

<b>For Information</b>	
<b>Public/Non Public*</b>	<b>Non Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance Meeting</b>
<b>Date of Meeting:</b>	<b>21<sup>st</sup> June 2016</b>
<b>Report of:</b>	<b>Carl Taylor-Walster</b>
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<b>Agenda Item:</b>	<b>10</b>

\*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.