



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE

Annual Health & Safety Report

2017 – 2018

Report authors:

Carl Taylor-Walster. GFireE, CMIOSH

Billy Pruden. CMIOSH

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 1st April 2017 to 31st March 2018. 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.

Summary of reported injuries

Table 1

Accident injuries	2017/18	+/-	2016/17	+/-	2015/16	+/-	2014/15
Police Officers	191	-6%	203	+30%	156	-44%	279
Police Staff	47	+42%	33	-51%	68	-26%	92
Special Constables	1	-50%	2	-50%	4	-33%	6
Cadets	0	-	2	-	2	-	0
Total	239	-0.4%	240	+4%	230	-38%	377

Injury RTC's	2017/18	+/-	2016/17	+/-	2015/16	+/-	2014/15
Police Officers/Staff	18	-14%	21	+91%	11	-58%	26

During this period injuries as a result of Road Traffic Collisions (RTC's), have decreased by 14% (18 versus 21). All 18 RTC's involved Police Officers. 8 of the Officers received treatment at hospital with no serious injuries being reported. 5 of the injuries were as a result of Police pursuits.

During the year, the biggest cause of injury through accident was 'restraining prisoner', which accounted for 33 injuries. Second highest cause was 'fall' which accounted for 26 injuries.

Table 2

Assaults	2017/18	+/-	2016/17	+/-	2015/16	+/-	2014/15
Police Officers	140	+20%	116	-33%	172	+3%	167
Police Staff	21	+40%	15	-38%	24	-11%	27
Special Constables	2	-50%	4	+100%	2	-67%	6
Total	163	+21%	135	-32%	198	-1.5%	200

14 out of the 21 assaults to police staff occurred within a custody suite where Detention Officers were injured. 5 were assaults on PCSO's.

Table 3

RIDDOR reportable (Injuries reported to the Health & Safety Executive)	2017/2018	+/-	2016/2017	+/-	2015/16	+/-	2014/15
Major Injuries	1	-83%	6	+100%	3	-50%	6
Over 7 day injuries	4	-20%	5	-38%	8	-42%	14
Total	5	-54%	11	-	11	-45%	20

The 5 reportable injuries were all Police Officers. 2 out of the 5 were as a result of the Officer being attacked by a prisoner.

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 was 1 major injury reported to the Health & Safety Executive.
- 4.3 Table 4 shows the benchmarking per 100 officers/ staff from 1 April 2010 to 31 March 2018. 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.

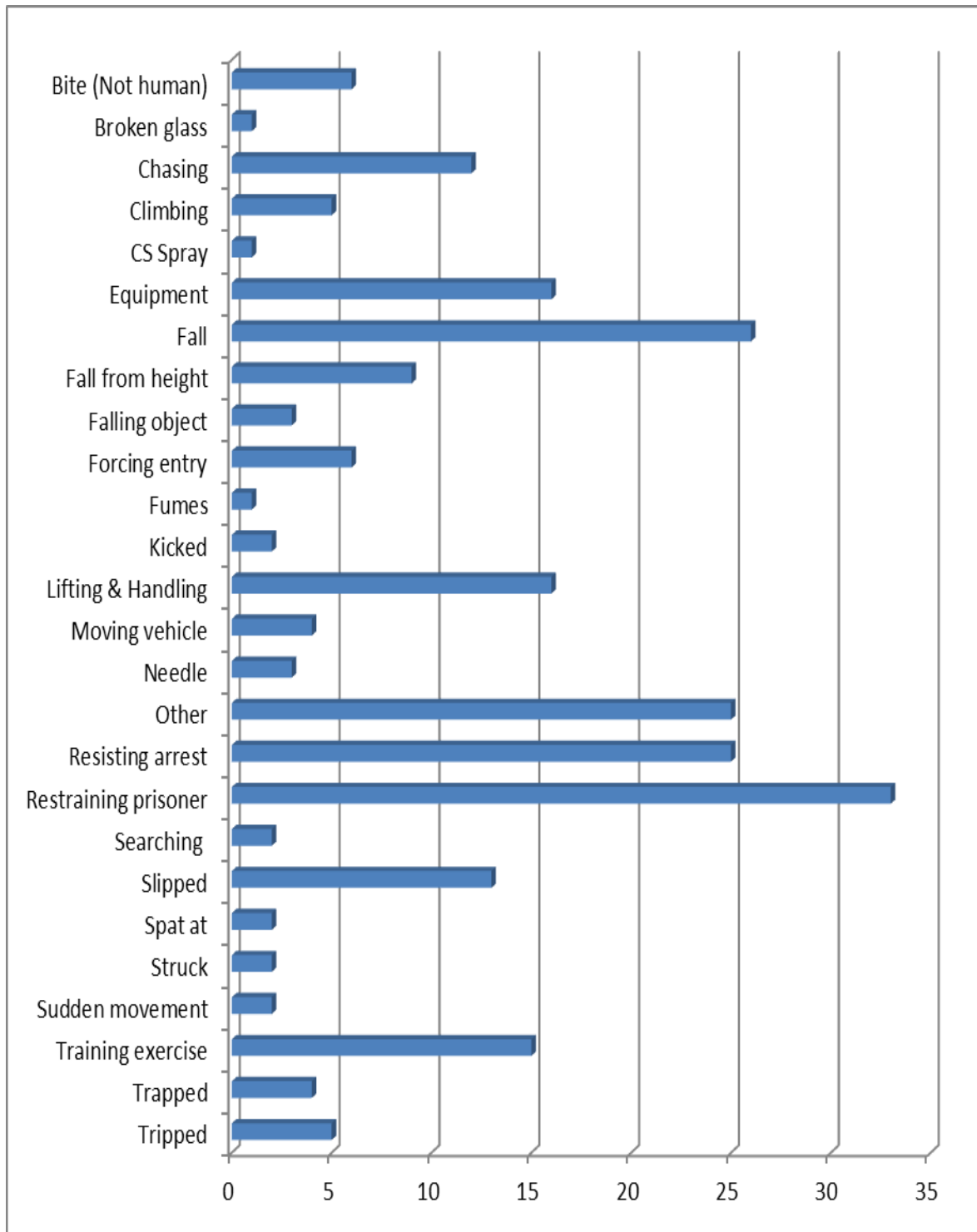
Table 4

Force benchmarks per 100 officers/staff	Total 2017-18	Total 2016-17	Total 2015-16	Total 2014-15	Total 2013-14	Total 2012-13	Total 2011 - 12	Total 2010-11
Accidents Police Officers	10.20	10.24	7.53	13.11	13.62	13.21	14.99	13.2
Accidents front-line staff*	8.60	5.71	8.08	12.57	12.77	9.26	10.23	5.54
Accidents other Police staff	1.93	1.40	2.87	2.33	5.72	4.48	3.27	5.38
Assaults front-line staff*	6.81	5.38	5.55	5.39	6.27	3.37	4.68	4.43
Assaults Police Officers	7.48	5.71	8.25	7.74	6.97	6.26	7.00	8.84
Slips/trips/falls	1.37	0.70	1.00	1.20	0.99	1.12	1.37	3.20
Training injuries Police Officers	0.75	0.59	0.38	0.91	1.28	0.93	1.41	1.30
RTC-Polac injuries Police Officers	0.96	0.85	0.58	1.20	2.03	1.24	1.51	2.00
Major injuries	0.03	0.18	0.08	0.16	0.10	0.13	0.23	0.33
Over 7 day injuries	0.11	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 decreased slightly compared to last year 10.20 versus 10.24, a decrease of 0.4%. Police Officer assaults have increased by 31%. There were 0.03 major injuries per 100 Officers/Staff compared to 0.18 the previous year, a decrease of 83%.

Table 5 – Causes of accident injuries (as reported)

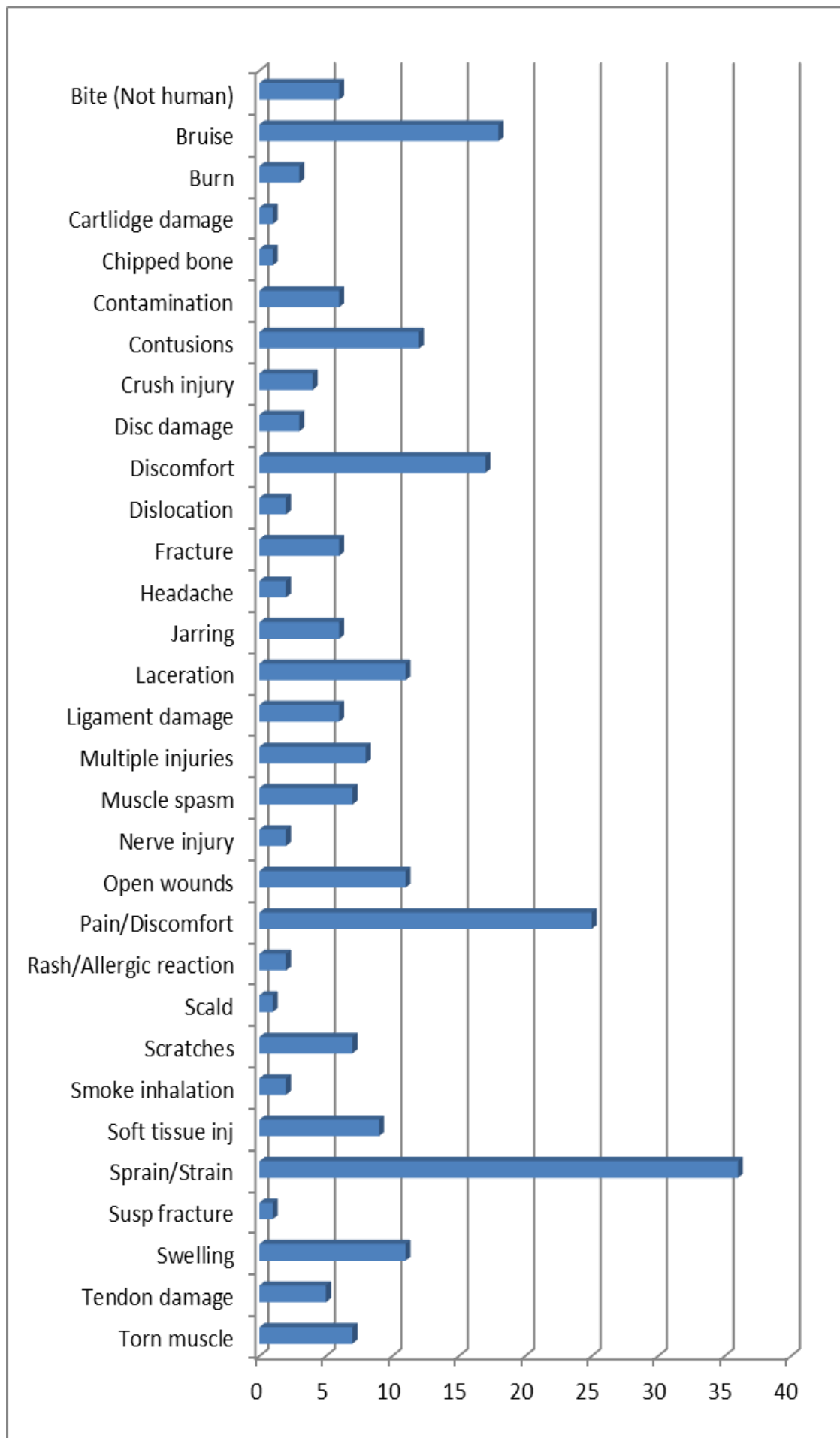


4.6 Table 5 (above) shows the causes of accidents/injuries. The top 3 causes of accidents/injuries for the year were 'restraining prisoner', 'fall' and 'resisting arrest'.

4.7 50 Police Officers were injured when they were faced with an individual resisting arrest or were restraining a prisoner. 5 PCSO's received an injury whilst assisting in an arrest. 2 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 bruise.

Table 6 – Resulting injury types (as reported)



5.0 Assaults

5.1 There were a total of 163 injuries on duty as a result of an assault, an increase of 21% on the previous year (see Table 2 Page 3). This was made up of the following mix of Police Officers/Special Constables/Police Staff:

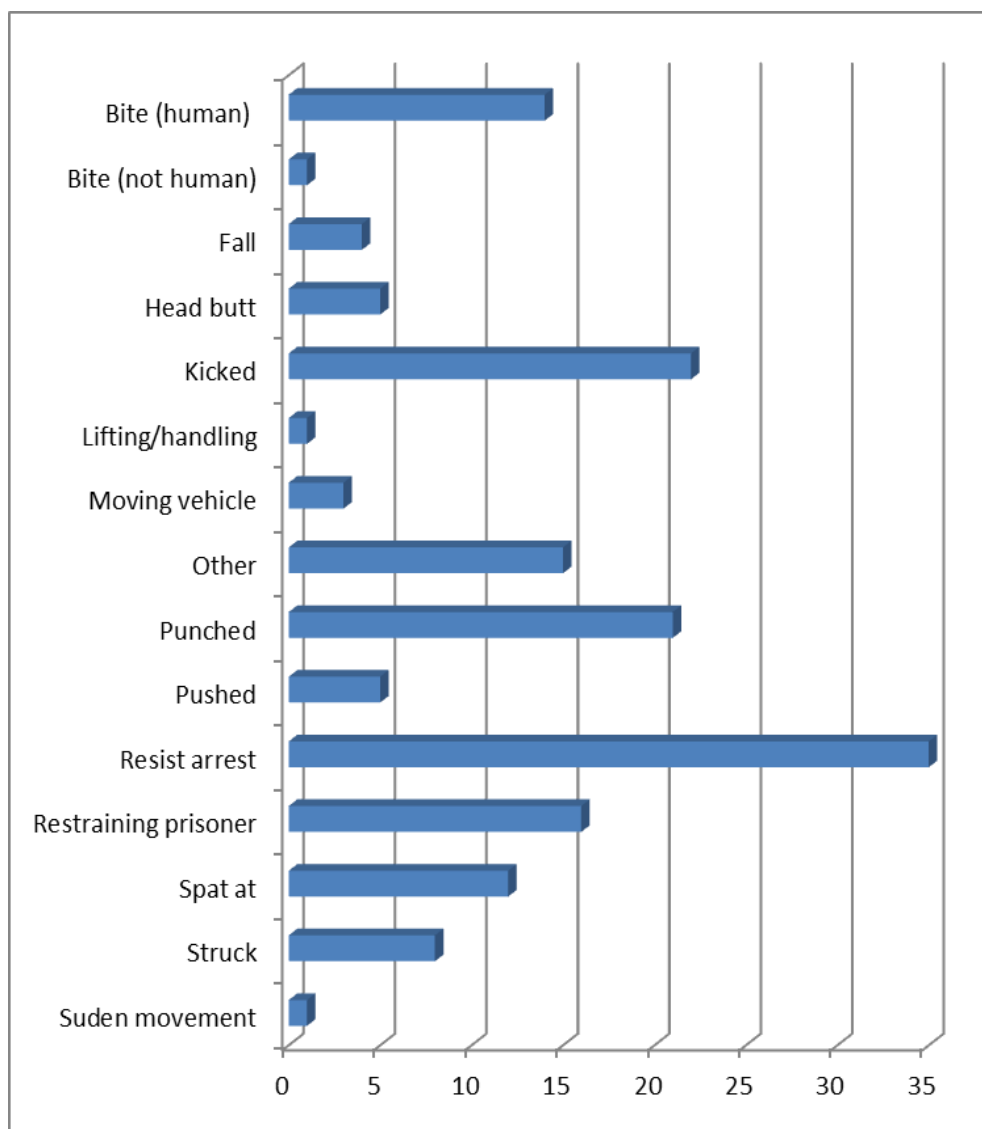
- 140 Police Officers.
- 14 Detention Officers.
- 2 Special Constables.
- 5 PCSOs.
- 1 Safety Camera Operator.
- 1 PIO.

5.2 Table 8 illustrates the assaults broken down by cause.

5.3 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.

Table 8 – Assault Cause (as reported)



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 2017 - 2018, Nottinghamshire Police reported 5 'incidents' to the HSE which a reduction of 54% on the previous year.

6.3 The 5 'incidents' were made up as follows:

- 1 was classed as a major injury (Broken nose) and 4 were 'over 7 day' injuries.
- The 5 reports all involved Police Officers.
- 4 out of the 5 reported injuries required hospital treatment.

6.4 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 184 reported near misses compared to 225 the previous year, a decrease of 18%.

8.3 Reporting of near misses is actively encouraged with messages sent out via local and force wide communications.

8.4 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, 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 updated electronic accident and incident recording system (MFSS (Fusion)).
- Introduction of tools for Line Managers in relation to supporting colleagues with mental health issues.
- Regular site inspections in conjunction with Facilities.
- Continual in-house Fire Risk Assessment in relation to high risk locations such as custody.
- Auditing of statutory duties in relation to control of asbestos, lifting equipment and control of legionella.

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 2018-2019

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 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.
- 11.3 Review Force guidance and information documents to ensure they are suitable and sufficient and accurately reflect the risk and current legislation before uploading to new intranet site.
- 11.4 Support the work of the Divisional and Departmental Health & Safety Committee meetings in relation to mitigating risk and assisting with any health & safety investigations.
- 11.5 Audit compliance with the Forces statutory obligations in relation to the Control of Electromagnet Fields at Work Regulations, throughout the Nottinghamshire Police estate.