



NOTTINGHAMSHIRE  
**POLICE**  
PROUD TO SERVE

# **Annual Health & Safety Report**

**2016 – 2017**

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The Force Health & Safety Report is produced annually to inform the Chief Constable and the Chief Officer Team, Nottinghamshire Office of the Police and Crime Commissioner and Departmental Senior Management Teams about how Nottinghamshire Police has performed in relation to health & safety during the previous 12 months. Areas of concern are identified and action plans are produced by Departments to mitigate injury and ill health. The report contains factual information gathered from the Force Health & Safety reporting and recording system as well as analysis of the statistics by the Force Health & Safety Team.

## 1.0 Introduction

- 1.1 This report covers the financial year from 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2017. The aim is to provide statistical data and information on what Nottinghamshire Police is doing to protect its Police Officers, Police Staff, Specials, Volunteers, Contractors, service users and members of the general public.
- 1.2 Health & Safety focuses on reducing the risks of injury and ill health that can arise from the wide range of policing and support activities. The Force recognises that good health & safety management supports the delivery of a first class policing service to the people of Nottinghamshire.
- 1.3 Nottinghamshire Police's policy in relation to health & safety is set out in the policy statement, signed by both the Chief Constable and the Police & Crime Commissioner (PCC). The principles set out therein provide the overarching framework for all subsidiary statements at Corporate and Departmental level.
- 1.4 A new Health & Safety reporting system was introduced during April 2015. The system was introduced as a result of Multi Force Shared Service (MFSS) and has been developed collaboratively between the Health & Safety Team and the MFSS Team.

## Summary of reported injuries

**Table 1**

Accident injuries including RTC's	2016/17	+/-	2015/16	+/-	2014/15
Police Officers	224	+34%	167	-45%	305
Police Staff	33	-51%	68	-26%	92
Special Constables	2	-50%	4	-33%	6
Cadets	2	-	2	-	0
Total	261	+8%	241	-40%	403

Injury RTC's	2016/17	+/-	2015/16	+/-	2014/15
Police Officers/Staff	21	+91%	11	-58%	26

During this period injuries as a result of Road Traffic Collisions (RTC's), have increased by 91% (21 versus 11). 18 Police Officers, 2 PCSO's and 1 Staff member received injuries. 3 of the injuries were caused by vehicles ramming police vehicles during pursuits, 14 injuries were as a result of collisions with other vehicles, 4 out of the 14 occurred when the police vehicle was responding on blue lights.

During the year, the biggest cause of injury through accident and assault was 'resisting arrest', which accounted for 74 injuries compared to 62 the previous year, an increase of 19%. Second highest cause was 'restraining prisoner' which accounted for 49 injuries compared to 52 the previous year through either accident or assault.

**Table 2**

Assaults	2016/17	+/-	2015/16	+/-	2014/15
Police Officers	116	-33%	172	+3%	167
Police Staff	15	-38%	24	-11%	27
Special Constables	4	+100%	2	-67%	6
Total	135	-32%	198	-1.5%	200

9 out of the 15 assaults to police staff occurred within a custody suite where Detention Officers were injured. 5 were assaults on PCSO's whilst attempting to detain a person.

**Table 3**

RIDDOR reportable (Injuries reported to the Health & Safety Executive)	2016/2017	+/-	2015/16	+/-	2014/15
Major Injuries	6	+100%	3	-50%	6
Over 7 day injuries	5	-38%	8	-42%	14
Total	11	-	11	-45%	20

In relation to 'major injuries' and 'over 7 day absences' unlike previous years where the biggest causes of injuries were 'restraining prisoner' and 'resisting arrest' (45%), this year the biggest cause of injury was falls/falls from height which accounted for 4 of the injuries. Only 1 RIDDOR report was down to an assault with the other 10 being classed as accidents.

The 6 major injuries were all Police Officers. 2 of the major injuries were caused by an individual resisting arrest, the other causes were chasing, crushing, fall from height, and slipping.

## 2.0 Health & Safety Committees

- 2.1 Health & Safety Committee meetings occur regularly throughout the Force. Each thematic area & smaller departments hold quarterly meetings chaired by the Chief Superintendent (or equivalent).
- 2.2 Regional H & S meetings are held by East Midlands Special Operations Unit (EMSOU), East Midlands Operational Support Service (EMOpSS) and East Midlands Criminal Justice Service (EMCJS) and are attended by the Force H & S Manager or Advisor who represent Nottinghamshire Police in terms of health & safety compliance.

## 3.0 Training

- 3.1 The Health & Safety Team deliver a half day input to new recruits (Police Officers & PCSO's) as part of their initial training which covers dynamic risk assessment and 'red mist' focused on operational policing.
- 3.2 Ad hoc training is delivered on request covering a range of subjects. External training providers deliver Institute of Occupational Safety & Health accredited courses in Risk

Assessment and Managing Health & Safety. They are delivered on request based on demand within each department; work is carried out regionally in order to reduce costs.

#### 4.0 Accidents / Injuries

- 4.1 The Force Health & Safety Team analyse all reported accidents in order to help prevent or reduce accidents and injuries and identify any trends. This information is also used to inform local Health & Safety action plans.
- 4.2 There were no fatalities involving Police Officers or Police Staff. There were 6 major injuries reported to the Health & Safety Executive compared to 3 the previous year. 2 fractured arms, 2 fractured wrists and 2 fractured elbows. All of these injuries involved Police Officers.
- 4.3 Table 4 shows the benchmarking per 100 officers/ staff from 1 April 2010 to 31 March 2017. This table gives an indication of force wide trends and is the most accurate method of analysing injury statistics; it takes into account changing staff numbers.

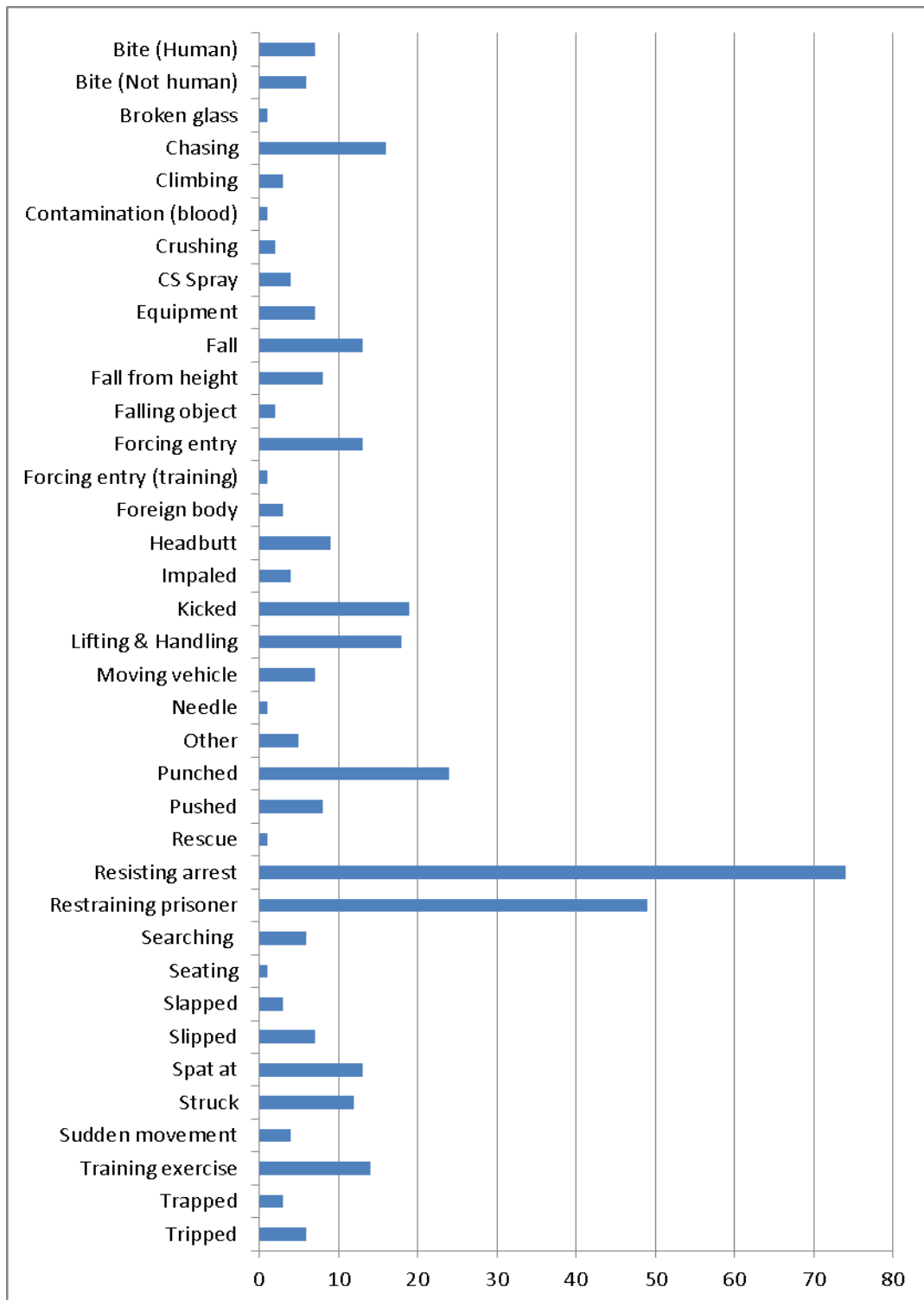
**Table 4**

<b>Force benchmarks per 100 officers/staff</b>	<b>Total 2016-17</b>	<b>Total 2015-16</b>	<b>Total 2014-15</b>	<b>Total 2013-14</b>	<b>Total 2012-13</b>	<b>Total 2011 -12</b>	<b>Total 2010-11</b>
<b>Accidents Police Officers</b>	10.24	7.53	13.11	13.62	13.21	14.99	13.2
<b>Accidents front-line staff*</b>	5.71	8.08	12.57	12.77	9.26	10.23	5.54
<b>Accidents other Police staff</b>	1.40	2.87	2.33	5.72	4.48	3.27	5.38
<b>Assaults front-line staff*</b>	5.38	5.55	5.39	6.27	3.37	4.68	4.43
<b>Assaults Police Officers</b>	5.71	8.25	7.74	6.97	6.26	7.00	8.84
<b>Slips/trips/falls</b>	0.70	1.00	1.20	0.99	1.12	1.37	3.20
<b>Training injuries Police Officers</b>	0.59	0.38	0.91	1.28	0.93	1.41	1.30
<b>RTC-Polac injuries Police Officers</b>	0.85	0.58	1.20	2.03	1.24	1.51	2.00
<b>Major injuries</b>	0.18	0.08	0.16	0.10	0.13	0.23	0.33
<b>Over 7 day injuries</b>	0.15	0.22	0.37	0.49	0.60	-	-

\* - front line staff are Detention Officers, PCSO's and Front Counter Staff.

- 4.4 The Health & Safety Department analyse this data and use the information to identify exceptions and to inform discussions at Departmental health & safety meetings.
- 4.5 Accidents per 100 Police Officers have increased compared to last year 10.24 versus 7.53, an increase of 36%. Police Officer assaults have decreased by 31%. There were 0.18 major injuries per 100 Officers/Staff compared to 0.08 the previous year.

**Table 5 – Causes of injuries**

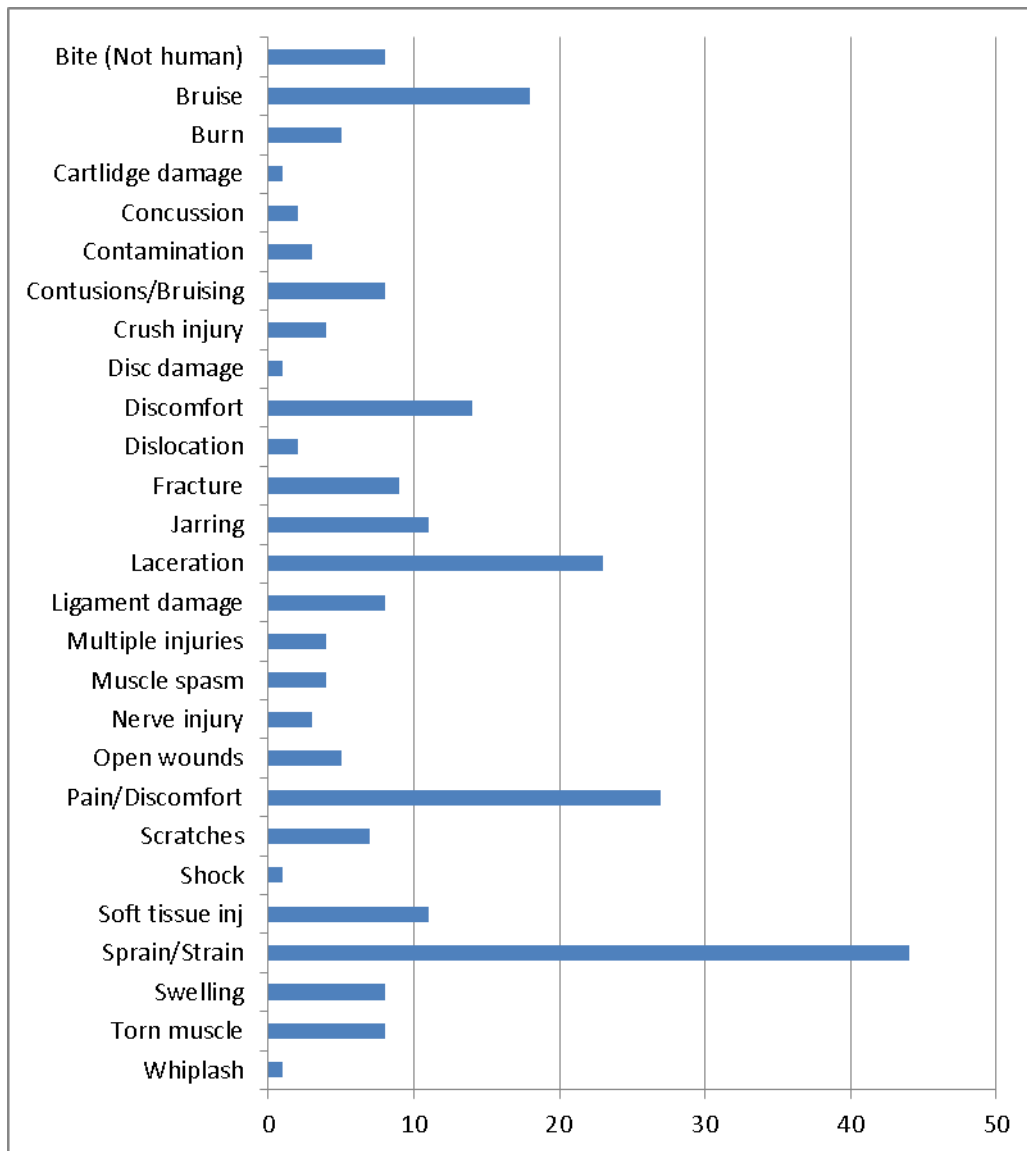


- 4.6 Table 5 (above) shows the causes of accidents/injuries. The top 3 causes of accidents/injuries for the year were 'restraining prisoner', 'resisting arrest' and 'punched'.

4.7 112 Police Officers were injured when they were faced with an individual resisting arrest or were restraining a prisoner. 6 PCSO's received an injury whilst assisting in an arrest. 4 Detention Officers were injured 'restraining prisoners'.

4.9 Table 6 shows resulting injury types as reported. The top 3 injury types were sprain/strain, pain/discomfort and laceration.

**Table 6 – Resulting injury types**



## 5.0 Assaults

5.1 There were a total of 135 injuries on duty as a result of an assault, a decrease of 32% on the previous year (see Table 2 Page 3). This was made up of the following mix of Police Officers/Special Constables/Police Staff:

- 116 Police Officers.
- 15 Front line staff (PCSO's and Detention Officers).
- 4 Special Constables.

5.2 Table 7 below identifies the assault frequency rate per 100 officers for the former County and City Divisions\*. It identifies that assaults on officers within the City Division has fallen slightly compared to last year, down 3%. The County Division has also seen a decrease compared to last year, down 38%.

**Table 7 – Assault Frequency Rate per 100 Officers**

	Frequency/ 100 officers (County Division)	Frequency/ 100 officers (City Division)
2016-17	6.52	12.07
2015-16	10.45	12.50
2014-15	10.51	9.97
2013-14	11.14	8.55
2012-13	9.54	6.18
2011-12	7.69	9.44
2010-11	12.00	10.21
2009-10	7.01	5.83
2008-07	11.89	6.36
2007-08	9.98	6.23

5.3 The average frequency rate for assaults per 100 Police Officers over the last 10 years is 9.67 for the County Division and 8.73 for the City Division.

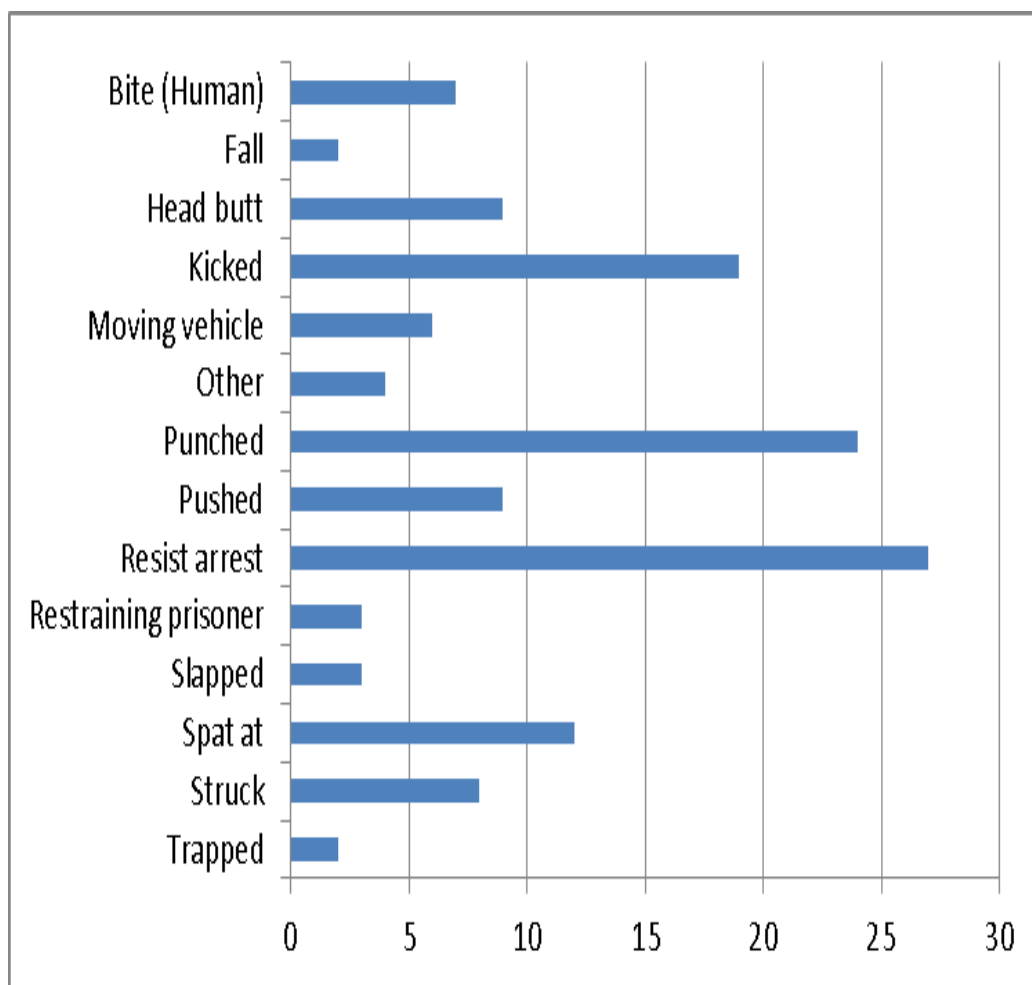
5.4 Table 8 illustrates the assaults broken down by cause.

5.5 In order to reduce assaults the Health & Safety Team:

- Monitor and analyse assaults, compare across the Force, region and MSF's.
- Provide information; work with Divisions and Departments to identify issues/themes/hot spots.
- Identify trends, training issues, improvements.
- Provide advice to divisions and departments.

\*Data shown in the old divisional structure as Oracle HR only updated to reflect new thematic model in Feb 2017

**Table 8 – Assault Cause**



**6.0 Reporting of Injuries, Diseases & Dangerous Occurrence Regulations (RIDDOR)**

- 6.1 RIDDOR requires employers to report to the Health & Safety Executive (HSE) certain workplace related injuries, diseases and dangerous occurrences.
- 6.2 During the year 2016 - 2017, Nottinghamshire Police reported 11 'incidents' to the HSE which is the same as the previous year.
- 6.3 6 reports were sent to the HSE for the City Division, 3 were major injuries (2 fractured arms and 1 fractured wrist) and 3 were 'over 7 day' injuries. The 6 reports involved 1 Neighbourhood Support Unit Officer, 3 Response Officers and 2 PCSO's. 5 out of the 6 reported injuries required hospital treatment.
- 6.4 2 reports were sent to the HSE for County Division, both were 'major injuries'. The 'major injuries' were both fractured elbows. 1 report involved a Detective Constable and the other involved a Response Officer. Both required hospital treatment.
- 6.5 No enforcement action was taken by HSE in respect of the RIDDOR notifiable injuries.

**7.0 Significant incidents**

- 7.1 Unlike previous years there have been no significant incidents where a multiple number of officers have been injured.



## **8.0 Near Misses**

- 8.1 A near miss is an unplanned event which had the potential to cause injury but did not. All employees of Nottinghamshire Police are actively encouraged to report near misses. Near misses are reviewed daily to enable swift action to be taken to prevent recurrences and to identify force wide trends.
- 8.2 During the year there were 225 reported near misses compared to 255 the previous year, a decrease of 12%.
- 8.3 Reporting of near misses is actively encouraged with messages sent out via local and force wide communications.
- 34 near misses were reported for custody compared to 63 the previous year, 64 for the County Division compared to 75 the previous year and 92 for the City compared to 100 the previous year.
- 8.4 A significant cause of near miss reports for 2016-17 centred on the use (or lack of) Taser provision to response officers. A total of 39 near misses reports relating to Taser provision were made by officers.
- 8.5 30 near misses were reported due to perceived staffing shortages/issues which officers and staff indicate may compromise their safety.
- 8.6 Data on 'near misses' is reported to Health & Safety committees throughout the force. When a trend is identified action is taken to resolve the highlighted issue.

## **9.0 Assurance/Compliance**

- 9.1 The Health & Safety Management System has continually been improved over the past 9 years and the Health & Safety Team has overseen the development of a safety management system ensuring compliance with health & safety legislation, this includes:
- Review of the Force Health & Safety policy with improved guidance for managers. All information is now on the intranet.
  - An electronic accident and incident recording system (now APEX via Cheshire and MFSS).
  - Introduction of tools for Line Managers in relation to supporting colleagues with mental health issues.
  - Regular site inspections in conjunction with Facilities.
  - Auditing of statutory duties in relation to control of legionella and fire risk assessments.

## **10.0 Continuing improvement**

- 10.1 Accidents, assaults and near misses continue to be monitored across the Force in order to identify areas where further work can be undertaken to reduce the number of incidents further.

## **11.0 Actions planned for 2016-2017**

- 11.1 Audit the fire risk assessment process across the estate to ensure the outsourced contractor is fulfilling their contracted role and the Force continues to receive value for money.
- 11.2 Work with key stakeholders from the East Midlands Forces to standardise policy, guidance and risk assessments where possible in relation to regional units such as EMSOU and EMOpSS.
- 11.3 Continue to ensure Nottinghamshire Police fulfil its statutory obligations in respect of Health & Safety and that assurance is provided to the PCC and the Chief Constable that we are compliant.
- 11.4 Review Force guidance and information documents to ensure they are suitable and sufficient and accurately reflect the risk and current legislation.
- 11.5 Support the work of the Divisional and Departmental Health & Safety Committee meetings in relation to mitigating risk and assisting with any health & safety investigations.
- 11.6 Audit compliance with the Forces statutory obligations in relation to lifting equipment, throughout the Nottinghamshire Police estate.