

For Information	
Public/Non Public*	Non Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	21st June 2016
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Agenda Item:	10

*If Non Public, please state under which category number from the guidance in the space provided.

Annual Health & Safety Report 2015-2016

1. Purpose of the Report

- 1.1 To provide a full year update on health & safety issues and statistics for the period April 2015 to March 2016.

2. Recommendations

- 2.1 For Board Members to note

3. Reasons for Recommendations

- 3.1 Update report only

4. Summary of Key Points (this should include background information and options appraisal if applicable)

4.1 Summary of reported injuries

Accident injuries including RTC's	2015/16	2014/15	Increase/Decrease
Police Officers	167	305	-45%
Police Staff	68	92	-26%
Special Constables	4	6	-33%
Cadets	2	0	-
Total	241	403	-40%

Assaults	2015/16	2014/15	Increase/Decrease
Police Officers	172	167	3%
Police Staff	24	27	-11%
Special Constables	2	6	-67%
Total	198	200	-1.5%

RIDDOR reportable (Injuries reported to the Health & Safety Executive)	2015/16	2014/15	Increase/Decrease
Major Injuries	3	6	-50%
Over 7 day injuries	8	14	-43%
Total	11	20	-45%

5. Financial Implications and Budget Provision

- 5.1 Accidents, assaults and RTC's all have a financial implication on the force. This can be as a result of absence following injury, backfilling posts, compensation claims, investigation costs and repairing any damage. The Health & Safety Executive estimates that every lost time accident will cost an organisation on average: £2100.

6. Human Resources Implications

- 6.1 A reduction in accidents and assaults may lead to a reduction in sickness absence as a result of injuries sustained.
- 6.2 Report will be communicated to HR & key stakeholders across the organisation.

7. Equality Implications

- 7.1 Accidents and assaults can cause significant health & well-being issues which may result in our officers and staff developing a disability as defined in the Equality Act 2010.

8. Risk Management

- 8.1 Robust management of risk within the organisation forms part of the Force Health & Safety Management system. Risks are managed at a local level using risk registers and where appropriate risks are escalated to the force risk register for further assessment and management.

9. Policy Implications and links to the Police and Crime Plan Priorities

- 9.1 Health & Safety Audits and inspections along with accident, assault and near miss reports lead to a review of organisational and operational activities, policies and procedures are updated where appropriate.
- 9.2 Spending your money wisely – a reduction in injuries sustained by officers and staff may lead to a reduction in sickness absence and the associated costs.

10. Changes in Legislation or other Legal Considerations

- 10.1 The Force operates in line with current UK Health & Safety legislation. Horizon scanning prepares the force for the introduction of any new legislation which relates to health & Safety.

11. Details of outcome of consultation

- 11.1 This report will be circulated to Trade Unions, Police Federation, Superintendents Association and members of the Force Health & Safety Committee.

12. Appendices

- 12.1 Full year report

13. Background Papers (relevant for Police and Crime Panel Only)

13. N/A

NB

See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.