

SCOTTISH POLICE
AUTHORITY

Meeting	Public SPA Board Meeting
Date	25 February 2016
Location	John McIntyre Conference Centre, Edinburgh
Title of Paper	Police Scotland – Health, Safety and Wellbeing Report
Item Number	10.3
Presented By	Mr John Gillies, Director of People and Development
For Approval For Consultation	For Consultation
Appendix Attached:	Yes

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.

1. BACKGROUND

1.1 The attached Performance Report covers information from 1 April 2015 to 31 December 2015, 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. The Director of People & Development will provide narrative to the content of the Performance Report at the SPA Board 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 additional legal implications associated with this report.
- 5.2 Police Scotland/SPA are in compliance with the Health and Safety at Work Act in relation to the reporting of RIDDOR. The regulations require reporting when there has been an accident which caused the injury, the accident was work related and the injury is of a type which is reportable.

6. REPUTATIONAL IMPLICATIONS

- 6.1 There are reputational implications associated with this report.
- 6.2 There is a reputational risk with the number of officers injured in road traffic collisions. Since the last report issued up to the end of October 2015, there have been 28 officers injured in road traffic collisions. The locations of the incidents are spread across the majority of Divisions but G Division with a total of 6 injuries and Operational Support Division, which includes the Road Policing Unit, with 4 injuries, are the main contributors to the total. Fortunately most injuries were minor but two Officers did receive whiplash injuries in a single collision which resulted in them being off work for more than 7 days.

7. SOCIAL IMPLICATIONS

- 7.1 There are no social implications associated with this report.

8. COMMUNITY IMPACT

- 8.1 There are no community impact implications associated with this report.

9. EQUALITIES IMPLICATIONS

- 9.1 There are no equality implications associated with this report.

10. ENVIRONMENTAL IMPLICATIONS

10.1 There are no environmental implications associated with this report.

RECOMMENDATIONS

Members are invited to:

Note the content of this paper.

HEALTH SAFETY AND WELLBEING Q3 YTD PERFORMANCE REPORT 2015/16 – PERIOD 1 APRIL – 31 DECEMBER 2015

The purpose of this report is to give Board 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. 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 Q3 YTD	2014/15 Q3 YTD	RAG	COMMENTS
Injured Due to Assault	683	796	Green	< 14%
Injured During Arrest	436	410	Yellow	> 6%
Manual Handling	45	40	Red	> 13%
Slips, Trips and Falls	199	202	Green	<2%
Training Accidents	98	87	Red	> 13%
RTC Injuries	77	65	Red	> 19%
Others	316	350	Green	< 11%
Near Miss Reports	1244	1119	Green	> 11%
Acc/Injury Rate per 1000 Officers/Staff	8.7	9	Green	<3%

Equal to or less than previous year

Increase of <10%

Increase of >10%

2. HEALTH AND SAFETY EXECUTIVE (RIDDER) REPORTS

	2015/16 Q3 YTD	2014/15 Q3 YTD	RAG	COMMENTS
NUMBER	118	90	Red	> 31%

3. ABSENCES DUE TO ACCIDENTS AT WORK

	2015/16 Q3 YTD	2014/15 Q3 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 has been caused by Officers falling onto hard surfaces and sustaining knee / leg injuries and hand injuries where the person being arrested has pulled away violently. Officers do receive extensive training in dealing with non-compliant prisoners but due to the random nature of the environment and the behaviour of individuals during arrest situations, it is difficult to totally eliminate the risk of injuries being sustained during the arrest process. Most injuries are minor but in the period since the last report i.e. November and December 2015, 4 Officers were injured to such a degree that they were absent or unfit for normal duty for at least 7 days. For context purposes, over a 9 month period, Police Scotland makes approximately 130,000 arrests/detentions, which equates to an injury rate of 1 in every 298 arrests over that same period.

Manual Handling Injuries

Several injuries in this category are not dissimilar to the injuries caused during the arrest process but instead of happening in a public place they have occurred in a Custody Area and were caused through carrying struggling, non-compliant prisoners to a cell resulting in back or upper limb strains. Again, Officers and Staff do receive non-compliant detainee handling but the volatile nature of the person being lifted can make it difficult for correct lifting technique to always be applied.

Training Injuries

Training injuries have increased by 11 over the same period as last year. Several Divisions contributed to this total but 'E' Division with 6 had the most from a single Division. Four of the injuries were as a result of strains

and sprains sustained during P.E. training at the Scottish Police College – Tulliallan and this is not uncommon throughout all Divisions. 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. Between 1 April 2015 and 31 December 2015, approximately 10,151 attended Officer Safety Training recertification and 696 attended initial officer safety training at the Scottish Police College.

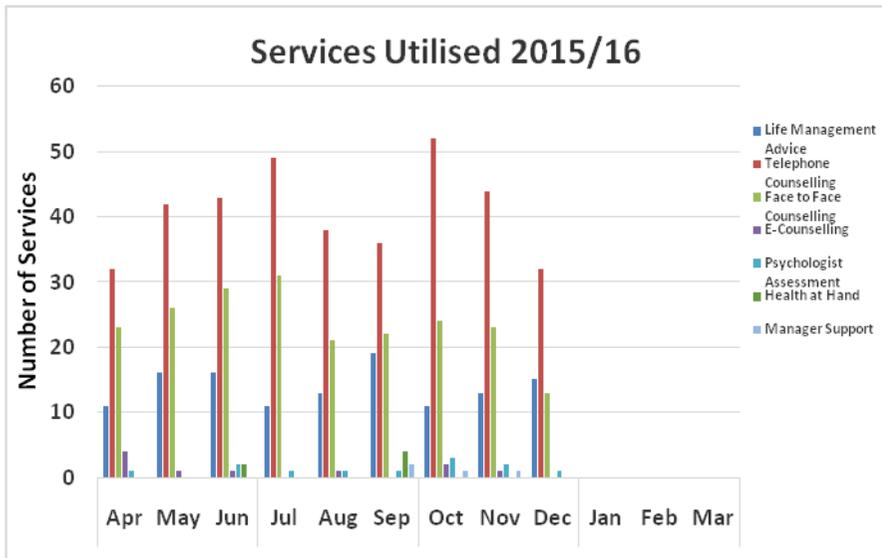
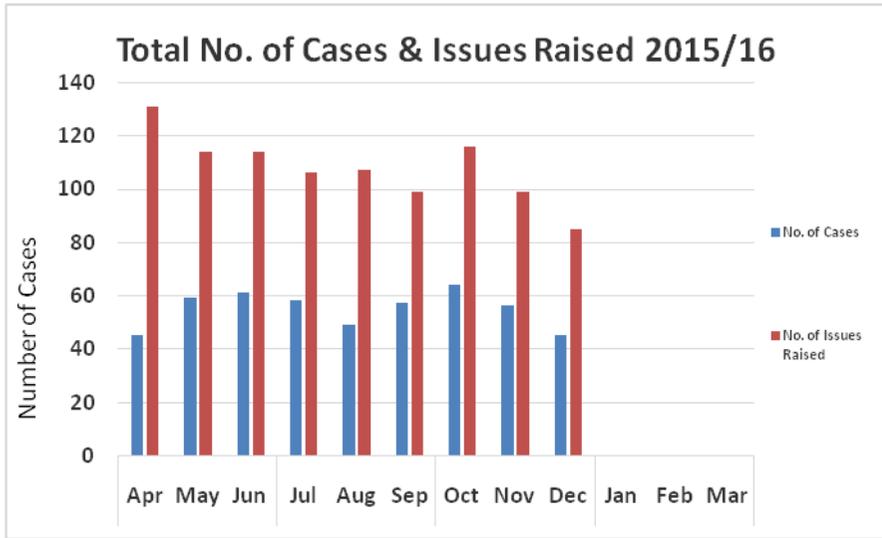
Road Traffic Collisions

Since the last report issued up to the end of October 2015, there have been 28 officers injured in road traffic collisions. The locations of the incidents are spread across the majority of Divisions but G Division with a total of 6 injuries and Operational Support Division, which includes the Road Policing Unit, with 4 injuries, are the main contributors to the total. In the G Division incidents, several have been caused by the police vehicle being struck from behind resulting in whiplash type injuries. In the RPU incidents injuries were sustained to two Police Motorcyclists when a car took a turn into their path without any indication, a third was caused when a Police Motorcyclist hit a patch of floodwater in darkness and lost control and the fourth was in Aberdeenshire where weather conditions were also a factor. Fortunately most injuries were minor but two Officers did receive whiplash injuries in a single collision which resulted in them being off work for more than 7 days.

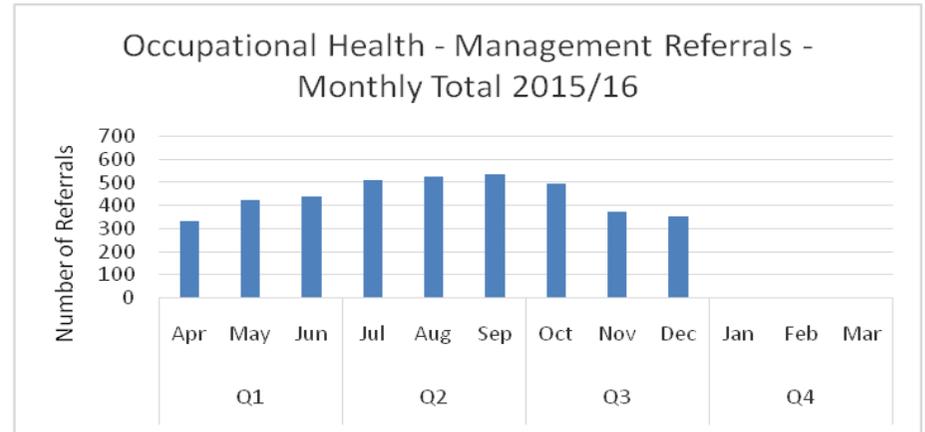
Health and Safety Executive (RIDDOR) Reports

A detailed breakdown of RIDDOR incidents for Q3 year to date has been developed and will be provided to board members by the Director of People and Development.

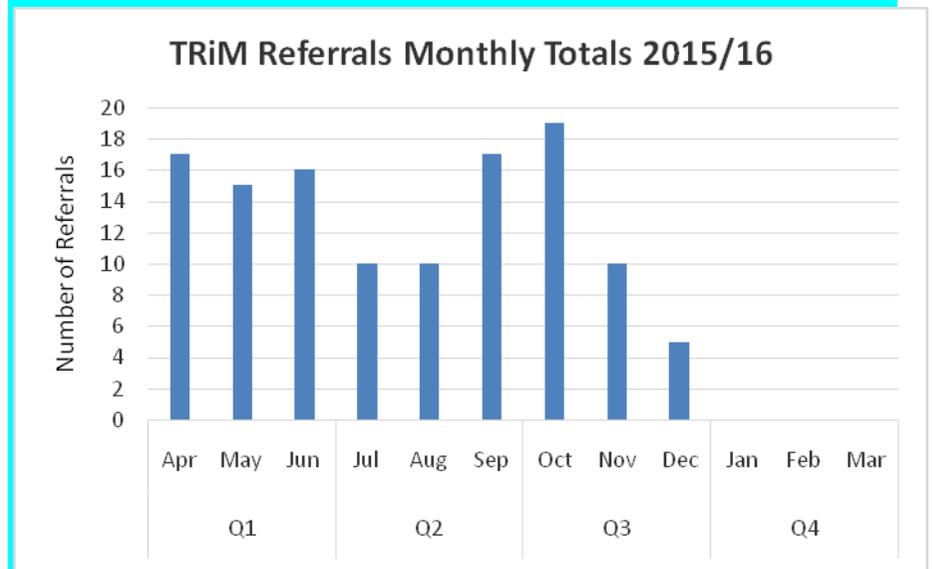
5. EMPLOYEE ASSISTANCE PROGRAMME DATA



6. OCCUPATIONAL HEALTH REFERRALS DATA



7. TRiM



6. WELLBEING ANALYSIS

During the third quarter of 2015/16 for both Occupational Health Services and the Employee Assistance Programme significant awareness activity has continued to help raise awareness of Occupational Health, EAP and TRiM services available to ensure a positive uptake.

Occupational Health

In respect of Occupational Health, between 1 October and 31 December 2015, approximately 1224 Management Referrals were made by Police Scotland/SPA. This has reduced by approximately 350 referrals from Q2. During Quarter 2, the number of referrals increased month on month, however the contrary has been noted during Quarter 3 with the number of referrals decreasing month to month. The reason for the decrease is likely to be due to the significant work which has been undertaken by both the Occupational Health provider and Police Scotland 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 Firearms medicals and recruitment activity.

Employee Assistance Programme

The Employee Assistance Programme provider has received 168 calls from Police Scotland/SPA in Quarter 3 which is consistent with the previous quarter (164 calls). Of the 168 calls received, 300 services have been used, 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. Notably in Q3, the number of “informal” and “formal” referrals to the service has increased which is particularly encouraging. These are referrals where either someone has suggested to an individual they should contact the service or, someone has contacted the service for them on their behalf. To illustrate, in Q1 there were 6 informal referrals and 2 formal referrals. In Q3 there were 14 informal referrals and 24 formal referrals.

This demonstrates a greater awareness amongst managers about the help and support available and that managers are having supportive discussion with officers and staff, helping to signpost them to seek support.

The current utilisation rate of EAP within Police Scotland remains consistent at 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 October and 31 December 2015, there have been 35 TRiM referrals with the majority of referrals being made following sudden deaths, suicides, road traffic collisions or incidents involving children. This has slightly increased from Q2 (32).

The MI from all three sources in Q3 demonstrates an improved knowledge of services and support. It is anticipated as the awareness activity continues the trends identified within this quarters report will continue to develop in the positive manner they are showing early signs of.