



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE

Annual Health & Safety Report

2015 – 2016

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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 Divisional/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 Divisions and 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 2015 to 31st March 2016. 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, Divisional 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	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%

During this period injuries as a result of Road Traffic Collisions (RTC's), have decreased by 58% (26 down to 11). 10 Police Officers and 1 Police Staff member received injuries. 1 of the injuries were caused by vehicles ramming police vehicles during pursuits, 10 injuries were as a result of collisions with other vehicles, 4 out of the 11 occurred when the police vehicle was responding on blue lights.

Table 2

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%

13 out of the 24 assaults to police staff occurred within a custody suite where Detention Officers were injured. 11 were assaults on PCSO's whilst attempting to detain a person.

Table 3

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%

During the year, the biggest cause of injury through accident and assault was 'resisting arrest', which accounted for 62 injuries compared to 147 the previous year, a decrease of 57%. Second highest cause was 'restraining prisoner' which accounted for 52 injuries compared to 142 the previous year through either accident or assault.

In relation to 'major injuries' and 'over 7 day absences' the biggest causes of injuries were 'restraining prisoner' and 'resisting arrest', which accounted for 5 injuries. 45% of all HSE reportable injuries are down to 'restraining prisoner' and 'resisting arrest'.

2.0 Health & Safety Committees

2.1 Health & Safety Committee meetings occur regularly throughout the Force. Each Division & Department holds quarterly meetings chaired by the Chief Superintendent. 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 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 3 major injuries reported to the Health & Safety Executive compared to 6 the previous year. All were fractured wrists (2 Police Officers and 1 Police Staff).
- 4.3 Table 4 shows the benchmarking for Nottinghamshire Police Divisions/Departments per 100 officers/ staff from 1 April 2010 to 31 March 2016. 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.

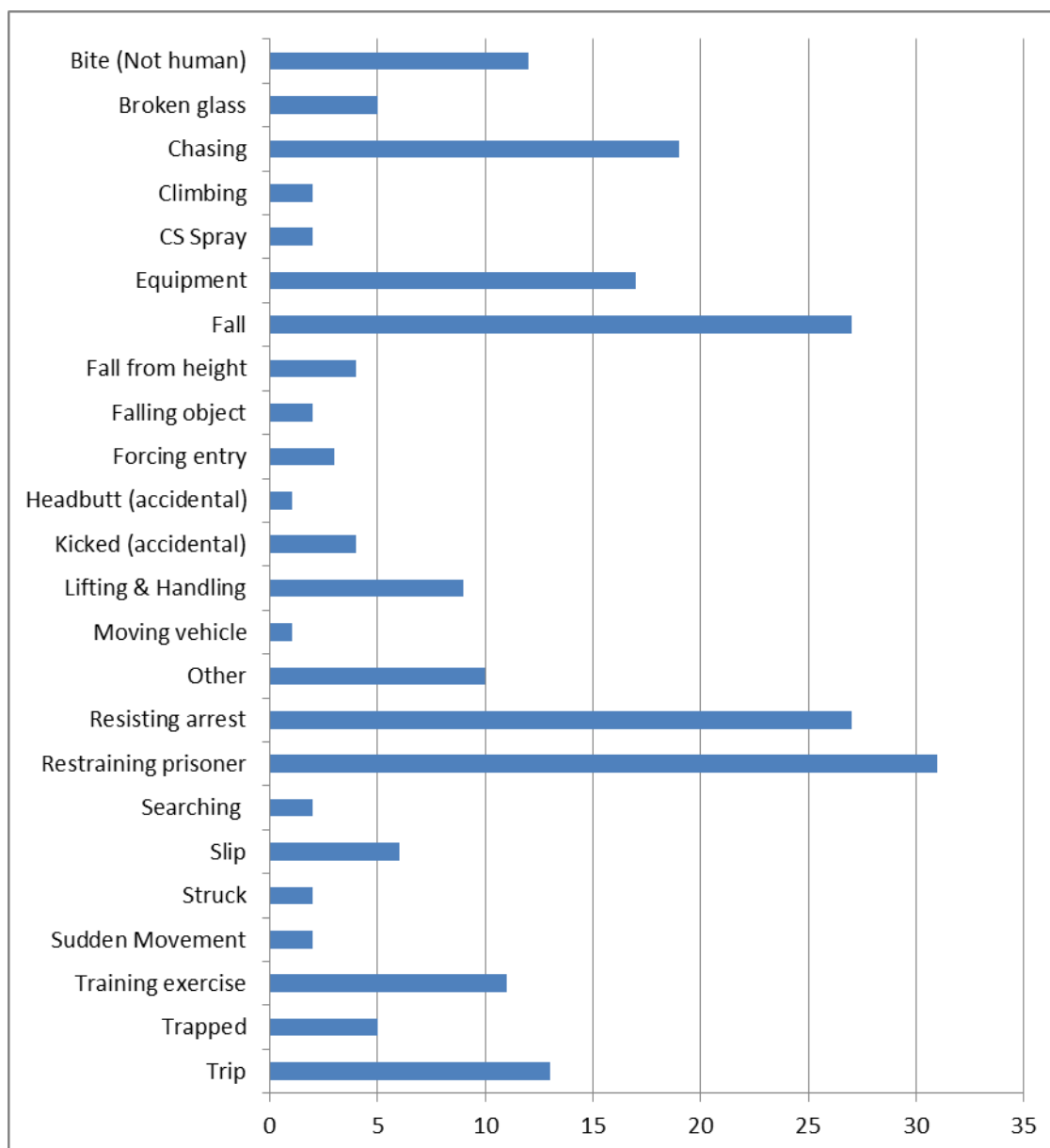
Table 4

Force benchmarks per 100 officers/staff	Total 2015-16	Total 2014-15	Total 2013-14	Total 2012-13	Total 2011 - 12	Total 2010-11
Accidents Police Officers	7.53	13.11	13.62	13.21	14.99	13.2
Accidents front-line staff*	8.08	12.57	12.77	9.26	10.23	5.54
Accidents other Police staff	2.87	2.33	5.72	4.48	3.27	5.38
Assaults front-line staff*	5.55	5.39	6.27	3.37	4.68	4.43
Assaults Police Officers	8.25	7.74	6.97	6.26	7.00	8.84
Slips/trips/falls	1.00	1.20	0.99	1.12	1.37	3.20
Training injuries Police Officers	0.38	0.91	1.28	0.93	1.41	1.30
RTC-Polac injuries Police Officers	0.58	1.20	2.03	1.24	1.51	2.00
Major injuries	0.08	0.16	0.10	0.13	0.23	0.33
Over 7 day injuries	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 divisional health & safety meetings.
- 4.5 Accidents per 100 Police Officers have decreased compared to last year 7.53 versus 13.11, a decrease of 43%. Police Officer assaults have increased by 7%. There were 0.08 major injuries per 100 Officers/Staff compared to 0.16 the previous year, a decrease of 50%.

Table 5 – Causes of Accidents



- 4.6 Table 5 (above) shows the causes of accidents. The top 3 causes of accidents for the year were 'restraining prisoner', 'resisting arrest' and 'falls'.
- 4.7 50 Police Officers were injured when they were faced with an individual resisting arrest or were restraining a prisoner. 2 PCSO's received an injury whilst assisting in an arrest. 6 Detention Officers were injured 'restraining prisoners'.

These injuries can be broken down by Division and Department as follows:

City – 27

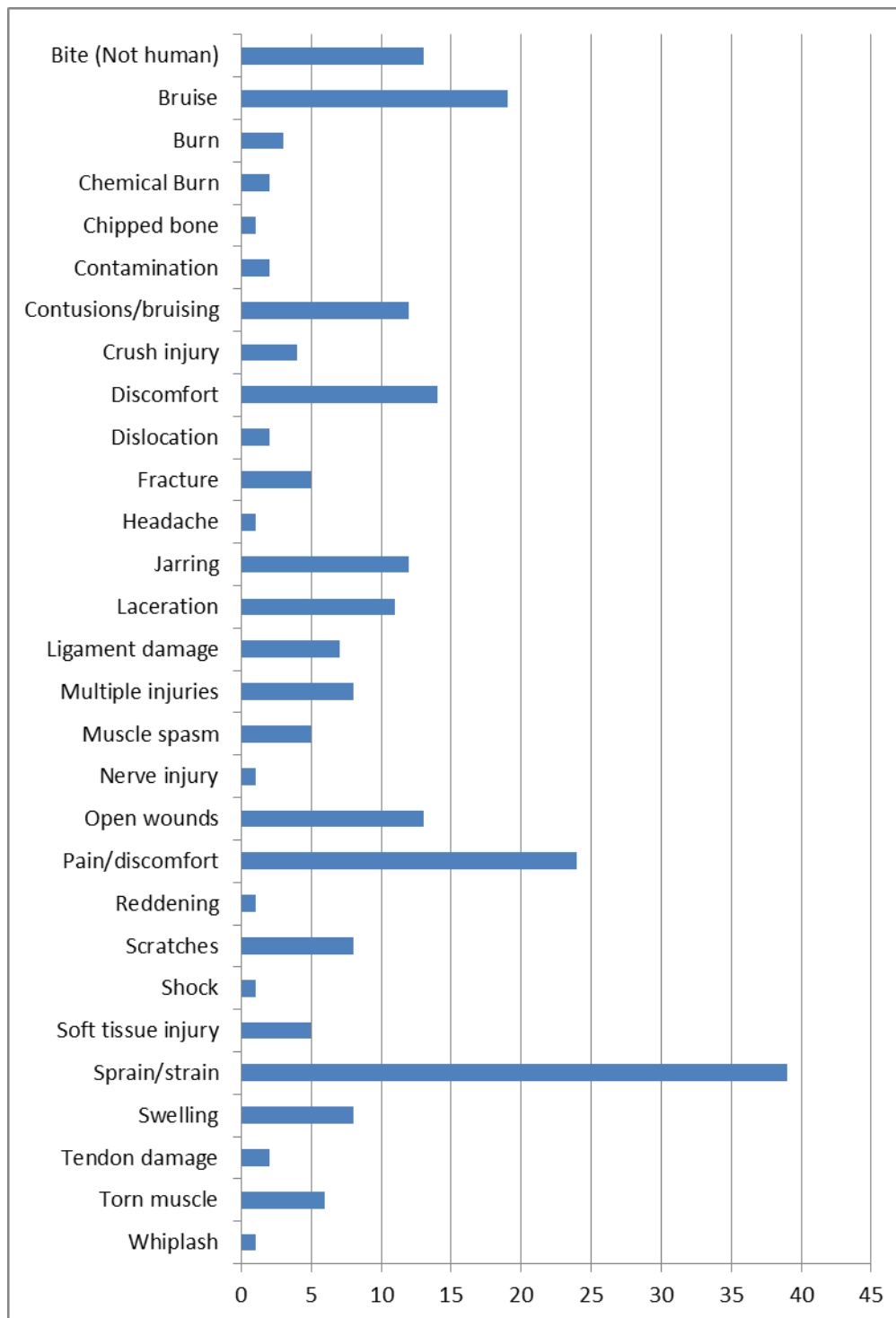
County – 20

EMCJS (Custody) – 7

EMOpSS – 4

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

Table 6 – Accident/ Injury Types



5.0 Assaults

5.1 There were a total of 198 injuries on duty as a result of an assault, a decrease of 1.5% on the previous year (see Table 2 Page 3). This was made up of the following mix of Police Officers/Special Constables/Police Staff:

- 172 Officers, compared to 167 reported the previous year.
- 24 Front line staff (PCSO's and Detention Officers) compared to 27 reported the previous year.
- 2 Special Constables compared to 6 the previous year.

5.2 Table 7 below identifies the assault frequency rate per 100 officers for the County and City Divisions. It identifies that assaults on officers within the City Division have risen compared to last year, up 25%. The County Division has seen a decrease compared to last year, down 0.6%.

Table 7 – Assault Frequency Rate per 100 Officers

	Frequency/ 100 officers (County Division)	Frequency/ 100 officers (City Division)
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

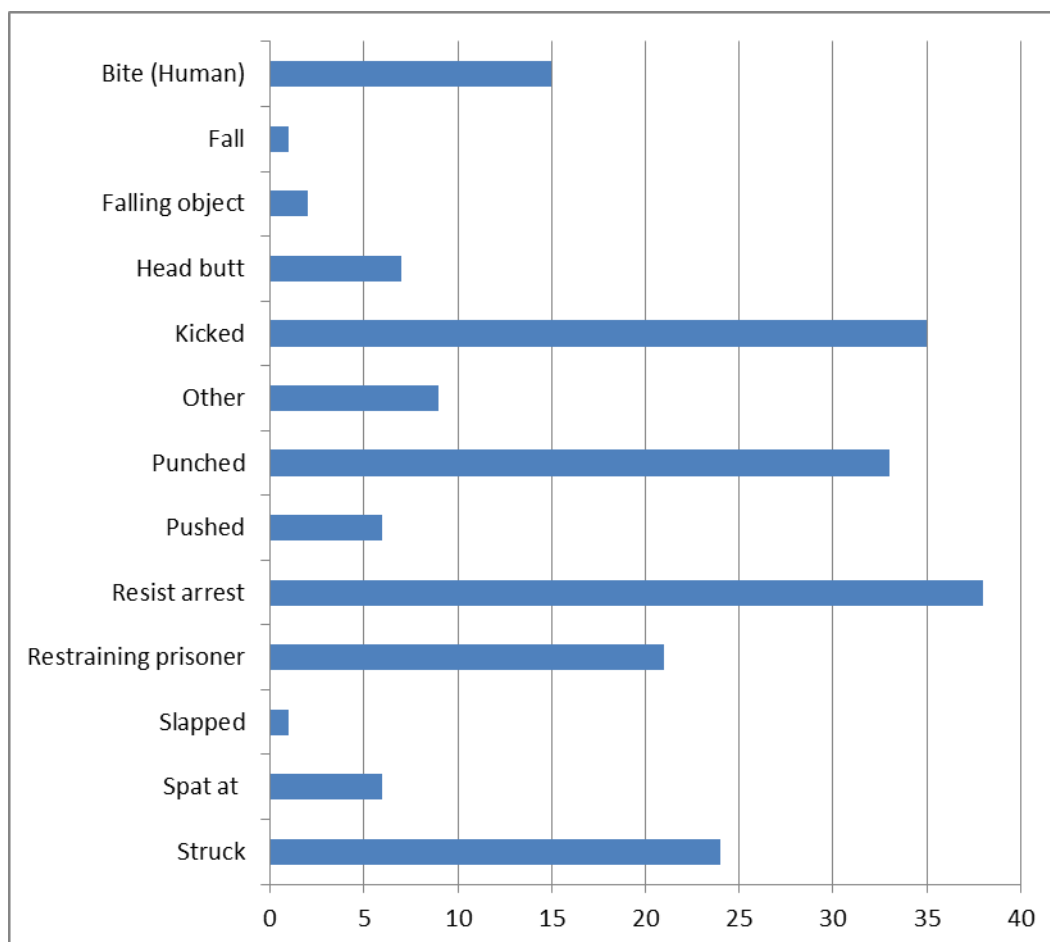
5.3 The average frequency rate per 100 Police Officers over the last 9 years is 10.02 for the County Division and 8.36 for the City Division.

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.

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 2015 - 2016, Nottinghamshire Police reported 11 'incidents' to the HSE compared to 20 the previous year a reduction of 45%
- 6.3 2 reports were sent to the HSE for the City Division, both were 'over 7 day' injuries relating to injured hands.
- 6.4 6 reports were sent to the HSE for County Division, 3 were 'major injuries' and 3 were 'over 7 day injuries'. The 'major injuries' were all fractured wrists.
- 6.5 No enforcement action was taken by HSE in respect of the RIDDOR notifiable injuries.

7.0 Significant incidents

- 7.1 During this period there were 2 significant incidents which resulted in a total of 22 officers injured. 18 officers were injured (17 assaults & 1 accident) as a result of disorder that occurred at Twyford Woods in Lincolnshire. None of these injuries were reported to the HSE. The assaults at this event account for approximately 10% of the total assaults for the year.

4 officers were injured (assaulted) as a result of a violent incident in Newark. 3 of these injuries were reported to the HSE, 1 major injury (fractured wrist) and 2 over 7 day injuries.

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 255 reported near misses compared to 286 the previous year, a decrease of 11%.
- 8.3 Chief Superintendents and the Police Federation actively encourage reporting of near misses on both the City and County Divisions via KYI.
63 near misses were reported for custody compared to 122 the previous year, 75 for the County Division compared to 90 the previous year and 100 for the City compared to 42 the previous year.
- 8.4 A significant cause of near miss reports for 2015-16 centred on the use (or lack of) Taser provision to response officers. A total of 55 near misses reports relating to Taser provision were made by officers.
- 8.5 Of these, 28 incidents were made regarding the unavailability of Taser or EMOpSS resources being too far away. 16 reports were made whereby officers felt Taser was a better option to deal with a situation and 11 entries whereby officers felt Taser was an appropriate option and requested Taser support via the Force Control Room Inspector. These requests for Taser were declined after consideration, as not fulfilling the criteria for authorisation. This is an increase in reports related to Taser provision with previous years seeing
- 2014-15 - 14 reports
 - 2013-14 - 10 reports
 - 2012-13 - 28 reports
 - 2011-12 - 3 reports
- 8.6 Whilst it's apparent a small number of officers have made more than 1 Taser near miss report and some incidents have had multiple reports made (incidents in Broxtowe and Radford Road), it appears that in general, reports have been made by a widespread of officers across both city and county division.
- 8.7 There is an approximate split of 57% Taser reports associated to City officers with 43% associated to County officers.
- 8.8 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 8 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).
- Regular site inspections in conjunction with Facilities.
- In house fire risk assessments of all police owned sites (administered by Facilities).
- Health initiatives e.g. Police Mutual free health checks for officers and staff.

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 Begin scoping work with Leicestershire and Northamptonshire Health & Safety colleagues in relation to Strategic Alliance, to ensure the best possible service and support is provided to the 3 forces.
- 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 in conjunction with Strategic Alliance colleagues from Leicestershire and Northants.
- 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, control of legionella and activity based risk assessments, throughout the Nottinghamshire Police estate.