

SCOTTISH POLICE
AUTHORITY

Meeting	HRRC
Date and Time	Friday 3 June 2016
Location	Pacific Quay, Glasgow
Title of Paper	Health, Safety and Wellbeing Performance Report
Presented By	Steve Simpson – Police Scotland Strategy and Specialist Services
Item Number	11.2
Recommendation to Members	For Consultation
Appendix Attached:	H & S and Wellbeing Performance Dashboard March 2015

PURPOSE

The purpose of this paper is to provide Members of the Scottish Police Authority (SPA) with an update in relation to Health and Safety performance within Police Scotland.

This is a Standing Agenda Item and is submitted for noting.

1. BACKGROUND

- 1.1 The attached Performance Report covers information from 1 April 2015 to 31 March 2016, unless otherwise stated and contains data that was accurate at the time of submission.

2. FURTHER DETAIL ON REPORT TOPIC

- 2.1 The attached Performance Report provides information and data in respect of Health, Safety and Wellbeing performance within Police Scotland. Steve Simpson, Head of Strategy and Specialist Services will provide narrative to the content of the Performance Report at the meeting.
- 2.2 Health, Safety and Wellbeing performance is presented on a quarterly basis, with comparative 'Year to Date' date against 2014/15.
- 2.3 Management Information is provided with the inclusion of wellbeing data in relation to the Employee Assistance Programme (EAP) and Trauma Risk Management (TRiM) and Occupational Health.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no financial implications as a consequence of this report.

4. PERSONNEL IMPLICATIONS

4.1 There are no additional personnel implications associated with this report other than those detailed within the Performance Report.

5. LEGAL IMPLICATIONS

5.1 There are no legal implications associated with this report.

6. REPUTATIONAL IMPLICATIONS

6.1 There are no reputational implications associated with this report.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications associated with this report.

8. COMMUNITY IMPACT

8.1 There are no community implications associated with this paper.

9. EQUALITIES IMPLICATIONS

9.1 There are no equality implications associated with this paper.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications associated with this paper.

RECOMMENDATIONS

Members are invited to note the content of this paper.

HEALTH SAFETY AND WELLBEING Q4 YTD PERFORMANCE REPORT 2015/16 – PERIOD 1st APRIL 2015 – 31st MARCH 2016

The purpose of this report is to give HRRC Members information on the number of accidents and injuries sustained by Police Officers and Members of Police Staff of both Police Scotland and the Scottish Police Authority (SPA). Our external providers for Occupational Health Services (OPTIMA) and the Employee Assistance Programme (AXA) have provided data on their service provision/usage.

1. OVERVIEW

ACCIDENT TYPE	2015/16 Q4 YTD	2014/15 Q4 YTD	RAG	COMMENTS
Injured Due to Assault	895	1034	Green	< 13%
Injured During Arrest	562	550	Yellow	> 2%
Manual Handling	56	56	Green	0%
Slips, Trips and Falls	267	287	Green	< 7%
Training Accidents	123	115	Yellow	> 7%
RTC Injuries	99	94	Yellow	> 5%
Others	420	486	Green	< 14%
Near Miss Reports	1666	1544	Green	< 8%
ACC/Injury Rate per 1000 Officers/Staff	8.6	9.1	Green	< 6%

Equal to or less than previous year

Increase of <10%

Increase of >10%

2. HEALTH AND SAFETY EXECUTIVE (RIDDER) REPORTS

	2015/16 Q4 YTD	2014/15 Q4 YTD	RAG	COMMENTS
NUMBER	151	125	Red	> 21%

3. ABSENCES DUE TO ACCIDENTS AT WORK

	2015/16 Q4 YTD	2014/15 Q4 YTD	RAG	COMMENTS
NUMBER	250	257	Green	< 3%
AV. WORKING DAYS LOST	15	19	Green	< 21%

Note: Near Miss reports have been given a green status as the increased number of reports compared with the previous year is viewed as demonstrating continuous improvement and increased awareness of reporting requirements in this category.

4. EXCEPTIONS REPORTING

Injured During Arrest

The most common injury sustained in this category, have been cuts and bruising which have been caused by Officers falling onto hard surfaces, sustaining knee / leg and hand injuries where the individual(s) being arrested have resisted violently resisted arrest. Officers do receive training in dealing with non-compliant prisoners but due to the unpredictable nature of the environment and the behaviour of individuals during arrest situations, it is not always possible to eliminate the risk of injuries being sustained during the arrest process. Most injuries have been minor, however in the last quarter there were 7 officers injured where they were unfit for duty after 7 days. For context purposes, over a 12 month period, Police Scotland makes approximately 170,000 arrests/detentions per annum which equates to an injury rate of 1 in every 302 arrests over the same period.

Training Injuries

Injuries sustained in this category have shown an increased by 7 compared with the same period last year with those occurring being due to sprains and strains experienced by officers and staff involved in Officer Safety Training sessions. As with all training of a physical nature such as Officer Safety Training, Officers are asked beforehand if they have any conditions which would cause or exacerbate existing injuries. During 2015/16 approximately 15,049 officers and staff attended officer safety training compared with 14,569 the previous year. This equates to 1 injury for every 122 officers attending training.

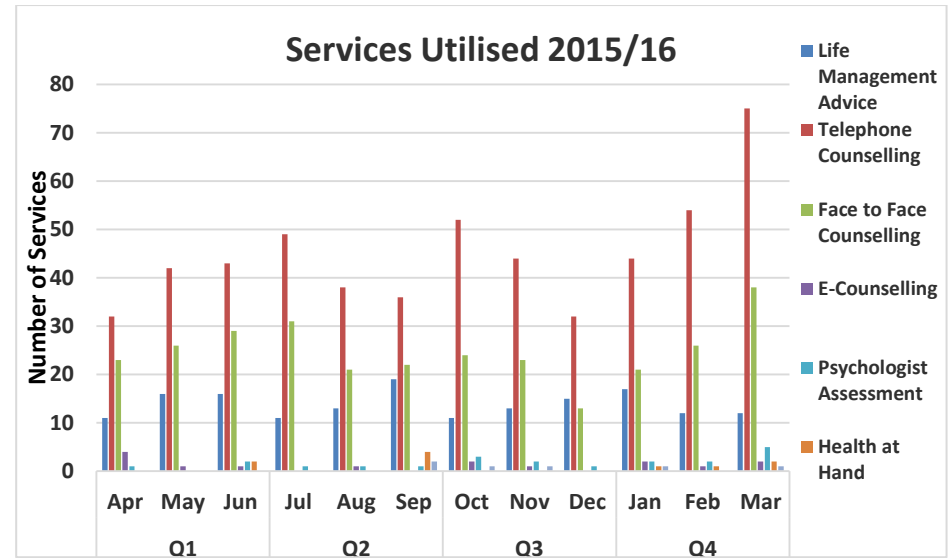
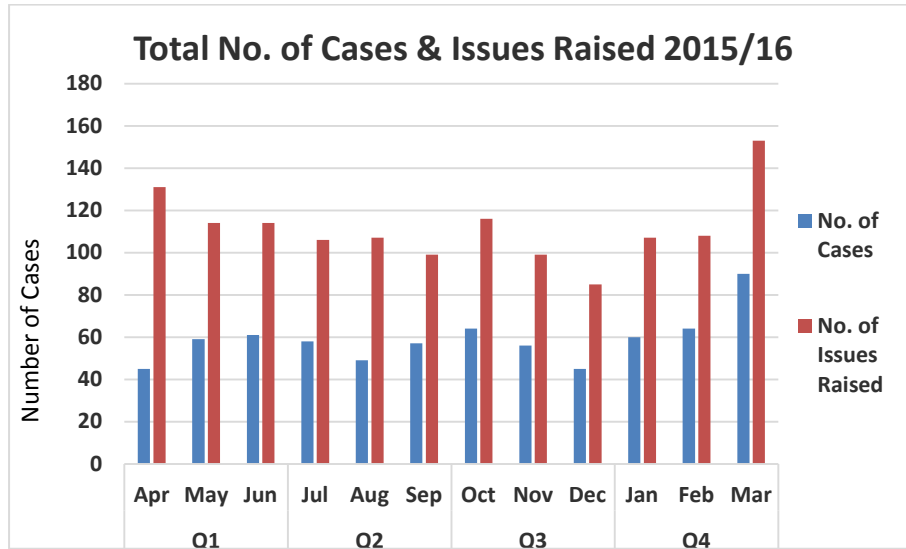
Road Traffic Collisions

The number of Road Traffic Collision Injuries sustained between January and March 2016 (22) shows a decrease when compared to the same period in 2015 (29). The figures were spread over a number of the Divisions, with Specialist Crime Division with 7 Officers injured in the period. All were relatively minor and only one resulted in a lost time accident where the injured Officer sustained whiplash type injuries. All accidents involving police vehicles, whether a 3rd party vehicle is involved or not are investigated by local supervisors or Road Policing Officers as appropriate, depending on the nature and circumstances of the accident.

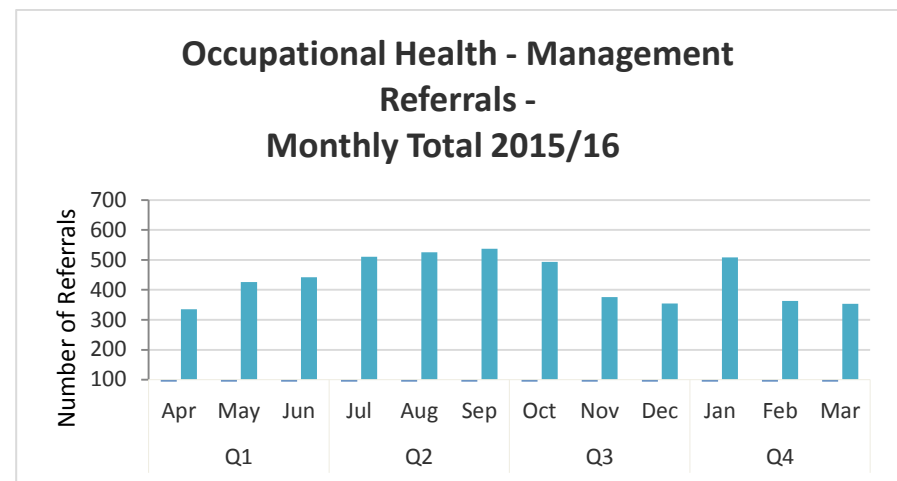
Health and Safety Executive (RIDDOR) Reports

In the period January to March 2016 there were 30 injuries that resulted in RIDDOR reports being submitted, a drop of 5 from the same period last year. 'Slips, Trips and Falls' were the largest single contributor, with 8 reports being submitted in that category. A number of injuries were caused by Officers chasing suspects over rough terrain and going over on ankles resulting in sprains and ligament damage. The 'Injuries During Arrest' category had seven reports, two of which were due to an incident in Edinburgh where two officers sustained serious lacerations due to falling through a shop window whilst struggling with a violent prisoner. Over the whole year, the most common type of injury sustained has been soft tissue injuries (46) followed by fractures (37). As with the last quarter, overall during the year, the biggest contributor to RIDDOR reportable injuries have been Slips, Trips and Falls (38), followed by Injuries During Arrest (28). Notwithstanding the overall number of absences due to accidents and average days lost have dropped from the previous year.

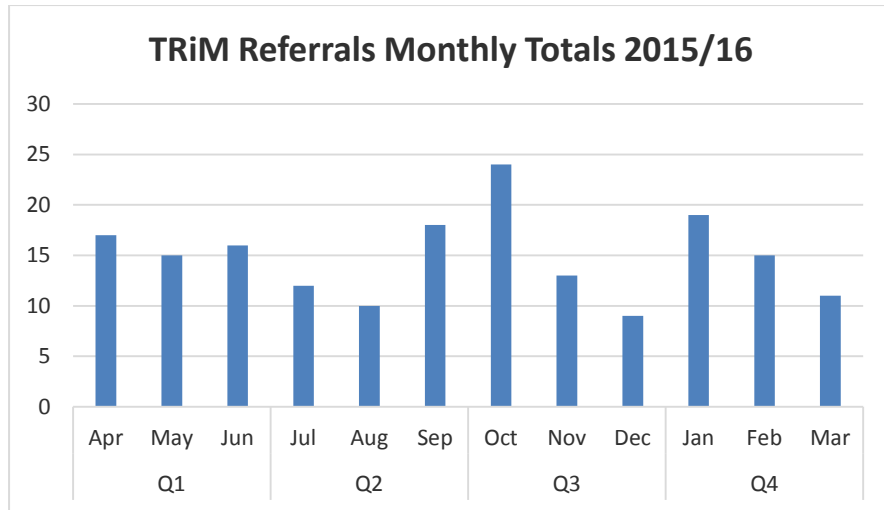
5. EMPLOYEE ASSISTANCE PROGRAMME DATA



6. OCCUPATIONAL HEALTH REFERRALS DATA



7. TRiM



8. WELLBEING ANALYSIS

During the fourth quarter of 2015/16 significant awareness activity has continued to help raise awareness of Occupational Health, EAP and TRiM services available to ensure a positive uptake of the services where appropriate.

Occupational Health

In respect of Occupational Health, between 1 January and 31 March 2016, approximately 1225 Management Referrals were made by Police Scotland/SPA. This has increased by 1 referral from Q3. Despite a spike in January, the number of referrals is beginning to stabilise at approximately 350 referrals a month. Work continues in conjunction with our Occupational Health provider to ensure only appropriate referrals are made to Occupational Health and other support services which are potentially of more benefit than Occupational Health (e.g. EAP) are engaged in a timely manner.

In addition to referrals and other routine medicals, progress has been made on harmonisation work, streamlining processes in relation to recruitment and driver medicals.

Employee Assistance Programme

The Employee Assistance Programme provider has received 214 calls from Police Scotland/SPA in Quarter 4 which is 46 more calls (27%) than the previous quarter. Of the 214 calls received, 319 services have been utilised, ranging from practical matters advice (e.g. consumer advice, family care, financial education) and counselling support to help with relationship, family, stress, anxiety or depression and bereavement issues.

During Q4 significant awareness activity has been undertaken with a number of inputs being delivered in all three command areas which has resulted in the continued increase in utilisation. This demonstrates a greater awareness about the help and support available and most importantly that more individuals are now accessing this help and support.

The current utilisation rate of EAP within Police Scotland has increased slightly to 3.3% (based on headcount) which is above both public sector and similar sized organisations benchmark of 2.1%.

It is fully expected as awareness of the services continues to increase, utilisation will increase in line with this.

TRiM

Between 1 January and 31 March 2016, there have been 45 TRiM referrals with the majority of referrals being made following sudden deaths, suicides, road traffic collisions or incidents involving children. This has increased from Q3 (35).

NOT PROTECTIVELY MARKED

The MI from all three sources in Q4 demonstrates an improved knowledge of services and support. It is anticipated as the awareness activity continues the trends identified within this quarter's report will continue to develop in the positive manner they have shown over the previous quarter.

NOT PROTECTIVELY MARKED