

<b>For Information</b>	
<b>Public</b>	
<b>Report to:</b>	<b>Strategic Resources &amp; Performance</b>
<b>Date of Meeting:</b>	<b>20<sup>th</sup> May 2015</b>
<b>Report of:</b>	<b>Sharon Ault</b>
<b>Report Author:</b>	<b>Carl Taylor-Walster</b>
<b>E-mail:</b>	<b>carl.taylor-walster@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>James Lunn</b>
<b>Agenda Item:</b>	<b>8</b>

## Annual Health & Safety Report 2014-2015

### 1. Purpose of the Report

- 1.1 To provide a full year update on health & safety issues and statistics for the period April 2014 to March 2015.

### 2. Recommendations

- 2.1 It is recommended that the contents of the attached report are noted.

### 3. Reasons for Recommendations

- 3.1 To ensure that the Office of the Nottinghamshire Police and Crime Commissioner are kept up-to-date with regards to health and safety issues and statistics for the Force.

### 4. Summary of Key Points

#### 4. Summary of reported injuries

- 4.1 **Table 1:** During this period injuries as a result of Road Traffic Collisions (RTCs), have decreased by 41% (44 down to 26). 6 of the injuries were caused by vehicles ramming police vehicles during pursuits, 19 injuries were as a result of collisions with other vehicles, 1 out of the 15 occurred when the police vehicle was responding on blue lights. 1 was due to excessive road water causing the vehicle to aquaplane.

**Table 1**

Accident injuries including Road Traffic Collisions (RTCs)	2014/15	2013/14	Increase/Decrease
Police Officers	305	335	-9%
Police Staff	92	98	-6%

Special Constables	6	7	-14%
Other	0	0	-
Total	403	440	-8.4%

4.2 **Table 2:** There has been a decrease in assaults to police staff by 4 compared to the previous year. 11 out of the 27 assaults to police staff occurred within a custody suite where Detention Officers were injured. 16 were assaults on PCSO's whilst attempting to detain a person and 1 was an assault on an enquiry officer. Out of the 27 injuries to police staff from assault 1 was reportable to the Health & Safety Executive as an 'over 7 day injury'.

**Table 2**

Assaults	2014/15	2013/14	Increase/Decrease
Police Officers	167	155	7.7%
Police Staff	27	31	-13%
Special Constables	6	4	50%
Total	200	189	5.8%

4.3 **Table 3:** During the year, the biggest cause of injury through accident and assault was 'restraining prisoner', which accounted for 147 injuries compared to 98 the previous year, an increase of 50% (25.4% of total injuries excluding RTC's). Second highest cause was 'resisting arrest' which accounted for 142 injuries compared to 138 the previous year (24.6% of total injuries excluding RTC's) through either accident or assault. Overall, 'restraining prisoner' and 'resisting arrest' injuries account for 50.1% of all reported injuries (excluding RTC's).

4.4 In relation to 'major injuries' and 'over 7 day absences' the biggest causes of injuries were 'restraining prisoner' and 'resisting arrest', which accounted for 6 injuries compared to 3 the previous year. 30% of all HSE reportable injuries are down to 'restraining prisoner' and 'resisting arrest'.

**Table 3**

RIDDOR reportable (Injuries reported to the Health & Safety Executive)	2014/15	2013/14	Increase/Decrease
Major Injuries	6	3	100%

Over 7 day injuries	14	20	-30%
Total	20	23	-13%

4.5 Please see section 8 'Risk Management' below for full details of the strategic health and safety risks and the mitigation of these.

## 5. Financial Implications and Budget Provision

5.1 Accidents, assaults and RTCs all have financial implications for 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 Not applicable.

## 7. Equality Implications

7.1 Not applicable.

## 8. Risk Management

### 8.1 Strategic Health & Safety Risks.

**Custody Fire Safety Risk:** There are numerous threads to this risk which the Health & Safety Team have been working on to mitigate to an acceptable level.

The initial concerns were around the following areas.

Reliability of the fire alarm system.

Fire load in cells.

Fire fighting equipment.

Evacuation of detainees.

Operation of plant and equipment under fire conditions including smoke modelling.

Maintenance of fire dampers and ductwork.

Following on from work carried out with the Fire Service, in house training and procurement of additional fire fighting equipment the following risks were mitigated:

Fire alarm system.

Fire load in cells.

Evacuation of detainees.

Fire fighting equipment.

There are outstanding risks that require addressing:

Operation of plant and equipment under fire conditions including smoke modelling.

Maintenance of fire dampers and ductwork.

The Health & Safety Team continue to work with the Assets team to mitigate risks.

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

9.1 Not applicable.

## **10. Changes in Legislation or other Legal Considerations**

10.1 Not applicable.

## **11. Details of outcome of consultation**

11.1 Not applicable.

## **12. Appendices**

12.1 Appendix 1 – Annual Force Health & Safety report.



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# Annual Health & Safety Report

2014 – 2015

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 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 1<sup>st</sup> April 2014 to 31<sup>st</sup> March 2015. 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. The principles set out therein provide the overarching framework for all subsidiary statements at Corporate, Divisional and Departmental level.
- 1.4 The national framework for health & safety in the police service continues to be led by the ACPO Health, Safety and Welfare Strategic Group which meets quarterly. An annual planning meeting is held to set the strategic direction.

## Summary of reported injuries

**Table 1**

Accident injuries including RTC's	2014/15	2013/14	Increase/Decrease
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During this period injuries as a result of Road Traffic Collisions (RTC's), have decreased by 41% (44 down to 26). 6 of the injuries were caused by vehicles ramming police vehicles during pursuits, 19 injuries were as a result of collisions with other vehicles, 1 out of the 15 occurred when the police vehicle was responding on blue lights. 1 was due to excessive road water causing the vehicle to aquaplane.

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There has been a decrease in assaults to police staff by 4 compared to the previous year. 11 out of the 27 assaults to police staff occurred within a custody suite where Detention Officers were injured. 16 were assaults on PCSO's whilst attempting to detain a person and 1 was an assault on an enquiry officer. Out of the 27 injuries to police staff from assault 1 was reportable to the Health & Safety Executive as an 'over 7 day injury'.

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During the year, the biggest cause of injury through accident and assault was 'restraining prisoner', which accounted for 147 injuries compared to 98 the previous year, an increase of 50% (25.4% of total injuries excluding RTC's). Second highest cause was 'resisting arrest' which accounted for 142 injuries compared to 138 the previous year (24.6% of total injuries excluding RTC's) through either accident or assault. Overall, 'restraining prisoner' and 'resisting arrest' injuries account for 50.1% of all reported injuries (excluding RTC's).

In relation to 'major injuries' and 'over 7 day absences' the biggest causes of injuries were 'restraining prisoner' and 'resisting arrest', which accounted for 6 injuries compared to 11 the previous year. 30% 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 with the exception of Crime & Justice which holds bi monthly meetings chaired by the Head of Crime & Justice. The Force Strategic Health & Safety Committee meets every 4 months.

## 3.0 Training

3.1 The Health & Safety Team deliver a half day input to new Police Officer recruits as part of their initial training which covers dynamic risk assessment and 'red mist' focused on operational policing.

3.2 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.

## 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. All were broken bones (4 Police Officers, 1 Detention Officer and 1 PCSO).
- 4.3 Table 4 shows the benchmarking for Nottinghamshire Police Divisions/Departments per 100 officers/ staff from 1 April 2010 to 31 March 2015. 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**

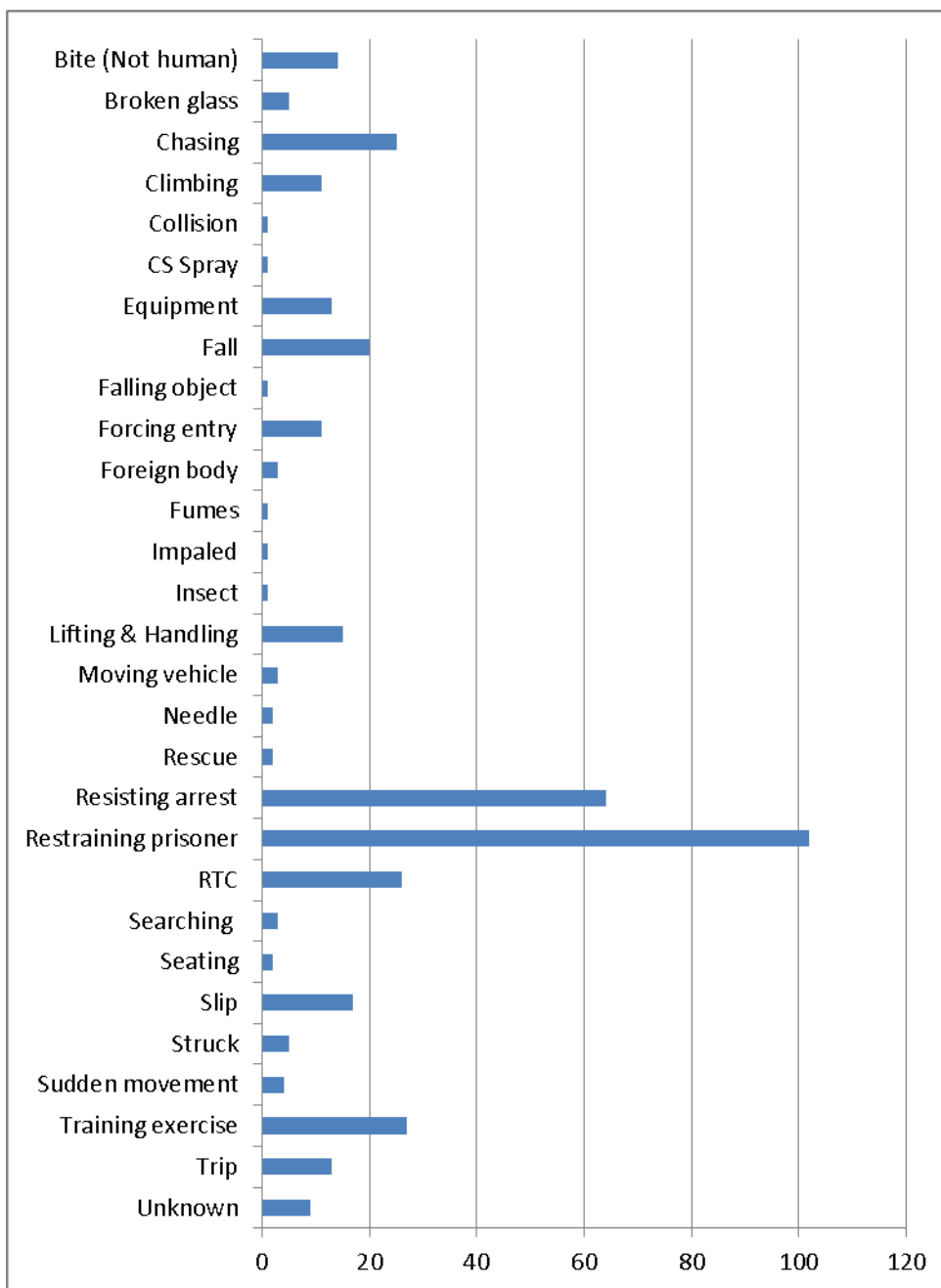
<b>Force benchmarks per 100 officers/staff</b>	<b>Total 2014-15</b>	<b>Total 2013-14</b>	<b>Total 2012-13</b>	<b>Total 2011 - 12</b>	<b>Total 2010-11</b>
<b>Accidents Police Officers</b>	<b>13.11</b>	<b>13.62</b>	<b>13.21</b>	<b>14.99</b>	<b>13.2</b>
<b>Accidents front-line staff*</b>	<b>12.57</b>	<b>12.77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

\* - 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 Staff have decreased compared to last year 2.33 versus 5.72, a decrease of 59%. The biggest increases for this period compared to last year are major injuries by per 100 Police Officers/Police Staff. There were 0.16 major injuries per 100 Officers/Staff compared to 0.10 the previous year, an increase of 60%.

**Table 5 – Causes of Accidents**



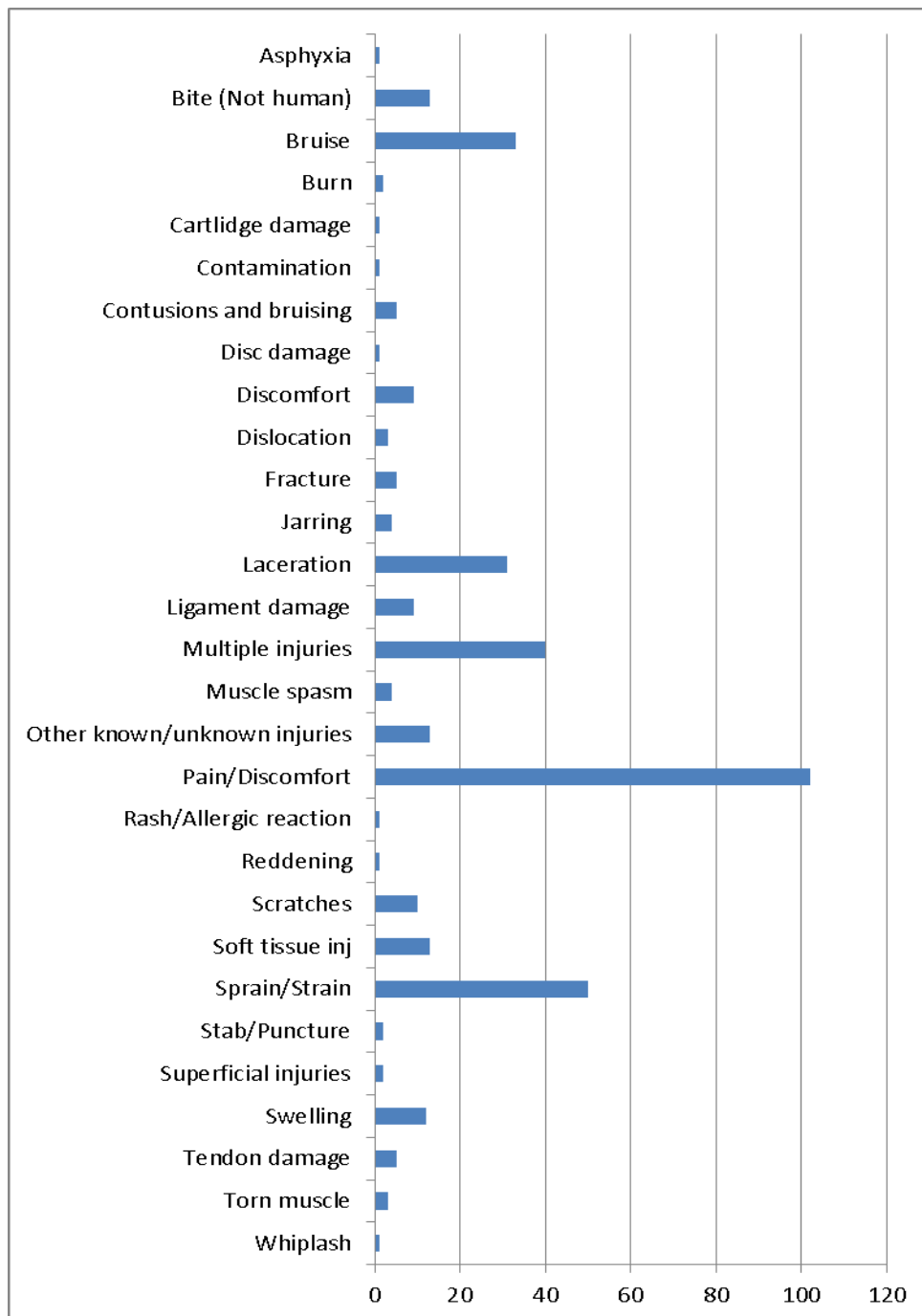
- 4.6 Table 5 (above) shows the causes of accidents. The top 3 causes of accidents for the year were 'restraining prisoner', 'resisting arrest' and 'training exercise'.
- 4.7 In relation to 'restraining prisoner' 35 incidents occurred on police premises, 43 occurred in a public place and 24 occurred on someone else's premises and involved 80 Police Officers and 22 Police Staff.

4.8 57 Police Officers and 1 Special Constable were injured when they were faced with an individual resisting arrest. 6 PCSO's received an injury whilst assisting in an arrest. The injuries can be broken down by Division and Department as follows:

- City – 29
- County – 28
- C & J – 4
- OS – 3

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

**Table 6 – Accident/ Injury Types**



## 5.0 Assaults

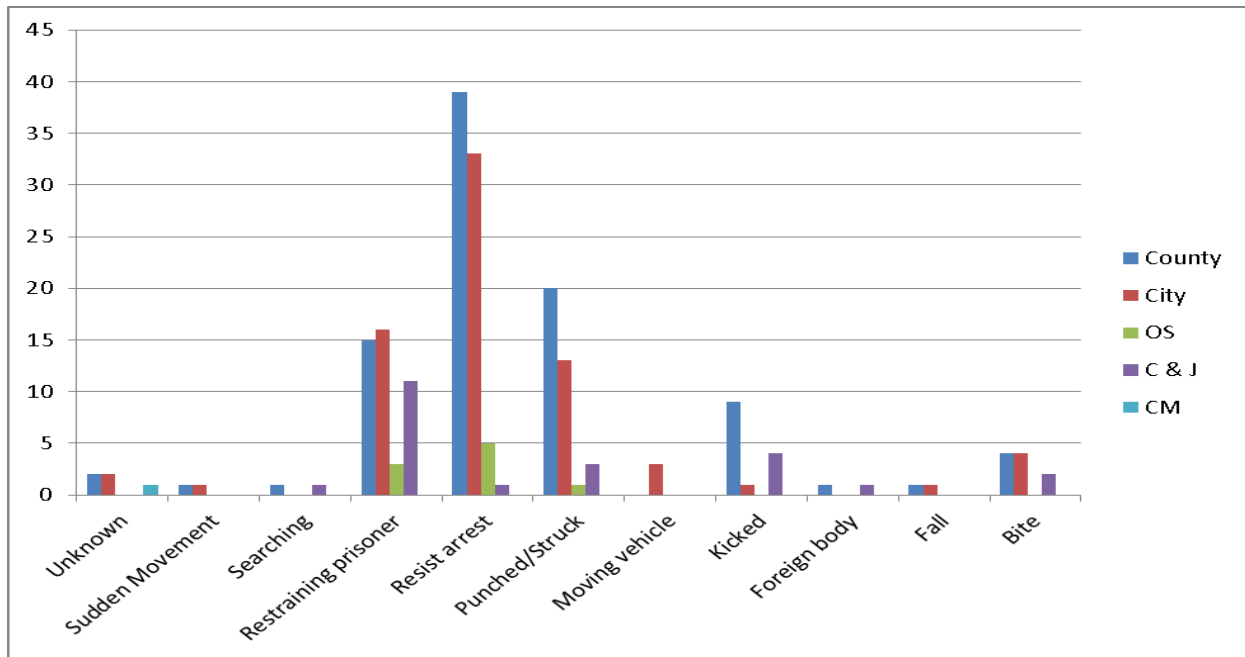
- 5.1 There were a total of 200 injuries on duty as a result of an assault, an increase of 5.8% on the previous year (see Table 2 Page 3). This was made up of the following mix of Police Officers/Special Constables/Police Staff:
- 167 Officers, compared to 155 reported the previous year.
  - 27 Front line staff (PCSO's, Detention Officers, Enquiry staff) compared to 31 reported the previous year.
  - 6 Special Constables compared to 4 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 16.6%. The County Division has seen a decrease compared to last year, down 5.6%.

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

	Frequency/ 100 officers (County Division)	Frequency/ 100 officers (City Division)
2014-15 <sup>2</sup>	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 8 years is 9.97 for the County Division and 7.84 for the City Division.
- 5.4 Table 8 illustrates the assault cause broken down by Division/Department.
- 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.

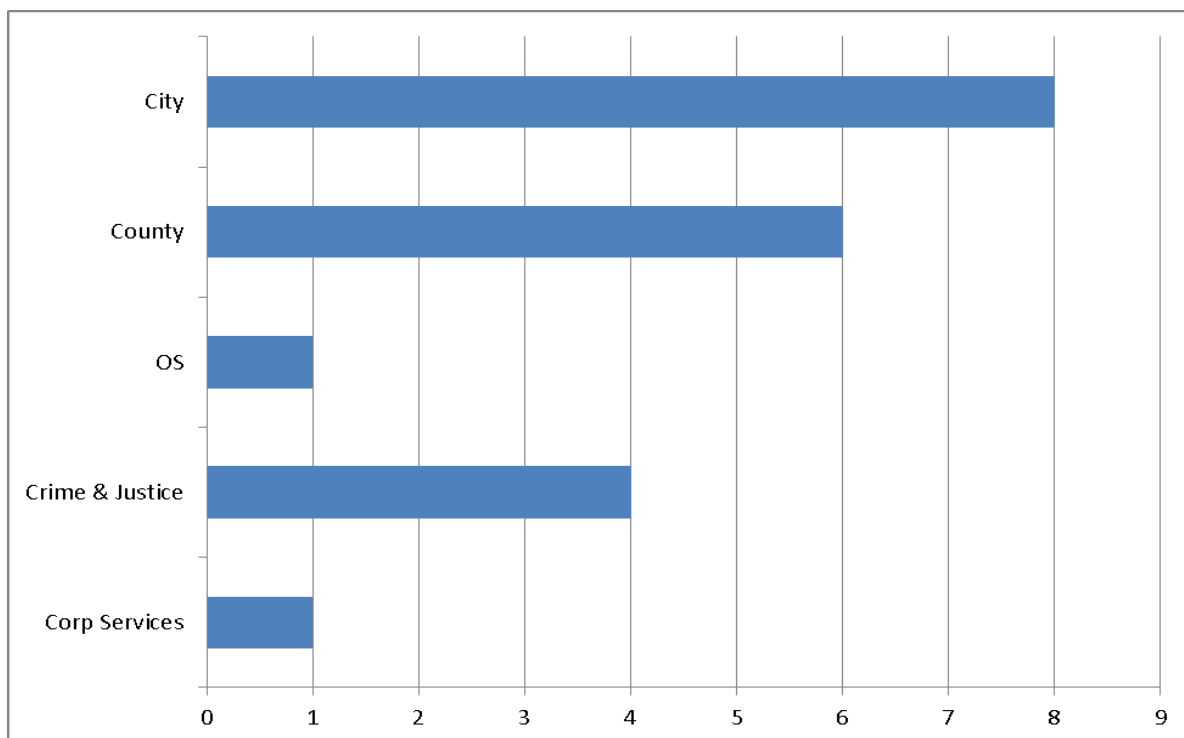
**Table 8 – Assault Cause by Division/Department**



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

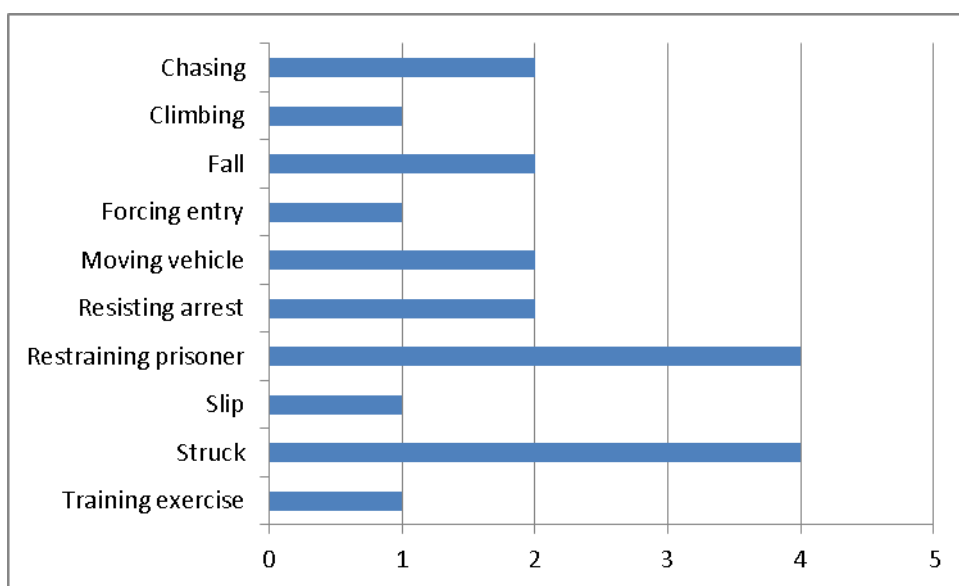
- 6.1 RIDDOR requires employers to report to the Health & Safety Executive (HSE) certain workplace related injuries, diseases and dangerous occurrences.
- 6.2 During the year 2014 - 2015, Nottinghamshire Police reported 20 ‘incidents’ to the HSE compared to 23 the previous year.
- 6.3 Table 9 shows the number of notifications sent to the Health & Safety Executive for the period 2014-2015.

**Table 9**



- 6.4 8 reports were sent to the HSE for the City Division, 2 were 'major injuries' and the remaining 6 were 'over 7 day' injuries. The 'major injuries' were both fractured bones.
- 6.5 6 reports were sent to the HSE for County Division, 1 was a 'major injury' and 5 were 'over 7 day injuries'. The 'major injury' was a fractured cheek and eye socket following an assault.
- 6.6 Crime and Justice was the third highest for RIDDOR reportable incidents with 4 reported to the HSE. 2 were fractures (arm and leg) and 2 were over 7 day injuries and occurred as a result of restraining prisoners within custody.
- 6.6 Table 10 shows RIDDOR reportable injuries by cause.

**Table 10**



6.7 The top 3 causes of reportable injuries were being struck and restraining prisoners. Joint 3<sup>rd</sup> cause is chasing, fall, moving vehicle and resist arrest. Out of the 4 instances where 'restraining prisoner' was the cause, 2 were Police Officers and 2 were Detention officers. All 4 instances occurred within a custody suite. Out of the 4 instances where 'struck' was the cause, all were Police Officers and all occurred in a public place.

## 7.0 Near Misses

- 7.1 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.
- 7.2 During the year there were 286 reported near misses compared to 277 the previous year, an increase of 3.2%. Chief Superintendents actively encourage reporting of near misses on both the City and County Divisions via KYI. 122 near misses were reported for custody compared to 101 the previous year, 90 for the County Division compared to 109 the previous year and 42 for the City compared to 35 the previous year.
- 7.3 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.

## **8.0 Assurance/Compliance**

8.1 The Health & Safety Management System has continually been improved over the past 7 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.
- Regular site inspections.
- In house fire risk assessments of all police owned sites.
- Health initiatives e.g. Police Mutual free health checks for officers and staff.
- Carrying out 'dip sampling' of statutory requirements around control of contractors and auditing of archive & exhibit stores.

## **9.0 Continuing improvement**

9.1 Accidents and assaults 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.

## **10.0 Actions planned for 2015-2016**

- 10.1 A review of health & safety training packages in conjunction with EMCHRS L & D to ensure suitable health & safety training is delivered to all Nottinghamshire Police officers and staff.
- 10.2 Work with Health & Safety Advisors and key stakeholders from the East Midlands Forces to standardise policy, guidance and risk assessments where possible, especially around regional units such as EMSOU and EMOpSS.
- 10.3 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.
- 10.4 Review Force generic risk assessments to ensure they are suitable and sufficient and accurately reflect the risk.
- 10.5 Support the work of the Health & Safety Committee meetings in relation to mitigating risk and assisting with any health & safety investigations.
- 10.6 Audit – dip sampling compliance with the Forces statutory obligations in relation to management of contractors, asbestos, water hygiene and fire risk assessments.