in 2018/2019. The main finding has been a lack of documentary and recorded evidence to substantiate the audit responses, i.e. the proof to demonstrate satisfactory practice – this is reflected in the common opportunities for	Business Units to review and implement the Council's occupational health and safety management system within services to ensure that they have suitable, sufficient and proportionate arrangements to operationally manage health and safety.

improvement highlighted.	
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- 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.



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 embedded and evidenced within services.

3.2 Overview of the content of the Health and Safety Report 2019/2020

- 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. Also incorporated is a summary, provided by the Service Director Finance, of Employer's Liability Claims.
- 3.2.3 The report deals with the issue of work-related violence and aggression 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. Proposal and justification

- 4.1 Accept the annual Health and Safety Report 2019/2020 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.

5. Consideration of alternative approaches

- 5.1 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.

6. Implications for local people and service users

- 6.1 The Report emphasises the need for maintained focus on the overall health and safety

function in order to uphold standards of health and safety for local people who interact with or receive the Council's services.

7. Financial implications

- 7.1 Whilst there are no financial implications stemming directly from the report, unless health and safety matters are continually addressed, any related costs related to accidents, incidents etc. may escalate.
- 7.2 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
- 7.3 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.

8. Employee implications

- 8.1 The Report emphasises the need for maintained focus on the overall health and safety function in order to uphold standards and prevent injury, ill health or other losses to employees and maintain employee welfare.

9. Legal implications

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

10. Customer and digital implications

- 10.1 There are no foreseen implications of this report.

11. Communications activity

- 11.1 There are no foreseen implications of these proposals.

12. Risk management issues

- 12.1 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.

13. Health, safety and emergency resilience issues

- 13.1 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.

14. Consultations

- 14.1 The Council's Core Service Directorate Management Team and Senior Management Team have been consulted on the Health and Safety Report 2019/2020 and support the content and recommendations within.

15. Glossary

15.1 Not applicable

16. List of appendices

16.1 Not applicable.

17. Background papers

17.1 Health and Safety Report 2019/2020.

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