

<b>Meeting</b>	<b>Scottish Police Authority Board Meeting</b>
<b>Date</b>	<b>28 March 2019</b>
<b>Location</b>	<b>Maryhill Burgh Halls, Glasgow</b>
<b>Title of Paper</b>	<b>Health &amp; Safety Report</b>
<b>Presented By</b>	<b>DCC Fiona Taylor</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>None</b>

### **Purpose**

The purpose of this report is to provide a strategic overview in relation to Health & Safety within the Scottish Police Authority and Police Scotland.

The Chief Constable and Chair of the SPA have joint responsibility as "duty holders" in many areas and this responsibility is then discharged through the Police Scotland National Health and Safety Board. Matters are currently escalated via Executive Members to the SPA Board.

This paper is presented in line with SPA Corporate Governance Framework and is submitted for discussion.

## **1. Background**

- 1.1 The Health & Safety Team currently comprises a Health & Safety Manager, 8 Safety Advisors and 2 Safety Assistants who are based across the country and operate in support of the command structure within the North, East and West. Team members have references covering all areas of policing including all specialist areas. Decisions in relation to Health & safety are made through a network of local Health & Safety committees within SPA and Police Scotland with national decisions made at the Health & Safety Board which is held quarterly. The team work closely with Wellbeing colleagues.
- 1.2 The Health & Safety Manager is the legally “competent person” for Police Scotland and SPA providing a joined up approach to all aspects of Health & Safety.
- 1.3 It is important to note that significant progress has been made in terms of Health & Safety however we do recognise that many years of work are required in what is a very large and a relatively new organisation. The Health & Safety Manager also represents the organisation at a UK national level with both the Association of Police Safety Advisors and the Health & Safety Group of the National Police Chiefs Council. These groups allow for the sharing of best practice across the country.
- 1.4 Please note that the Health & Safety Action Log will be updated and circulated to Board members on a quarterly basis.

## **2. Performance Report**

- 2.1 The purpose of this section of the report is to give Board Members information on the number of accidents and injuries sustained by Police Officers, Police Staff and 3<sup>rd</sup> parties within both SPA and Police Scotland.

## 2.2 Police Scotland only – YTD figures (Q1, Q2 & Q3 2017/18 & 2018/19)

ACCIDENT TYPE	2017/18 Q3 YTD	2018/19 Q3 YTD	RAG	COMMENTS
Injured Due to Assault	1322	1204	Green	Reduced by 118 (9%)
Injured During Arrest	470	525	Red	Increased by 55 (12%)
Manual Handling	34	57	Red	Increased by 23 (68%)
Slips, Trips and Falls	213	159	Green	Reduced by 54 (25%)
Training Accidents	72	73	Yellow	Increased by 1 (1%)
RTC Injuries	88	80	Green	Reduced by 8 (9%)
Others	383	428	Red	Increased by 45 (12%)
Near Miss Reports	832	758	Green	Reduced by 74 (9%)
<b>Total</b>	<b>3414</b>	<b>3284</b>	Green	<b>Reduced by 130 (4%)</b>

### RIDDORS (included in above figures)

	2017/18 Q3 YTD	2018/19 Q3 YTD	RAG	COMMENTS
<b>NUMBER</b>	<b>134</b>	<b>116</b>	Green	Reduced by 18 (13%)

## 2.3 Police Scotland Q3 Year to Date (YTD) narrative

The total number of accident/incident reports for Police Scotland only for Q3 2018/19 YTD was 3284, a reduction of 130 (4%) compared with Q3 YTD of the previous year. The 3 highest accident types for Q3 YTD 2018/19 were injured due to assault, near miss and injured during arrest.

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When compared with Q3 YTD of 2017/18, increases of greater than 10% are evident for Injured During Arrest (12%), Manual Handling (68%), and 'others' (12%).

Manual Handling includes injuries sustained during forced entry to premises, lifting persons and also lifting inanimate objects. The reason for these increases are not discernible and may be due to common variation, operational factors and/or efforts to improve reporting across divisions/departments.

The 'others' category includes anything that does not fit into the rest of the categories. These reports can include needle stick injuries, cross contamination with PAVA, animal bites etc.

**2.4 SPA – Corporate & Forensic Services YTD figures (Q1, Q2 & Q3 2017/18 & 2018/19)**

ACCIDENT TYPE	2017/18 Q3 YTD	2018/19 Q3 YTD	RAG	COMMENTS
Injured Due to Assault	0	0		Static
Injured During Arrest	0	0		N/A
Manual Handling	1	0		Reduced by 1
Slips, Trips and Falls	6	1		Reduced by 5 (83%)
Training Accidents	0	0		Static
RTC Injuries	6	3		Reduced by 3 (50%)
Others	34	28		Reduced by 6 (18%)
Near Miss Reports	73	42		Reduced by 31 (42%)
<b>Total</b>	<b>120</b>	<b>74</b>		<b>Reduced by 46 (38%)</b>

**RIDDORS (included in above figures)**

	2017/18 Q3 YTD	2018/19 Q3 YTD	RAG	COMMENTS
<b>NUMBER</b>	<b>0</b>	<b>1</b>		Increased by 1

**2.5 SPA Q3 YTD narrative**

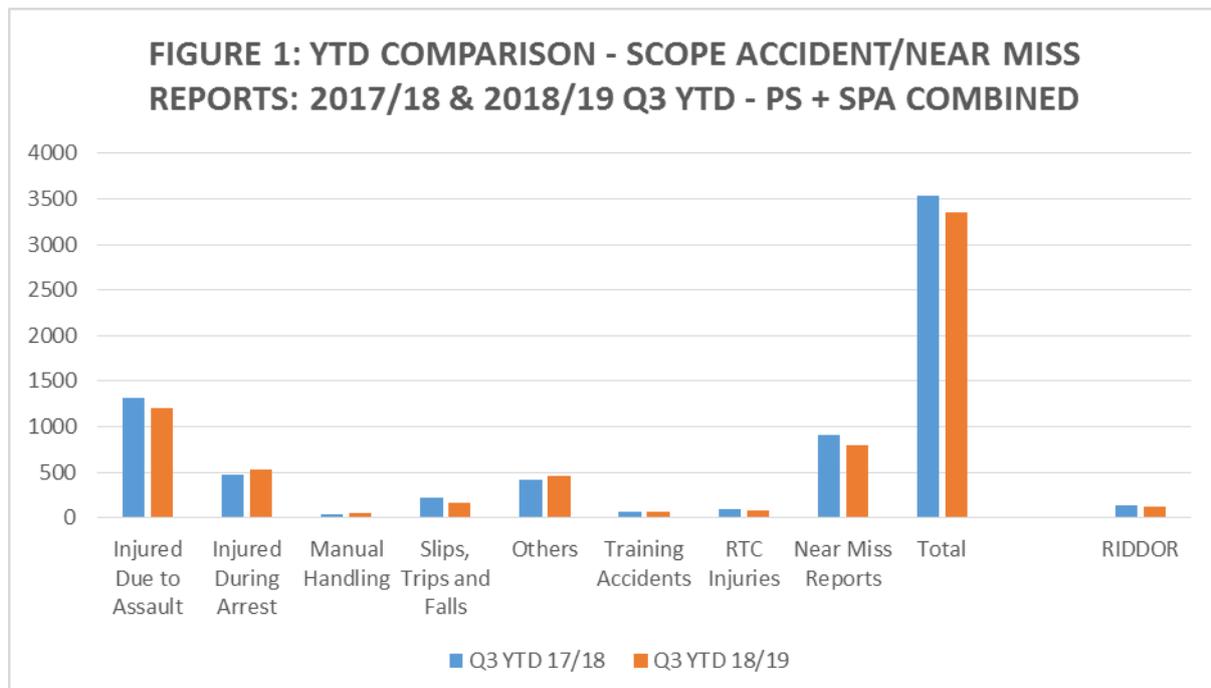
For SPA Q3 YTD 2018/19, 74 reports were submitted. This shows a reduction of 46 (38%) when compared to Q3 YTD of the previous year. The highest categories are Near Misses (no injury sustained) and others.

No increases of greater than 10% are evident for Q3 YTD data.

The Health & Safety Team continue to pay close attention to statistics and will continue to develop their approach to accident reduction.

**2.6 POLICE SCOTLAND AND SPA COMBINED – Q3 2018/19 compared with Q3 2017/18**

Figure 1 below displays the number of reports submitted in each category for both PS and SPA combined. The low proportion of RIDDOR reportable accidents (when compared with the total number of reports) is worthy of note.



### **3 Further Information**

#### **3.1 RIDDOR Data & Accident Reduction Work**

The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) to the Health and Safety Executive is one of our most important data sets and details significant injuries, such as broken bones, and any injury where the individual requires to be absent for more than 7 days.

Police Scotland RIDDOR figures are very low and in 2017/18 totalled 171 for 23,500 Police Officers and Police Staff. That means that only 0.49% of our staff have sustained a significant injury in the course of their work. Given the nature of the work carried out this is a low figure. The organisation is not complacent and tracks RIDDOR figures on a weekly basis in order to react to any spikes quickly. The Service is on target to reduce the number of RIDDORs further in 2018/19.

Police Scotland use Behavioural Safety Techniques to help to reduce the number of serious accidents, however this is challenging as there is a limit to the influence that the organisation can have over the behaviour of someone who is about to be arrested. Police Officers and Police Staff are encouraged to carry out continual Dynamic Risk Assessment and through statistical analysis we are able to inform Officers (Response Officers in particular) how they are most likely to be injured in the course of their shift. Knowing what is likely to cause an injury can enable modification of the approach to that particular aspect of police work.

This work has helped to reduce the number of Police Officers Injured during Arrest from 14 in Q1 2018/19 down to 10 in Q2 and then down to 6 in Q3.

Over the last 2 years this work has seen an initial trial within "G" Division and, more recently, the start of a piece of work within "A" Division where RIDDOR numbers had increased. The Health & Safety Manager works with local Health & Safety Advisors to collaborate with Officer Safety Training Instructors and local Senior Management to produce a joined up approach to accident reduction. We believe this is a unique approach.

Every RIDDOR that is reported is investigated by a Health & Safety Advisor and then passed to the Health & Safety Manager who

specifically looks at any aspects where Behavioural Safety Techniques could assist. The Health & Safety Manager looks at every individual's accident history to see if there are any discernible trends which they share with the Senior Manager responsible for the Police Officer or member of Police Staff. This is another new approach which ensures that local senior management know about injuries and can discuss learning outcomes within the Division.

The Health & Safety Team are currently working on further guidance around Dynamic Risk Assessment which will be available in two forms. Firstly, an input will feature in all shift briefings and the Health & Safety Manager is working on a document which takes officers through an example of a Dynamic Risk Assessment from the point that an officer receives a call on their Airwave radio to attend an incident through to arrival on scene and dealing with the incident to the arrest of a suspect.

This is ground-breaking work which is helping to keep our officers and staff safe, reduce abstraction and therefore save the organisation expense. This is in the context of one organisation that we benchmark against experiencing a 13% rise in their RIDDOR numbers.

### **3.2 Crime Scene Managers Course**

Safety Advisors are now providing a new input to the Crime Scene Managers course delivered at Tulliallan. The course looks at the management of complex scenes which regularly have significant Health & Safety implications. As well as covering the risks involved it is an opportunity for new Crime Scene Managers to meet Safety Advisors and to hear about the skills and knowledge that they can bring to complex scenes.

### **3.3 Tick Bites**

Health & Safety Advisors have re-issued the Safety Alert to warn Police Officers and Police Staff in relation to Tick Bites which tend to occur at this time of year. This is particularly important for Police Officers working in more rural parts of Scotland, Search Officers, Dog Handlers, Mounted Officers and Mountain Rescue. Tick Bites can, of course, lead to Lyme Disease.

### **3.4 Incident Checklist**

The Health & Safety Team have issued information to remind Police Officers and Police Staff that when they are at a scene where there has been an attendance by the Scottish Fire & Rescue Service the Fire Service will pass on an assessment checklist which will highlight any significant risks on site such as Asbestos or structural damage (if known) and this should be retained and passed to the Police Scotland Safety Advisor.

### **3.5 Recent Communications Activity**

- ✓ Anti-ligature Blankets – Use of blankets
- ✓ SFRS Hazard Checklist – awareness of SFRS paperwork left at Fire Scenes
- ✓ PAVA – Canister fault
- ✓ Fentanyl (reissued) – Safety working with the drug Fentanyl
- ✓ Disguised Weapons – Types of weapon hidden in everyday items
- ✓ Lyme Disease & Ticks – This is a piece of work that we do every year at this time.

## **4. Financial Implications**

- 4.1 There are no current financial implications at this time other than the on-going Estates works for Fire Safety.

## **5. Personnel Implications**

- 5.1 There are no current personnel implications.

## **6. Legal Implications**

- 6.1 There are legal implications associated with this paper. Police Scotland requires to be compliant with the Health & Safety at Work etc. Act 1974 and Fire (Scotland) Act 2005. Failure to ensure compliance both in terms of our Estates and working practices may lead to enforcement action against SPA/Police Scotland by the Health & Safety Executive and/or the Scottish Fire & Rescue Service. The Health & Safety Executive also charge a “fee for intervention” on an hourly basis should they have to come into the organisation to investigate a breach.

## **7. Reputational Implications**

7.1 There are reputational implications associated with this paper. The potential for enforcement action by the Health & Safety Executive and/or the Scottish Fire and Rescue Service due to unsafe working practices and/or breaches of legislation leaves SPA/Police Scotland exposed to reputational harm. In particular the Health & Safety Executive have the power to issue publicity orders to highlight any breaches found.

## **8. Social Implications**

8.1 There are no currently no social implications.

## **9. Community Impact**

9.1 There are no current implications for community impact.

## **10. Equalities Implications**

10.1 There are no current implications for equalities.

## **11. Environment Implications**

11.1 There are no current implications for environmental impact.

### **Recommendations**

Members are requested to discussion the information contained within this report.