

ITEM NO. 195

Safety Events Statistics Report Q2, 2018-19

Additional information relating to Age & Gender

In Q2 the Health Safety & Wellbeing Team received 64 Safety Event Reports, 28 of which recorded 'injury sustained' (43%) - the remaining reports were recorded as near hits (34%), vehicle accidents (16%), damage (6%) and ill health (1%).

According to information provided by HR, the workforce in ESFRS is split as follows:

Male 81%

Female 19%

NOTE: There is currently no ability to separate out non-binary individuals.

This will inevitably skew the results, as males will statistically be more likely to suffer a disproportionately greater number of injuries than females. This is particularly the case for operational firefighters where only 35 are female out of a total of 609 (8%).

Hence of 65 safety events, 52 (80%) were reported by males. Where this involved injury, 22 of the 27 (82%) were again reported by males.

When looking at age, genders have not been separated, as the small sample size (5) could possibly allow females to be identified.

Injury sustained data has been split down into age groups as follows (these broadly match age ranges used by HSE in recording non-fatal injuries at work, reported under RIDDOR – data based on 53,348 reports where age recorded)

[Note: percentages rounded to ensure sum is 100%]

Injury sustained			
Age range	ESFRS data	ESFRS %	HSE data %
Under 25	0	0%	11%
25 – 34	2	8%	21%
35 – 44	8	29%	20%
45 – 54	14	52%	25%
55 +	3	11%	23%

It is apparent that due to our significantly smaller sample size (and probable age profile regarding under 25 s) our data does not correlate directly with the wider UK picture shown by HSE.

It is interesting to note that within ESFRS we do have a statistically significant peak in accidents resulting in injury within the age group 45 – 54. Considerably more work is required to identify the age profiles of the work groups comprising our workforce, in terms of operational (splitting this into Wholetime and RDS) and non-operational.

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A major cause of injuries sustained is manual handling – 7 reports received in Q2.

Manual handling – injury sustained		
Age range	ESFRS data	ESFRS %
Under 25	0	0%
25 – 34	1	14%
35 – 44	0	0%
45 – 54	6	86%
55 +	0	0%

This shows a clear relationship between age & manual handling injury (although this is an extremely small sample size). This broadly matches the data available from the HSE.

A revised manual note will shortly be sent out for consultation, identifying training refresher frequencies for different work groups within ESFRS to try & address this trend.

Additional data from Safety Events received

Near Hits		
Age range	ESFRS data	ESFRS %
Under 25	3	14%
25 – 34	4	18%
35 – 44	3	14%
45 – 54	11	50%
55 +	1	4%

Near hit reporting is likely to be less accurate than injury sustained, as some staff do not perceive the benefit. The matching peak (45-54) could either be due to their having more experience, or a greater willingness to report.

In pure terms a near hit is the same set of circumstances as an accident, but without the end result (injury or damage)

Vehicle accident **		
Age range	ESFRS data	ESFRS %
Under 25	0	0%
25 – 34	1	9%
35 – 44	5	45%
45 – 54	4	36%
55 +	1	9%

** This includes non-ESFRS fault incidents

Due to the data set (and the non-ESFRS incidents) it is not possible to draw any meaningful conclusions from this.