

## EAST SUSSEX FIRE AND RESCUE SERVICE

<b>Meeting</b>	Scrutiny & Audit Panel
<b>Date</b>	5 June 2019
<b>Title of Report</b>	Safety Events Statistics Report – Quarter 4, 2018-19
<b>By</b>	DCFO Mark O'Brien
<b>Lead Officer</b>	Hannah Scott-Youlton, Assistant Director – HR, OD, Training & Assurance

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<b>Appendices</b>	Appendix A – Full breakdown of statistics Appendix B - Additional Information Relating to the Breakdown of Age & Gender
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<b>Background Papers</b>	Health, Safety & Wellbeing Strategy (2017-2020)
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### Implications

<b>CORPORATE RISK</b>	✓	<b>LEGAL</b>	✓
<b>ENVIRONMENTAL</b>		<b>POLICY</b>	
<b>FINANCIAL</b>		<b>POLITICAL</b>	
<b>HEALTH &amp; SAFETY</b>	✓	<b>OTHER (please specify)</b>	
<b>HUMAN RESOURCES</b>		<b>CORE BRIEF</b>	

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<b>PURPOSE OF REPORT</b>	To appraise the Scrutiny & Audit Panel of the safety events, hazard reports and KPIs recorded for Q1, Q2, Q3 & Q4 (January-March) 2018/19
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<b>EXECUTIVE SUMMARY</b>	This Scrutiny & Audit report summarises safety events data and hazard reports received by the Health, Safety & Wellbeing Team for Q1 – Q4 2018/19.
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This report also includes the report for the shared 3F KPIs, ESFRS Home Office Statistics, Level 2 Accident Investigations tracker and age and gender data .

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<b>RECOMMENDATION</b>	The Scrutiny and Audit panel is asked to:
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- i. Consider the Quarter 4 health and safety statistics for 2018/19 as set out in the report.
- ii. Continue to monitor and scrutinise performance in 2019/20.

iii. Identify any areas where Members require further assurance.

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1. **INTRODUCTION**

1.1 This report contains quarter 4 statistics for 2018/19, compared with 2017/18 of ESFRS performance against the Health & Safety lagging indicators.

2. **MAIN ISSUES**

2.1 A full breakdown of the statistics can be found in appendix a. However, below provides a narrative around the statistical data for quarter 4 statistics.

2.2 **Indicator No. 1 - The number of safety events received**

There were 66 Level 1 Safety Events reported to the Health, Safety & Wellbeing (HSW) Department in Q4 and they are spread across the five category types of incident as:

Injury sustained	24
Vehicle accident	21
Near Hit	14
Damage to premises/equipment	4
Ill health	3

This compares with 71 safety events reported in the same quarter in 2017-18. The other indicators will give further breakdown into the accident types across these categories e.g. slips/trips, manual handling etc.

2.3 **Indicator No. 2 – The number of RIDDOR<sup>1</sup> incidents**

There were 3 RIDDOR reportable incidents in Q4 which is the same number as in Q4 last year. 2 of these were due to absences longer than 7 days for:

- a fall from height when stepping backwards off an appliance from the crew cab. This caused a knee injury;
- a strain/sprain to the calf muscle when stepping off the appliance from the driver's position; and

The other RIDDOR is a Dangerous Occurrence under Category 27: The unintentional release or escape of any substance which could cause personal injury to any person other than through the combustion of flammable liquids or gases.

HSW were copied in to a notification that the first floor of the SECamb premises at Battle Fire Station was closed off due to the presence of asbestos in poor condition.

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<sup>1</sup> RIDDOR – “Reporting of Injuries, Diseases & Dangerous Occurrences Regulations 2013. RIDDOR puts duties on employers to report certain workplace accidents, occupational diseases and specified dangerous occurrences (near misses).” Health & Safety Executive

Following enquiries by HSW, ESFRS operational staff have been accessing this area for training purposes and so have potentially been exposed to a hazardous substance.

All of these are subject to a Level 2 accident investigation.

#### 2.4 **Indicator No. 3 – The number of manual handling incidents**

There were 8 manual handling injuries reported in Q4 as compared with 2 in the same quarter last year.

6 manual handling injuries of the back occurred at special service calls and 5 of these were assisting the ambulance service with plus size casualties. This quarter has seen a significant uplift in this type of injury and this trend is reflected across other FRS in the SE region. ESFRS have attended the first meeting of a working group set up by Kent FRS to review jointly with SECAMB their response to plus size patients. The key drivers for Kent to set this group up were:

- Number of manual handling injuries associated with these incident.(50% of all manual handling injuries)
- The increase in the number of these incidents year on year.
- Skill shortage identified in Patient care/handling of operational crews.

This is mirrored in ESFRS, hence our joining the Kent FRS working group to tackle this trend.

1 manual handling injury to the knee and calf occurred at an RTC where crews were pushing a vehicle from the centre of the road to a safer position.

The other manual handling injury occurred during a training activity where a dummy horse was being moved from a roadside ditch, causing a strain in the lower back.

All of these are subject to a Level 2 accident investigation.

The Service Fitness Adviser has followed up with these individuals to support them with any recovery and strengthening exercises to help prevent future injuries.

#### 2.5 **Indicator No. 4 – The number of slips, trips and falls**

There were 4 reports of slips, trips and falls in Q4 2018/19 compared with 7 in 2017/18.

1 occurred at an animal rescue when pulling a line attached to a cow, slipping down a bank and bracing the fall with their hand, causing a sprain injury;  
1 occurred during a training activity, tripping over some metal framework embedded in a grass bank, causing a strain to the neck and shoulder;  
1 slipped in a hole whilst firefighting at a forest fire

1 fire fighter turned their ankle whilst stepping off the appliance and slipping on an uneven, wet & slippery surface.

Historically, this type of injury has remained quite static and, given the nature of the work that the Service undertakes, the figure for slips, trips and falls remains consistently low.

## 2.6 **Indicator No. 5 – The number of vehicle collisions**

There were 21 vehicle collisions in Q4 and this is slightly higher than the 18 reported in Q4 in 2017/18.

The causes are as follows:

- Low speed impact – 1 (manoeuvring around a stationary vehicle)
- Impact with other objects - 7 (another vehicle's mirror 2, bollard 1, branch 1, low wall 1, large rock 1, building 1)
- Being struck by another vehicle 3
- Striking another vehicle 3

## 2.7 **Indicator No. 6 – The number of incidents where working time was lost.**

There were 5 incidents of lost working time in Q4 when compared with 6 incidents in the same time period in 2017/18.

1 was a member of support staff who became unwell and was taken to hospital and admitted;

1 member of operational staff trapped their hand between a cutting tool and the frame of the vehicle at a training demonstration of RTC equipment;

1 was the RIDDOR described above as the driver dismounted the vehicle injuring their calf;

1 was the RIDDOR described above as a crew member dismounted the crew cab injuring their knee; and

1 was a member of staff who had a seizure during a first aid course.

## 2.8 **Indicator No. 7 – The number of incidents of work-related violence.**

There were no reports of work related violence in Q4 compared with 3 incidents reported in Q4 in 2017/18.

The reporting of incidences of work-related violence remain very low.

## 2.9 **Indicator No. 8 – The number of incidents of stress**

There were no reports of work related stress in Q4, with 3 being reported in Q4 in 2017/18.

## 2.10 **Indicator No. 9 – The number of near hits**

In Q4 there were 14 reports of near hits which compares with 20 reported in Q 17/18. These cover a wide variety of issues which are broken down below:

- 1 incident where the punch bag bracket and the top row of bricks came away from the wall in a station gym;
- During a training exercise a bodyguard display got stuck showing 204 bar and the reducer was covered in ice. The set was impounded and a Level 2 Investigation launched – awaiting a report back from Draeger;
- Handbrake failure on a vehicle, rolled back and came to rest;
- Lack of sound insulation in clinical rooms at OH suite at Lewes Fire Station. Person in waiting room could hear the conversation of the OH Nurse and client in the clinical room. Waiting room now relocated to the other end of the building;
- Vent handle in fire attack unit kept slipping to closed position. Units taken off the run until the vent handle was repaired;
- Weekly test on 1:7 foam, layflat valve left open. Procedure not followed prior to testing. Taken off the run and defected to Engineering;
- Toaster blew fuse and tripped circuit;
- Electrical cord on kitchen appliance sustained heat damage and tripped electrics;
- Appliance charging cable shorted on a metal girder. Repaired by electrician;
- Musculo-skeletal symptoms from workstation set up. Ergonomic assessment undertaken and adjustments made. Ongoing monitoring;
- 1:7 foam branch failed casing branch to disconnect from hose when under pressure. Level 2 accident investigation under way;
- Appliance wouldn't start when turning out to an incident;
- At Haywards Heath Fire Station, builders were working on the roof and dropped a heavy object onto the suspended ceiling, causing ceiling tiles to collapse. West Sussex CC Estates are dealing with this;
- Presence of asbestos in poor condition identified at SECamb premises, Battle. Subject to Level 2 Accident Investigation.

### **3. Annual Safety Event Statistics to Highlight**

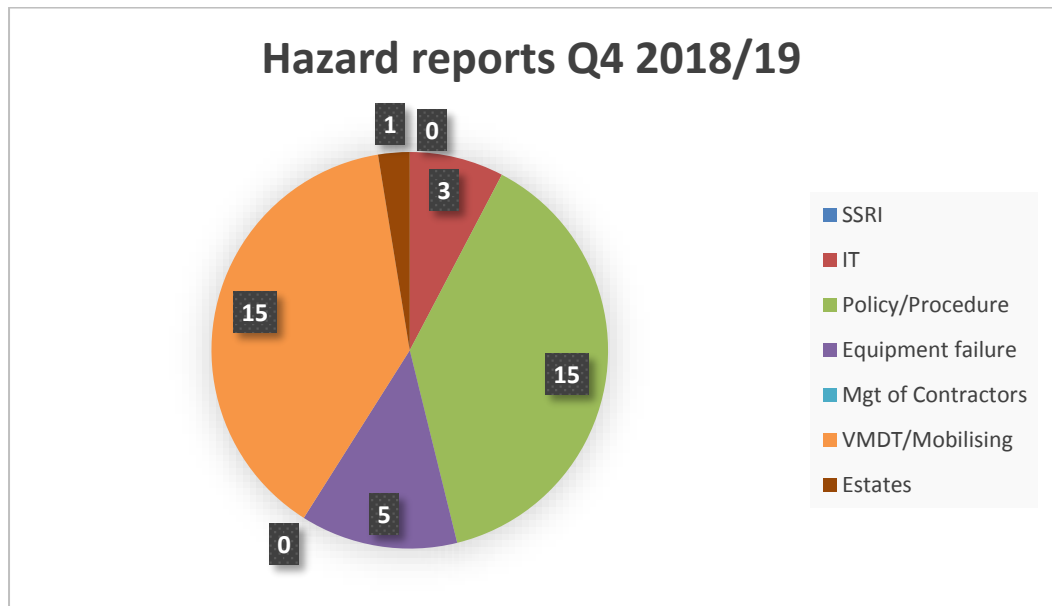
- 3.1 There has been a 12% increase in the overall number of safety events being reported in 2018-19 with 248 being reported. The figures over the last five years have remained relatively constant with the greatest variance being between last year's low figure of 221 and this year's figure. This could be attributable to a re-engagement of the workforce as we begin to promote a positive health and safety culture, resulting in a greater willingness to report incidents.
- 3.2 In contrast, the Service has seen a reduction in the number of RIDDOR reportable incidents with a 33% reduction this year, following a significant increase of 40% last year. The total of 10 RIDDORs bring us more in line with previous reporting patterns of RIDDORs and the uplift in figures in 2017-18 was attributed to the ageing BA sets which have now been replaced with the new equipment.
- 3.3 For manual handling injuries, these are comparable with 23 overall for 2018-19. Even with the introduction of new equipment to support manual handling at plus size casualty rescues, the trend of injuries at these service calls remains quite constant, when we might anticipate seeing a decline in these figures. The training on equipment for plus size casualties was rolled out across the Service in 2017 and there has been no refresher training programmed specifically on this equipment and

techniques for handling. Looking forward, this will be a priority areas of work for HSW to take forward in 2091/20 with colleagues in Ops and Training.

- 3.4 There has been a notable decrease in the number of slips, trips and falls this year by 35%. Last winter was particularly prolonged with cold and icy conditions and this winter has been much milder, which has resulted in fewer slips, trips and falls.
- 3.5 There has been a 14% uplift in the number of vehicle accidents this year, although at 55, this still remains low when calculated against the number of vehicle movements undertaken in the course of a year. Driver training are currently working on developing some enhanced vehicle/driving KPIs which may shed further light on the root cause of vehicle accidents and any trends or patterns, which can inform and enhance our driver training.
- 3.6 There has been a significant drop in the number of lost time incidents with 26 last year, dropping to 19 this year. There is a continued downward trend in the last 4 years.
- 3.7 Reported incidents of both violence and stress remain extremely low, but, as stated before, it is likely that these are under reported and so are not indicative of the extent of the occurrences of these types of safety events.
- 3.8 There has been a year on year increase in the number of near hits since 2016-17. Last year saw a 41% increase and this year another 23% increase. In an organisation with a positive health and safety culture you would expect to see the number of near hits exceeding the number of safety events. The only difference between a near hit and a safety event is the outcome i.e. a safety event results in some sort of injury or damage to equipment/vehicle/premises, whereas a near hit is the same event but without the injury or damage. So, the continual increase in near hit reporting is a positive but we also need to see the beginning of a trend in the reduction of safety events to know that our approach to health & safety is a positive one.

#### 4 **Hazard Reports**

- 4.1 In the fourth quarter of 2018/19 the HSW Team received a total of 39 Hazard Reports, broken down into the five categories in the Pie Chart below.



1. **VMDT/Mobilising:** It can be seen in the Pie Chart that 38% of these (15 reports) relate to this.  
Following on from the focussed programme of improvement work on IT systems, we have seen a significant reduction in the number of bearer problems and faults logged, and an improvement in the resilience and functionality of systems. While the rate of reporting has slowed, this still accounts for the majority of all the reports made in this quarter.
  
2. **Policy/Procedure:** 15 Hazard Reports were submitted (38%).
  - 1 relates to the frequency of testing of spare BA sets as this has not been updated in Manual Note OPS(E) 04\_01\_V6. The Manual Note still references the old BA sets remaining in sealed bags being subject to annual maintenance by Draeger; and if the bag seal is broken then the sets are deemed to be in use and subject to daily/weekly/monthly checks.
  
  - 2 relate to appropriate training and maintenance of competence: HVPI and Operator competencies – inadequate systems in place to manage maintenance of competency;  
Attending lift rescues without sufficient/appropriate training or maintenance of competence;
  
  - Use of equipment by untrained personnel and self-mobilising to collect equipment;
  
  - Request for high voltage detection equipment to be carried on appliances following a call to a dangerous structure RTC persons trapped incident;
  
  - 7 reports of crews arriving to calls for assistance to ambulance, where the ambulance never attended due to volume of calls.

1 report of police not attending an incident (ESFRS & SECamb in attendance) when the occupant of the property had a previous history of drug misuse and aggression towards uniformed personnel, including stabbing with used needles;

3 crew booked to attend a course in Kent from 09:00 but were on call from midnight to 07:30 hours. There is the facility to have an agreement with the Group Manager allowing the crew to be off duty prior to the attendance of non-Mandatory Courses, as per ESFRS Manual note OPS(P)12\_10\_V4 Page No. 8 3.6.4. This was not done.

HSW received a report that at one location, when the BA Kit is dirty/heavily soiled, a hose is used to wash the debris off the BA Kit (whilst the cylinder is removed) prior to then cleaning the kit as per procedure. The activity of hosing the BA kit without the cylinder attached can cause water ingress into the unit which, once the cylinder is re-attached and operating, can result in failure of the unit/freezing to the gauge due to the water freezing/crystallising. OPS Assurance will issue a Core Brief in May.

**3. Equipment Failure:** 5 Hazard Reports were submitted (13%).

These cover the following areas:

- Saunders valve on the RTC Airbag Kit can be easily knocked when on floor and cause sudden loss of pressure;
- While triple extension ladder was being stowed in the housing the roof ladder came out of its housing. Deemed to be roof ladder strap not being properly down and exuberance when trying to stow the triple extension ladder. NFA.
- Radio comms issues at a commercial premises and JO and FF at alarm panel had to communicate through the driver.
- Intermittent comms failure in sub-basement of RSCH.
- Spare appliance that was put on the run at Station 76 was not fit for purpose.

**4. IT:** 3 Hazard reports were submitted (8%)

- VMDT failed to print risk critical information en route to fire.
- Communication/Alert system. Due to Alerters being isolated whilst on Drill Night to enable a faster response a Fire Call went unnoticed until SSC called the Station 10 minutes after alerting to stand down crews. This has happened several times since the introduction of 4i with Telent being made aware with no remedial action taking place as yet. Reported again to Telent.
- Unable to print SSRI information enroute to a high rise fire. Reported to Telent.

**5. Estates:** 1 hazard Report (3%)

Insufficient hot water at Station 90. Reported to Estates and works completed.



## 4.2 Summary of Q4

The number of hazard reports received continues to be higher than in the previous year, perhaps reflective of the service being more willing to submit these (as well as Safety Events).

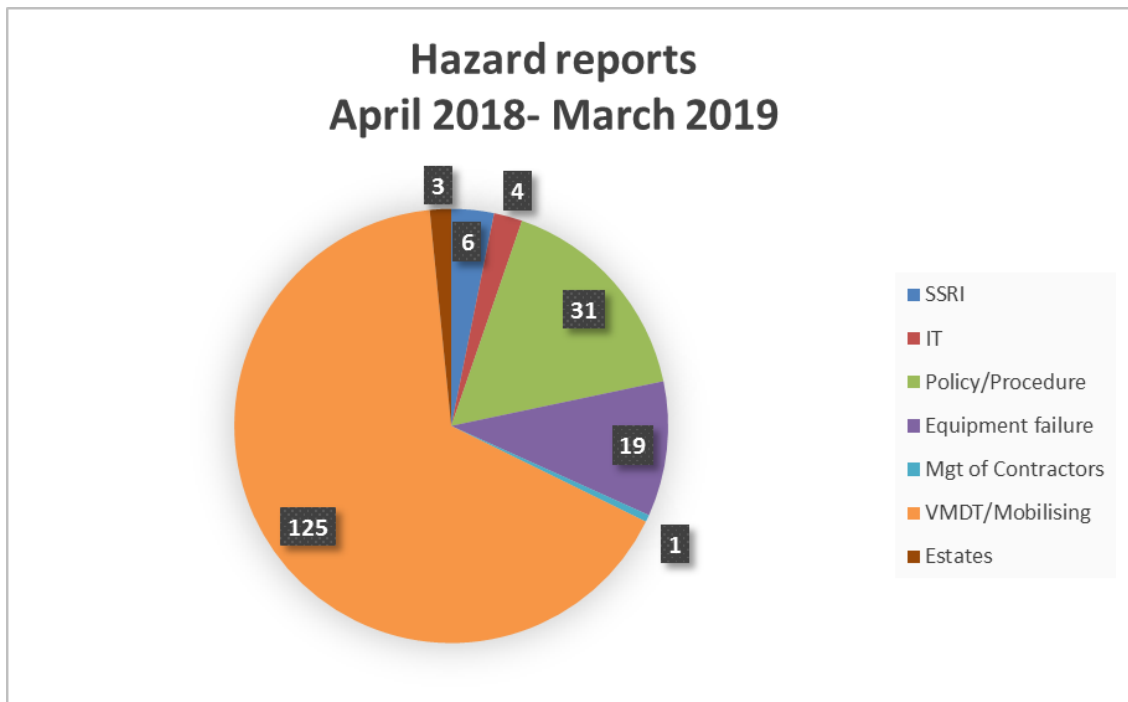
In the final quarter of this year it is, again, evident that the pattern of hazard reports is indicative of key changes in the service during this period. The hazard reporting procedure does seem to reflect and highlight policy, procedural, equipment and appliance changes and where these are bedding in and perhaps not operating effectively. It presents the service with an opportunity to revisit and review these in light of the Hazard Report submissions.

## 4.3 Annual Hazard Reports Statistics to Highlight

The dramatic upward trend in hazard reporting that ESFRS has seen in the last 3 years, shows really positive engagement from staff on health & safety matters and a greater willingness from the workforce to bring these matter forward for consideration and resolution. The table below shows the numbers of Hazard Reports submitted in the last 3 years and the percentage increase:

	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Number submitted</b>	<b>34</b>	<b>77</b>	<b>189</b>
<b>Percentage Increase</b>	<b>-</b>	<b>126%</b>	<b>245%</b>

4.4 The open and transparent approach that has been taken at the Workplace Safety Representatives Committee means that staff feel that issues are being addressed and can track the progress against each issue through the Hazard Report Trackers. The HSW Team have also worked very hard this year in ensuring that all those who have submitted a Hazard Report have been formally written to when the Hazard Report has been resolve and closed out.



- 4.5 As can be seen in the pie chart, the most significant area of reporting has been around the changes in the mobilising system with the go live of 4i at the end of March 2018. This generated 125 hazard reports which, if you took these out of the overall reporting would leave 64 hazard reports, which is a 17% decrease on last year's figure.
- 4.6 The other most significant area of increase is around policy and procedure and the two areas with the greatest number of hazard reports were:
- 4.7 Specialisms and competencies, training and mobilising policies; and Assistance to other services (primarily ambulance service)
- 4.8 Equipment failure was quite wide and varied with the most prolific areas of reporting being:  
 BA sets;  
 Radio comms; and  
 1:7 foam
- 4.9 Although there have only been a small number of reports on the issue of the management of contractors, they have been serious in nature. This has resulted in Estates colleagues undertaking a full review of the arrangement for the management with support from Health & Safety.

## 5. 3F Key Performance Indicators: Q4 2018/19 and annual performance

- 5.1 As part of the 3F Collaboration Work the Health and Safety Group have identified some shared KPIs against which the 3 fire services are going to start comparing their performance. This is the first time that these KPIs have been reported on.

See overview chart two pages down.

- 5.2 **KPI OHSW1:** Reduce number of overall workplace safety events (injuries only) to **103** or below. (5% reduction).

The total number of overall workplace safety events (injuries only) was **105**. We exceeded our target of 103 (a 5% reduction) by **1%**.

- 5.3 **KPI OHSW2:** Reduce the number of vehicle collisions due to 'human behaviour' to **40** or below (exclude 3<sup>rd</sup> party fault and vandalism).

The total number of vehicle collisions due to human behaviour was **37**. The Service met its target of less than **40** incidents.

- 5.4 **KPI OHSW3:** Reduce to **22** or less manual handling injuries (10% reduction).

The total number of manual handling injuries was **23** which means the Service missed its target of 22. There was a particular increase in Q4 specifically relating to manual handling injuries for plus size casualties.

- 5.5 **KPI OHSW4:** The percentage of safety events where management action has been completed against the number of safety events reported.

The annual average for the closure of safety events is **54%**. As this is the first year that the Service has collected this data, we will now be able to set a target to improve this figure for 2019/20.

- 5.6 **KPI OHSW5A:** Reduce the number of instances of absence 'lost time safety event injuries' by 5% on the previous year – Operational personnel. This gives a target of **23** lost time safety event injuries.

The total number of safety events that resulted in lost working time was **19** and with a target of 23 this has resulted in an **18%** reduction on the set target.

- 5.7 **KPI OHSW5B:** Reduce the number of lost time days/shifts as a result of safety event injuries by 5% on the previous year – Operational personnel

**194 days** were lost as a result of the 19 lost time safety events. This data has not been collected for the Service previously and so, now that the first full years' worth of data has been collated, the KPI target for next year can be set.

- 5.8 **KPI OHSW5C:** Reduce the number of lost time days/shifts as a result of safety event injuries by 5% on the previous year – Support personnel

**61 days** were lost, but it is important to note that this is due to an incidence of ill health that was unconnected with work activities. Aside from this incident of ill health the result for the year for support staff would have been **0**.

This data has not been collected for the Service previously and so, once the first full years' worth of data has been collated, the KPI target for next year will be set.

5.9 **KPI OHSW6:** Monitor the number of RIDDOR reports

The Service had a total of **10 RIDDORs** on 2018/19 which compares with 15 in the previous year.

5.10 **KPI OHSW7A:** Reduce the overall number of days/shifts lost to psychological ill health related sickness absence on previous year - All staff - Non work related.

Without support from HR we are not currently able to report any figures against this KPI.

5.11 And **KPI OHSW7B:** Reduce the overall number of days/shifts lost to psychological ill health related sickness absence on previous year - All staff - Work related.

There has only been **1** incident of work related ill health recorded as a safety event. Further work needs to be done with HR to cross reference this data with sickness absence reporting.

KPI Ref.	KPI Description	Q1	Q2	Q3	Q4	Total
OHSW1	Reduce number of overall workplace safety events (injuries only) to <b>103</b> or below	19	37	25	24	105
OHSW2	Reduce the number of vehicle collisions due to 'human behaviour' to <b>40</b> or below (exclude 3 <sup>rd</sup> party fault and vandalism)	10	7	9	11	37
OHSW3	Reduce to <b>22</b> or less manual handling injuries	4	7	4	8	23
OHSW4	Percentage of safety events where management action has been completed against the number of safety events reported	34/69 49%	40/64 64%	20/49 41%	41/66 62%	Annual average 54%
OHSW5A	Reduce the number of instances of absence 'lost time safety event injuries' by 5% on the previous year –Operational personnel ( <b>25</b> )	1	6	7	5	19
OHSW5B	Reduce the number of lost time days/shifts as a result of safety event injuries by 5% on the previous year – Operational personnel	6 days	74 days	92 days	22 days	194 days
OHSW5C	Reduce the number of lost time days/shifts as a result of 'safety event injuries' by 5% on previous year - Support personnel	0	0	0	61 days	61 days
OHSW6	Monitor the number of RIDDOR reports	0	3	4	3	10
OHSW7A	Reduce the overall number of days/shifts lost to psychological ill health related sickness absence on previous year - All staff - Non work related	-	-	-	-	-
OHSW7B	Reduce the overall number of days/shifts lost to psychological ill health related sickness absence on previous year - All staff - Work related	0	1	0	0	1

Appendix A – Full breakdown of health & safety statistics

	Per quarter				2018/19	2017/18	2016/17	2015/16
	2018/19	2018/19	2018/19	2018/19				
	Q1	Q2	Q3	Q4				
<b>1. Number of safety events received</b>	69	64	49	66	248	221	234	224
<b>2. Number of RIDDOR incidents</b>	0	3	4	3	10	15	9	3
<b>3. Number of manual handling Incidents</b>	4	7	4	8	23	21	23	30
<b>4. Number of slips, trips &amp; falls</b>	4	6	5	4	19	29	19	18
<b>5. Number of vehicle collisions</b>	14	10	10	21	55	48	60	44
<b>6. Number of incidents where work time lost</b>	1	6	7	5	19	26	26	20
<b>7. Incidence of work-related violence</b>	0	1	3	0	4	5	8	4
<b>8. Incidence of stress</b>	0	1	0	0	1	8	9	3
<b>9. Number of near hits</b>	33	21	12	14	80	65	46	61

## Appendix B - Safety Events Statistics Report Q4, 2018-19

### Additional Information Relating to the Breakdown of Age & Gender

The workforce in ESFRS is split as follows:

Male 81%

Female 19%

[NOTE: There is currently no facility to separate out non-binary individuals.]

This will inevitably skew the results, as males will statistically be more likely to suffer a greater number of injuries than females. This is particularly the case for operational firefighters where currently only 35 are female out of a total of 609 (6%).

Hence of 66 safety events, 49 (74%) were reported by males. Where this involved injury, 21 of 24 (88%) were again reported by males. This broadly matches the gender split within ESFRS shown above, and is similar to the results from the previous three quarters.

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 – where data is based on over 53,000 reports where age recorded)

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

Age Range	Injury sustained - total 24				
	ESFRS Data	Q4	Q3	Q2	HSE Data
Under 25	0	0	7.5%	0	11%
25 – 34	2	9%	19%	8%	21%
35 – 44	14	58%	35%	29%	20%
45 – 54	7	29%	7.5%	52%	25%
55 +	1	4%	31%	11%	23%

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

It is of interest to note that of 24 injury sustained reports, only 3 (12.5%) relate to females.

2 of the 24 injuries resulted in reports submitted under RIDDOR (compared to 3 of 26 in Q3 and 4 of 27 in Q2)

It is interesting that injury sustained reports continue to show that older workers are reporting more injuries.

A significant cause of injuries sustained is manual handling – 8 received (Q3 4 reports and 7 in Q2) representing a third of all injury sustained reports for this quarter

	<b>Manual handling – injury sustained</b>			
<b>Age Range</b>	<b>ESFRS data</b>	<b>Q4</b>	<b>Q3</b>	<b>Q2</b>
Under 25	0	0	0	0
25 – 34	1	12.5%	0	14%
35 – 44	4	50%	0	0
45 – 54	2	25%	0	86%
55 +	1	12.5%	100%	0

This shows a relationship between age & manual handling injury (although this is an extremely small sample size). This continues to broadly match national data available from the HSE, which identifies the 45+ age group as the most likely to suffer a musculoskeletal injury.

#### **Additional data from Safety Events received**

	<b>Near Hits – 14</b>			
<b>Age range</b>	<b>ESFRS data</b>	<b>Q4 %</b>	<b>Q3 %</b>	<b>Q2 %</b>
Under 25	1	7	17%	14%
25 – 34	2	13	0	18%
35 – 44	2	13	8%	14%
45 – 54	9	67	58%	50%
55 +	0	0	17%	4%

Near hit reporting is likely to be less than injury sustained, as some staff do not perceive the benefit. In pure terms a near hit is the same set of circumstances as an accident, but without the end result (injury or damage).

In Q4 only 14 reports received (Q2 there were 22 and 12 in Q3). Of the 14 reports received 9 (67%) were from the older two groups; this may be reflective of a greater willingness to report.

	<b>Vehicle accident ** - 21 reports</b>			
<b>Age range</b>	<b>ESFRS data</b>	<b>Q4%</b>	<b>Q3 %</b>	<b>Q2 %</b>
Under 25	0	0	0	0%
25 – 34	4	19%	20%	9%
35 – 44	6	29%	30%	45%
45 – 54	8	38%	40%	36%
55 +	3	14%	10%	9%

\*\* This includes non-ESFRS fault incidents

Due to the low numbers (and the non-ESFRS fault incidents) it is not possible to draw any meaningful conclusions from this, but the data are broadly similar to Q2



## Annual Summary

<b>Injury sustained - number</b>	24	26	28	20	98	
<b>Age range</b>	<b>Q4 %</b>	<b>Q3 %</b>	<b>Q2 %</b>	<b>Q1 %</b>	<b>Mean</b>	<b>HSE data %</b>
Under 25	0	7.5%	0	10%	4%	11%
25 – 34	9%	19%	8%	5%	10%	21%
35 – 44	58%	35%	29%	15%	34%	20%
45 – 54	29%	7.5%	52%	40%	32%	25%
55 +	4%	31%	11%	30%	19%	23%

This data set reflects the fact that we do not have many under 25 employees, and (probably) most employees fall in the age range 35 – 54; few ESFRS staff remain operational over the age of 55 (operational activities are considered to pose the highest risk of injury)

	<b>Manual handling – injury sustained</b>			
<b>Age range</b>	<b>Q4 %</b>	<b>Q3%</b>	<b>Q2 %</b>	<b>Q1 %</b>
Under 25	0	0	0	0
25 – 34	12.5%	0	14%	0
35 – 44	50%	0	0	50%
45 – 54	25%	0	86%	50%
55 +	12.5%	100%	0	0

This data set represents an extremely small sample size, as only 23 manual handling injuries were reported for the whole year, so no meaningful interpretation is possible; but this number does show that almost a quarter of all injuries are due to manual handling.

	<b>Near Hits</b>			
<b>Age range</b>	<b>Q4 %</b>	<b>Q3 %</b>	<b>Q2 %</b>	<b>Q1 %</b>
Under 25	7%	17%	14%	13%
25 – 34	13%	0	18%	22%
35 – 44	13%	8%	14%	31%
45 – 54	67%	58%	50%	34%
55 +	0	17%	4%	0

There does appear to be an increase in reporting through the year for the 45-54 age group, but there is no clear reason for this.

	<b>Vehicle accident</b>			
<b>Age range</b>	<b>Q4%</b>	<b>Q3 %</b>	<b>Q2 %</b>	<b>Q1 %</b>
Under 25	0	0	0%	7%
25 – 34	19%	20%	9%	0%
35 – 44	29%	30%	45%	57%

45 – 54	38%	40%	36%	36%
55 +	14%	10%	9%	0

This data set represents 55 reports for the year; this includes non-ESFRS fault incidents, and at this time no meaningful conclusions can be d