

Meeting	SPA Board Meeting
Date and Time	16 December 2015, 1300hrs -1545hrs
Location	Tollcross International Swimming Centre, Glasgow
Title of Paper	Police Scotland – Health, Safety and Wellbeing Report
Item Number	13.3
Presented By	Mr John Gillies Director of People & Development, Police Scotland
Recommendation to Members	For Consultation
Appendix Attached:	Health, Safety and Wellbeing Performance Dashboard October 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 consultation.

1. BACKGROUND

- 1.1 The attached Performance Report covers information from 1 April 2015 to 31 October 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' data 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 associated with 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 impact implications associated with this paper

9. EQUALITIES IMPLICATIONS

9.1 There are no equality 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 OCTOBER 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	556	614	Green	< 9%
Injured During Arrest	350	328	Yellow	> 7%
Manual Handling	35	34	Yellow	> 3%
Slips, Trips and Falls	162	154	Yellow	> 5%
Training Accidents	69	64	Yellow	> 7%
RTC Injuries	49	54	Green	< 9%
Others	248	281	Green	< 14%
Near Miss Reports	961	828	Green	> 16%
Acc/Injury Rate per 1000 Officers/Staff	5.85	4.93	Red	> 19%

Equal to or less than previous year

Increase of <10%

Increase of >10%

2. HEALTH AND SAFETY EXECUTIVE (RIDDOR) REPORTS

	2015/16 Q3 YTD	2014/15 Q3 YTD	RAG	COMMENTS
NUMBER	93	68	Red	> 37%

3. ABSENCES DUE TO ACCIDENTS AT WORK

	2015/16 Q3 YTD	2014/15 Q3 YTD	RAG	COMMENTS
NUMBER	198	188	Yellow	> 5%
AV. WORKING DAYS LOST	12	16	Green	< 25%

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 cause of injuries sustained in this category has been Officers landing heavily on hard external surfaces or making contact with masonry, etc. when bringing non-compliant prisoners, who frequently are under the influence of alcohol and / or drugs, under control prior to handcuffs or other restraints being applied. 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, following a violent struggle an Officer fell down a flight of stairs during a struggle and suffered concussion when they struck their head. For context purposes, over a 7 month period, Police Scotland made approximately 109,000 arrests/detentions, which equates to an injury rate of 1 in every 311 arrests over that same period.

Manual Handling Injuries

The injuries have occurred in a variety of locations, internal and external with officers and staff lifting or moving a variety of different objects, kit bags, prisoners and productions. All injuries were minor with 10 resulting in over 7 day absences. Where appropriate corrective advice is provided to officers and staff regarding appropriate moving and handling techniques to prevent recurrence of this type of injury.

Training Injuries

There has been an increase of 5 injuries incurred during training sessions compared with the same period last year. Most injuries have occurred during Officer Safety Training sessions, where officers and members of

staff require to participate and show competency in a wide range of self defence and prisoner restraint techniques. Whilst training sessions are closely supervised and instruction in each technique is provided, injuries do occur. For context purposes, in this period, approximately 7,751 officers and staff attended Officer Safety Training. Three injuries (soft tissue damage) resulted in lost time.

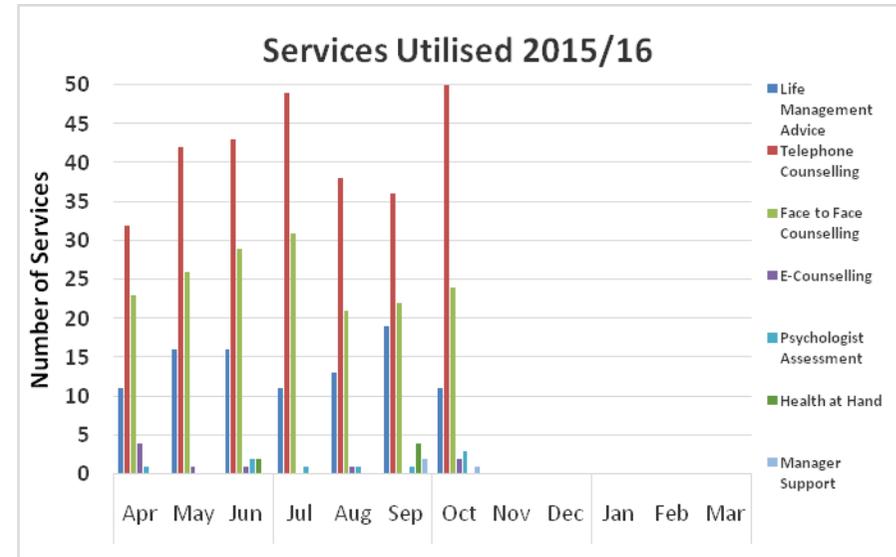
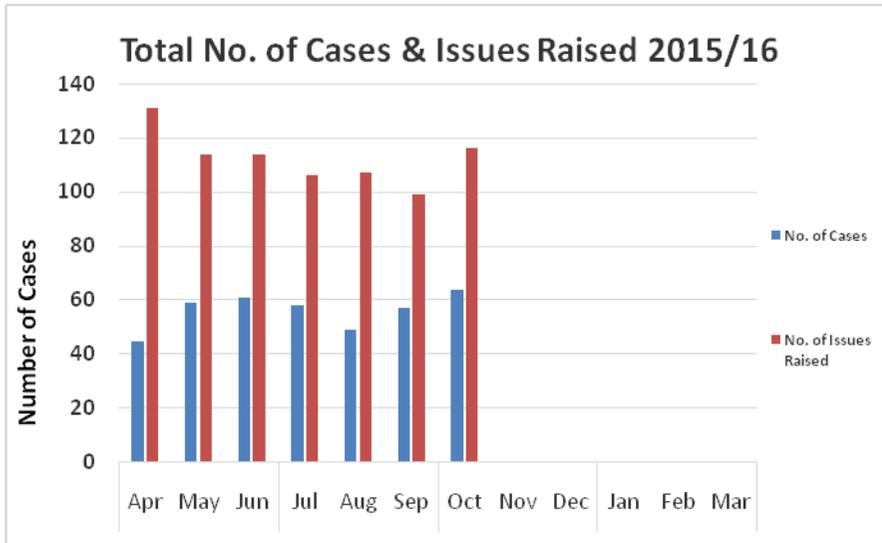
Slips / Trips / Falls

The most common cause of injury in this category is Officers climbing walls / fences when in foot pursuit of suspects or when going over rough ground, again during pursuits but also during searches, etc. As with 'Injuries During Arrest', the circumstances and random nature of the environment in which pursuits can take place, the total elimination of risks are challenging.

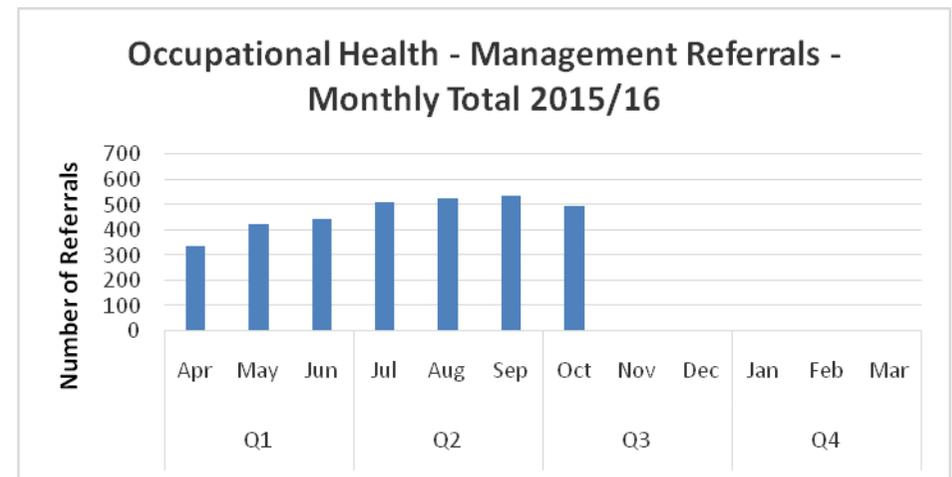
Health and Safety Executive (RIDDOR) Reports

Reports submitted to the Health and Safety Executive, have mostly been due to injuries sustained resulting in periods of absence of over 7 days. The most common causational factors have been injuries sustained during arrest and due to slips, trips and falls. The most common type of injury in over 7 days absences has been soft tissue injuries, followed next, by cuts and bruising. Previous benchmarking analysis with the Metropolitan Police Service and Police Service of Northern Ireland has demonstrated a comparable number of over 7 day injuries. As previously described, due to the dynamic environment which officers and staff can find themselves in, it is extremely difficult to put in place full control measures which can significantly reduce these types of injury. The 'Absences Due to Accidents at Work' figure has, as would be expected, shown a corresponding increase although the average number of days lost has decreased by over 25%.

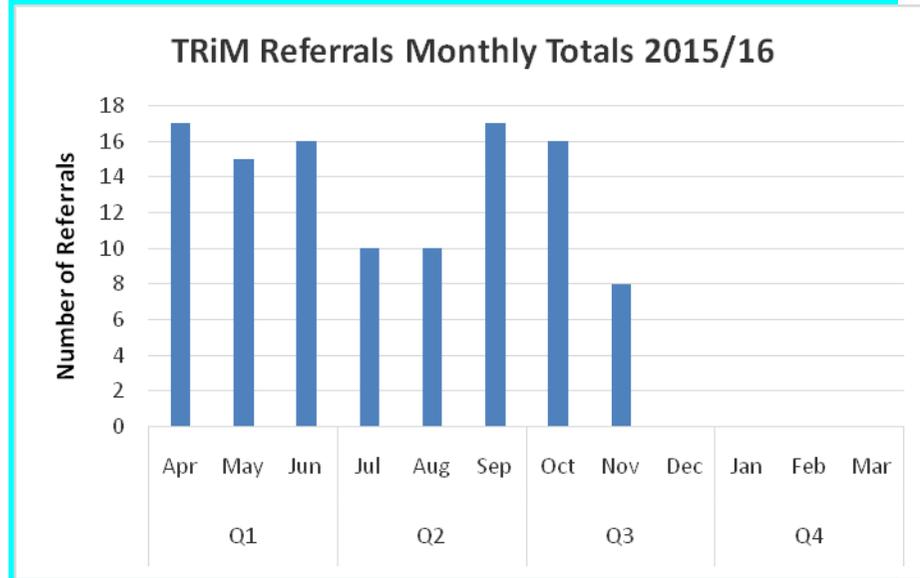
5. EMPLOYEE ASSISTANCE PROGRAMME DATA



6. OCCUPATIONAL HEALTH REFERRALS DATA



7. TRiM DATA



8. WELLBEING ANALYSIS

During 2015/16 (YTD) 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 1st July and 31st October 2015, approximately 3271 Management Referrals were made by Police Scotland/SPA with a total of approximately 7000 appointments being undertaken including physio appointments, various medicals (e.g. AFO and recruitment) and fit for work medicals. Resilience assessments for officers in high risk roles are being delivered with approximately 100 assessments completed by counsellors to date.

Harmonisation work is being undertaken to streamline processes to ensure there is a consistent approach to medicals nationally. Significant progress has been made in relation to recruitment medicals and fitness to work medicals.

Awareness activity will continue to focus on ensuring the differing roles Occupational Health and EAP play are fully understood.

Employee Assistance Programme

The Employee Assistance Programme provider has received 393 calls from Police Scotland/SPA since the 1st April 2015. Of the 393 calls received, 592 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. In many instances support

commenced immediately as telephone counselling was the most prevalent service provided with a total of 292 instances.

Education and communication about the EAP and its associated services is being driven by the Health & Wellbeing team. Awareness of the services should increase as a result of the on-going awareness activity utilisation will continue to increase.

The current utilisation rate of EAP within police Scotland is approximately 3% (based on headcount) which is above the public sector standard of 2.1%.

TRiM

Between 1 July and 31st October 2015, there have been 53 TRIM referrals with the majority being made following fatalities, sudden deaths, suicides or incidents involving children.

The Health, Safety & Wellbeing Team strategy for the next twelve months has been developed to support the wider Corporate Wellbeing strategy which will address the issues raised via the recent staff survey. The main initiatives to be progressed are:

- Wellbeing Calendar – relevant topics will be addressed on a monthly basis with the aim of raising awareness, coinciding with national wellbeing campaigns
- Mental Health Awareness Initiative – Engage with “See Me” to undertake a national mental health awareness campaign.
- Wellbeing at Work Week – high profile campaign featuring a variety of activities and promotional events aimed at enhancing everyone's understanding of health and wellbeing.

END OF REPORT