



SCOTTISH
FIRE AND RESCUE SERVICE

Working together for a safer Scotland

Health and Safety Annual Report 2021/22



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1. INTRODUCTION BY INTERIM CHIEF OFFICER AND CHAIR OF THE SCOTTISH FIRE AND RESCUE SERVICE BOARD



KIRSTY DARWENT
Chair
Scottish Fire and Rescue Service Board



ROSS HAGGART
Interim Chief Officer
Scottish Fire and Rescue Service

Welcome to the Scottish Fire and Rescue Service's Annual Health and Safety Report for 2021/22. This report provides an account of our overall health and safety performance during the reporting year and highlights key areas of work which have contributed to continuous improvement in this area.

The positive progress that the Scottish Fire and Rescue Service (SFRS) continues to make in relation to Health and Safety (HS) performance is encouraging. Overall the number of Accidents/Injuries, and Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) reportable incidents (including those associated with COVID-19) have all reduced during this reporting year.

The relationships between the Safety and Assurance (SA) Function and Business Partners within Directorates and Service Delivery Areas (SDAs) has been a key element of managing and improving our HS performance. The bespoke objectives set within each Health and Safety Improvement Plan (HSIP) and the work carried out by the Safety and Assurance Improvement Groups (SAIG) have contributed significantly towards completion of these plans.

There has been an unwelcome increase in the number of Acts of Violence (AoV) recorded against our staff. This is a totally unacceptable position and efforts will be made to address this issue. We will continue to work closely with our Partners and, if necessary, will make use of the Emergency Workers (Scotland) Act 2005 to bring those responsible to justice.

Furthermore, there has been a substantial increase in our Vehicle Accidents (VA). VA prevention and driver instruction and training will continue to be the focus at our SFRS National Driver Safety Group.

To provide a benchmark, ensure transparency and to share best practice we continue to assess our performance against other United Kingdom Fire and Rescue Services (FRS). Data provided from the other Services, demonstrates that our HS performance remains strong in the UK context.

To continue building on the positive progress we are reporting, it is important we maintain our efforts moving forward. Key areas of development such as Management of Operational Risk, Equipment Management, Safety Charter and Culture will receive additional scrutiny. Legislative compliance and continual improvement will remain our focus while we look forward to the challenges the coming year presents us with. It is important to acknowledge that the encouraging health and safety performance levels achieved have only been made possible as a result of the professionalism, commitment, dedication and efforts of our staff.

We hope that you find this report informative and valuable.

2. EXECUTIVE SUMMARY

This Annual Report for the reporting year 2021/22 provides an opportunity for the SFRS to present an update of HS performance and the comparison of data from the last five years where relevant data is available. Where there is evidence of any notable trends, this is also reported upon.

Throughout the reporting year, the HS Department continued to enhance our existing relationships with Business Partners in Directorates and SDAs, developed new generic risk assessments (GRA), safe systems of work (SSoW) and reviewed existing risk assessments.

This year saw the ongoing development of three additional modules in our HS Management System known as Think, Act, Stay Safe (TASS), with specifications and requirements for a further three modules complete. In addition to this, six new Management Arrangements (MA) were developed and issued.

✔ *Overall, the total number of Accidents/Injuries including RIDDOR (excluding COVID-19) reduced by 6% (156 to 147) when compared to the previous reporting year. The number of recorded Accidents/Injuries (excluding RIDDOR and excluding COVID-19) also decreased by 1% (139 to 138).*

This improvement may be attributed in part to the impact of the COVID-19 pandemic on our activities and to the embedding of enhanced mitigating controls. These include, but are not limited to, the completion and embedding of various technical assessments, such as the Organised Events risk assessment process. Also included is the strengthened engagement with Directorates and SDAs in the completion of annual HSIP, reviewed GRAs, development of SSoWs, and increased scrutiny of HS events and the emerging local risks through SAIGs.

✔ *The number of Accidents/Injuries which were reported to the Health and Safety Executive (HSE) as a requirement of RIDDOR decreased by 47% (17 to 9).*

In addition to this 29 RIDDOR events were reported to the HSE due to workplace transmission of COVID-19 however, these have been recorded separately for the purposes of this report and analysis. This is a reduction from 54 events in previous reporting year.

When considering the data as an Accident/Injury Rate, we see a decrease 19.9 to 18.9 per 1000 staff compared to 2020/21.

✔ *27% (39 of 147) of Accidents/Injuries reported during 2021/22 occurred whilst undertaking training related activities, this is a 4% decrease in this category when comparing to the previous reporting year and a numerical decrease of 9.*

This reporting year saw a 3% increase (148 to 152) in the number of Near Misses (NM) reported when compared with the previous reporting year. Whilst the reporting of NM events continues to be encouraged this increase in NM is also reflected in a comparable reduction in our Accident/Injury RIDDOR Reportable (excluding COVID-19) events.

When considering the number of NM in relation to the number of Accidents/Injuries including RIDDOR Reportable Events (excluding COVID-19) we see a ratio of 1:1.03 which is an improvement on the 1:0.95 ratio recorded for previous reporting year.

Our AoV have increased by 10% (69 to 76) from the previous reporting year. 39% (30 of 76) of the total AoV reported involved missiles or thrown objects, representing a 12% decrease in this category, 24% (18 of 76) involved bricks/bottles being thrown and 4% (3 of 76) involved fireworks being thrown. 50% (38 of 76) were attributed to verbal abuse to crews, representing a 7% increase in this category, when comparing to the previous reporting year. 4% (3 of 76) were physical assault by a person, representing a 2% decrease in this category, when comparing to the previous reporting year.

87% (66 of 76) of AoV reported occurred at operational incidents which is a 4% decrease when compared with the previous reporting year. 13% (10 of 76) occurred during non-operational activities, an increase of 4% from the previous reporting year.

Our VAs have increased by 24% (221 to 275) from the previous reporting year. Operational related VAs accounted for 60% (166 of 275) of the total, a 6% decrease, when comparing to the previous reporting year. 34% (94 of 275) were attributed to non-operational activities, a 2% increase, when comparing to the previous reporting year. Finally, 5% (15 of 275) were attributed to training, representing an 2% increase in this category.

Work will continue during the next reporting year to identify and address emerging trends with the aim of further improvements in HS performance, particularly around near miss reporting, AoV and VAs.

3. HEALTH AND SAFETY FUNCTIONAL PLAN 2021/22

Our 2021/22 HS Functional Plan sets out our commitment to further enhance our HS provision. Our focus continues to be on people, processes and systems with the overall objective of continuing to improve staff safety. The COVID-19 pandemic was a significant challenge with resources being redistributed to address emerging Directorate and Organisational risk. This had a direct impact on progress against objectives set in 2021/22.

Our achievements against our 2021/22 objectives are detailed below:

Objective Progress: ● Achieved ● Partially Achieved ● Not Achieved

Objective	RAG	Progress
Develop and implement an in-house HS Management Information System	●	<p>Task: Develop a suite of Management Arrangements and where required Learning Competent Management System modules which provide managers with the tools to support legal compliance</p> <ul style="list-style-type: none"> • Management Arrangement for Radiation has been published; • Management Arrangement for Manual Handling has been published; • Management Arrangement for Self-Audit has been published; • Management Arrangement for Event Reporting and Investigation has been published; • Management Arrangement for Pressure Systems has been published; and • Management Arrangement for Organised Events has been published.
	● ● ● ● ● ● ●	<p>Task: Develop modules for inclusion in the Electronic HS Management System TASS</p> <ul style="list-style-type: none"> • Display Screen Equipment (DSE) module development complete - launch due 2022/23; • Premise Inspection module - development commenced, scheduled for completion 2022/23; • Risk Assessment module - development commenced, scheduled for completion 2022/23; • Workplace Transport – specifications and requirements complete; • First Aid – specifications and requirements complete; and • Self-Audit – specifications and requirements complete. <p>The planned production of specifications for Control of Substances Hazardous to Health (COSHH) Provision and Use of Work Equipment Regulations (PUWER) Personal Protective Equipment (PPE) and Manual Handling modules were deferred until a decision is made on further development and capacity to provide on-going support on the TASS system.</p>

Objective	RAG	Progress
<p>Deliver a rolling programme of SFRS HSIP across the organisation</p>	<p>●</p>	<p>Task: Prepare Annual Improvement Plans and advise all SDAs and Directorates on implementation</p> <ul style="list-style-type: none"> • Plans agreed with all SDA/Directorates; • Meeting regime between SDA/Directorates and HS staff in place; • Quarterly progress reports developed; and • 71% of the SFRS plan complete. • SDA/Directorate performance is as follows: <ul style="list-style-type: none"> • North SDA 73%; • East SDA 65%; • West SDA 68%; • Finance and Contractual Services 94%; • Prevention and Protection 76%; • Strategic Planning and Performance 100%; • People and Organisational Development 100%; • Operations 74%; • Training, Safety and Assurance 96%; and • Service Development 100%.
	<p>●</p>	<p>Task: Develop and implement reporting system for the SFRS annual health and safety improvement plan and associated Directorate/SDA plans</p> <ul style="list-style-type: none"> • Specification completed; • This will be included in SFRS Performance Management System: and • Added to development schedule.
<p>Implement the Management of Risk at Operational Incidents framework</p>	<p>●</p>	<p>Task: Implement the Management of Risk at Operational Incidents framework</p> <ul style="list-style-type: none"> • This action has evolved during 2021/22 and a draft Management of Operational Risk Policy and Organisational Guidance is in development. This will be completed in 2022/23.

4. ADDITIONAL ACTIVITIES UNDERTAKEN IN SUPPORT OF SFRS BUSINESS PARTNER OBJECTIVES/INITIATIVES

The following additional activities were undertaken by HS during 2021/22 to support SFRS Business Partner objectives and initiatives.

- Development of a SA Strategy for 2022-2026;
- Introduction of employee fact sheets to provide a simplified overview of legislation, MA and impact consequence of not following them;
- Development of new e-Handbook format which improves visibility and access for end users;
- Engagement with and support to Training and Property during the construction of Portlethan Training Centre;
- Youth Volunteer Scheme (YVS) and Youth Engagement GRA and SSoW approved and published 1/11/2021;
- Completion of risk assessments and support provided prior to and during the Conference of the Parties (COP)26, including Exercise Vepsish, Electric Vehicle Fire Blanket and Marauding Terrorism Attack (MTA);
- Continued support to the Operational Document Conversion Project, including GRAs and Risk Information Cards for 'All Incidents', Firefighting in Buildings and Transport;
- Progression of standardisation of General Purpose Lines to ensure compliance with the Lifting Operations and Lifting Equipment Regulations (LOLER) 1998;
- Development of the Operational Equipment Management Policy and Equipment Information Cards templates and examples which have been adopted as Service Delivery (Operations) documents;
- Production of a medical handover form to ensure the provision of accurate information to support clinical assessment if personnel present at hospital with a suspected High-Pressure Injection Injury. The likelihood of these types of events is reducing with the introduction of Powered Rescue equipment which significantly reduces the risk;
- Establishment of the Organisational Learning Group to identify emerging risks and ensure that lessons from investigations and debriefs are learned and actions are progressed;
- Assisted with the development of the interactive modules for Albert Drive and Low Speed Manoeuvres;
- Building relationships and supporting our business partners through COVID-19 Pandemic, both virtually and by site visit, through raising awareness of control measures and raising awareness common areas for improvement;
- Published COVID-19 routes of transmission posters and undertook continual review of arrangement to align with Scottish Government Guidance;
- Completed COVID-19 Support Reviews in a positive and supportive manner to improve safety culture and perception;
- Research and advising on the implementation of emerging technologies which may help to reduce the risk of COVID-19 (distance monitors and CO2 monitoring);
- Completion of six structured debriefs resulting in over 25 recommended improvement actions;
- Completion of a thematic audit of Analytical Risk Assessment identified a number improvements actions to be progressed by the Operations and Training functions; and
- Review of external learning cases to ensure organisation learning.

5. DIRECTORATE/SERVICE DELIVERY UPDATE

Finance and Contractual Services (FCS)

Finance and Procurement have continued to develop the management and tracking of HS activities throughout 2021/22.

HS is a standing agenda item at the Finance & Procurement Management Team meeting, ensuring focus is maintained and progress updates monitored and reviewed. Regular engagement with the HS Team through SAIG meetings and attendance at Directorate Management Team (DMT) meetings where appropriate maintain awareness and ownership of HS related issues.

The HSIP is used as a management tool to inform discussion and monitor activity, directing resource as required. To assist the monitoring activity, Finance & Procurement continue to utilise a formal HS tracker with active monitoring against required Learning Content Management System (LCMS) modules and other HS activities.

Required activity in relation to the 2021/22 HSIP was completed, including engagement with staff on Fire Evacuation, Traffic Management and general awareness of HS requirements. Work to raise awareness on Stress related issues was also communicated within the DMT with Stress Risk Assessments planned during 2022/23.

In addition to this, significant levels of engagement were undertaken, and continue to be undertaken, to ensure the health, safety and wellbeing of staff whilst working at home. The DSE Homeworking Assessments identified the necessary equipment to ensure work activity could continue in a safe and controlled manner. Awareness and adherence to Covid-19 requirements were also maintained throughout this period for individuals that were required to attend an office location, and as more access to office accommodation was made available during the later stages of 2021/22.

Asset Management, in partnership with all SFRS directorates continue to work in an innovative manner with HS at the forefront ensuring assets are fit for purpose, safe to use, effective and efficient.

✔ *The embedded Asset Management full time HS Adviser continues to provide support and advice to management in all aspects of HS and for the first time the directorate has achieved 100% completion rate of the 2021/22 HSIP*

(with the exception of one action which requires input from an external source).

With a focus on HS, we have been instrumental in the development of the Corporate Property Group (CPG) and the development of three standard station design models.

While continuing to improve on HS we have developed and introduced an SFRS statutory examination and inspection procedure which dovetails with the Operational Equipment Management Policy and Equipment Information Cards. We have also introduced a variety of new equipment such as smoke hoods, PRE, GP lines and smoke curtains etc. Fleet have introduced new appliances which support the decontamination process for firefighters. The new appliances include hand washing facilities to allow operational personnel to wash prior to returning to the station.

To enhance the safety of fleet personnel, the Fleet and Equipment Workshops HS Handbook has been revised and implemented, and includes new and updated SSoW and scheduled Toolbox Talks. We have also implemented a National Inventory Plan for SFRS equipment and vehicles and the introduction of a National Personal Safety Device and procedure for lone working.

We have developed a documented framework criterion of risk based decision relating to property and fleet. This 10-year risk-based strategy coupled with risk management, standard work, and condition-based maintenance to properly apply resources based on process criticality. This ensures that proper controls are put in place and reliable analysis is used to ensure continuous improvement.

Going forward, we will endeavour to enhance HS throughout the FCS directorate to ensure safety for all SFRS staff.

People and Organisational Development (POD)

Throughout 2021/22, the POD Directorate continued to work in partnership with the HS Department to enhance standards of HS within POD.

✔ *As a result, when comparing the percentage completion of the POD HSIP to the previous year, an additional 8% increase is noted in 2021/22, from 92% to 100%.*

Our 2021/22 HSIP focused on maintaining and building on the 8% increase in HS performance achieved in 2020/21. This was achieved through the provision of robust Management Self-Audit, Risk Assessments and supporting arrangements, such as the Manual Handling Assessments, COSHH Assessments, DSE Assessments, Stress Assessments, SFRS Organised Events and briefing for POD employees on site specific HS arrangements (e.g., Traffic Management Plan, Emergency Fire Evacuation Plan and First Aid).

We carried out Risk Assessments and developed SSoW to support SFRS critical activities whilst focusing on safety of staff including Warehousing and Storage arrangements. We continued to support staff as they worked in an agile manner whether that be working from home, remotely from another location or working from an SFRS location.

During 2021/22 the HSIP remained as a standing item at POD Directorate Management Team meetings, the POD Management Team meetings and the existing POD SA Coordinator and Safety, Assurance Liaison Officer (SALO) roles continued to be supported by the POD SAIG who continued to meet regularly. The establishment of a monthly POD Managers HSIP review meeting furthered mainstreaming our HS. This monthly HSIP review with POD Managers was established to ensure regular progress updates were communicated to all POD staff as well as enhanced promotion of and responsibility for health, safety and wellbeing at all levels within the Directorate and across all locations. This proactive work contributed to just one HS event being reported for POD across 2021/22.

Looking ahead to 2022/23, the POD SAIG will continue to enhance directorate and functional HS arrangements. POD as a directorate will also continue to support the Service wide priorities including agile working, health and wellbeing, talent management and development as well as change programmes. Our Health and Wellbeing team will also complete the backlog of routine health assessments for all uniformed employees resulting from the impact of COVID-19.

✔ *We will continue to work with our Business Partners through established forums including the SFRS Musculoskeletal (MSK) Injury Reduction Group and Mental Health and Wellbeing Group as well as wider programmes*

of work including the review and continued development of the Health and Safety training matrix, induction checklist and HS charter.

This will be supported by appropriate implementation arrangements to promote and enable the positive health, safety and wellbeing culture across the Service.

Prevention and Protection (P&P)

During the reporting year 2021/22, the P&P SAIG has continued to evolve which has assisted with working towards the completion of the objectives of the HSIP. All HS objectives and progress are discussed with P&P Functional Managers and Head of Function. These discussions are also reflected at the functional managers team meetings, thus ensuring and maintaining robust governance arrangements which promotes a positive health and safety culture within P&P.

Working closely with the HS team, effective progress has been achieved by working towards the completion of the objectives contained within the 2021/22 HSIP, this includes:

Overall, 76% of all P&P actions have been completed. This includes ongoing actions relating to PPE, COSHH, PUWER and Working at Heights (WaH).

- Two objectives have been deferred and five are currently outstanding which require input from other Directorates before they can be completed. P&P managers are actively engaging with these Directorates to progress these actions. Objectives that have not been completed or require input from other Directorates have been carried forward to the 2022/23 HSIP. Revised completion dates have been agreed where ongoing monitoring continues; and
- The new P&P HS Electronic Handbook is currently under development which will include the Heritage Handbook which is under review prior to approval and publishing. Further reviews may be required due to the heritage stores relocation and the impact of the COVID-19 pandemic on the Museum of Scottish Fire Heritage redevelopment timescales.

✔ *P&P worked closely with other Functions to align the response to the COVID-19 pandemic. COVID-19 Task cards and SSoW were produced and published providing considerations and guidance to staff when undertaking P&P activities.*

Operations (Ops)

Throughout 2021/22 the Operations Function continued to work in partnership with HS to enhance HS standards and ensure firefighter safety remained a priority.

The Operations Function HSIP at the end of Quarter 4 showed an increase of 16% in comparison within the same period the previous reporting year. The end of Quarter 4 2021-22 showed 79% of the plan completed against 63% previously.

Our Accidents/Injuries showed a slight increase over the year however these numbers are low and there were no RIDDOR Reportable Injuries or NM recorded for 2021/22.

There were 4 AoV and 3 VAs reported during 2021/22 and we continue to ensure that all staff report on all HS matters.

The Document Conversion Project continues to progress steadily. The project was developed to reduce the number of documents currently within the service which will contribute to the enhancement of firefighter safety, through the provision of concise information on the incident ground. The Phase 1 launch of the Document Conversion Project will commence within financial year 2022/23.

Strategic Planning Performance and Communications (SPPC)

Throughout 2021/22 the SPPC Directorate continued to regularly meet with their HS business partner through monthly SAIG meetings, combined with the SALO attendance at Safety and Assurance Sub Group (SASG) meetings and Head of Function at the National Safety and Assurance (NSAB) meetings.

SA and their HSIP are standing agenda items on the SPPC DMT ensuring it remains a priority and that regular updates, combined with monitoring and reviewing of performance takes place.

The SPPC SA tracker is working extremely well, ensuring continuous improvement, working with Information Communication Technology (ICT) and Data Services to provide a bespoke dashboard view for managers to monitor and review individual and team performance within their respective functional areas of responsibility.

✓ *The SPPC dedicated Directorate SA SharePoint Site continued to provide relevant, up-to-date HS information, links to training requirements and their HSIP, together with a quick link to their dedicated SA tracker for recording quarterly performance.*

✓ *The SPPC Directorate are proud to report 100% completion of all improvement plan objectives, together with a zero number of HS events being reported across 2021/22.*

Training, Safety and Assurance (TSA)

The TSA Directorate has continued to embed the management of HS into our Directorate and address any emerging issues timeously to promote the safety of the SFRS staff.

TSA has made good progress with the implementation of the HSIP, completing 96% (73 of 76) of actions, an increase of 3% increase compared to 2020/21. The continuous effective completion of actions and resultant increase in our standards of safety has been observed through a continued reduction in our work-related accidents for the fourth consecutive year.

During 2021/22, the SFRS programme for Face Fit Training and Testing was established. In addition, this year saw the continual monitoring of COVID-19 controls by assisting our Business Partners to complete the COVID-19 Workplace Risk Assessments, as well as the development of a Community Assistance COVID-19 Antigen Testing Risk Assessment, to support partner agency working. 36 COVID-19 support reviews were conducted within the SFRS to provide support to managers and improve the safety culture. The Event Reporting and Investigation and the Undertaking of Significant Event Investigation Procedure MA were published, both documents are essential for supporting the SFRS to identify lessons to be learnt which can result in the enhancement to the health, safety and wellbeing of our staff. Furthermore, the development of the Training Function's Electronic HS Handbook continued with an All Activities GRA and 9 supporting Safe Systems of Work being published.

The Directorate has effectively managed the challenges faced by the pandemic in conjunction with Business Partners, thereby ensuring the continued provision of critical activities such as training delivery.

Looking ahead to 2022/23 there will be a continued focus on the completion of the HSIP and our ongoing cross Directorate work such as the Document Conversion Project, leading the Driver Safety Group and the integral participation in the Contaminants Group meetings will continue to improve staff safety across SFRS.

Service Development (SD)

During 2021/22, the Service Development Directorate continued to maintain high standards of focus and compliance of HS. The Directorate fully participate in all SFRS HS structures and meetings, and this informs the work of our Directorate SAIG. As our Directorate SAIG maintain our focus on achievement of HSIP, our staff continue to achieve completion of actions in a timeous manner.

- ✔ *Collaboratively we have achieved 100% compliance over the full years HSIP.*
- ✔ *Moving forward, whilst maintaining our focus on HS compliance, the Directorate SAIG plan to develop and deliver a short presentation, detailing the 'Why' (of reporting HS Events) and the 'How to' to ensure our teams fully understand the importance of reporting events and what events should be reported.*

North Service Delivery Area (NSDA)

The management of HS continues to be a high priority in the NSDA. The NSDA SAIG has representation from all Local Senior Officer (LSO) areas as well as Operations Function, Fleet and Equipment Workshops, and TSA representatives, which ensures that a strong culture of HS exists and encompasses all areas of work in the SDA.

The HSIP remains the foundation of all the work carried out and for 2021/22 the NSDA completed 73% of the actions, with work progressing with partners to conclude the outstanding actions and as such have been carried forward into the 2022/23 HSIP for completion.

The NSDA continues to focus on low speed manoeuvre VAs reduction and has been commended by other functions and SDAs for the work produced by the task and finish working group which was made up of Station staff from the 4 LSO areas. The group has shared a range of ideas with a view to reducing these

preventable accidents which have been fed into the SASG and the National Drivers Safety Group.

- ✔ *We have endeavored to create a culture of safety observation and accountability which has enhanced our NM and accident investigations in the NSDA. By having our staff invested in their safety and the safety of others, we will increase safety, reducing risk and the number of safety incidents that occur.*

We have seen a decrease in the number of Accidents/Injuries which is reflected in the 83% reduction of RIDDOR Reportable Accidents from 6 to 1 when comparing to 2020/21.

Over the 2022/23 period the NSDA SAIG will continue to focus on the reduction of low speed manoeuvre VA, and to encourage NM reporting by all staff. The momentum created by the work on the HSIP will be maintained with a view to replicating last year's performance and completing all of the locally achievable actions.

The NSDA Management Team continue to actively support the NSDA SAIG and maintain a strong focus of ensuring that the health, safety and wellbeing of all staff is a priority.

East Service Delivery Area (ESDA)

The governance arrangements for HS have been well embedded during 2021/22. The successful implementation of the SAIG within the ESDA, with continued support from all Directorates, other LSO Areas and Representative Bodies has allowed the positive health and safety culture to further develop across the area. This has allowed 65% of the actions to be completed within the HSIP and a targeted approach within all LSO areas has been adopted. Particular attention has been paid to reducing accidents/injuries both in the operational and non-operational environment.

- ✔ *It is pleasing to see the overall trend shows a decrease in this area when measured over a three-year period, both for RIDDOR reportable and non RIDDOR reportable accidents/injuries. Further work in this area for 2022/23 will be progressed including highlighting behavioural safety to reduce this trend further.*

During 2021/22 there was an increasing trend in AoV towards members of staff and VAs. Both these areas will be a priority for the coming year as we will work proactively with our partners to reduce all forms of unacceptable behaviour experienced by our staff. VAs prevention and education will be supplemented by event analysis and subject matter expertise from the National Driver Safety Group.

The ESDA is focused on ensuring the improvements that have been made in previous years are built upon, and that we continue to ensure the ESDA is placing the health, safety and wellbeing of all staff at the forefront of everything we do.

West Service Delivery Area (WSDA)

The management of HS remains a high priority within the WSDA. The accompanying SAIG has representation from all LSO areas; however, it is recognised that a high number of staffing changes throughout the year has resulted in a frequent turnover of staff fulfilling the SALO role which has had an impact on performance.

The West HSIP contained a total of 25 individual actions. Current performance levels indicate that AoV and VAs continue to be areas of concern for the West SAIG moving forward.

AoV have reduced when compared to the previous reporting year. Whilst these figures suggest a positive step in the right direction, the consequences from each individual incident will remain a focus of attention for the West SA Coordinator and SALO for 2022/23.



This will include the introduction and management of local multi-agency AoV pledges via the West SAIG.

The number of VAs and related impact from this type of event still causes concerns and will be a continuing emphasis for the West SAIG during the forthcoming year. Regular tailored data sets on this matter are now being shared between all SALO, and a revised management framework is being produced by the Driver Safety Sub Group to reduce the overall impact from these avoidable events.

Outcomes from Operational Assurance processes and HS Investigations continue to provide valuable lessons for operational personnel. These processes, along with the establishment of added Command Group communication channels and bespoke learning events will continue to be used to raise an awareness of key learning onto operational staff across the organisation.

6. KEY PERFORMANCE INDICATORS

Historically there have been six key performance indicators detailed within this report:

- Improvement Plans;
- Accidents/Injuries;
- RIDDOR Reportable Injuries;
- Near Misses;
- Acts of Violence; and
- Vehicle Accidents.

However, as a result of the pandemic, this report now includes a seventh performance indicator, RIDDOR Reportable COVID-19 Events.

7. HEALTH AND SAFETY IMPROVEMENT PLANS

To support legislative compliance, there is one overarching SFRS HSIP supported by ten bespoke plans, one for each SDA and Directorate. The SFRS table below indicates the current completion status and year on year performance. The RAG status in the table below shows green from 2018/19 to 2021/22 as there has been continual improvement in the percentage completion.

Year	Number of Identified Actions	Number of Actions Completed	Completion Percentage (%)	RAG
2017/18	66	9	14	Red
2018/19	63	14	22	Green
2019/20	68	32	47	Green
2020/21	61	36	59	Green
2021/22	85	60	71	Green

Table 1: Improvement Plan Progress 2021/22

Overall completion of the 2021/22 HSIP is 71% (60 of 85) representing a 12% increase when comparing to the previous reporting year. This is consistent improvement in performance with 12% improvement also noted in the 2020/21 report.

✔ Significant progress is noted in 5 of the 10 plans in place, with POD, SPPC and Service Delivery completing 100%, TSA completing 96%, and FCS completing 94% of their overall actions for 2021/22.

Of the 25 outstanding actions, analysis shows 48% (12 of 25) are over 70% complete. The outstanding actions from 2021-22 will be monitored through the 2022-23 Improvement Plans.

8. PERFORMANCE DASHBOARD

About the statistics in the performance dashboard

The statistics quoted in this dashboard are internal management information published in the interests of transparency and openness.

Spark lines which show the breakdown of events by year over a five-year period and the underlying trend for that period. Anomalies will be reported by exception.

The dashboard utilised all reported HS events over a two-year period from 2020/21 to 2021/22. This provides Key Performance Indicator (KPI) Year on Year totals.

KPI Year on Year Comparison Dashboard

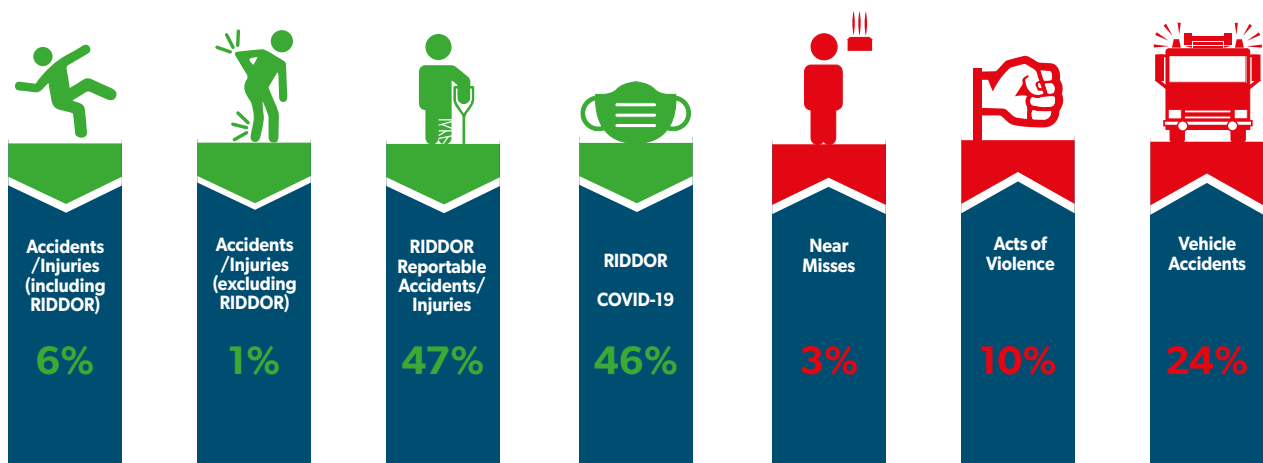


Figure 1: Year on Year Comparisons 2020/21 – 2021/22

The table below shows year-to-date totals to the end of each year from 2017/18 onwards. The year to year comparison change matches those shown in the infographic above.

Health and Safety Event Type	2017/18	2018/19	2019/20	2020/21	2021/22	% Year on Year Comparison
Accidents/Injuries (including RIDDOR)	258	227	212	156	147	-6%
Accidents/Injuries (excluding RIDDOR)	223	190	186	139	138	-1%
RIDDOR Reportable Accidents/Injuries	35	37	26	17	9	-47%
RIDDOR COVID-19	0	0	0	54	29	-46%
Near Misses	168	203	199	148	152	3%
Acts of Violence	61	83	56	69	76	10%
Vehicle Accidents	230	241	249	221	275	24%
Total	717	754	716	594	678	-16%

Table 2: Total Events by Year

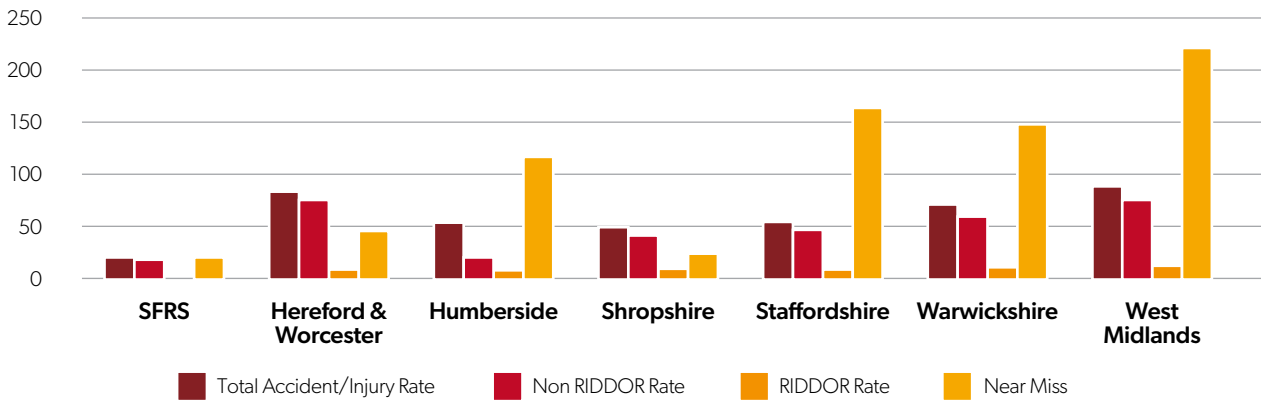
NM events are reported as a negative trend as this is an increase in HS events reported. It is noted that whilst the number of NM have increased, this is reported in a positive trend as the ratio of NM reports against accidents/injuries have increased, however there are further improvements to be made and promotion of NM events will continue in 2022/23.

Further detail on each event type and causation is contained within the relevant sections of this report.

9. UK FIRE AND RESCUE SERVICE COMPARISON

SFRS continues to carry out benchmarking of HS performance against other UK Fire FRS where data is available. For this reporting year data was received from 6 of the other 50 UK FRS.

UK FRS Injury Rates by 1000 Employees



Graph 1: UK FRS Accident/Injury Rates

In comparison with the 6 other FRS that provided usable data, we can see that the SFRS HS performance remains strong in the UK context. This reporting year, the total SFRS Accident/Injury Rate was 19 per 1000 employees, the non RIDDOR Injury Rate was 18 per 1000 employees, and the RIDDOR rate was 1 per 1000 employees. It is noted that the reporting of NM events is significantly lower when compared to the other FRS.

We will continue to liaise and engage with other UK FRS through the National Fire Chiefs Council (NFCC) HS Committee. This will allow areas of best practice to be shared, with the aim of enhancing Firefighter safety UK wide.

10. PERFORMANCE OVERVIEW

The spark lines below show the trend over a 5-year period from 2017/18 to 2021/22. The dotted line on each panel gives an indication of overall trends.

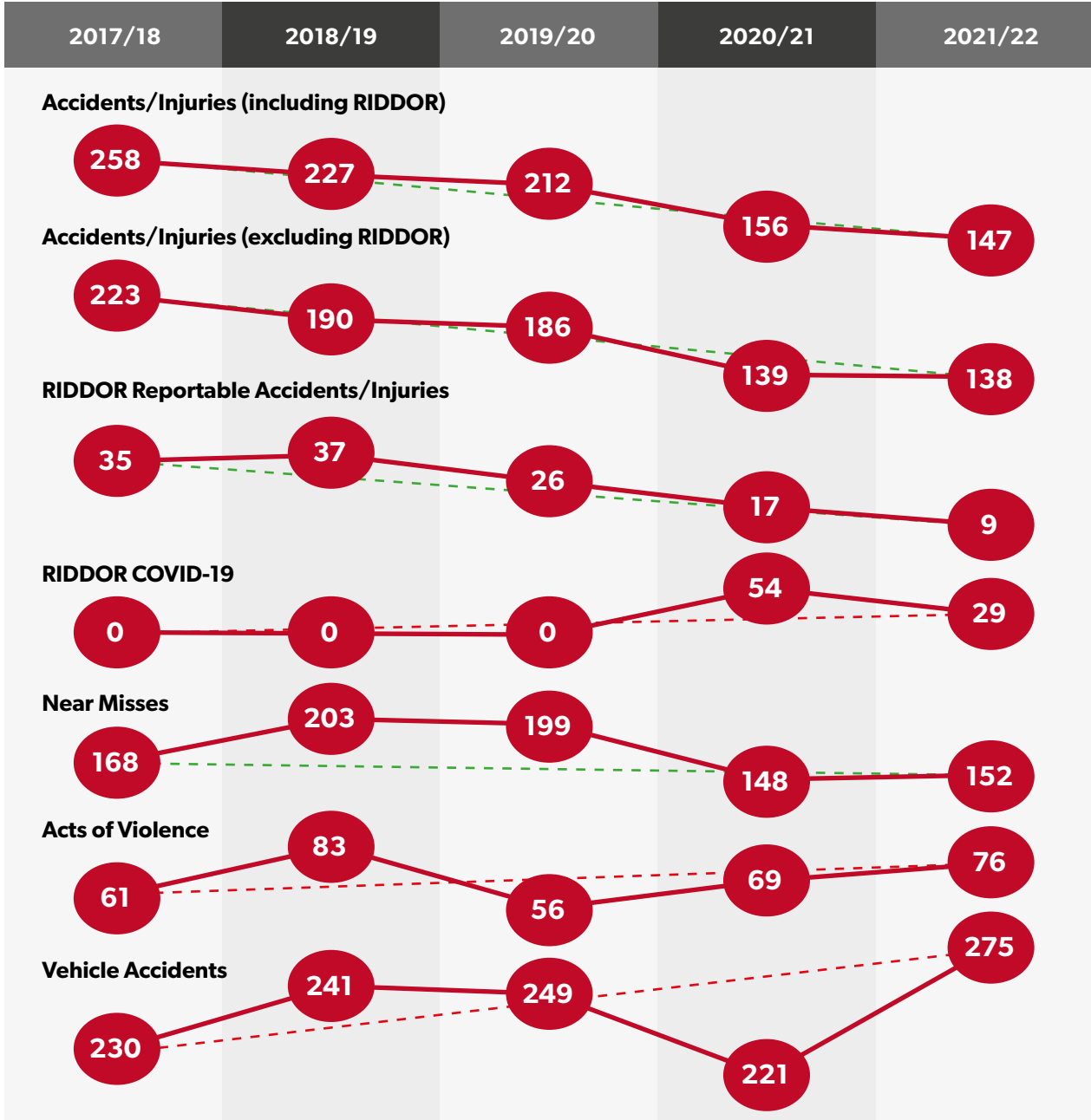


Figure 2: Event KPI Totals from 2017/18 to 2021/22

✓ *Accidents/Injuries (including RIDDOR and excluding RIDDOR Reportable COVID-19), RIDDOR and Reportable Accidents/Injuries show positive trends.*

However, VAs show an increasing trend and the RIDDOR Reportable COVID-19 events show an increasing trend albeit there is no data available for COVID-19 2017/18, 2018/19 and 2019/20.

NMs and AoV show a relatively static trend. Further analysis of all key performance indicators can be found in the related sections of this report.



ACCIDENTS/INJURIES (INCLUDING RIDDOR)

SDA/Directorate	2017/18	2018/19	2019/20	2020/21	2021/22	RAG	% Change from Previous Reporting Year
North	53	42	41	36	25	Green	-31%
East	92	68	54	48	39	Green	-19%
West	49	69	68	53	45	Green	-15%
Strategic Planning, Performance and Communications	3	0	0	0	0	Green	-
Finance and Contractual Services	10	9	6	3	7	Red	133%
People and Organisational Development	1	2	2	0	1	Red	100%
Prevention and Protection	1	1	1	0	0	Green	-
Operations	5	3	6	1	4	Red	300%
Service Development	0	0	0	0	1	Red	100%
Training, Safety and Assurance	44	33	34	15	25	Red	67%
Total	258	227	212	156	147	Green	-6%

Table 3: Accidents/Injuries (including RIDDOR) but excluding COVID-19 Annual Totals



The total number of Accidents/Injuries (including RIDDOR) shows a 6% (156 to 147) decrease when comparing to the previous reporting year. Improvements are noted within all three SDAs.

When comparing the data as an Accident/Injury Rate per 1000 employees, we see a 5% decrease (19.9 to 18.9) from 2020/21, a 29% decrease (26.7 to 18.9) from 2019/20, a 33% decrease (28.3 to 18.9) from 2018/19, and a 49% decrease from 2017/18 (37.2 to 18.9).

Accidents/Injuries (including RIDDOR, excluding COVID-19)

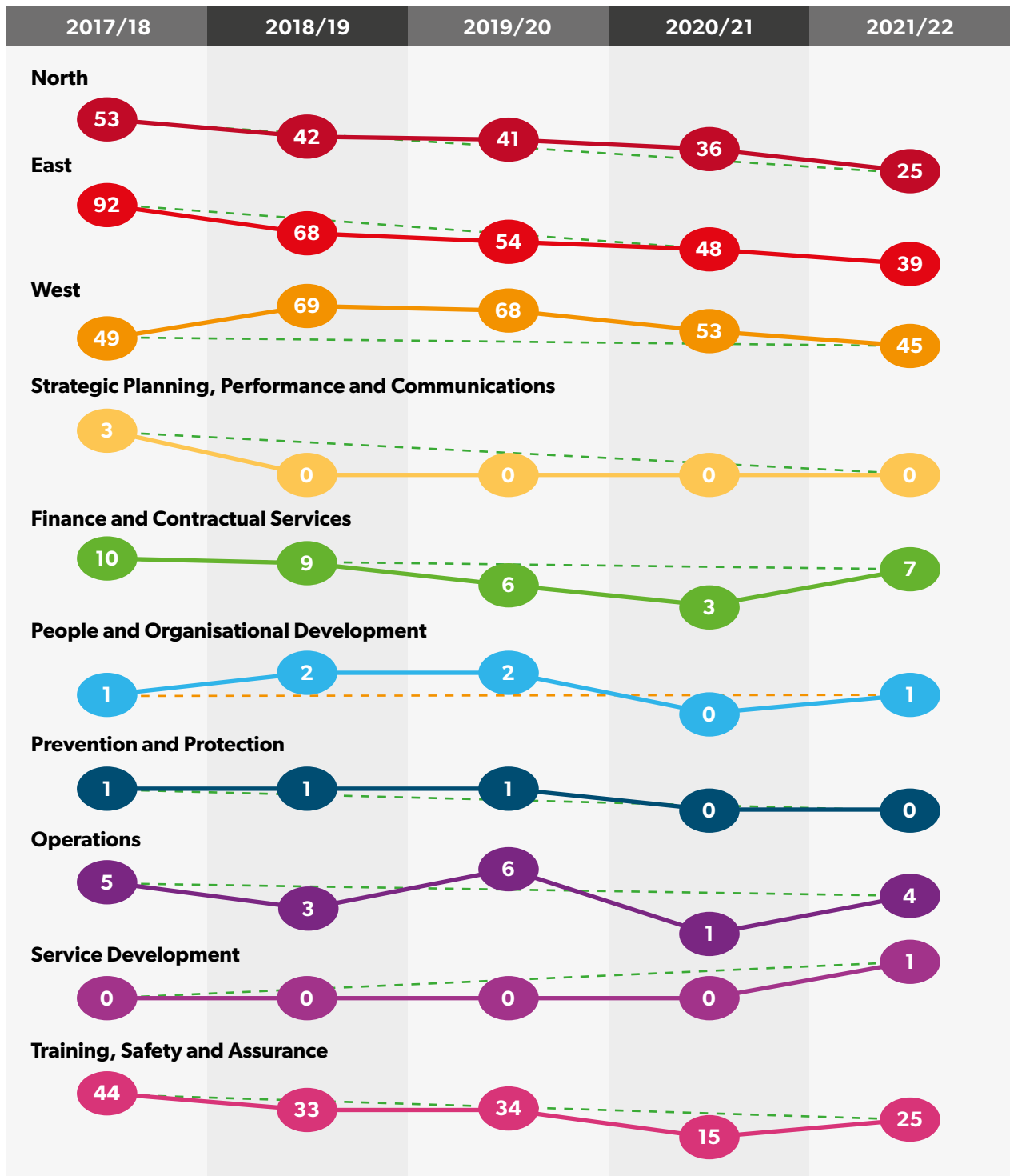


Figure 3: Accidents/Injuries (including RIDDOR) but excluding COVID-19 Totals from 2017/18 to 2021/22

It is noted Operations and Prevention and Protection are Functions of the Service Delivery Directorate, however to support comparison to previous years, analysis of each Function within Operations has been made.

- ✓ Overall SFRS Accidents/Injuries show an improving trend over the four-year period. A positive trend is seen across all of the 3 SDAs, SPPC, FCS, POD, P&P (excluding COVID-19) and TSA. The most notable improvement is seen within the ESDA.



ACCIDENTS/INJURIES (EXCLUDING RIDDOR REPORTABLE)

SDA/Directorate	2017/18	2018/19	2019/20	2020/21	2021/22	RAG	% Change from Previous Reporting Year
North	47	38	39	30	24	Green	-20%
East	81	56	41	45	36	Green	-20%
West	41	53	60	46	41	Green	-11%
Strategic Planning, Performance and Communications	3	0	0	0	0	Green	-
Finance and Contractual Services	8	9	6	3	7	Red	133%
People and Organisational Development	1	2	2	0	1	Red	100%
Prevention and Protection	1	1	1	0	0	Green	-
Operations	5	3	4	0	4	Red	100%
Service Development	0	0	0	0	1	Red	100%
Training, Safety and Assurance	36	28	33	15	24	Red	60%
Total	223	190	186	139	138	Green	-1%

Table 4: Accidents/Injuries (excluding RIDDOR) Annual Totals

- ✓ The total number of Accidents/Injuries (excluding RIDDOR) shows a 1% (139 to 138) decrease when comparing to the previous reporting year. Improvements are shown in the three SDAs.

FCS shows a significant 133% increase (3 to 7) in accidents/injuries when comparing to the previous reporting year. This increase can be attributed to Equipment Workshops who experienced a 100% increase (0 to 3) in accidents/injuries when comparing to previous reporting year. Ops shows a 100% increase (0 to 4) albeit the numbers are small, in accidents/injuries when comparing to the previous reporting year, all were attributed to events that occurred within Operations Control West.

Accidents/Injuries (excluding RIDDOR Reportable)

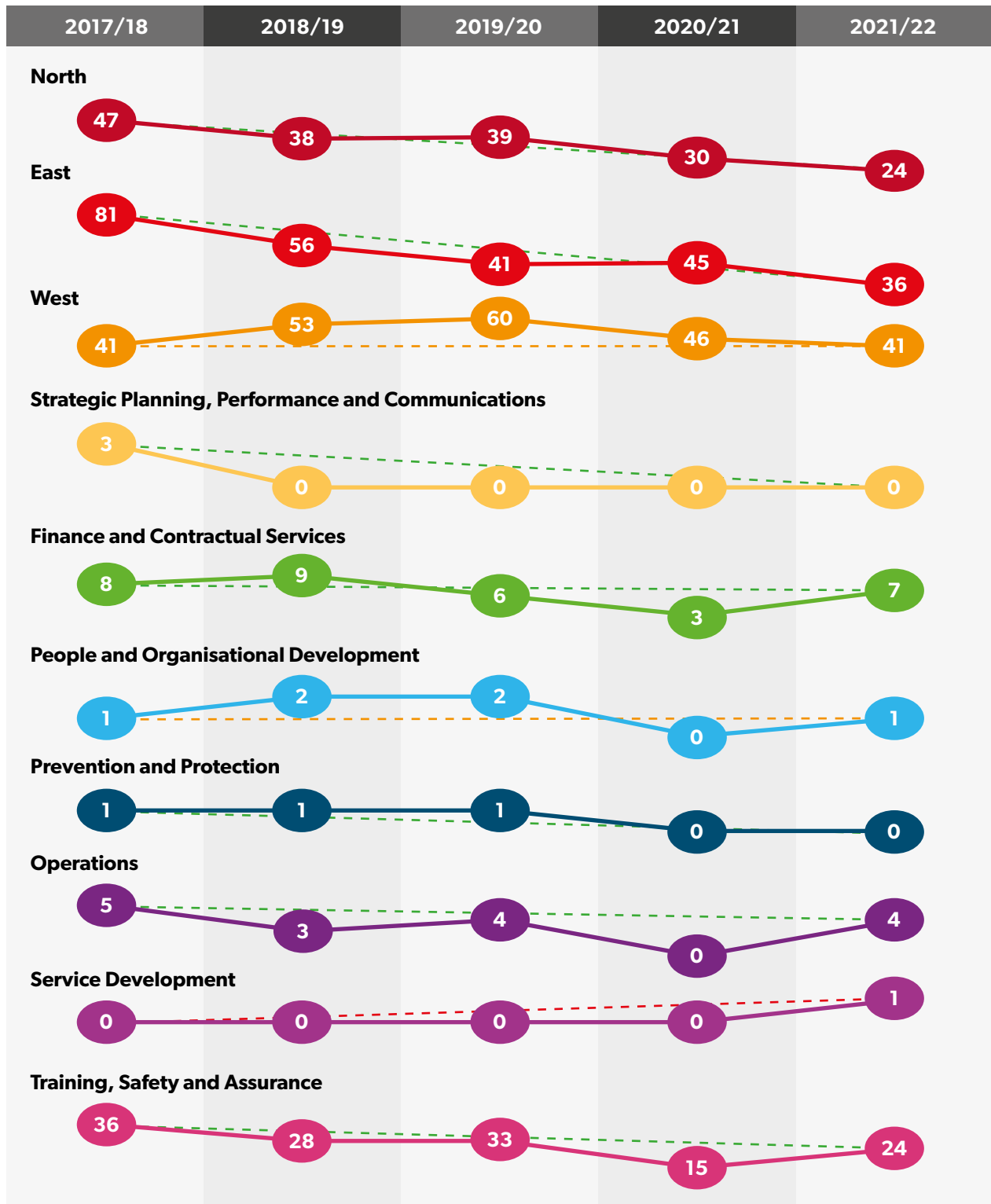


Figure 4: Accidents/Injuries (excluding RIDDOR) Totals from 2017/18 to 2021/22



Overall SFRS Accidents/Injuries (excluding RIDDOR) show an improving trend over the five-year period. The most notable improvement is seen within the NSDA and ESDAs.



RIDDOR REPORTABLE ACCIDENTS/INJURIES (EXCLUDING COVID-19)

SDA/Directorate	2017/18	2018/19	2019/20	2020/21	2021/22	RAG	% Change from Previous Reporting Year
North	6	4	2	6	1	Green	-83%
East	11	12	13	3	3	Orange	0%
West	8	16	8	7	4	Green	-43%
Strategic Planning, Performance and Communications	0	0	0	0	0	Green	-
Finance and Contractual Services	2	0	0	0	0	Green	-
People and Organisational Development	0	0	0	0	0	Green	-
Prevention and Protection	0	0	0	0	0	Green	-
Operations	0	0	2	1	0	Green	-100%
Service Development	0	0	0	0	0	Green	-
Training, Safety and Assurance	0	5	1	0	1	Red	100%
Total	27	37	26	17	9	Green	-47%

Table 5: RIDDOR Reportable Accidents/Injuries (Excluding COVID-19) Annual Totals

- ✔ The total number of Accidents/Injuries reported to the HSE under RIDDOR shows a 47% (17 to 9) decrease when comparing to the previous reporting year. The most notable improvement is seen within the NSDA, a reduction of (6 to 1).
- ✔ Improvements are also recorded within the WSDA (7 to 4), this improvement can also be attributed to a reduction in operational and non-operational activity related RIDDOR Reportable Events (4 to 2) and (2 to 1) respectively.

RIDDOR Reportable Accidents/Injuries

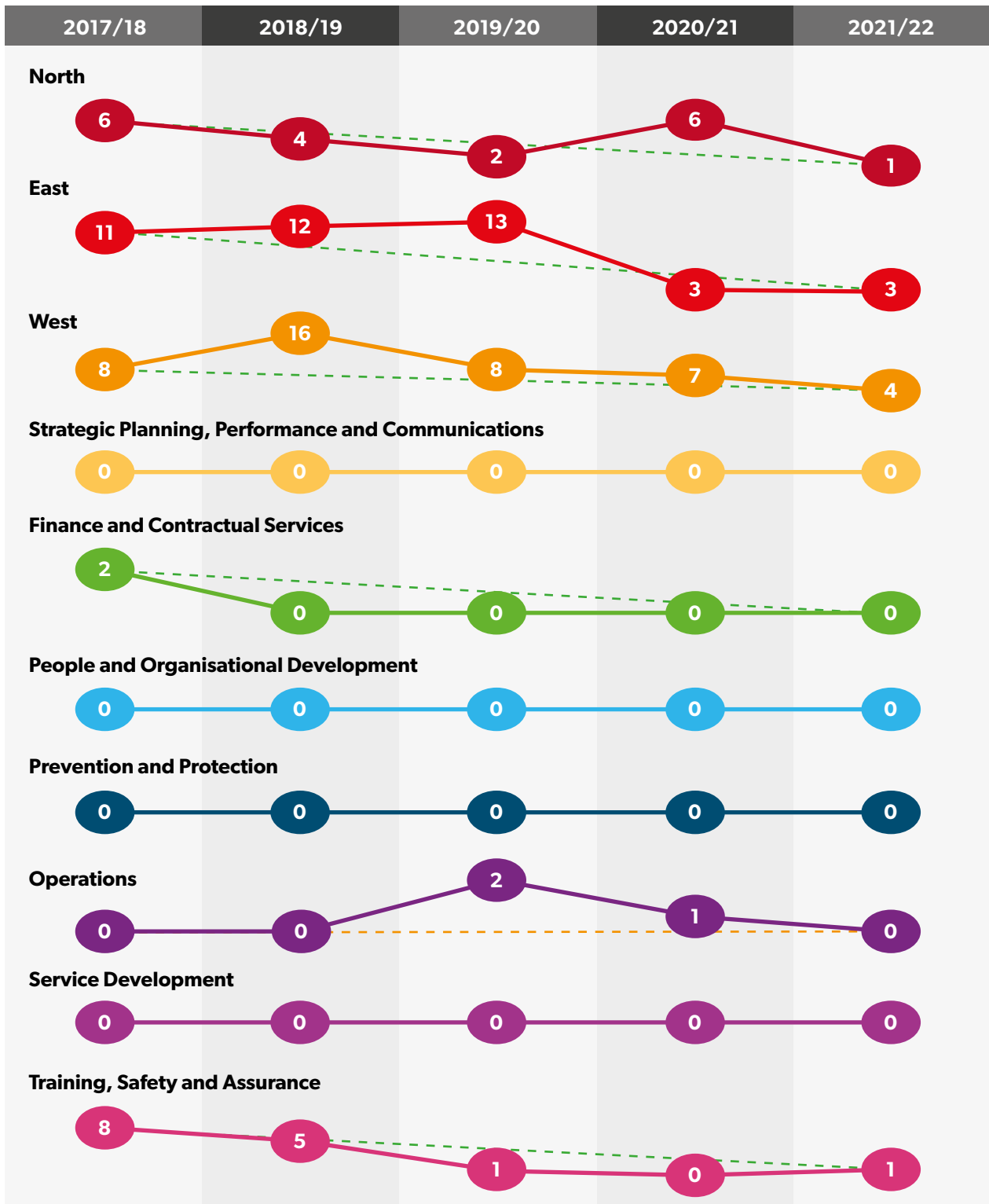


Figure 5: Total RIDDOR Reportable Accidents/Injuries 2017/18 to 2021/22

Overall RIDDOR Reportable Accidents/Injuries show an improving trend over the five-year period. Whilst numerically the values are low, Ops show an increasing trend in RIDDOR Reportable Accidents/Injuries over the five-year period. The most notable improvement is recorded within the NSDA.



RIDDOR ANALYSIS 2021/22

There were 2 specified injuries during this reporting year compared to 0 the previous reporting year, both occurred at operational incidents within the ESDA. The specified injuries were;

- A fracture to the back of the hand whilst using the enforcer tool; and
- An injury to the ribs caused by the Injured party (IP) landing in a concrete ditch which was obscured by vegetation.

✓ *Over 7-day accidents/injuries accounted for 78% (7 of 9) of all RIDDOR Reportable events, representing a 22% decrease in this category and numerically this is 10 less, when comparing to the previous reporting year.*

43% (3 of 7) of over 7-day Accidents/Injuries reported to the HSE were associated with Slips, Trips and Falls (STF) representing a 17% increase in this category, however it should be noted that numerically there was 2 less STF over 7-day Accidents/Injuries reported to the HSE (5 to 3) when comparing to the previous reporting year. 67% (2 of 3) of these events occurred during operational incidents, and related to slips on grass/uneven ground. The remaining 33% (1 of 3) occurred during rope rescue training and related to a slip on uneven ground.

43% (3 of 7) of over 7-day Accidents/Injuries reported to the HSE were as a result of manual handling and/or body movement representing a 25% increase in this category when comparing to the previous reporting year, numerically remained the same (3).

The remaining 14% (1 of 7) of over 7-day Accidents/Injuries reported to the HSE was as a result of dismounting an appliance.

✓ *57% (4 of 7) of over 7-day Accidents/Injuries occurred at operational incidents, representing a 14% decrease in this category when comparing to the previous reporting year, however it should be noted that numerically there was 8 less operational RIDDOR Reportable Accidents/Injuries reported to the HSE. 50% (2 of 4) of the Operational Accidents/Injuries reported to the HSE occurred during the developing stage of the incident representing a 42% decrease when comparing to the previous reporting year, numerically this is 9 less.*

14% (1 of 7) of over 7-day Accidents/Injuries reported to the HSE occurred during non-operational activities.

Finally, 29% (2 of 7) of Accidents/Injuries reported to the HSE were attributed to training activities, representing a 17% increase in this category, however numerically remained the same when comparing to the previous reporting year. Both events occurred during refresher training, 1 was SDA led Road Traffic Collision (RTC) training and the other TSA Rope Rescue training.

We will:

- Develop/review Risk Assessments, Manual Handling Assessments and SSoW;
- We will continue to promote the completion of manual handling assessments and associated SSoW;
- Continue to support the SFRS MSK Injury Reduction Group and Business Partners to reduce MSK injuries;
- Undertake support reviews to assist with compliance with HS arrangements and SSoW; and
- Continue to promote the gritting regimes detailed in individual Premises Traffic Management Plans during inclement weather.



RIDDOR COVID-19

Throughout the Coronavirus COVID-19 pandemic SFRS responded quickly to changes in guidance and continuously refined and communicated our COVID-19 control measures to staff, ensuring front line and essential services were maintained.

SDA/Directorate	2020/21	2021/22
North	3	2
East	9	0
West	40	26
Strategic Planning, Performance and Communications	0	0
Finance and Contractual Services	0	0
People and Organisational Development	0	0
Prevention and Protection	0	0
Operations	0	0
Service Development	0	0
Training, Safety and Assurance	2	1
Total	54	29

Table 6: RIDDOR COVID-19 2020/21 to 2021/22

COVID-19 RIDDOR Reportable Events Per Quarter 2020/21 – 2021/22

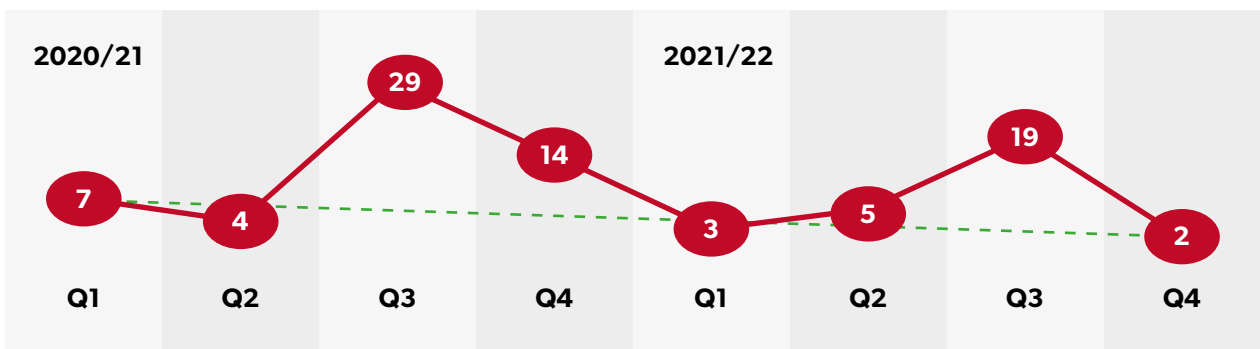


Figure 6: Total RIDDOR COVID-19 per Quarter 2020/21 to 2021/22

✔ | *During the reporting year there was a reduction of 46% (54 to 29) in the number of RIDDOR reportable workplace transmissions to the HSE.*

✔ | *Staff compliance with SFRS COVID-19 controls contributed to this reduction, despite an overall increase of 96% (352 to 689) in confirmed cases of COVID-19 from the previous reporting year.*

Of the 689 COVID-19 RIDDOR reviews undertaken, 22% (154 of 689) were reviewed at management meetings and 78% (539 of 689) by desktop reviews conducted by the HS Department.

Our support review process was refined in the reporting year, to ensure balanced feedback was provided recognising good practice/compliance or promoting areas of improvement. Support Reviews were well received and helped promote or confirm staff understanding of SFRS COVID-19 control measures.

36 Support Reviews were undertaken in the reporting year, of which 11% (4 of 36) were Rapid Reviews. In total 270 actions were identified, of which 99% (267 of 270) were completed and 1% (3 of 270) are outstanding.

Please Note: In April 2022 the HSE workplace transmission RIDDOR guidance changed, only incidental exposure (transmission from a person known to have COVID-19) is now reportable to the HSE, with existing SFRS COVID-19 control measures, incidental exposure is unlikely to occur beyond the incident ground and suitable SSoW have been implemented to reduce this risk.

We will:

- Embed all COVID arrangements, and risk control measures in business as usual, including:
 - Monitoring and reacting to changes in COVID-19 public health guidance;
 - Monitoring Societal cases and SFRS absence rates;
 - Refining SFRS COVID-19 arrangements to enable local rather than national actions to be implemented; and
 - Continuing to support all Business Partners to maintain front line and essential services.



OPERATIONAL Accidents/Injuries

Operational

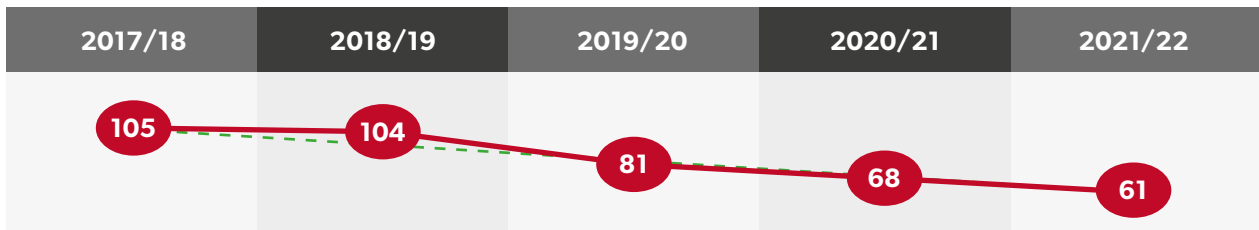


Figure 7: Operational Accidents/Injuries 2017/18 to 2021/22

- ✓ There is a notable improvement in the trend for Operational Accidents/Injuries over the five-year period. An 5% decrease is noted this year when comparing to the previous reporting year.

A Firefighter's injury rate against the number of operational incidents attended

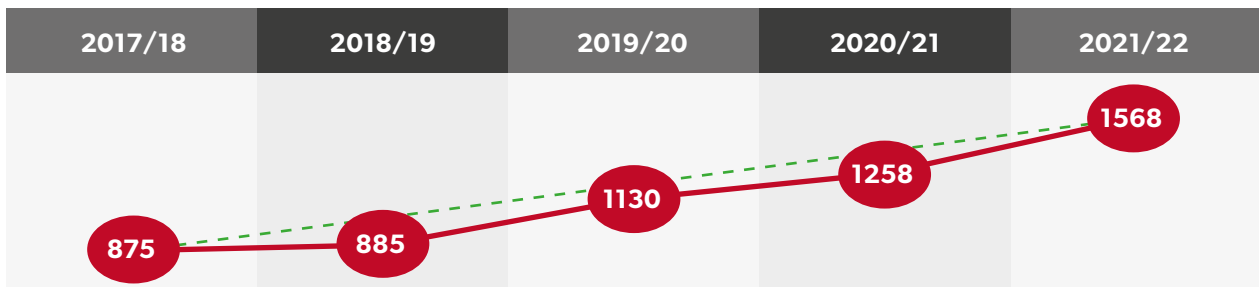


Figure 8: Firefighters injury rate against the number of operational incidents attended 2017/18 to 2021/22

- ✓ When considering the data in the context of a Firefighter's injury rate against the number of operational incidents attended, we see there is a year-on-year improvement in the five-year trend.

52% (32 of 61) of operational related Accidents/Injuries reported during 2021/22 occurred whilst attending primary fires representing an increase of 17% in this category when comparing to the previous reporting year, numerically this is 5 additional Accidents/Injuries. 21% (13 of 61) operational related Accidents/Injuries reported occurred at Special Services representing a decrease of 19% in this category when comparing to the previous reporting year. Numerically this is 6 less Accidents/Injuries at Special Services. It is further noted that there is also a 2% decrease in the trend for operational incidents attended over the five-year period.

A further 15% (9 of 61) of operational related Accidents/Injuries reported occurred at false alarm incidents, representing an increase of 5% in this category when comparing to the previous reporting year, numerically this is 7 additional Accidents/Injuries. Finally, 12% (7 of 61) of operational related Accidents/Injuries reported occurred at secondary fires representing a decrease of 4% in this category when comparing to the previous reporting year, numerically this is 4 less Accidents/Injuries.

Operational Accidents/Injuries by Phase of the Incident

SDA	Mobilising	Initial	Developing	Closing	Returning	Total
North	0	3	6	6	0	15
East	4	3	11	3	0	21
West	2	10	8	5	0	25
Total	6	16	25	14	0	61

Table 7: 2020/21 Totals by Phase of Operational Incident

When we consider Operational Accidents/Injuries by the stage of the incident, the data shows that 41%, (25 of 61) occurred during the developing stage of the incident, representing a 9% decrease in this category, and numerically this is 9 less when comparing to the previous reporting year. These events are attributed to slips and trips on uneven/wet ground/hose, being struck by objects, animals and manual handling/body movement injuries.

A further 26% (16 of 61) occurred during the initial stage of the incident, representing an increase of 7% in this category, numerically an additional 3 events during this stage, when comparing to the previous reporting year. These are attributed to slipping on uneven ground, forcing entry, falling objects, effects of heat stress and burns.

23% (14 of 61) occurred during the closing stage of the incident, representing a 1% decrease in this category, however numerically an additional 3 events are noted when comparing to the previous reporting year. These

events are attributed to trip over objects on ground, falling objects, animals, and manual handling/body movement injuries.

10% (6 of 61) occurred during mobilisation, representing a 6% decrease in this category, and numerically this is 5 less when comparing to the previous reporting year. These events are attributed to lack of situational awareness e.g., impact with moving/stationary objects.

We will:

- Promote awareness of slips and trips on the incident ground through factsheets and other engagement with Service Delivery Areas;
- Continue to work with our business partners through SAIGs to identify and address root causes; and
- Engage with Business Partners to identify behavioural issues and where existing control measures and/or SSoW are not being implemented.

Non-Operational Accidents/Injuries

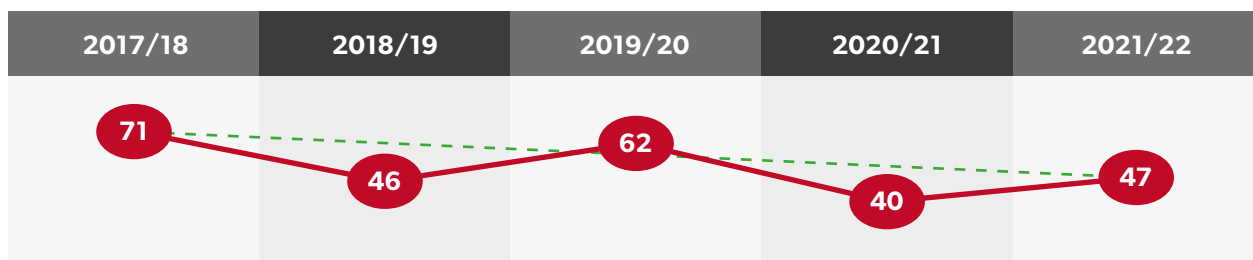


Figure 9: Non-Operational Accidents/Injuries 2017/18 to 2021/22

✓ | *The five-year trend shows a continuing improvement in relation to Non-Operational Accidents/Injuries.*

96% (45 of 47) of all Non-Operational Accidents/Injuries occurred within station premises. These occurred whilst carrying out cleaning duties, kitchen duties, routine checks, dismounting appliance, taking part in physical exercise, opening station gates and exiting car in car park. All can be attributed to lack of situational awareness.

We will:

- Continue the development of a SDA Station Handbook including a suite of GRA and SSoW for activities undertaken within the station environment; and
- Promote the improvement of safety culture and compliance with health and safety arrangements.

Training Accidents/Injuries

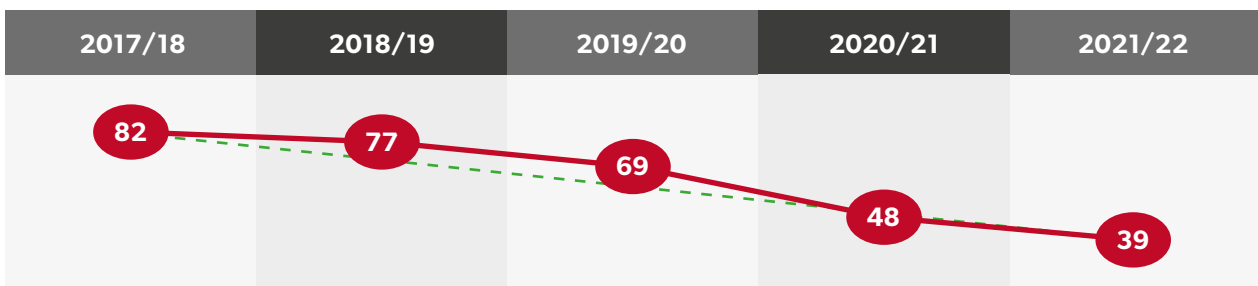


Figure 10: Training Accidents/Injuries 2017/18 to 2021/22

✓ | *There is a year on year improvement noted in the five-year trend for training related Accidents/Injuries with a significant 52% improvement recorded when comparing 2017/18 with 2021/22, and a 19% decrease is noted this year when comparing to the previous reporting year.*

Whilst any improvement is welcomed the data must be considered in the context of reduced training activity in 2020/21 and 2021/22 due to COVID-19.

27% (39 of 147) of all Accidents/Injuries reported during 2021/2022 occurred during training related activities representing a 4% decrease in this category when comparing to the previous reporting year, numerically this is 9 less.

62% (24 of 39) occurred during National Training activities representing a 45% increase in this category and numerically an additional 11 events when comparing to previous reporting year. This increase is attributed to the reduced number of Training Course during the previous reporting year as a result of COVID-19.

✓ | *A further 38% (15 of 39) of all training related Accidents/Injuries occurred during SDA led training activities representing a 35% decrease in this category, numerically this is 20 less when comparing to the previous reporting year.*

✓ | *51% (20 of 39), of all training related Accidents/Injuries reported occurred during refresher training, representing a 22% decrease in this category, numerically this is 15 less when comparing to the previous reporting year.*

The remaining 49% (19 of 39) training Accidents/Injuries occurred during initial training, representing a 22% increase in this category and numerically an additional 6 events when comparing to the previous reporting year.

Further analysis shows 28% (11 of 39) occurred during Core Skills training such as ladder drills, breathing apparatus (BA) drills and pump drills representing a 3% decrease in this category, numerically this is 2 less. A further 28% (11 of 39) occurred during BA training, representing a 3% increase in this category, however numerically 1 less is noted when comparing to the previous reporting year. 20% (8 of 39) occurred during Urban Search and Rescue (USAR) training, there is no comparative data for previous reporting years. 8% (3 of 39) occurred during Swift Water Rescue training, a 6% decrease, numerically 4 less when comparing to previous reporting year. 8% (3 of 39) occurred during Road Traffic Collision (RTC) training, representing a 2% increase in this category, however numerically remains consistent with previous reporting year. 3% (1 of 39) occurred during basic Firefighting training, representing 1% decrease, numerically 2 less when comparing to previous reporting year. 3% (1 of 39) occurred during Driver Training Water Rescue training representing a 2% increase however numerically remains consistent with previous reporting year. Finally, 3% (1 of 39) occurred during physical training representing a 7% decrease, numerically 4 less when comparing to previous reporting year.

A decrease of 13 (46 to 33) of students and an increase of 4 (2 to 6) of instructors sustained injuries when comparing to previous reporting year.

We will:

- Support the production and publication of the Training Handbook (and GRA/SSoW); and
- Support the review of training content and arrangements in light of emerging risks and new operational procedures.

All Accidents/Injuries (including RIDDOR – excluding COVID-19) to Uniformed Staff

SDA/Directorate	2017/18	2018/19	2019/20	2020/21	2021/22	RAG	% Change
North Wholetime	35	27	27	21	15	Green	-29%
North On Call	31	31	20	17	12	Green	-29%
East Wholetime	74	62	52	36	27	Green	-25%
East On Call	26	15	10	16	14	Green	-13%
West Wholetime	51	61	69	49	46	Green	-6%
West On Call	11	12	10	10	11	Red	10%
Operations Control	4	1	4	1	4	Red	300%
Directorate/Day Duty	3	2	3	1	3	Red	200%
Total	235	211	195	151	132	Green	-12%

Table 8: 2021/22 All Accidents/Injuries (including RIDDOR) to Uniformed Staff

When we consider Accidents/Injuries to Uniformed Staff the data shows that 67% (88 of 132) are related to Wholetime Staff, representing a 3% decrease in this category, numerically 18 less events when comparing to the previous reporting year. 48% (42 of 88) occurred whilst attending operational incidents representing a 7% increase in this category, however numerically remains the same when comparing to the previous reporting year. 27% (24 of 88) occurred whilst undertaking non-operational duties, representing a 5% increase in this category, however numerically remains the same when comparing to the previous reporting year. Finally, 25% (22 of 88) occurred whilst undertaking training, representing a 3% increase, however numerically 1 less event is noted.

28% (37 of 132) of Accidents/Injuries to Uniformed Staff are related to On Call Staff, remaining consistent with previous reporting year, however numerically 6 less events. 51% (19 of 37) occurred whilst attending operational incidents representing a 14% decrease in this category, numerically 9 less events when comparing to the previous reporting year. 14% (5 of 37) occurred whilst undertaking non-operational duties activities, representing a 5% increase, numerically 4 additional events when comparing to previous reporting year. Finally, 38% (14 of 37) occurred whilst undertaking training, representing a 12% increase, numerically 3 additional events when comparing to previous reporting year.

We will:

- We will work with SDAs to update/create a suite of risk assessments and SSoWs for non-operational activities.

All Accidents/Injuries (including RIDDOR – excluding COVID-19) to Non-Uniformed Staff

SDA/Directorate	2017/18	2018/19	2019/20	2020/21	2021/22	RAG	% Change
North	3	1	3	0	0	Green	-
East	3	2	1	1	3	Red	200%
West	2	2	1	1	2	Red	100%
Strategic Planning, Performance and Communications	3	0	0	0	0	Green	-
Finance and Contractual Services	10	9	6	2	7	Red	250%
People and Organisational Development	0	1	2	0	0	Green	-
Prevention and Protection	0	0	0	0	0	Green	-
Operations	0	1	2	0	1	Green	100%
Training, Safety and Assurance	2	0	2	1	1	Orange	0%
Total	23	16	17	5	14	Red	180%

Table 9: Accidents/Injuries (including RIDDOR) to non-uniformed staff Annual Totals

Of the total non-uniformed Accidents/Injuries reported all were attributed to a lack of situational awareness e.g. moving tools, siting of equipment, and walking into objects.

29% (4 of 14) of all Accidents/Injuries to non-uniformed staff occurred within Fleet Workshops, representing a 11% decrease in this category, however numerically an additional 2 events are noted when comparing to the previous reporting year. 21% (3 of 14) occurred within Equipment Workshops, representing a 100% increase when comparing to the previous reporting year.

We will:

- Develop initiatives to promote/increase situational awareness and improve behavioural safety.

Working Days Lost Due to Accidents/Injuries

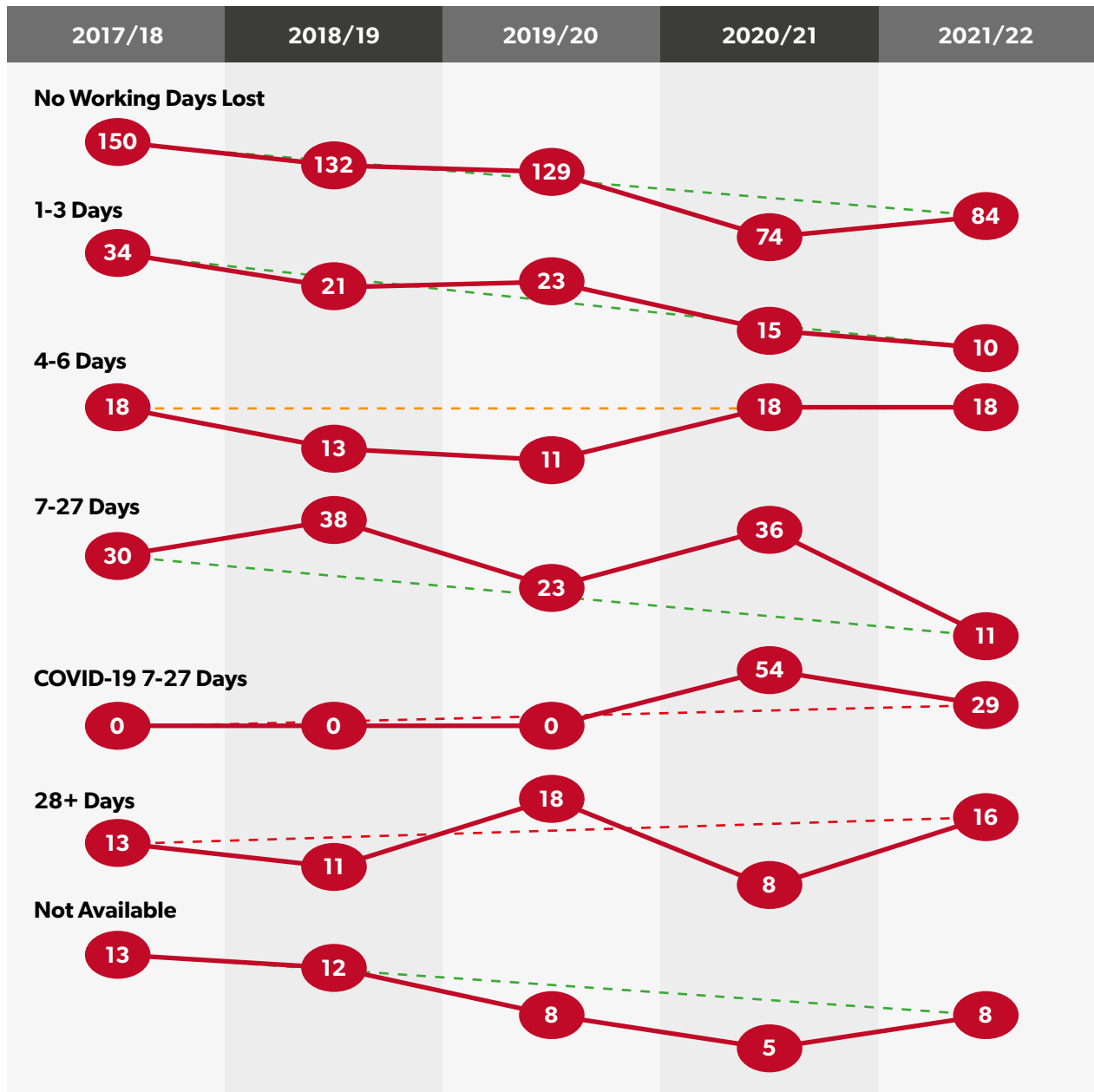


Figure 11: Working Day Lost Due to Accidents/Injuries 2017/18 to 2021/22

With the exception of the 4-6 days category and the COVID-19 7-27 days category, all categories are showing a positive trend. The data shows that the events with no information available is improving over the 5 years.

We will:

- Continue to work with our colleagues in POD to review information in relation to absence and determine any necessary actions that may reduce absence;
- Consider the root causes of 28+ day accidents and work with business partners to identify improvements;
- Continue to ensure that complete and accurate information relating to lost working time is being recorded; and
- Undertake support reviews to assist with compliance with COVID-19 workplace arrangements and task cards.

Three Most Common Accidents/Injuries by Causation

2017/18		2018/19		2019/20		2020/21		2021/22	
Manual Handling/ Body Movement	55	Manual Handling/ Body Movement	81	Manual Handling/ Body Movement	77	Manual Handling /Body Movement	49	Manual Handling /Body Movement	36
Slips, Trips & Falls	57	Slips, Trips & Falls	36	Slips, Trips & Falls	24	Slips, Trips & Falls	34	Slips, Trips & Falls	23
Hot / Cold	29	Hot / Cold	20	Hot / Cold	24	Impact (moving object)	23	Impact (moving object)	21

Table 10: Three Most Common Accidents/Injuries by Causation

The most common cause of Accidents/Injuries across the SFRS remains manual handling/body movements accounting for 24% (36 of 147) of the total reported, although there has been a welcomed decrease of 6% in this category, numerically 13 less events when comparing to the previous reporting year. During 2021/22 the Musculoskeletal (MSK) Group was re-established and continues to analyse and react to performance data as well as developing proactive measures to reduce MSK injuries.

Further analysis shows 39% (14 of 36) occurred during operational incidents representing an increase of 12% in this category, numerically 1 additional event when comparing to the previous reporting year. A further 33% (12 of 36) occurring whilst undertaking training, representing a decrease of 24% in this category, numerically 16 less when comparing to the previous reporting year. Finally, 28% (10 of 36) occurred whilst undertaking non-operational duties, representing an increase of 12% in this category, numerically an additional 2 events when comparing to the previous reporting year.

17% (6 of 36) of all manual handling/body movement injuries occurred whilst using ladders, with 83% (5 of 6) happening whilst undertaking training. A further 14% (5 of 36) occurred whilst using a hose.

Operational incidents attended show manual handling/body movement Accidents/Injuries are sustained 1 in every 2,658 compared to 1 every 2,377 in the previous reporting year.

STF are the second most common cause of Accidents/Injuries within SFRS accounting for 16% (23 of 147) of the total Accidents/Injuries reported during 2021/22. This represents a decrease of 4% in this category and numerically this is 11 less when comparing to the previous reporting year.

57% (13 of 23) of the total STF reported occurred at operational incidents representing a 16% increase, numerically an additional 1 when comparing to the previous reporting year. A further 30% (7 of 23) occurred whilst undertaking non-operational duties representing a decrease of 5%, numerically this is 5 less when comparing to the previous reporting year. 71% (5 of 7) of non-operational STF occurred within SFRS premises, representing an 12% decrease in this category, numerically 54 less when comparing to the previous reporting year. These events can be related to a lack of situational awareness.

Finally, 13% of STF (3 of 23) occurred whilst undertaking training, representing a decrease of 12%, however, numerically an additional 5 events is noted when comparing to the previous reporting year. 67% (2 of 3) occurred during SDA led training, both occurred during refresher training and related to instructors, representing a 4% decrease in this category, however numerically an additional 2 events are noted when comparing to the previous reporting year.

✓ *In an operational context a slip, trip and fall Accident/Injury occurred every 4,159 operational incidents attended compared with 1 in every 2,517 in the previous reporting year.*

The third most common cause of Accidents/Injuries reported during 2021/22 is impact (moving object) accounting for 14% (21 of 147) of all Accidents/Injuries reported, representing a 2% increase in this category and numerically an additional 1 event when comparing to the previous reporting year. 38% (8 of 21) of the total reported occurred at operational incidents representing a decrease of 4%, however numerically the number of events reported remains the same when comparing to the previous reporting year.

A further 43% (9 of 21) occurred during non-operational activities, representing a 17% increase in this category and numerically an additional 3 events when comparing to the previous reporting year.

Finally, 13% (3 of 21) of Accidents/Injuries involving impact (moving object) occurred whilst undertaking training, representing an increase of 19% and numerically an additional 3 events when comparing to the previous reporting year. 67% (2 of 3) occurred during SDA led training.



An Accident/Injury involving impact with a moving object occurred every 4,555 operational incidents attended compared with 1 in every 3,720 in the previous reporting year.

We will:

- Ensure that the causes of all Accidents/Injuries sustained as a result of STF are fully investigated so that preventative measures can be identified and implemented;
- Liaise with SDAs via SAIGs to ensure compliance with safe systems of work and the wearing of PPE;
- Continue to support the MSK working group to assist business partners in the identification and promotion of actions to address MSK associated injuries. (MSK Factsheet);
- Undertake support reviews to assist with compliance with HS arrangements and SSoW;
- Support the review of training standards to ensure sufficient information on manual handling and body movement is included;
- Continue to promote the gritting regimes detailed in individual Premises Traffic Management Plans during inclement weather; and
- Promote operational situational awareness and behavioural safety in relation to manual handling/body movement.



NEAR MISSES

SDA/Directorate	2017/18	2018/19	2019/20	2020/21	2021/22	RAG	% Change
North	62	48	32	36	36	Orange	0%
East	51	74	76	49	48	Green	-2%
West	33	51	59	48	57	Green	17%
Strategic Planning, Performance and Communications	0	0	0	0	0	Green	-
Finance and Contractual Services	2	7	8	1	0	Green	-100%
People and Organisational Development	0	2	0	0	0	Green	-
Prevention and Protection	1	0	0	0	0	Green	-
Operations	4	3	8	5	0	Green	-100%
Service Development	0	0	0	0	1	Green	100%
Training, Safety and Assurance	15	18	16	9	10	Green	11%
Total	168	203	199	148	152	Green	3%

Table 11: NM Annual Totals

To accurately interpret the NM reporting trend, data must be considered alongside Accidents/Injuries including RIDDOR Reportable Events (excluding COVID-19 RIDDOR Reportable events). By doing this, the preventative value and contribution to improving safety can be determined.

✓ *When considering the number of NM in relation to the number of Accidents/Injuries including RIDDOR Reportable Events (excluding COVID-19) we see a ratio of 1:1.03 which is an improvement on the 1:0.95 ratio recorded for previous reporting year.*

Operational NM accounted for 38% (58 of 152) of the total reported, representing an 11% decrease in this category, numerically this is 12 less when comparing to the previous reporting year. Given the corresponding reduction - 1% in operational related Accidents/Injuries and RIDDOR, this increase is considered a positive trend.

29% (44 of 152) of NM events occurred during non-operational activities, remaining consistent in this category however a numerical increase of 1 from the previous reporting year. 30% (13 of 44) related to property issues e.g. appliance bay doors, station floors, alarms system, electrical faults and water related issues,

representing a 14% increase in this type of NM and a numerically an additional 8 events when comparing to the previous reporting year.

33% (50 of 152) of all NM reported were associated with training activities, representing a 9% increase in this category, numerically an additional 20 events, when comparing to the previous reporting year. 80% (40 of 50) of all training related NM occurred during SDA led training representing an increase of 6% in this category, numerically an additional 14 events, when comparing to the previous reporting year. 78% (39 of 50) of training related NM occurred during refresher training, a decrease of 12% in this category, however numerically an additional 4 events were noted when comparing to the previous reporting year.

The most common type of training being undertaken when a NM event occurred was during BA related training accounting for 32% (16 of 50) of the total training NM reported. The most common causes involved free flow incidents which account for 31% (5 of 16), 19% (3 of 16) involved air leaks, 19% (3 of 16) involved communication equipment and cylinders. The remaining 5 NMs involved the Emergency Air Supply Equipment (EASE) kit, a visor, the demo unit, ECO board and a water pump.

Near Misses

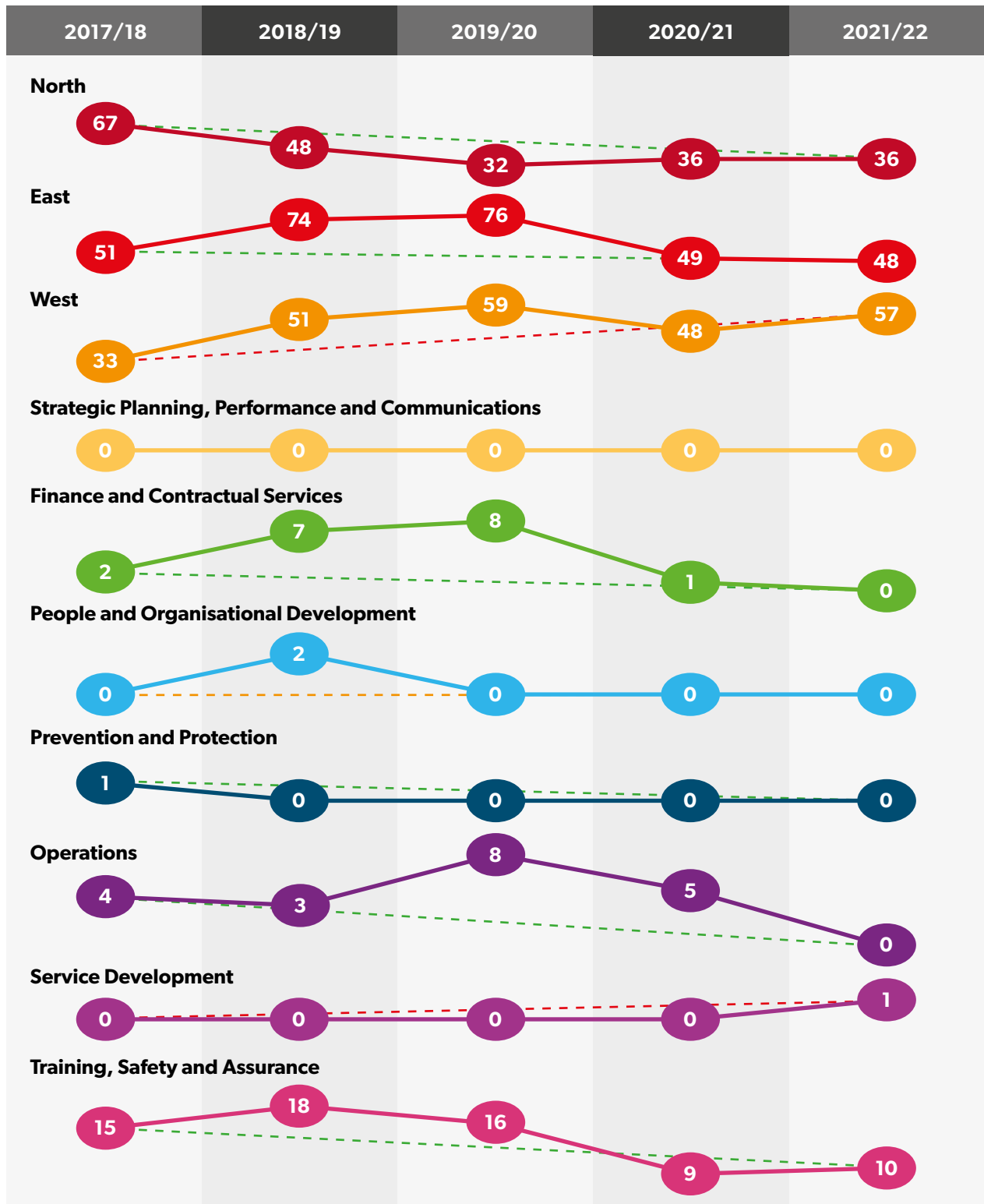
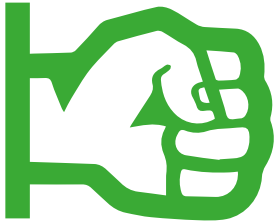


Figure 12: NM 2017/18 to 2021/22

When considering the number of NM in relation to the number of Accidents/Injuries (excluding COVID-19), we see a ratio of 0.69:1 in the NSDA, a decrease in frequency compared to 1:1 when compared to the previous reporting year. The ESDA shows a ratio of 1:0.8 a decrease in frequency compared to 1:0.9 when compared to the previous reporting year. The WSDA shows a ratio of 1: 0.8 a decrease in frequency compared to 1:0.9 when compared to the previous reporting year. TSA shows a ratio of 1:0.4 a decrease in frequency compared to 1: 0.6 when compared to the previous reporting year.

We will:

- Continue to review all events reported relating to BA to identify trends and lessons to be learned;
- Utilise the SAIGs to continue to promote the need and the benefits of reporting NM; and
- Promote the reporting of NM events including publication of a factsheet.



ACTS OF VIOLENCE

SDA/Directorate	2017/18	2018/19	2019/20	2020/21	2021/22	RAG	% Change
North	6	10	9	8	17	Red	113%
East	15	26	15	23	25	Red	9%
West	40	47	31	37	29	Green	-22%
Strategic Planning, Performance and Communications	0	0	0	0	0	Green	-
Finance and Contractual Services	0	0	0	0	0	Green	-
People and Organisational Development	0	0	0	0	0	Green	-
Prevention and Protection	0	0	0	0	0	Green	-
Operations	0	0	1	1	5	Red	400%
Service Development	0	0	0	0	0	Green	-
Training, Safety and Assurance	0	0	0	0	0	Green	-
Total	61	83	56	69	76	Red	10%

Table 12: AoV Annual Totals

The total number AoV reported this year shows an increase of 10% (69 to 76) when comparing to the previous reporting year. This increase is attributed to a 113% (8 to 17) increase within the NSDA and 400% increase (1 to 5) in Operations.

- ✔ It should be noted however, there was a 22% decrease in AOVs reported in the WSDA when comparing to the previous reporting year.

**A Firefighter's AoV rate against the number of operational incidents attended
(1 AoV per operational incidents)**

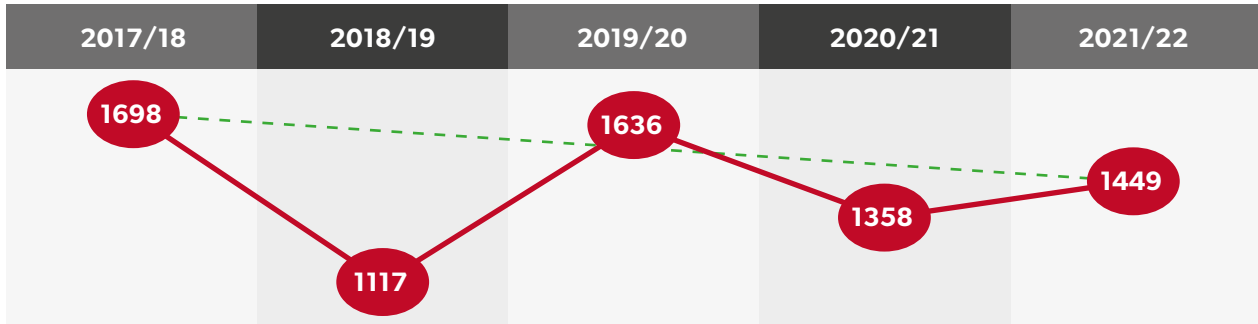


Figure 13: Firefighter AoV rate against number of Operational Incidents

✓ | *When considering the data in the context of a Firefighter's AoV rate against the number of operational incidents attended, we see there is a year-on-year improvement in the five-year trend.*

87% (66 of 76) of AoV reported occurred at operational incidents, representing a 4% decrease in this category, however, numerically an additional 3 events are noted when comparing to the previous reporting year. Of the AoV which occurred at operational incidents 43% (33 of 76) occurred at secondary fires, representing a decrease of 25%, numerically this is 10 less when comparing to the previous reporting year. 22% (17 of 76) occurred when responding to primary fires, representing an 8% increase, and numerically an additional 8 events when comparing to the previous reporting year.

39% (30 of 76) of the total AoV reported involved missiles or thrown objects, representing a 12% decrease in this category, and numerically 5 less is noted when comparing to the previous reporting year. 24% (18 of 76) involved bricks/bottles being thrown and 4% (3 of 76) involved fireworks being thrown.

50% (38 of 76) were attributed to verbal abuse to crews, representing a 7% increase in this category, and numerically an additional 8 events when comparing to the previous reporting year.

4% (3 of 76) were physical assault by a person, representing a 2% decrease in this category, numerically this is 1 less when comparing to the previous reporting year. Of the physical AoV reported, 1 event on Bonfire Night resulted in 3 Firefighters sustaining injuries after being attacked with missiles, with one of the injured firefighters also sustaining a physical injury after being kicked by a youth.

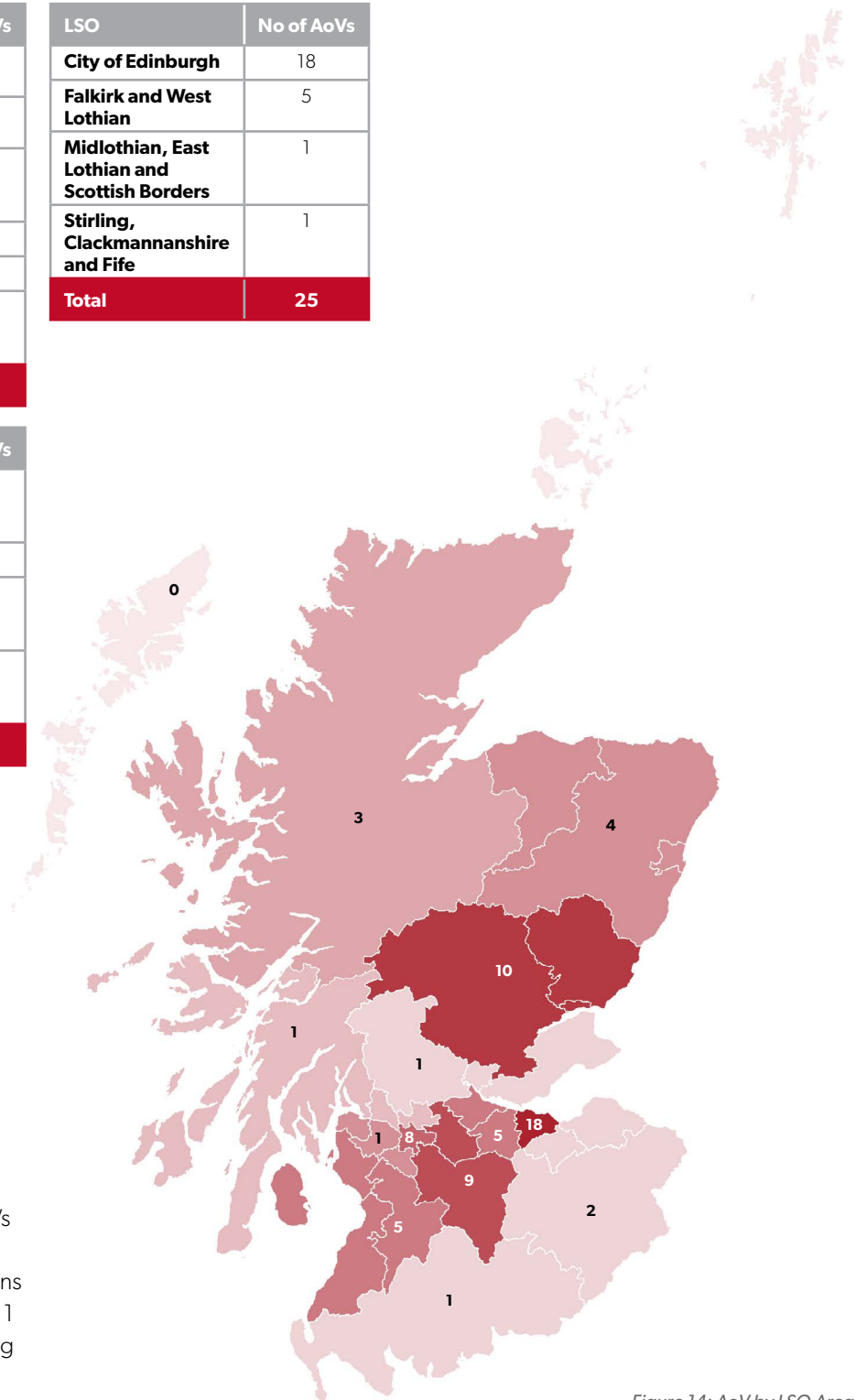
Police assistance was requested in 83% (63 of 76) of AoV with 17% (11 of 63) considered as reportable under the Emergency Workers (Scotland) Act 2005.

AoV by LSO Area

LSO	No of AoVs
Dumfries and Galloway	1
East, North and South Ayrshire	5
East and West Dunbartonshire and Argyll & Bute	2
City of Glasgow	8
Lanarkshire	9
East Renfrewshire, Renfrewshire and Inverclyde	4
Total	29

LSO	No of AoVs
Aberdeen City, Aberdeenshire and Moray	4
Highland	3
Perth, Kinross, Angus and Dundee	10
Western Isles, Orkney and Shetland	0
Total	17

LSO	No of AoVs
City of Edinburgh	18
Falkirk and West Lothian	5
Midlothian, East Lothian and Scottish Borders	1
Stirling, Clackmannanshire and Fife	1
Total	25



* There were a further 5 AoVs recorded out with the LSO areas, 4 involved Operations Control and the remaining 1 involved the Water Planning Department.

Figure 14: AoV by LSO Area

Acts of Violence

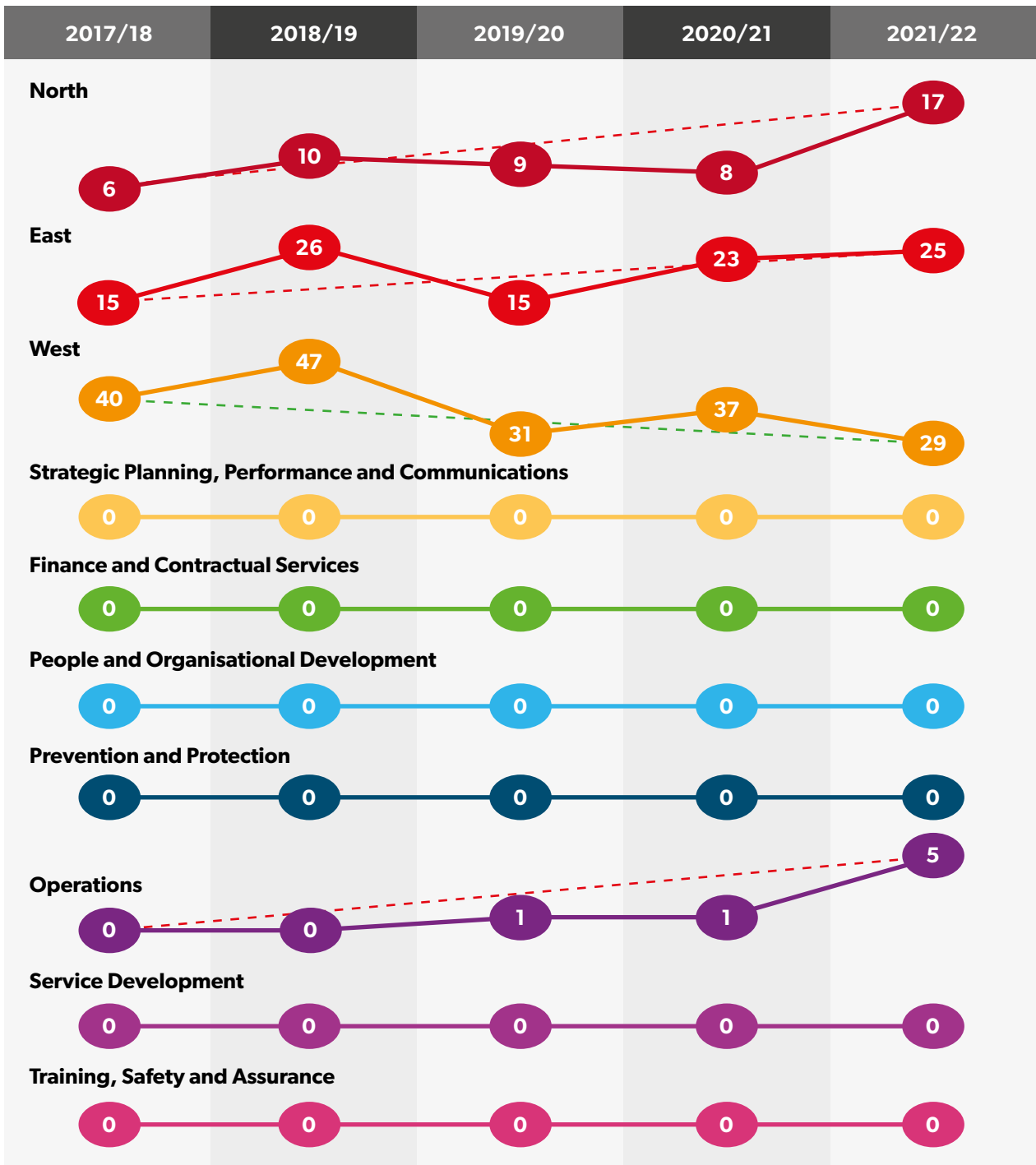


Figure 15: Annual Totals for AoV 2017/18 to 2021/22

There has been a steady increasing trend of AoV reported over the five-year period, except for the WSDA. The NSDA has shown a significant increase of 9 AoV during the reporting period 2020-21 and 2021-22 of which 67% (6 of 9) were reported during the month of November 2021. Further analysis shows a significant increasing trend in verbal abuse of crews over the five-year period:

☑ | *Additionally, physical assault shows a noteworthy decreasing trend in the reporting of AoVs over the five-year period:*

Acts of Violence – Verbal Abuse of Crews



Figure 16: AoV Verbal Abuse of Crews 2017/18 to 2021/22

Acts of Violence – Physical Assault of Crews

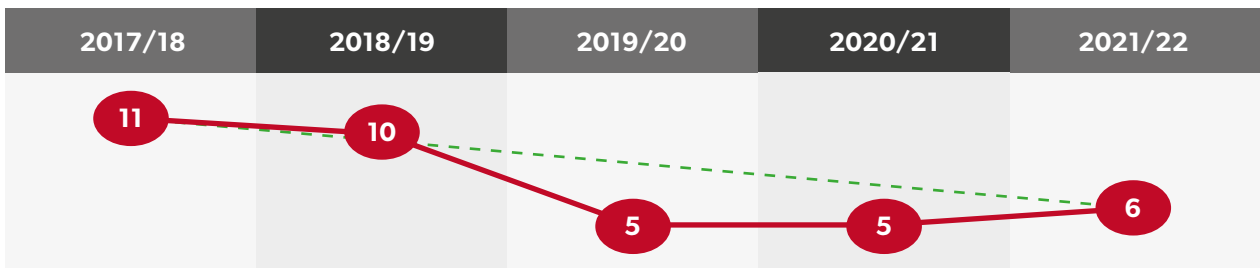


Figure 17: AoV Physical Assault of Crews 2017/18 to 2021/22

When analysing AoV by season we see 22% (17) occurring during spring, 16% (12) during summer, 29% (22) during Autumn, and 33% (25) during winter.

Acts of Violence by Season

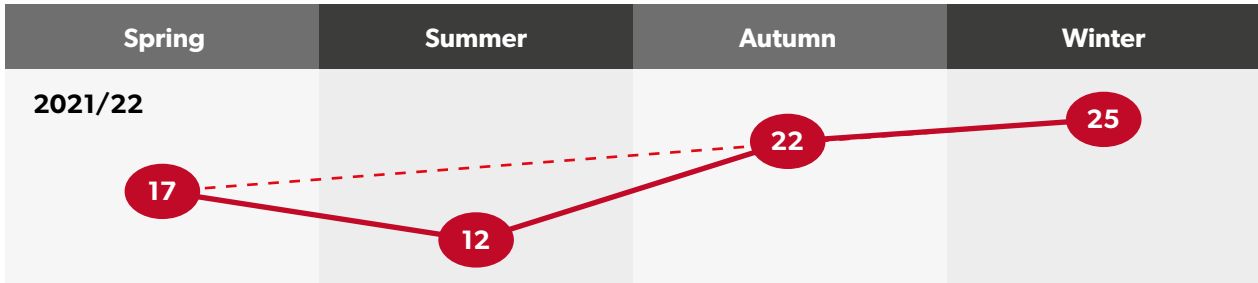


Figure 18: AoV by Season 2021/22

The period surrounding Bonfire night (01/11 – 09/11) accounted for 12% (9 of 76) of AoV, this shows a decrease of 8% and a numerical decrease of 5 when comparing to the previous reporting year.

We will:

- Consider progression of National Pledge with partner agencies, similar to the approach taken in the WDSA (ENSA);
- Support the SDAs in identifying geographical hotspots where AoV have taken place so that community engagement activities can be tailored and targeted;
- Communicate the importance of the need to use the following messages when under attack or under the threat of attack:
 - ‘Immediate Police assistance required, crews under attack’ or ‘Police assistance required, crews under threat of attack’. This is outlined within SFRS Standard Operating Procedures (SOPs) and SFRS Awareness Briefing – Request for Police Scotland Assistance at Operational Incidents’ (6/12/2016).
- Work with Police Scotland to ensure acts of violence are reported perpetrators prosecuted under the Emergency Workers (Scotland) Act 2005.



VEHICLE ACCIDENTS

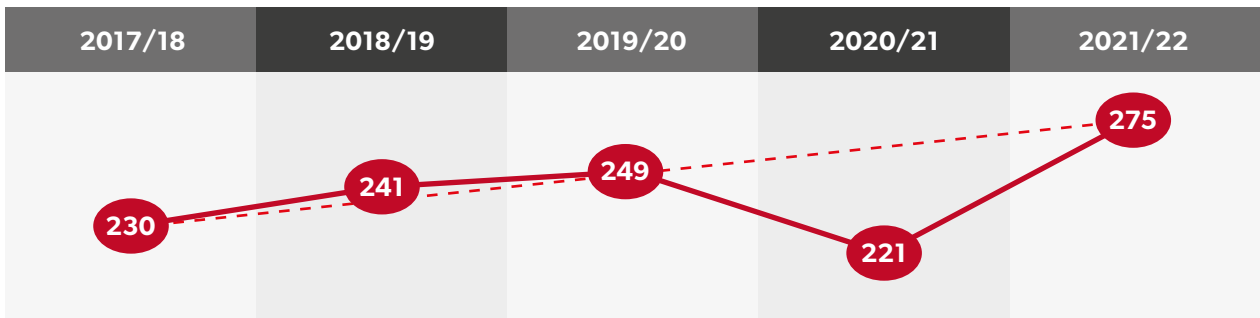


Figure 19: VAs 2017/18 to 2021/22

☒ Over the five-year period, the overall number of VAs is showing an upward trend reaching a 5 year high of 275 in 2021/22, a 24% (221 to 275) increase when comparing to the previous reporting year.

Analysis shows operational related VAs accounted for 60% (166 of 275) of the total, a 6% decrease, however numerically an additional 21 events are noted when comparing to the previous reporting year. 34% (94 of 275) were attributed to non-operational activities, a 2% increase, numerically an additional 24 events when comparing to the previous reporting year. Finally, 5% (15 of 275) were attributed to training, representing an 2% increase in this category, numerically an additional 9 events.

Vehicle Accidents

SDA/Directorate	2017/18	2018/19	2019/20	2020/21	2021/22	RAG	% Change
North	59	52	42	43	64		49%
East	58	74	72	64	82		28%
West	99	94	116	96	110		15%
Strategic Planning, Performance and Communications	0	0	1	0	0		-
Finance and Contractual Services	5	6	8	11	10		-9%
People and Organisational Development	0	1	0	0	0		-
Prevention and Protection	2	1	1	0	0		-
Operations	1	2	3	3	3		0%
Service Development	0	0	0	0	2		100%
Training, Safety and Assurance	6	11	6	4	4		0%
Total	230	241	249	221	275		24%

Table 13: VAs Annual Totals

Vehicle Accidents by Activity

SDA/Directorate	Operational	Non-Operational	Training	Total
North	44	16	4	64
East	50	27	5	82
West	71	36	3	110
Strategic Planning, Performance and Communications	0	0	0	0
Finance and Contractual Services	0	10	0	10
People and Organisational Development	0	0	0	0
Prevention and Protection	0	0	0	0
Operations	1	2	0	3
Service Development	0	2	0	2
Training, Safety and Assurance	0	1	3	4
Total	166	94	15	275

Table 14: Activity Undertaken Annual Totals

Operational related VAs remains the most common with an accident reported every 576 operational incidents attended, compared to 1 in every 590 the previous reporting year indicating a negative trend in this category.

Further analysis shows a VA occurred every 445 operational incidents attended in the NSDA, compared to 1 in every 581 in the previous reporting year.

- In the ESDA a VA occurred every 586 operational incidents, compared to 1 in every 563 in the previous reporting year. Finally, in the WSDA a VA occurred every 659 operational incidents attended, compared with 1 in every 622 the previous reporting year.



Figure 20: Phases of Operational Incidents Annual Totals

50% (83 of 166) of operational related VAs were attributed to mobilising representing a 4% increase in this category, numerically an additional 16 events when comparing to the previous reporting year. The initial phase increased by 1%, whilst during the developing phase VAs decreased by 5%. The closing phase increased by 4% whilst the returning phase decreased by 4% when comparing to the previous reporting year.

Of the VAs attributed to operational incidents, 44% (73 of 166) occurred at low speed, representing a 14% decrease in this category, numerically this is 11 less when comparing to the previous reporting year. 78% (56 of 72) of low speed VAs occurred whilst moving forward, an increase of 9% in this category, however numerically 2 less events are noted when comparing to the previous reporting year. 38% (27 of 72) of low speed manoeuvres occurred during the returning phase of the incident with 96% (26 of 27) of these as a result of hitting something fixed or stationary e.g. parked cars and street furniture.

A further 44% (73 of 166) of operational related VAs occurred whilst driving under blue light conditions, representing an increase of 18% in this category, numerically an additional 36 events when comparing to the previous reporting year. 33% (24 of 73) of VAs that occurred whilst driving under blue light conditions resulted in damage to wing mirrors.

29% (48 of 166) of the operational VAs occurred on urban roads, representing a 5% decrease in this category, numerically this is 2 less when comparing to the previous reporting year. 19% (32 of 166) occurred on A Class road, remaining consistent in this category, however numerically an additional 4 events are noted when comparing to the previous reporting year. 18% (30 of 166) occurred on B Class roads, representing a 1% decrease in this category, numerically an additional 2 events when comparing to the previous reporting year. A further 2% (4 of 166) occurred off road, representing a decrease of 6%, numerically this is 8 less when comparing to the previous reporting year.

10% (17 of 166) occurred in appliance bays, representing a decrease of 2% in this category, numerically remaining consistent when comparing to the previous reporting year. There was no comparative data on the remaining road types in relation to operational VAs.

Driver assistants were used in 18% (30 of 166) of the operational VAs reported, representing a decrease of 10% and numerically 11 less when comparing to the previous reporting year. 67% (111 of 166) did not require driving assistants to be used, representing a 19% improvement and numerically an additional 41 events.

34% (94 of 275) of VAs reported were attributed to non-operational activities, representing a 2% increase, numerically an additional 24 events when comparing with the previous reporting year. 58% (54 of 94) of the non-operational VAs involved the use of fire appliances, representing a decrease of 21% in this category, numerically this is 5 less when comparing to the previous reporting year.

38% (36 of 94) involved the use of SFRS White Fleet (WF), representing an increase of 5% in this category, numerically an additional 8 events when comparing to the previous reporting year. 2% (2 of 94) involved private cars, representing a decrease of 2% in this category, numerically 1 less when comparing to the previous reporting year. The remaining 2% (2 of 94) involved forklifts.

Finally, Training related VAs accounted for 5% (14 of 275) of VAs, representing a 2% increase, numerically an additional 8 events when comparing to the previous reporting year. 79% (11 of 14) were attributed to attending Refresher training, representing a decrease of 4%, however numerically an additional 6 events are noted in this category when comparing to the previous reporting year. 64% (7 of 11) occurred whilst attending Swift Water Rescue training, representing an increase of 4%, numerically an additional 4 events are noted in this category when comparing to the previous reporting year.

Vehicle Accidents by Cause

SDA/Directorate	Hit Something Fixed or Stationery	Hit or Hit by a Moving Vehicle	Boats	*Other	Total
North	48	10	1	5	64
East	56	9	3	14	82
West	80	9	1	20	110
Strategic Planning, Performance and Communications	0	0	0	0	0
Finance and Contractual Services	5	2	1	2	10
People and Organisational Development	0	0	0	0	0
Prevention and Protection	0	0	0	0	0
Operations	1	0	0	2	3
Service Development	0	1	0	1	2
Training, Safety and Assurance	3	0	0	1	4
Total	193	31	6	45	275

Table 15: VAs Cause Annual Totals

* Examples of "Other" include charging cables not being released, issues with brakes, and vehicles sliding due to icy conditions.

The most common cause of VAs across the SFRS continues to "hit something fixed or stationary", accounting for 70% (193 of 275) of the total reported, representing a decrease of 11%, however numerically an additional 13 events are noted when compared to the previous reporting year.

57% (110 of 193) occurred in the WSDA, representing an increase of 13% in this category and numerically an additional 30 events when compared to the previous reporting year. 29% (56 of 193) occurred in the ESDA, a 1% increase in this category and numerically an additional 5 events when compared to the previous year. 24% (47 of 193) occurred in the NSDA, a 5% increase in this category and numerically an additional 12 events when compared to the previous year.

Vehicle Accidents by Speed Type

SDA/Directorate	Low Speed	ERD (Blue Light)	Normal Road Use	Water Related Events	Other	Total
North	32	19	9	1	3	64
East	43	25	7	1	6	82
West	64	29	14	0	3	110
Strategic Planning, Performance and Communications	0	0	0	0	0	0
Finance and Contractual Services	8	0	2	0	0	10
People and Organisational Development	0	0	0	0	0	0
Prevention and Protection	0	0	0	0	0	0
Operations	2	0	1	0	0	3
Service Development	1	0	1	0	0	2
Training, Safety and Assurance	3	0	1	0	0	4
Total	153	73	35	2	12	275

Table 16: VAs Speed Type Annual Totals

57% (153 of 275) of VAs across the SFRS occurred at low speed, representing an 8% decrease, however numerically an additional 9 events are noted when compared to the previous reporting year.

There was insufficient data to complete analysis for the 12 VAs categorised as "other".

Vehicle Accidents by Direction of Travel

SDA/Directorate	Forward	Reverse	Other	Total
North	52	10	2	64
East	60	15	7	82
West	96	10	4	110
Strategic Planning, Performance and Communications	0	0	0	0
Finance and Contractual Services	7	3	0	10
People and Organisational Development	0	0	0	0
Prevention and Protection	0	0	0	0
Operations	3	0	0	3
Service Development	2	0	0	2
Training, Safety and Assurance	3	1	0	4
Total	223	39	13	275

Table 17: VAs Direction of Travel Annual Totals

There was insufficient data to complete analysis for the 13 VAs categorised as other.

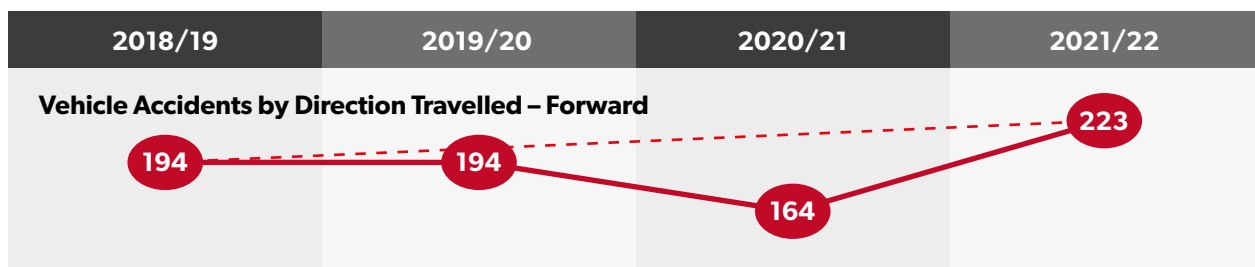


Figure 21: VAs by Travel – Forward Annual Totals

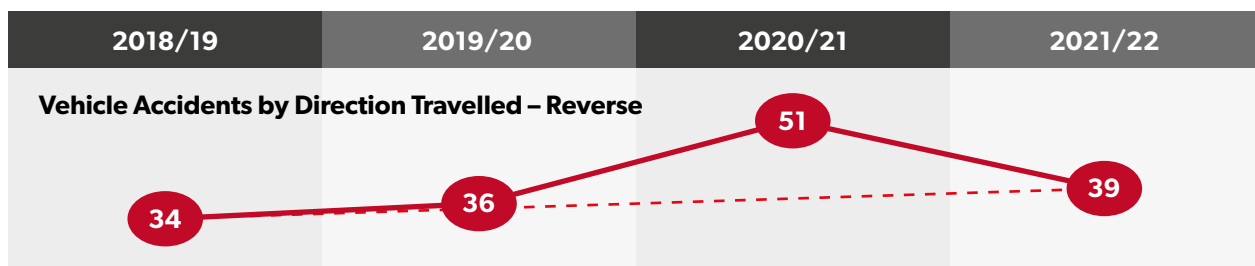


Figure 22: VAs by Travel – Reverse Annual Totals

There was no comparative data available in these categories of VAs which occurred whilst the vehicle was moving forward for 2017/18.

81% (223 of 275) of VAs across the SFRS occurred whilst the vehicle was moving forward representing, a 7% increase and numerically an additional 59 events when compared to the previous reporting year. 14% (39 of 275) of VAs across the SFRS occurred whilst the vehicle was reversing, representing a 9% decrease and numerically 12 less when compared to the previous reporting year.

19% (51 of 275) of VAs involved the use of Driving Assistants, a decrease of 3%, however numerically an additional 3 events are noted when comparing to the previous reporting year. Another 32% (89 of 275) of VAs required Driving Assistants to be in position, however they were not used. This represents an increase of 6%, numerically an additional 32 events when comparing to the previous reporting year.

We will:

- Monitor and review all vehicle accident trends through the National Driver Safety Group;
- Continue to work with our business partners to promote compliance with SFRS Occupational Road Risk Policy and associated driving standards;
- Develop a standardised approach to the management of actions following vehicle accidents;
- Develop Low Speed Manoeuvre Training for relevant Support Staff and Flexi Duty Officers; and
- Ensure the completion of Low Speed Maneuver LCMS Module through the Firefighter to Watch Commander Training for Operational Competence Programme (TFoC).

11. LOOKING FORWARD 2022/23

Health and Safety Functional Plan 2022/23

During 2022/23, HS will work towards fulfilling the following objectives, with a view to increasing the overall effectiveness of HS management. The functional plan has been aligned to the SA Strategy and the 5 key themes of Compliance, Culture, Control, Communication and Engagement and Continual Improvement.

Compliance Theme: The SFRS Health and Safety Management System (HSMS) and Operational Assurance (OA) system continues to be developed in line with ISO 45001:

- Undertake Build (ICT) and prepare supporting training materials;
- Complete gap analysis for ISO 45001;
- Ensure that the SFRS procurement process actively considers Health and Safety from the outset;
- Develop and facilitate a HSMS (TASS) and OA Operational Assurance Recording and Reporting System (OARRS) development programme which has been agreed with ICT;
- Review OARRS to determine any areas of enhanced functionality; and
- Deliver rolling programme of SFRS HSIPs across the organisation.

Compliance Theme: Development of a programme for the development and implementation of topic specific HS MAs and OA procedures and prioritised based on risk:

- Develop /maintain a suite of HS Management arrangements and OA arrangements and where required LCMS that reflect legislative and SFRS requirements; and
- Build into development process of MAs sample end user testing before formal consultation.

Compliance Theme: Develop an SFRS Annual SA Improvement Plan, supported by bespoke Directorate SA Improvement Plans:

- Develop SA improvement plans based upon risk priorities and identified areas of improvement.

Culture Theme: Define role specific requirements to achieve our safety value:

- Liaise with POD and other Directorates to define role specific requirements which demonstrate achievement of the "Safety Value" within the appraisal process; and
- Develop and implement a campaign to raise awareness of the importance of reporting all health and safety events.

Culture Theme: Prioritising safety responsibilities and expected behaviours in all training courses:

- Develop a SFRS specific accredited IOSH Managing safely; and
- Develop a series of health and safety training session that can be embedded into all TFoC courses.

Culture Theme: SA is 'designed-in' when implementing change decisions:

- Review arrangements in place to ensure consideration of SA risk within the context of enterprise risk.

Control Theme: Identification of significant hazards and determine the associated risk to SFRS staff, by carrying out the associated assessment of the risk then identifying and implementing risk control measures required to mitigate the risk:

- Facilitate completion of all technical assessments in line with agreed programme and document review.

Control Theme: Development of an associated method of recording and ensuring defined periodic reviews of assessments occur within the required timescales:

- Develop and implement a defined process for ensuring all Risk Owner and Function risk control documents are reviewed within defined timescales; and
- Finalise, consult, publish and record MAs.

Communication and Engagement Theme: Develop feedback arrangements for informing staff involved in changes made following lessons learnt:

- Develop and implement defined feedback mechanism informing of changes following a significant health and safety event/OA debriefs to include a programme of lessons learned and the roles and responsibilities of TSA.

Communication and Engagement Theme: Develop business partners engagement feedback processes:

- Continue to engage with employees and their representatives to continue to build our safety culture;
- Review of HS MA Format and supporting LCMS;
- Continuous Improvement;
- Promotion of active monitoring through the delivery of SA support visits; and
- Develop and Implement a programme for SA audits and support visits, including proactive and reactive procedures.

Continuous Improvement: Review Operational performance through OA processes and make recommendations for improvement where necessary:

- Prepare quarterly performance reports detailing operational performance and identifying recommendations to enhance safety;
- Development of a lessons learnt programme for Organisational Learning; and
- Develop and implement a defined lesson learnt programme which will be implemented following identification of lessons from internal or external sources. Ensure the documented lesson learnt programme clearly defines the roles and responsibilities of TSA.

Continuous Improvement: Review safety event investigation arrangements and make recommendations for improvement:

- SFRS will have a revised event investigation and OA process which expedites the identification of lessons and ensures process could withstand criminal and civil litigation standards; and
- Develop and implement an anonymous hazard reporting system available to all staff.

Continuous Improvement: Develop and implement a programme of topic specific SA audits

- Develop and implement a defined programme for both proactive and reactive audits.

12. GLOSSARY OF TERMS

The following glossary is an alphabetical list of terms and/or abbreviations contained within the report with their corresponding meanings or explanations.

Terms and/or abbreviations	Definitions and/or meanings
Accident/Injury Rate	The total number of reported Accidents/Injuries divided by total number of employees multiplied by 1,000 to give the accident injury rate per employee
AoV	Acts of Violence
BA	Breathing Apparatus
GRA	Generic Risk Assessment
HS	Health and Safety
HSE	Health and Safety Executive
HSIP	Health and Safety Improvement Plan
LSO	Local Senior Officer
MSK	Musculoskeletal
Musculoskeletal	Referring to the musculoskeletal system including bones, ligaments, muscles, tendons, nerves and other connective tissues
NM	Near Miss
Operational Accident/Injury Rate	Total number of reported Accidents/Injuries divided by total number of incidents multiplied by 100 to give the accident injury rate per incident attended
P&P	Prevention and Protection
POD	People and Organisational Development
RIDDOR	Reporting of Injuries, Diseases and Dangerous Occurrences Regulations
SAIG	Safety and Assurance Improvement Group

Terms and/or abbreviations	Definitions and/or meanings
SD	Service Development
SDA	Service Delivery Area
SFRS	Scottish Fire and Rescue Service
SOP	Standard Operating Procedure
SSoW	Safe System of Work
VA	Vehicle Accident
White Fleet	White Fleet is anything falling below 7,000 kgs whether blue lighted or not



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