



SCOTTISH  
FIRE AND RESCUE SERVICE

Working together for a safer Scotland

# Health and Safety Annual Report 2022/23



**Working together  
for a safer Scotland**



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



**KIRSTY DARWENT**

Chair  
Scottish Fire and Rescue Service Board



**ROSS HAGGART**

Chief Officer  
Scottish Fire and Rescue Service

Welcome to the Scottish Fire and Rescue Service's Annual Health and Safety Report for 2022/23. 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 continual improvement in this area.

The Scottish Fire and Rescue Service (SFRS) continued to focus on delivering safety for the communities of Scotland and our commitment to the safety and wellbeing of our employees.

The tragic loss of Firefighter Barry Martin, and the injuries sustained by other colleagues, at the fire in the former Jenners building casts a shadow over the fire and rescue service and the ongoing investigation will provide direction to improve the health and safety of our firefighters.

This report underpins the SFRS Safety and Assurance (SA) Strategy 2022-2026 which sets out the strategic objectives for the next four years that seek to improve health, safety and wellbeing in the workplace. The Health and Safety Improvement Plans (HSIPs) establish the local objectives for each year, and these are managed by Safety Assurance Improvement Groups (SAIG).

There is a positive trend regarding Vehicle Accidents (VAs) and reporting of Near Misses (NM). There has been an unwelcome increase in the number of Acts of Violence (AoV) recorded against our staff. Firefighters are urged to remain vigilant and efforts to mitigate AoV continue with our partners.

Consultation arrangements promote effective co-operation and participation of all relevant partners in SFRS, and others who may be affected. The continued efforts of the National Safety and Assurance Board (NSAB), Organisational Learning Group (OLG), the National Drivers Safety Group (DSG) and the Operational Competence Strategy Group (OCSG) serve a purpose in making SFRS a safe working environment.

SFRS are benchmarking safety performance against other United Kingdom (UK) Fire and Rescue Services (FRS). Many thanks to those FRS who shared their performance data and practices with us.

Looking ahead, SA will focus on developing a Hazard Reporting Think, Act, Stay Safe (TASS) module to capture hazard reporting. Another focus is the review of SFRS's existing safety risk assessments and strengthening the safety culture, therefore significantly influencing how the Health and Safety Management System (HSMS) develops, and how effective it becomes.

The continued focus on health and safety relies on the SFRS value of teamwork. We sincerely thank our employees for continually contributing to the health, safety and wellbeing of all across SFRS.

We hope that you find this report informative and valuable.

## 2. EXECUTIVE SUMMARY

This Annual Report for the reporting year 2022/23 provides an opportunity for the SFRS to present an update of Health and Safety (HS) performance and the comparison of data from the last four 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 existing relationships with Business Partners in Directorates and Service Delivery Areas (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 TASS. In addition to this, 16 Management Arrangements (MA) were reviewed and published.

Overall, the total number of Accidents/Injuries including Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) increased by 4% (147 to 153) when compared to the previous reporting year. The number of recorded Accidents/Injuries (excluding RIDDOR) remained the same, (138 to 138) when compared to the previous reporting year.

The total number of Accidents/Injuries reported to the Health and Safety Executive (HSE) under RIDDOR shows a 67% (9 to 15) increase when compared to the previous reporting year. When comparing the data as an Accident/Injury (AI) Rate per 1000 employees, there was a 6% increase (18.9 to 20) compared to 2021/22.



**25% (39 of 153) of Accidents/Injuries reported during 2022/23 occurred whilst undertaking training related activities, this is a 2% decrease in this category when compared to the previous reporting year, numerically remaining consistent.**

This reporting year saw a 3% decrease (152 to 147) in the number of NM reported when compared to the previous reporting year. When considering the number of NM in

relation to the number of Accidents/Injuries including RIDDOR Reportable Events, we see a ratio of 1:0.97, a decrease on the 1:1.03 ratio recorded for the previous reporting year.

AoV have increased by 5% (76 to 80) from the previous reporting year. 44% (35 of 80) of the total AoV reported involved missiles or thrown objects, representing a 5% increase in this category, of which 49% (17 of 35) involved bricks/bottles being thrown, and 11% (4 of 35) involved fireworks being thrown. 5% (4 of 80) were physical assault by a person, representing a 1% increase in this category, when compared to the previous reporting year.

83% (66 of 80) of AoV reported occurred at operational incidents which is a 4% decrease when compared with the previous reporting year. 17% (14 of 80) occurred during non-operational activities, an increase of 4% from the previous reporting year.

Our VAs have decreased by 4% (275 to 263) from the previous reporting year. Operational related VAs accounted for 60% (158 of 263) of the total, remaining consistent when compared to the previous reporting year. 35% (93 of 263) were attributed to non-operational activities, a 1% increase when compared to the previous reporting year. Finally, 5% (12 of 263) of VAs were attributed to training, remaining consistent in this category.

During the reporting period, work has been undertaken to enhance and embed mitigating controls, including the completion of safety risk assessments and SSoW. SA have 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.

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 Accidents/Injuries and AoV.

# 3. HEALTH AND SAFETY FUNCTIONAL PLAN 2022/23

Our 2022/23 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.

Our achievements against our 2022/23 objectives are detailed below:

Objective Progress: ● Achieved ● Partially Achieved ● Not Achieved

Objective	RAG	Progress
<b>Develop and implement an in-house HS Management Information System</b>	<span style="color: orange;">●</span>	<b>Task: Develop a suite of Management Arrangements and where required Learning Content Management System modules which provide managers with the tools to support legal compliance</b>
	<span style="color: green;">●</span>	• Health and Safety Policy for review;
	<span style="color: green;">●</span>	• Health and Safety Policy Statement for review;
	<span style="color: orange;">●</span>	• PUWER Management Arrangement and Learning Content Management System (LCMS) Module for review;
	<span style="color: green;">●</span>	• HS Representatives Management Arrangement for review;
	<span style="color: green;">●</span>	• HS Audits (Support Review) Management Arrangement for review;
	<span style="color: green;">●</span>	• Safety and Assurance Engagement and Governance Management Arrangement for review;
	<span style="color: green;">●</span>	• Workplace Transport Management Arrangement for review;
	<span style="color: green;">●</span>	• Control of Substances Hazardous to Health (COSHH) Management Arrangement for review;
	<span style="color: green;">●</span>	• Display Screen Equipment Management Arrangement for review;
	<span style="color: green;">●</span>	• Personal Protective Equipment (Including Respiratory Protective Equipment) Management Arrangement and LCMS Module for review;
	<span style="color: green;">●</span>	• Asbestos Management Arrangement and LCMS module for review;
	<span style="color: green;">●</span>	• Self Audit Management Arrangement for review;
	<span style="color: green;">●</span>	• Dangerous Substances and Explosive Atmospheres (DSEAR) Management Arrangement and LCMS module for review;
	<span style="color: green;">●</span>	• COVID-19 Workplace Risk Assessment Management Arrangement for review;
	<span style="color: green;">●</span>	• First Aid Management Arrangement and LCMS module for review;
	<span style="color: orange;">●</span>	• Premises Inspection Management Arrangement for review;
<span style="color: green;">●</span>	• Joint Investigation Protocol between the SFRS and Representative Bodies for review; and	
<span style="color: green;">●</span>	• Risk Assessment Management Arrangement for review.	

Objective	RAG	Progress
<p><b>Develop and implement an in-house HS Management Information System</b></p>	<ul style="list-style-type: none"> <li><span style="color: orange;">●</span></li> <li><span style="color: green;">●</span></li> <li><span style="color: orange;">●</span></li> <li><span style="color: orange;">●</span></li> <li><span style="color: orange;">●</span></li> </ul>	<p><b>Task: Develop modules for inclusion in the Electronic HS Management System TASS:</b></p> <ul style="list-style-type: none"> <li>• Display Screen Equipment (DSE) module development complete – launched December 2022;</li> <li>• Premise Inspection module - development commenced, scheduled for completion 2022/23;</li> <li>• Risk Assessment module - development commenced, scheduled for completion 2022/23; and</li> <li>• The planned production of specifications for Hazard Reporting, First Aid and Self Audit have been agreed for development in 2023/24.</li> </ul>
<p><b>Deliver a rolling programme of SFRS HSIP across the organisation</b></p>	<ul style="list-style-type: none"> <li><span style="color: green;">●</span></li> </ul>	<p><b>Task: Prepare Annual Improvement Plans and advise all SDAs and Directorates on implementation</b></p> <ul style="list-style-type: none"> <li>• Plans agreed with all SDAs/Directorates;</li> <li>• Meeting regime between SDAs/Directorates and HS staff in place;</li> <li>• Quarterly progress reports developed; and</li> <li>• 78% of the SFRS plan complete.</li> <li>• North SDA 100%;</li> <li>• East SDA 100%;</li> <li>• West SDA 95%;</li> <li>• Finance and Contractual Services 96%;</li> <li>• Prevention and Protection 92%;</li> <li>• Strategic Planning and Performance 100%;</li> <li>• People 100%;</li> <li>• Operations 64%;</li> <li>• Training, Safety and Assurance 88%; and</li> <li>• Service Development 100%.</li> </ul>

Objective	RAG	Progress
<p><b>Deliver a rolling programme of SFRS HS Improvement Plan across the organisation</b></p>	<p>●</p>	<p><b>Task: Develop and implement reporting system for the SFRS annual health and safety improvement plan and associated Directorate /SDA plans</b></p> <ul style="list-style-type: none"> <li>• Specification completed;</li> <li>• Not feasible, this will be included in SFRS Performance Management System: and</li> <li>• Added to development schedule.</li> </ul>
<p><b>Implement the Management of Risk at Operational Incidents framework</b></p>	<p>●</p>	<p><b>Task: Implement the Management of Risk at Operational Incidents framework</b></p> <ul style="list-style-type: none"> <li>• This action has evolved during 2021/22 and SFRS have improved how personnel understand and apply a risk based approach with a focus on documents around Risk Assessment.</li> <li>• Incident Command Policy and Operational Guidance (POG);</li> <li>• Operational Aide Memoir;</li> <li>• Breathing Apparatus POG; and</li> <li>• Urgent Instruction - Requirement to Complete DRA/ARA LCMS.</li> </ul>





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

The following additional activities were undertaken by HS during 2022/23 to support SFRS Business Partner objectives and initiatives.

- Development of a new legal register and analysis to ensure legislative compliance and align with the requirements of ISO45001;
- Continued support to the Services Mental Health Strategy by establishing 4 Mental Wellbeing Champions within the Function;
- Successfully completed thematic support reviews for COVID-19 and Workplace Transport, introducing a Gold, Silver and Bronze awards towards legal compliance;
- Development of risk assessment registers to help monitor and review process of GRA, SSoW and technical assessments;
- Updated Event investigation LCMS content, TASS guidance and harmonised induction content with People colleagues;
- Reviewed our suite of health and safety arrangements in accordance with our forward plan, and commenced a commitment to reduce and simplify content upon each review;
- Supported our business partners to identify the consequences to health and safety in the event of Industrial Action;
- Development and implementation of GRAs and SSoW to address new legislative requirements regarding the removal of harmful firefighting foam;
- Engagement with Operations and External Partners to ensure hydrant safety for our staff and other hydrant users;
- Participated in a national inter-agency Lithium-Ion risk group;
- Created and published Health and Safety Performance Quarterly Reports throughout 2022/23;
- Supported and engaged with Prevention and Protection (P&P) during the construction of the Museum of Scottish Fire Heritage, Edinburgh;
- Engagement with Business Partners to create bespoke SFRS Improvement Plans for 2023/24;
- Developed a new SAIG report for highlighting events and trends supporting closure of events;
- Review of Driver Safety training packages including Low Speed Maneuvers (LSM) and red-light module; and
- Review of Firefighters Induction package.

## 5. DIRECTORATE/SERVICE DELIVERY UPDATE

### Finance and Contractual Services (FCS)

The overall management of HS for FCS continues to progress in a positive direction. The 2022/23 health and safety improvement plan (HSIP) completion rate was 94% for FCS.

### Finance

Health and Safety is a standing agenda item at the Finance & Procurement Management Team meeting ensuring a focus on health and safety is maintained, monitored and reviewed. Regular engagement with the HS Team through SAIG meetings and attendance at Directorate Management Team (DMT) meetings, where appropriate, to maintain direct awareness and ownership of HS related issues, and allow new or emerging issues to be discussed. The HSIP is used as a management tool to inform discussions and monitor activity, directing resource as required.

Required activity in relation to the 2022/23 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 completed.

With staff continuing to work predominantly from home, managers continue to engage through Microsoft Teams, ensuring the health, safety and wellbeing of staff is maintained whilst working at home.

### Fleet and Assets

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

With a focus on HS, we have been instrumental in the development of the Strategic Asset Management Plan: Fleet 2022/27 and are working towards publishing an overall Asset Management Strategy to drive forward innovation and HS.

We are committed to improving our infrastructure and modernising our property estate to provide fit for purpose premises including dignified facilities and contaminant control. We have commenced a program of refurbishment and reconfiguration in line with our

Standard Station Design and are progressing the design development of a Net Zero Carbon Modular Build solution to meet rural requirements.

A quarterly inspection program is in place in our stations that have been identified to contain Reinforced Autoclaved Aerated Concrete (RAAC). We are currently in discussions with structural engineers on a review of current risk assessments in line with new guidance recently issued by the Institution of Structural Engineers with regards to sufficient bearing for RAAC Planks, location of reinforcement and openings cut in planks for services. A new build program for the replacement of RAAC stations has been initiated.

A new Asset and Resource Centre (ARC) has been successfully completed at Cambuslang, which was designed to house Fleet and Equipment Workshops staff, as well as Stores, Information Communication Technology (ICT) and Property colleagues. This new facility provides staff with a safe, modern and comfortable working environment.

We have introduced a variety of new equipment such as Safe Working at Height (SWAH) kits, powered rescue equipment (PRE), thermal image cameras (TIC), smoke curtains and wildfire Personal Protective Equipment (PPE). SFRS will also facilitate wearer trials and sizing of the National Fire Chief's Council (NFCC) Water Rescue PPE in the near future. In accordance with the SFRS Wildfire Strategy we are enhancing the tier 2 and tier 3 stations with the introduction of 10 new all-terrain vehicles (ATVs) and trailers with specialist firefighting capability, 10 4x4 towing vehicles and 4 support vehicles, which can be used as towing vehicles if required, equipped with wildfire firefighting kit to an overall value of £1.6m. We are currently rolling out specialist PPE to identified wildfire stations with approximately 400 sets already issued with an investment of £300,000.

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. A light fleet review is ongoing to ensure the Service has fit for purpose vehicles dependent on job role and job specialisms. This is to be delivered by the Spring of 2024.

To enhance the HS of fleet personnel, we delivered a Hand Arm and Vibration Syndrome (HAVS) awareness training program, updated SSoW and delivered scheduled toolbox talks. Moving forward we will deliver an awareness program on respiratory diseases and the importance of wearing Respiratory Protective Equipment (RPE) and being clean shaven.

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 endeavor to enhance HS throughout the FCS directorate to ensure the safety of SFRS staff.

## People

Throughout 2022/23, People have continued to work in collaboration with colleagues in the SA Function to enhance standards of HS within People. As a result, when comparing the percentage completion of the People HSIP to the previous year, an additional 4% increase is noted in 2022/23, from 96% to 100% compliance.

By providing robust Management Self-Audits, Risk Assessments, and supporting arrangements, including DSE assessments, stress assessments, and PPE assessments, as well as briefing People employees on site-specific health and safety arrangements, we were able to maintain and build on the 4% improvement in HS performance achieved in 2022/23. All safety event types continue to be monitored through local management and the People SAIG Group to ensure the effectiveness of preventative measures.

During 2022/23 the SAIG remained a standing item at People Management Team meetings, People Managers SAIG review meetings, and the existing People Safety and Assurance Coordinator (SAC), Assurance Liaison Officer (SALO) roles continued to be supported by the People SAIG who continued to meet regularly. 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 a SFRS location.

Moving forward to 2023/24, Directorate and functional health and safety arrangements will continue to be enhanced, and the People SAIG will support service-wide priorities, including culture, health and wellbeing, colleague engagement, talent management and change management. We will continue to work with our Business Partners through established groups including the SFRS Musculoskeletal (MSK) Injury Reduction Group and Mental Health and Wellbeing Group. This will be supported by appropriate implementation arrangements to promote and enable a positive health, safety and wellbeing culture across the Service.

## Prevention and Protection (P&P)

During the reporting year 2022/23, 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 2022/23 HSIP, this includes:

Overall, 92% of all P&P actions have been completed. This includes ongoing actions relating specifically to the Museum of Scottish Fire Heritage due to the delayed opening.

- One objective was deferred and three 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 2023/24 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 that is under review prior to approval and publishing. Further reviews may be required due to the Heritage Stores relocation and the opening of the Museum of Scottish Fire Heritage.

## **Operations (Ops)**

Throughout 2022/23 the Ops continued to work in partnership with HS to enhance HS standards and ensure firefighter safety remained a priority.

The progress of the Ops HSIP to the end of Quarter 4 is showing as 58% (22 of 38) complete overall. When comparing the percentage completion within the same period in the previous reporting year, a 21% decrease is noted. These figures include carried over actions that continue to be actioned on.

Our Accidents/Injuries showed a decrease over the year with only 1 being recorded there were zero Accidents/Injuries during the 2nd, 3rd and 4th Quarters. There were no RIDDOR Reportable Injuries in 2022/2023. Although over the 4-year period there has been a steady decrease in NM, we have had 2 NM recorded for 2022/23.

There were 7 AoV. The overall trend shows a steady increase of reported AoV over a 4-year period. There were 4 VA reported during 2022/23 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 with the service which will contribute to the enhancement of firefighter safety, through the provision of concise information on the incident ground.

## **Strategic Planning Performance and Communications (SPPC)**

Throughout 2022/23 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 NSAB meetings.

SA and our HSIP are standing agenda items on the SPPC DMT meetings, 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 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 wide 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.

A single HS event occurred within SPPC during 2022/23 which was promptly investigated, lessons learned, and management actions completed.

A single AoV event occurred within SPPC during 2022/23 involving verbal abuse with appropriate support provided to staff.

## **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 85% (99 of 116) of actions. Although this is a decrease of 8% on 2021/22 this may be due to an increase in the total number of actions (76 to 116) and a focus on the planning of HS objectives to be implemented in Q1 of 2023/24. The effective completion of actions and resultant increase in our standards of safety has been observed through a continued reduction in our work-related accidents in TSA for the fourth consecutive year.

The tragic loss of our colleague Barry Martin in January 2023 resulted in the initiation of the Joint Investigation Protocol and the allocation of resources to ensure robust investigation to identify lessons to be learned to improve firefighter safety.

During the period from 2021/22 to 2022/23 there were efforts to establish the Face Fit Training and Testing programme for SFRS. Due to a technical issue that arose involving the SFRS, the External Training Provider and the HSE, the training was temporarily stopped.

As a result of this issue, SA along with Directorate partners are actively exploring alternative options to resume the Face Fit Training and Testing programme to the required standard. The aim is to reintroduce the training as soon as practically feasible while ensuring it meets the necessary standards and requirements.

Throughout the year TSA has continued to monitor and improve the Covid-19 controls to the point where they are now business as usual and fully embedded within our working practices. The good work established in 2021/22 in terms of Event Reporting and Investigation, and the undertaking of Significant Event Investigation Procedure MA has continued. This ensures that any lessons identified when a HS event occurs have been captured and shared across the service so that they can become lessons learned and then embedded as working practices, improving the health, safety and wellbeing of our staff. Furthermore, the Training Function's Electronic HS Handbook is under final review.

Looking ahead to 2023/24 TSA will aim to fully implement the risk assessment review programme and adapt the new format of the Training Handbook. We will also aim to implement and continually review the Contaminants procedures.

Soon, the content of Training Performance Reports will be altered due to organisational changes.

### **Service Development (SD)**

During 2022/23, the SD Directorate has continued to maintain high standards of focus and compliance of health and safety. As a Directorate we have again, collaboratively achieved a full 100% compliance over the full years HSIP. The focus on the importance of reporting HS events has yielded higher reporting and we will continue to raise awareness of the importance of this.

Moving forward, in partnership with the SASG and the DSG we will focus on the prevention of VAs and revisiting the need for good manual handling practices at all times.

### **North Service Delivery Area (NSDA)**

The NSDA SAIG has seen change to some SALOs during this reporting period due to promotions, retirements and movement of staff within the North. With the new SAIG membership conducting staff in workstreams captured in the HSIP for 2022/23, the NSDA has completed 100% of the actions contained, including the required supportive evidence.

The final report from the "Low Speed Vehicle Accident Working Group" was delivered to the SASG and DSG. It was agreed to review and consider the implementation across the organisation of the current NSDA Low Speed Accident Framework.

Our aim over this reporting period was to enhance our event reporting culture this will give staff the confidence to report safety concerns without fear of blame. The benefits of this can be seen in our increased near miss reporting in the North.

### **East Service Delivery Area (ESDA)**

Bi-monthly SAIG meetings continue to go from strength to strength. The collaborative approach from all Directories, Local Senior Officers (LSOs) and representative bodies has allowed for a positive culture of health and safety to flourish resulting in events being highlighted and investigated thoroughly. A prime example being an injury to Scottish Ambulance Service (SAS) personnel who co-habit several stations in the ESDA. After an investigation, a new process is in place to reduce further impact to our service and partner agencies.

The HSIP 2022/23 is 100% complete for all but one LSO and work is already underway on next year's plan.

During 2022/23 there was a slight increase in events, most notably with AoV towards crews. A concerted effort by local Community Action Team (CAT) teams working and engaging with our partners from Police Scotland and local councils has been successful and it is expected this will be reflected in 2023/24 statistics.

The general trend of Accidents/Injuries has increased and to assist in driving these down a new program of MSK injury prevention has been arranged and invites distributed to all watches and support staff in conjunction with our partners from the firefighter's charity. The intention of this educational program is to both prevent more MSK injuries and also to help with recuperation from such injuries.

A 4-year upward trend in VA will continue to be addressed through education of personnel and by analysis through the National DSG.

ESDA continues to strive for improvements to the safety and wellbeing of all personnel and partners within the area.

### **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 27 individual actions. Current performance levels indicate that AoV and VAs continue to be areas of concern for the West SAIG moving forward.

AoV have shown an increase when compared to the previous reporting year. Whilst these figures highlight personnel are reporting, the consequences from each individual incident will remain a focus of attention for the West SAC and SALO for 2023/24.

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, continues to cause concern 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 DSG 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 be used to raise an awareness of key learning onto operational staff across the organisation.

## 6. KEY PERFORMANCE INDICATORS

There are 6 key performance indicators detailed within this report:

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



## 7. HEALTH AND SAFETY IMPROVEMENT PLANS

To support legislative compliance, there is one overarching SFRS HSIP supported by 10 bespoke plans, 1 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 2019/20 to 2022/23 as there has been continual improvement in the percentage completion.

Year	Number of Identified Actions	Number of Actions Completed	Completion Percentage (%)	RAG
<b>2019/20</b>	68	32	47	
<b>2020/21</b>	61	36	59	
<b>2021/22</b>	85	60	71	
<b>2022/23</b>	124	97	78	

Table 1: Improvement Plan Progress 2022/23

Overall completion of the 2022/23 HISP is 78% (97 of 124) representing a 7% increase when compared to the previous reporting year. This result demonstrates continual improvement in performance with 12% improvement also noted in the 2021/22 report.

The NSDA, ESDA, People, SPPC and SD completed 100% of their overall actions for 2022/23 with significant progress noted in WSDA (95%), FCS (96%), Ops (64%) P&P (92%), and TSA (88%).

Of the 27 outstanding actions, analysis shows 48% (13 of 27) are over 70% complete. The completion of these actions will be monitored in the 2023/24 improvement plan.

## 8. PERFORMANCE DASHBOARD

### About the statistics in the performance dashboard

The dashboard statistics represent the internal management information published in the interests of transparency and openness.

The dashboard utilises all reported HS events from 2021/22 to 2022/23. This provides KPI Year-on-Year totals.

The sparklines show the breakdown of events by year over a 4-year period (2019/20 to 2022/23) and the underlying trend for that period. In accordance with SFRS Framework, the Key Performance Indicators (KPIs), data was reduced from 5 years to 4 years. Anomalies will be reported by exception.

### KPI Year on Year Comparison Dashboard

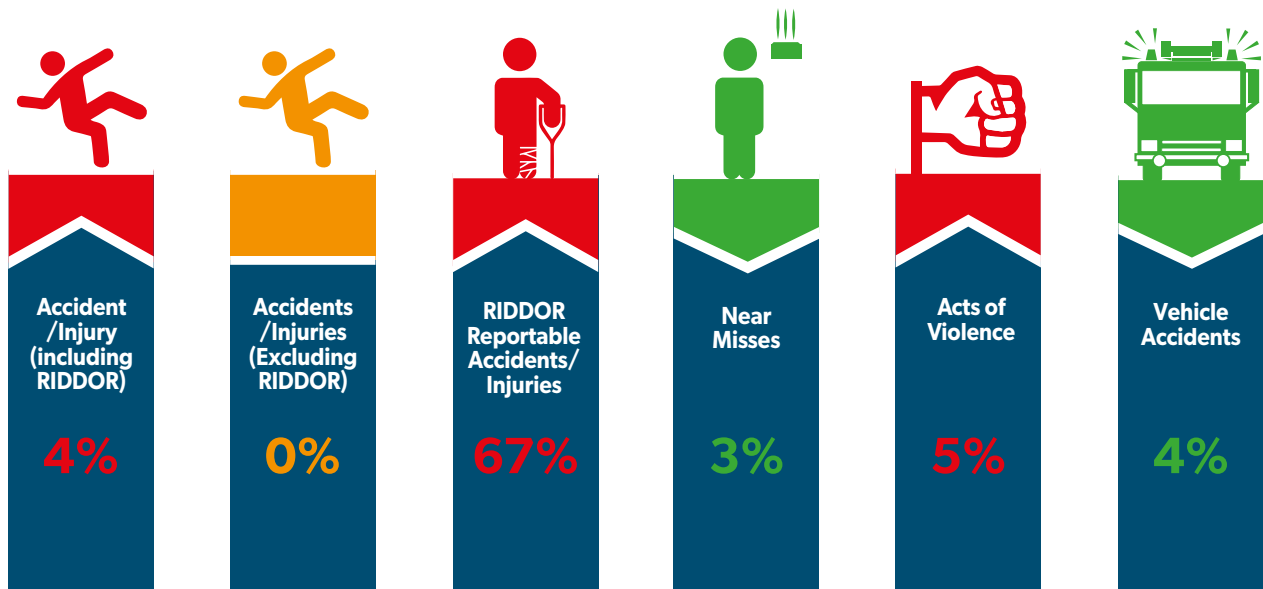


Figure 1: Year on Year Comparisons 2021/22 – 2022/23

The table below shows year-to-date totals to the end of each year from 2019/20 onwards. The year-to-year comparison change matches those shown in the infographic above.

Health and Safety Event Type	2019/20	2020/21	2021/22	2022/23	RAG	% Change from the Previous Years
<b>Accidents/Injuries (including RIDDOR)</b>	212	156	147	153		<b>4%</b>
<b>Accidents/Injuries (excluding RIDDOR)</b>	186	139	138	138		<b>0%</b>
<b>RIDDOR Reportable Accidents/Injuries</b>	26	17	9	15		<b>67%</b>
<b>Near Misses</b>	199	148	152	147		<b>-3%</b>
<b>Acts of Violence</b>	56	69	76	80		<b>5%</b>
<b>Vehicle Accidents</b>	249	221	275	263		<b>-4%</b>
<b>Total</b>	<b>716</b>	<b>594</b>	<b>650</b>	<b>643</b>		<b>-1%</b>

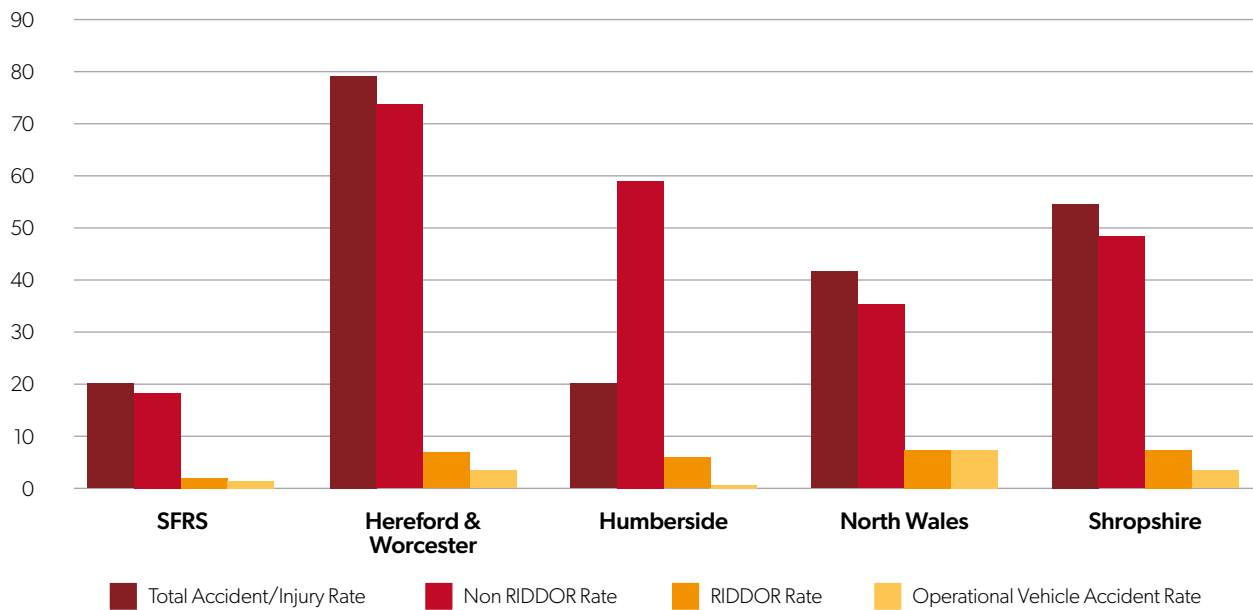
Table 2: Total Events by Year

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 4 of the other 50 UK FRS.

### UK FRS Injury Rates per 1000 employees and Operational Vehicle Accident Rates per 1000 Incidents Attended



Graph 1: UK FRS Accident/Injury Rates

In comparison with the 4 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 20 per 1000 employees, the non-RIDDOR Injury Rate was 18 per 1000 employees, and the RIDDOR Rate was 2 per 1000 employees. Additionally, SFRS Operational Vehicle Accident Rate was 1.59 per 1000 incidents attended.

We will continue to liaise and engage with other UK FRS through the 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 4-year period from 2019/20 to 2022/23. The dotted line on each panel gives an indication of overall trends.

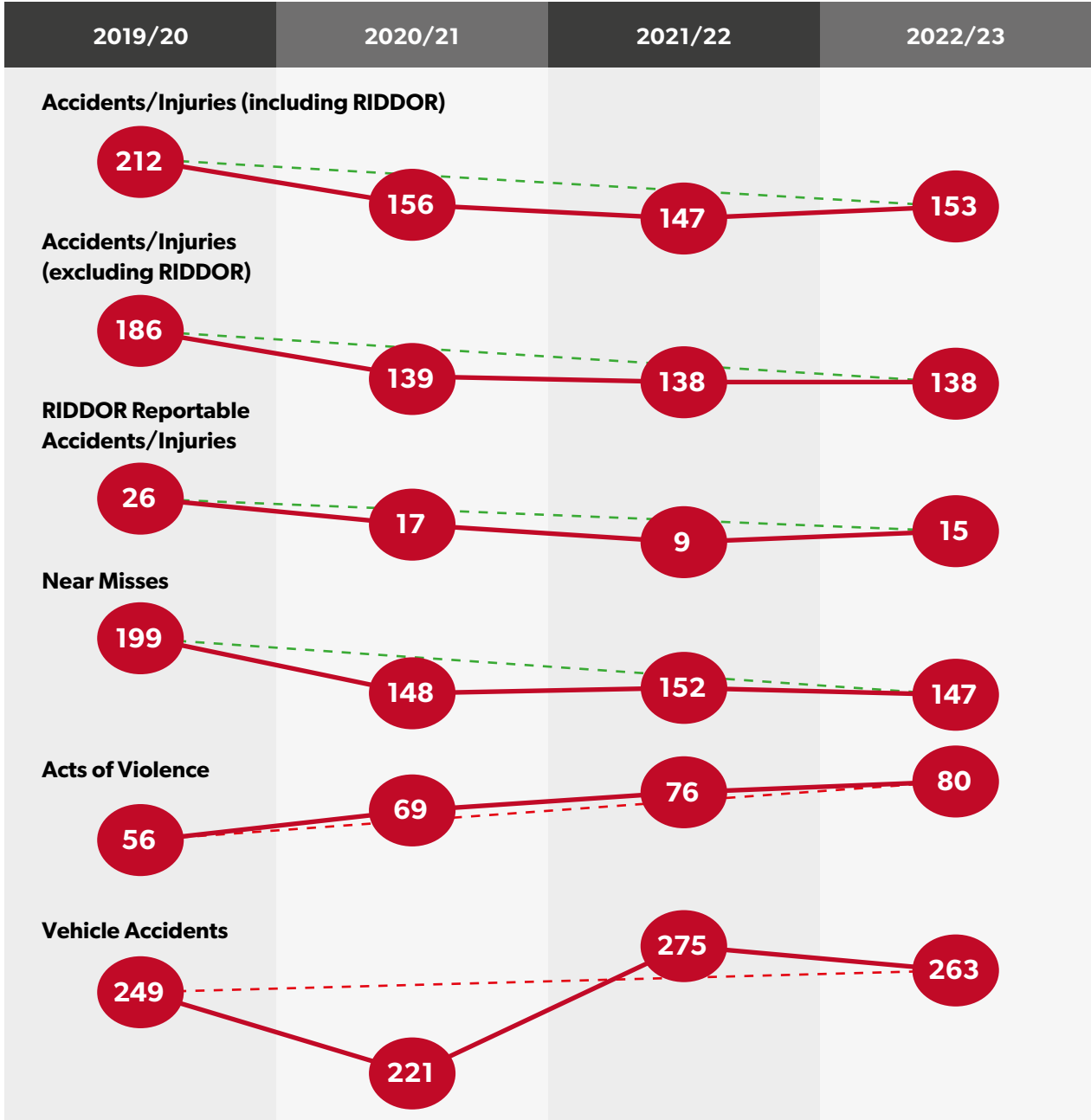


Figure 2: Event KPI Totals from 2019/20 to 2022/23

✓ Accidents/Injuries (including RIDDOR), RIDDOR, Reportable Accidents/Injuries, and NMs show positive trends.

AoV and VAs show a negative trend with an increase over the 4-year period.

Further analysis of all key performance indicators can be found in the Accidents/Injuries, RIDDOR, NM, AoV and VAs sections of his report.



## ACCIDENTS/INJURIES (INCLUDING RIDDOR REPORTABLE)

SDA/Directorate	2019/20	2020/21	2021/22	2022/23	RAG	% Change from Previous Year
<b>North</b>	41	36	25	28		12%
<b>East</b>	54	48	39	48		23%
<b>West</b>	68	53	45	47		4%
<b>Strategic Planning, Performance and Communications</b>	0	0	0	1		100%
<b>Finance and Contractual Services</b>	6	3	7	10		43%
<b>People</b>	2	0	1	1		0%
<b>Prevention and Protection</b>	1	0	0	0		-
<b>Operations</b>	6	1	4	1		-75%
<b>Service Development</b>	0	0	1	1		0%
<b>Training, Safety and Assurance</b>	34	15	25	16		-36%
<b>Total</b>	<b>212</b>	<b>156</b>	<b>147</b>	<b>153</b>		<b>4%</b>

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

Ops and P&P are functions of the Service Delivery Directorate. However, to support a comparison to previous years, analysis of each Function within Service Delivery is presented.

The total number of Accidents/Injuries (including RIDDOR) shows a 4% (147 to 153) increase when compared to the previous reporting year. Improvements are noted within the Ops and TSA Directorate.

When comparing the data as an Accident/Injury Rate per 1000 employees, there is a 6% increase (18.9 to 20) from 2021/22, a 1% increase (19.9 to 20) from 2020/21, and a 25% decrease (26.7 to 20) from 2019/20.

## Accidents/Injuries (including RIDDOR reportable)

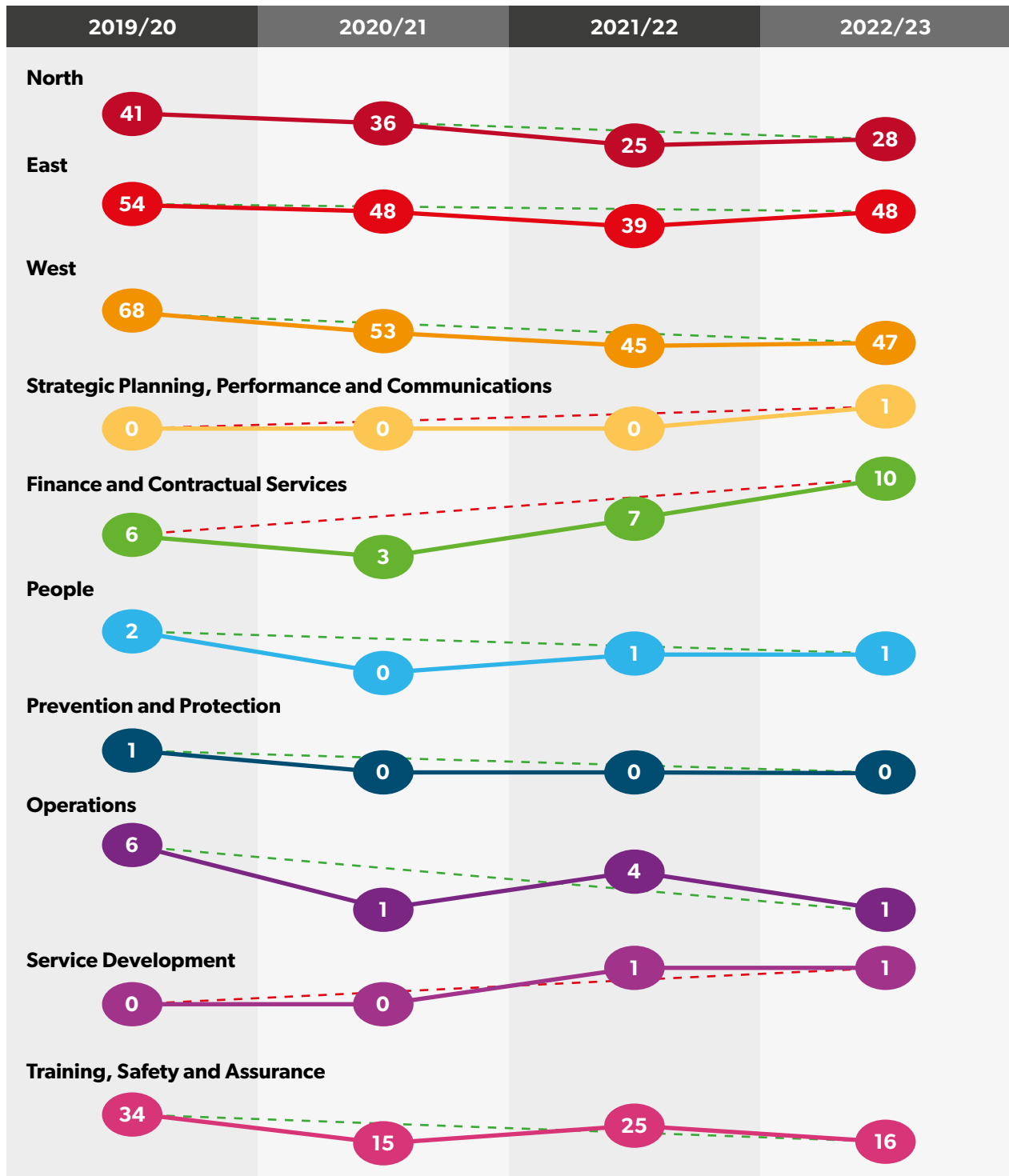


Figure 3: Accidents/Injuries (including RIDDOR) Totals from 2019/20 to 2022/23

- ✓ Overall SFRS Accidents/Injuries show an improving trend over the 4-year period. A positive trend is seen across all of the 3 SDAs, FCS, People, P&P, Ops and TSA. The most notable improvement is seen within the NSDA.



## ACCIDENTS/INJURIES (EXCLUDING RIDDOR REPORTABLE)

SDA/Directorate	2019/20	2020/21	2021/22	2022/23	RAG	% Change from Previous Year
<b>North</b>	39	30	24	25		4%
<b>East</b>	41	45	36	38		6%
<b>West</b>	60	46	41	45		10%
<b>Strategic Planning, Performance and Communications</b>	0	0	0	1		100%
<b>Finance and Contractual Services</b>	6	3	7	10		43%
<b>People</b>	2	0	1	1		0%
<b>Prevention and Protection</b>	1	0	0	0		-
<b>Operations</b>	4	0	4	1		-75%
<b>Service Development</b>	0	0	1	1		0%
<b>Training, Safety and Assurance</b>	33	15	24	16		-33%
<b>Total</b>	<b>186</b>	<b>139</b>	<b>138</b>	<b>138</b>		<b>0%</b>

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

- ✓ The total number of Accidents/Injuries (excluding RIDDOR) denotes a consistent decrease (138) over the 4-year period. Improvements are shown in Ops and TSA Directorates.

The 3 SDAs all show slight increases in Accidents/Injuries when compared to the previous reporting year. SPPC show a 100% increase, albeit the number is small (1).

FCS shows a significant 43% increase (7 to 10) in Accidents/Injuries when compared to the previous reporting year. This increase can be attributed to Fleet Workshops where a 100% increase (4 to 8) in Accidents/Injuries compared to the previous reporting year.



## Accidents/Injuries (excluding RIDDOR Reportable)

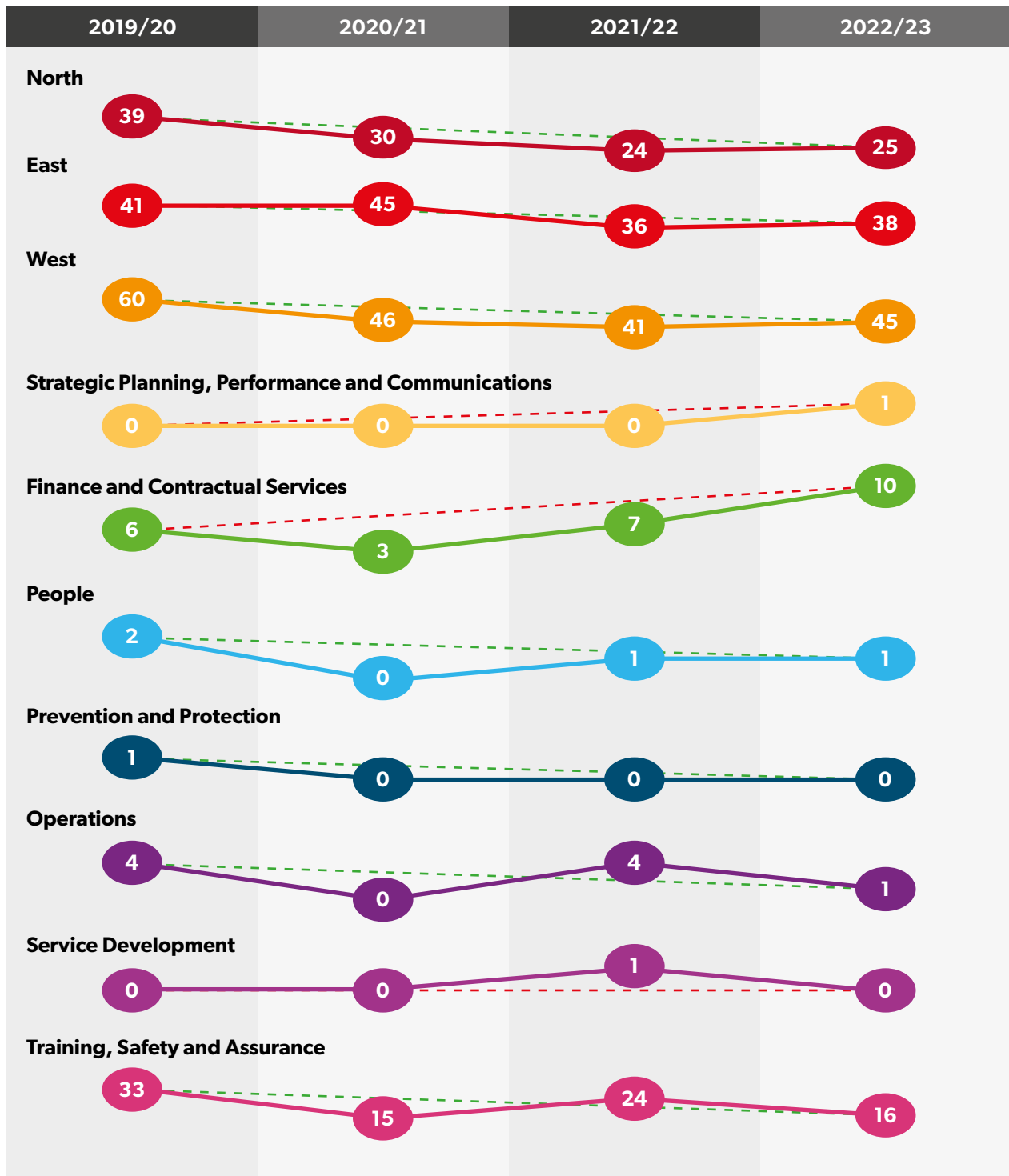


Figure 4: Accidents/Injuries (excluding RIDDOR) Totals from 2019/20 to 2022/23

- ✓ Overall SFRS Accidents/Injuries (excluding RIDDOR) show an improving trend over the 4-year period. The most notable improvement is seen within the NSDA and the TSA Directorate.



## RIDDOR REPORTABLE ACCIDENTS/INJURIES

SDA/Directorate	2019/20	2020/21	2021/22	2022/23	RAG	% Change from Previous Year
<b>North</b>	2	6	1	3		200%
<b>East</b>	13	3	3	10		233%
<b>West</b>	8	7	4	2		-50%
<b>Strategic Planning, Performance and Communications</b>	0	0	0	0		-
<b>Finance and Contractual Services</b>	0	0	0	0		-
<b>People</b>	0	0	0	0		-
<b>Prevention and Protection</b>	0	0	0	0		-
<b>Operations</b>	2	1	0	0		-
<b>Service Development</b>	0	0	0	0		-
<b>Training, Safety and Assurance</b>	1	0	1	0		-100%
<b>Total</b>	<b>26</b>	<b>17</b>	<b>9</b>	<b>15</b>		<b>67%</b>

Table 5: RIDDOR Reportable Accidents/Injuries Annual Totals

The total number of Accidents/Injuries reported to the HSE under RIDDOR shows a 67% (9 to 15) increase when compared to the previous reporting year.

- ✓ | *The most notable improvement is seen within the WSDA, this improvement can be attributed to a reduction in operational and training activity related RIDDOR Reportable Events (2 to 1) and (1 to 0) respectively.*

## RIDDOR Reportable Accidents/Injuries

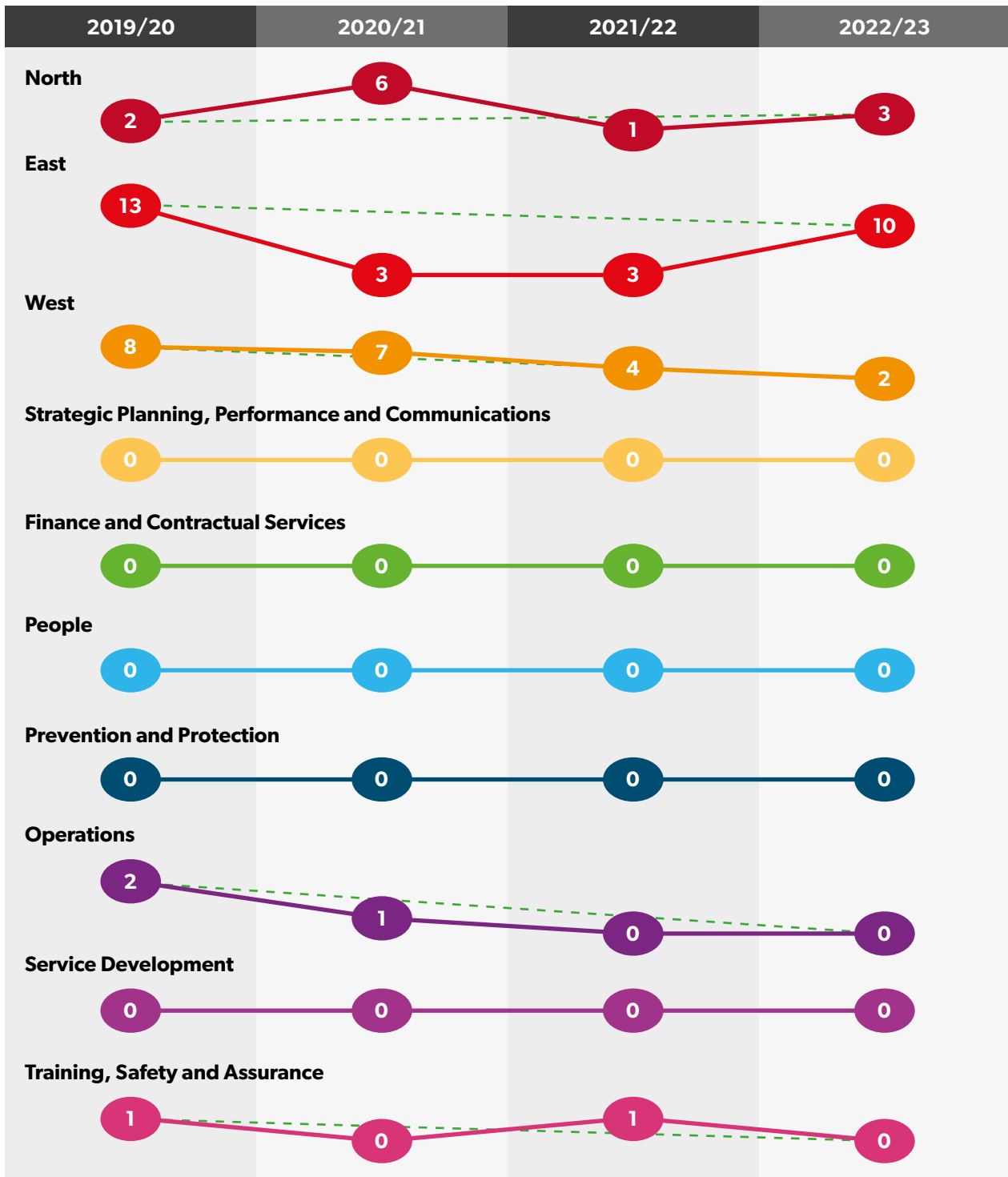


Figure 5: RIDDOR Reportable Accidents/Injuries Totals 2019/20 to 2022/23

Overall RIDDOR Reportable Accidents/Injuries show a negative trend over the 4-year period. This was attributed to the ESDA, which shows an increase in RIDDOR reportable Accidents/Injuries reported in Quarter 4 of the reporting year (0 to 6), 5 of these are attributable to injuries sustained and lost time following the incident at Jenners in Edinburgh.

✓ | *The most notable improvement is recorded within the TSA albeit the number is small (1).*



## RIDDOR ANALYSIS 2022/23

There were 2 specified injuries during this reporting year which remained consistent with the previous reporting year, both occurred at operational incidents within the ESDA. The specified injuries were:

- A cut/laceration to the back of the hand, a front locker of a fire appliance jammed and caught the back of the Injured Person's hand; and
- A fracture to the nose, whilst turning off a hose reel jet, the valve handle caused the jet to be put on full force rather than turn off.

Over 7-day Accidents/Injuries accounted for 80% (12 of 15) of all RIDDOR Reportable events, representing a 2% increase in this category, and numerically an increase of 5, when compared to the previous reporting year. The ESDA shows a 233% (3 to 10) increase in RIDDOR reportable Accidents/Injuries reported. This increase can be attributed to Quarter 4 of the reporting year.

33% (4 of 12) of over 7-day Accidents/Injuries reported to the HSE were associated with Slips, Trips, and Falls (STF) representing a 10% decrease in this category. However, it should be noted that numerically there was 1 more STF over 7-day Accidents/Injuries reported to the HSE (3 to 4) when compared to the previous reporting year. 75% (3 of 4) of these events occurred during operational incidents, 2 related to slips on grass/uneven ground, and 1 related to a slip on ice. The remaining 25% (1 of 4) occurred during non-operational activities and related to a slip on uneven ground. All STF events resulted in MSK injuries.

33% (4 of 12) of the over 7-day Accidents/Injuries reported to the HSE are subject to an ongoing significant investigation.

✓ **17% (2 of 12) of over 7-day Accidents/Injuries reported to the HSE were as a result of manual handling and/or body movement**

**representing an 8% decrease in this category when compared to the previous reporting year, and a numerical decrease of 1. Both events resulted in MSK injuries.**

The remaining 17% (2 of 12) of over 7-day Accidents/Injuries reported to the HSE were related to 1 MSK back injury and 1 burn to the hand.

83% (10 of 12) of over 7-day Accidents/Injuries occurred at operational incidents, representing a 26% increase in this category when compared to the previous reporting year, numerically an increase of 6 operational RIDDOR Reportable Accidents/Injuries reported to the HSE. 50% (6 of 12) of the Operational Accidents/Injuries reported to the HSE occurred during the developing phase of the incident remaining consistent when compared to the previous reporting year, however, a numerical increase of 2 is noted.

17% (1 of 12) of over 7-day Accidents/Injuries reported to the HSE occurred during non-operational activities.

✓ **There were no over-7-day Accidents/Injuries reported to the HSE attributed to training activities in 2022/23, representing a 100% decrease in this category and a numerical decrease of 2 when compared to the previous reporting year.**

We will:

- Further enhance our risk assessment process with all Business Partners;
- Undertake support reviews to assist with compliance with HS arrangements on a quarterly basis;
- Examine and update HS MA; and
- Continue to support the SFRS MSK Injury Reduction Group and Business Partners to reduce MSK injuries.



## Operational Accidents/Injuries

### Operational

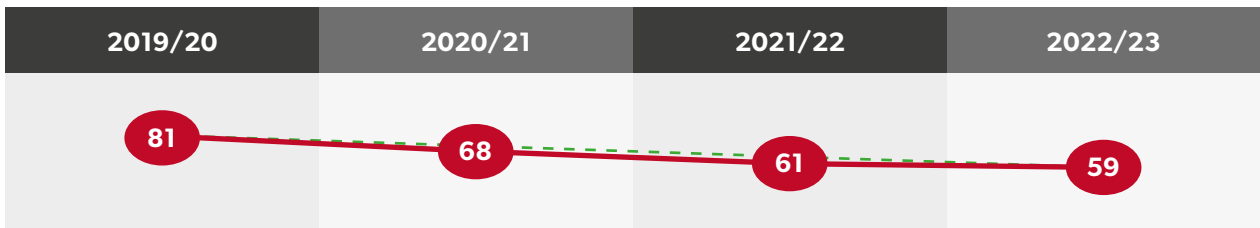


Figure 6: Operational Accidents/Injuries 2019/20 to 2022/23

- There is a notable improvement in the trend for Operational Accidents/Injuries over the 4-year period. A 3% decrease is noted this year when compared to the previous reporting year.

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

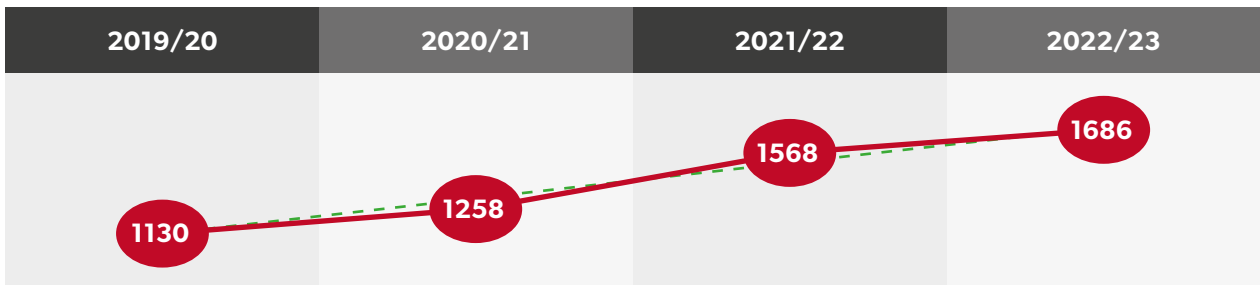


Figure 7: Firefighters injury rate against the number of operational incidents attended 2019/20 to 2022/23

- When considering the data in the context of a firefighters' injury rate against the number of operational incidents attended, we see there is a year-on-year improvement in the 4-year trend.

44% (26 of 59) of operational related Accidents/Injuries reported during 2022/23 occurred whilst attending primary fires representing a decrease of 6% in this category when compared to the previous reporting year, numerically this is 6 fewer Accidents/Injuries. 27% (16 of 59) of operational related Accidents/Injuries reported occurred at Special Services representing a 6% increase in this category when compared to the previous reporting year. Numerically this is 3 additional Accidents/Injuries at Special Services.

A further 22% (13 of 59) of operational related Accidents/Injuries reported occurred at secondary fires representing a 10% increase in this category when compared to the previous reporting year, numerically this is 6 more Accidents/Injuries. Lastly, 7% (4 of 59) of operational related Accidents/Injuries reported occurred at automated fire alarm (AFA) incidents, representing a 14% decrease in this category when compared to the previous reporting year, numerically this is 5 fewer Accidents/Injuries.

## Operational Accidents/Injuries by Phase of the Incident

SDA	Mobilising	Initial	Developing	Closing	Returning	Total
North	2	0	7	3	0	12
East	2	6	15	3	0	26
West	3	8	9	0	1	21
<b>Total</b>	<b>7</b>	<b>14</b>	<b>31</b>	<b>6</b>	<b>1</b>	<b>59</b>

Table 6: 2022/23 Totals by Phase of Operational Incident

With consideration of Operational Accidents/Injuries by the phase of the incident, the data shows that 52%, (31 of 61) occurred during the developing phase of the incident, representing an 11% increase in this category, and numerically 6 additional Accidents/Injuries when compared to the previous reporting year. These events were attributed to slips and trips on uneven/wet ground and manual handling/body movement injuries. 32% (10 of 31) resulted in an MSK injury.

A further 24% (14 of 59) occurred during the initial phase of the incident, representing a 2% decrease in this category, numerically 2 fewer events during this phase, when compared to the previous reporting year. These events were attributed to slipping on uneven ground, dismantling an appliance, falling objects, manual handling/body movement injuries and burns. 57% (8 of 14) resulted in a MSK injury.

10% (6 of 59) occurred during the closing phase of the incident, representing a 13% decrease in this category, numerically 8 fewer events when compared to the previous reporting year. These events are attributed to tripping over objects on the ground, falling objects, burns, animals, and manual handling/body movement injuries. 50% (3 of 6) resulted in an MSK injury.

12% (7 of 59) occurred during mobilisation, representing a 2% increase in this category, however, numerically 1 fewer event when compared to the previous reporting year. These events are attributed to slips on wet ground, trip over objects on the ground, impact with moving/objects. 43% (3 of 7) resulted in a MSK injury.

2% (1 of 59) occurred during the returning phase of the incident, representing a 100% increase in this category, however numerically an additional 1 event is noted when compared to the previous reporting year. This event was attributed to impact with a moving object which resulted in an MSK injury.

We will:

- Promote awareness of health and safety responsibilities by presenting a SAC/SALO Training Module;
- Continue to work with our Business Partners through SAIGs to identify and address root causes;
- Publish new SA Culture Strategy with a supporting Implementation Plan; and
- Continue to support all Business Partners to maintain front line and essential services.

## Non-Operational Accidents/Injuries

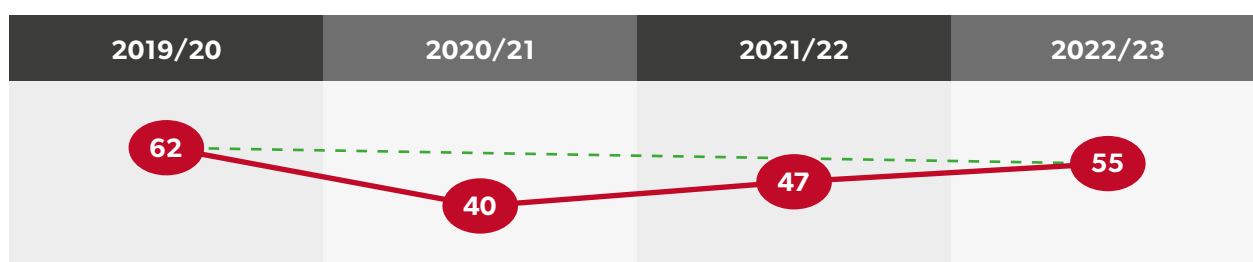


Figure 8: Non-Operational Accidents/Injuries 2019/20 to 2022/23

✓ | *The 4-year trend shows a continuing improvement in relation to Non-Operational Accidents/Injuries.*

36% (55 of 153) of all Accidents/Injuries reported during 2022/2023 occurred during non-operational activities representing a 4% increase in this category when compared to the previous reporting year, numerically an additional 8 events.

96% (53 of 55) of all non-operational Accidents/Injuries occurred within station premises. These occurred whilst carrying out cleaning duties, kitchen duties, routine checks, dismantling an appliance and taking part in physical exercise. All can be attributed to a lack of situational awareness. 36% (20 of 55) resulted in an MSK injury.

We will:

- Further enhance our risk assessment process with all Business Partners; and
- Promote the improvement of safety culture and compliance with health and safety arrangements.

### Training Accidents/Injuries

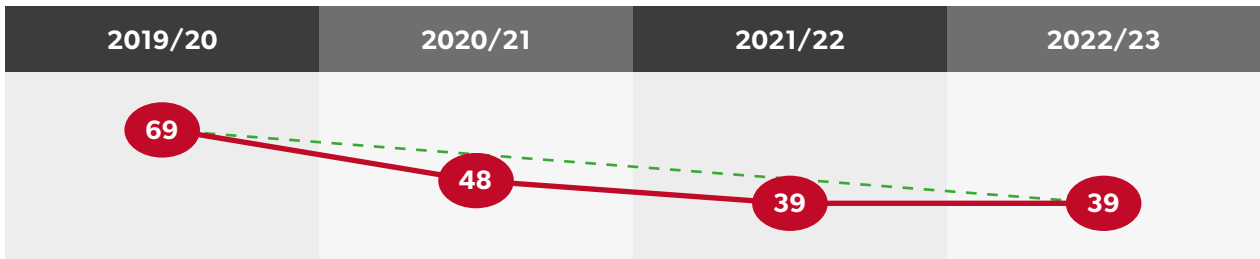


Figure 9: Training Accidents/Injuries 2019/20 to 2022/23

✓ | *The 4-year trend shows a continuing improvement in relation to training Accidents/Injuries with a significant 52% improvement recorded when compared to 2019/20 with 2022/23.*

✓ | *25% (39 of 153) of all Accidents/Injuries reported during 2022/2023 occurred during training related activities representing a 2% decrease in this category when compared to the previous reporting year, numerically remains consistent.*

✓ | *33% (13 of 39) occurred during National Training activities representing a 29% decrease in this category and numerically 11 fewer events when compared to the previous reporting year.*

A further 67% (26 of 39) of all training related Accidents/Injuries occurred during SDA led training activities representing a 29% increase in this category, numerically 9 additional events when compared to the previous reporting year.

59% (23 of 39) of all training related Accidents/Injuries reported occurred during refresher training, representing an 8% increase in this category, numerically 3 additional events when compared to the previous reporting year.

✓ | *The remaining 41% (16 of 39) training Accidents/Injuries occurred during initial/recruits training, representing an 8% decrease in this category and numerically 3 fewer events when compared to the previous reporting year.*

Further analysis shows 36% (14 of 39) occurred during Core Skills training such as ladder drills, breathing apparatus (BA) drills, casualty care, and pump drills representing an 8% increase in this category, numerically these 3 additional events when compared to the previous reporting year. A further 25% (10 of 39) occurred during BA training, representing a 3% decrease in this category, numerically 1 fewer event when compared to the previous reporting year. 13% (5 of 39) occurred during basic Firefighting training, representing a 2% increase, numerically 4 additional events when compared to the previous reporting year. 10% (4 of 39) occurred during Water Rescue training representing a 7% increase in this category, numerically 1 additional event when compared to the previous reporting year.

8% (3 of 39) occurred during Road Traffic Collision (RTC) training, remaining consistent with the previous reporting year, and numerically remaining consistent when compared to the previous reporting year.

5% (2 of 39) occurred during physical training representing a 2% increase, numerically 1 additional event when compared to the previous reporting year.

| *Finally, 3% (1 of 39) occurred during Urban Search and Rescue (USAR) training, representing a 17% decrease in this category, numerically 7 fewer events when compared to the previous reporting year.*

An increase of 3 (33 to 36) of students and a decrease of 3 (6 to 3) of instructors sustained injuries when compared to the previous reporting year.

We will:

- Support the production and publication of the Training Handbook;
- Continue to support the OCSG in approving the training content for Training for Operational Competence Programme (TfOC); and
- Liaise with the People Directorate and embed the process in which hazard perception is measured during the recruitment process.



### All Accidents/Injuries (including RIDDOR) to Uniformed Staff

SDA/Directorate	2019/20	2020/21	2021/22	2022/23	RAG	% Change from Previous Year
<b>North Wholetime</b>	27	21	15	21	Red	40%
<b>North On Call</b>	20	17	12	8	Green	-33%
<b>East Wholetime</b>	52	36	27	32	Red	19%
<b>East On Call</b>	10	16	14	12	Green	-14%
<b>West Wholetime</b>	69	49	46	35	Green	-24%
<b>West On Call</b>	10	10	11	15	Red	36%
<b>Operations Control</b>	4	1	4	1	Green	-75%
<b>Directorate/Day Duty</b>	3	1	3	10	Red	233%
<b>Total</b>	<b>195</b>	<b>151</b>	<b>132</b>	<b>134</b>	Red	<b>2%</b>

Table 7: 2022/23 All Accidents/Injuries (including RIDDOR) to Uniformed Staff

When we consider Accidents/Injuries to Uniformed Staff the data shows that 66% (88 of 134) are related to Wholetime Staff, representing a 1% decrease in this category, and numerically remained consistent when compared to the previous reporting year.

50% (44 of 88) occurred whilst attending operational incidents representing a 2% increase in this category, numerically an additional 12 events when compared to the previous reporting year. 28% (25 of 88) occurred whilst undertaking non-operational duties, representing a 1% increase in this category, numerically an additional 1 event when compared to the previous reporting year. Finally, 22% (19 of 88) occurred whilst undertaking training, representing a 3% decrease in this category, numerically 3 fewer events.

27% (35 of 134) of Accidents/Injuries to Uniformed Staff are related to On-Call Staff, a 2% decrease in this category, numerically 3 fewer events when compared to the previous reporting year. 43% (15 of 35) occurred whilst attending operational incidents representing a 7% decrease in this category, numerically 4 fewer events when compared to the previous reporting year. 26% (9 of 35) occurred whilst undertaking non-operational duties activities, representing a 13% increase, numerically 4 additional events when compared to the previous reporting year. Finally, 31% (11 of 35) occurred whilst undertaking training, representing a 6% decrease, numerically 3 fewer events when compared to the previous reporting year.

We will:

- Further enhance our risk assessment process with all Business Partners; and
- Develop a defined Behavioral Safety campaign to reduce events attributed to human error and poor situational awareness and to enhance our safety culture.

### All Accidents/Injuries (including RIDDOR) to Non-Uniformed Staff

SDA/Directorate	2019/20	2020/21	2021/22	2022/23	RAG	% Change from Previous Year
<b>North</b>	3	0	0	1	Red	100%
<b>East</b>	1	1	3	4	Red	33%
<b>West</b>	1	1	2	1	Green	-50%
<b>Strategic Planning, Performance and Communications</b>	0	0	0	1	Red	100%
<b>Finance and Contractual Services</b>	6	2	7	9	Red	29%
<b>People</b>	2	0	0	1	Red	100%
<b>Prevention and Protection</b>	0	0	0	0	Green	-
<b>Operations</b>	2	0	1	0	Green	-100%
<b>Service Development</b>	0	0	0	1	Red	100%
<b>Training, Safety and Assurance</b>	2	1	1	1	Orange	0%
<b>Total</b>	<b>17</b>	<b>5</b>	<b>14</b>	<b>19</b>	<b>Red</b>	<b>36%</b>

Table 8: 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, walking into objects, and working on a vehicle.

42% (8 of 19) of all Accidents/Injuries to non-uniformed staff occurred within fleet workshops, representing a 13% increase in this category, numerically an additional 4 events when compared to the previous reporting year.

We will:

- Develop a defined Behavioral Safety campaign to reduce events attributed to human error and poor situational awareness and to enhance our safety culture.

## Working Days Lost Due to Accidents/Injuries

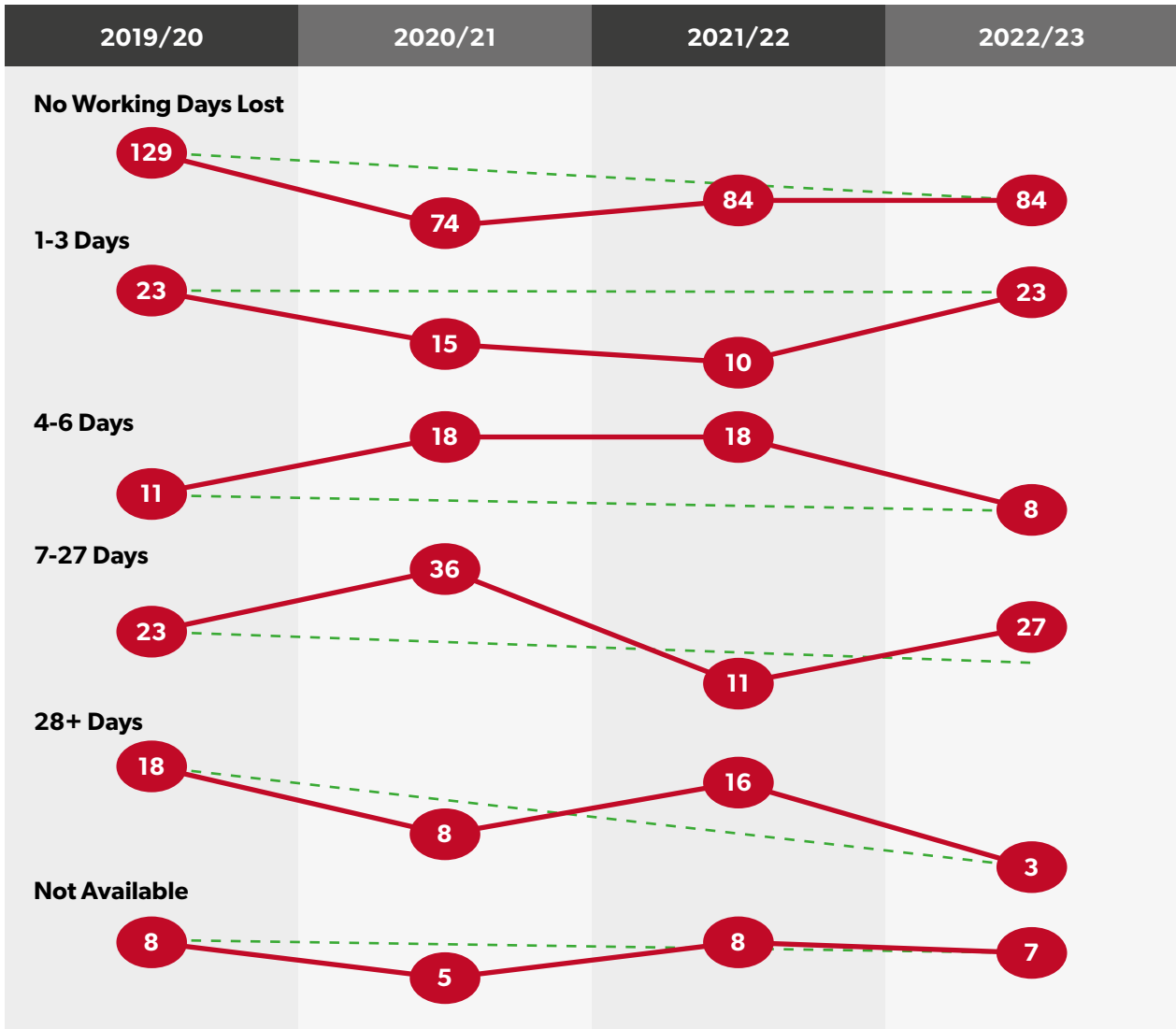


Figure 10: Working Day Lost Due to Accidents/Injuries 2019/20 to 2022/23

✓ All categories are showing a positive trend. The data shows that the events with no information available are improving over the 4-years. There has been no loss of time attributed to the fatality reported to the HSE.

We will:

- Continue to work with our colleagues in People 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; and
- Continue to ensure that complete and accurate information relating to lost working time is being recorded.

### Three Most Common Accidents/Injuries by Causation

2019/20		2020/21		2021/22		2022/23	
Manual Handling/Body Movement	77	Manual Handling /Body Movement	49	Manual Handling /Body Movement	36	Manual Handling /Body Movement	34
Slips, Trips & Falls	24	Slips, Trips & Falls	34	Slips, Trips & Falls	23	Slips, Trips & Falls	39
Hot / Cold	24	Impact (moving object)	23	Impact (moving object)	21	Impact (moving object)	24

Table 9: Three Most Common Accidents/Injuries by Causation

In 2022/23, the most common cause of Accidents/Injuries across the SFRS is STF accounting for 25% (39 of 153) of the total reported, an increase of 9% in this category, numerically 16 additional events when compared to the previous reporting year.

Further analysis shows 46% (18 of 39) of the total STF reported occurred at operational incidents representing an 11% decrease, however numerically an additional 5 events are noted when compared to the previous reporting year.

A further 46% (18 of 39) occurred whilst undertaking non-operational duties representing an increase of 16%, numerically 11 additional events when compared to the previous reporting year. 89% (16 of 18) of non-operational STF occurred within SFRS premises, representing an 18% increase in this category, numerically 11 additional events when compared to the previous reporting year. These events are related to a lack of situational awareness. 61% (11 of 18) resulted in MSK injuries.

Finally, 8% (3 of 39) occurred whilst undertaking training, representing a decrease of 5%, numerically remains consistent when compared to the previous reporting year. 67% (2 of 3) related to ladder drills, 1 event occurred during initial training and the other during refresher training. Both events resulted in MSK injuries. The remaining event occurred during initial water rescue training.

In an operational context, a slip, trip and fall Accident/Injury occurred every 2,550 operational incidents attended compared with 1 in every 4,159 in the previous reporting year.

- ✔ *Manual handling/body movements are the second most common cause of Accidents/Injuries across the SFRS accounting for 22% (34 of 153) of the total reported, a decrease of 2% in this category, numerically 2 fewer events when compared to the previous reporting year.*
- ✔ *Further analysis shows 30% (10 of 34) occurred during operational incidents representing a decrease of 9% in this category, numerically 4 fewer events when compared to the previous reporting year.*
- ✔ *A further 26% (9 of 36) occurred whilst undertaking non-operational activities, representing a decrease of 2% in this category, numerically 1 fewer event compared to the previous reporting year.*

Finally, 44% (15 of 34) occurred whilst undertaking training, representing an increase of 11% in this category, numerically an additional 3 events when compared to the previous reporting year. 37% (10 of 15) of all manual handling/body movement injuries occurred during SDA led training. 33% (5 of 15) occurred whilst using ladders, and a further 20% (3 of 15) were associated with BA related training.



*Operational incidents attended show manual handling/body movement Accidents/Injuries are sustained 1 in every 2,925 compared to 1 in every 2,658 in the previous reporting year.*

The third most common cause of Accidents/Injuries reported during 2022/23 is impact (moving object) accounting for 16% (24 of 153) of all Accidents/Injuries reported, representing a 2% increase in this category and numerically an additional 3 events when compared to the previous reporting year. 33% (8 of 24) of the total reported occurred at operational incidents representing a decrease of 5%, however numerically the number of events reported remains consistent when compared to the previous reporting year.

A further 50% (12 of 24) occurred during non-operational activities, representing a 7% increase in this category and numerically an additional 3 events when compared to the previous reporting year.

Finally, 17% (4 of 24) of Accidents/Injuries involving impact (moving object) occurred whilst undertaking training, representing an increase of 4% and numerically 1 additional event when compared to the previous reporting year. 50% (2 of 4) occurred during SDA led training.

An Accident/Injury involving impact with a moving object occurred every 4,144 operational incidents attended compared with 1 in every 4,555 in the previous reporting year.

We will:

- Ensure that the causes of all Accidents/Injuries sustained as a result of STF are fully investigated to ensure preventative measures can be identified and implemented;
- Develop and release a TASS module on Premises Inspection;
- Develop and deliver the HS responsibilities SAC / SALO PowerPoint Presentation to our Business Partners;
- Develop and publish a new Safety & Assurance Communications and Engagement Strategy; and
- Develop a SFRS specific IOSH Managing Safely course or equivalent.



## NEAR MISSES

SDA/Directorate	2019/20	2020/21	2021/22	2022/23	RAG	% Change from Previous Year
<b>North</b>	32	36	36	51	Red	42%
<b>East</b>	76	49	48	34	Green	-29%
<b>West</b>	59	48	57	50	Green	-12%
<b>Strategic Planning, Performance and Communications</b>	0	0	0	0	Green	–
<b>Finance and Contractual Services</b>	8	1	0	0	Green	–
<b>People</b>	0	0	0	0	Green	–
<b>Prevention and Protection</b>	0	0	0	0	Green	–
<b>Operations</b>	8	5	0	2	Red	100%
<b>Service Development</b>	0	0	1	1	Orange	0%
<b>Training, Safety and Assurance</b>	16	9	10	9	Green	-10%
<b>Total</b>	<b>199</b>	<b>148</b>	<b>152</b>	<b>147</b>	Green	<b>-3%</b>

Table 10: NM Annual Totals

To accurately interpret the NM reporting trend, data must be considered alongside Accidents/Injuries including 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 we see a ratio of 1:0.97, a decrease from the ratio 1:1.03 recorded for the previous reporting year.

Operational NM accounted for 33% (48 of 147) of the total reported, representing a 5% decrease in this category, numerically this is 10 fewer events when compared to the previous reporting year. Given the corresponding reduction 3% in operational related Accidents/Injuries and RIDDOR, this decrease is considered a positive trend.

36% (53 of 147) of NM events occurred during non-operational activities, representing a 7% increase in this category, numerically 9 additional events when compared to the previous reporting year. 23% (12 of 53) related to property issues e.g. appliance bay doors, station sewage system, station gate, kitchen device, etc., representing a 7% decrease in this type of NM

and a numerically 1 fewer event when compared to the previous reporting year.

31% (46 of 147) of all NM reported were associated with training activities, representing a 2% decrease in this category, numerically 4 fewer events when compared to the previous reporting year. 80% (37 of 46) of all training related NM occurred during SDA led training, remaining consistent in this category, numerically 3 fewer events, when compared to the previous reporting year.

83% (38 of 46) of training related NM occurred during refresher training, remaining consistent in this category, numerically 1 less event when compared 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 43% (20 of 46) of the total training NM reported. The most common causes involved leaks which account for 45% (9 of 20), 15% (3 of 20) involved bodyguard units, 15% (3 of 20) involved BA strap/belt/guideline, and 10% (2 of 20) involved a free flow incident. The remaining 3 NMs involved the BA Distress Signal Unit, heat stress and lack of spacial awareness.

## Near Misses

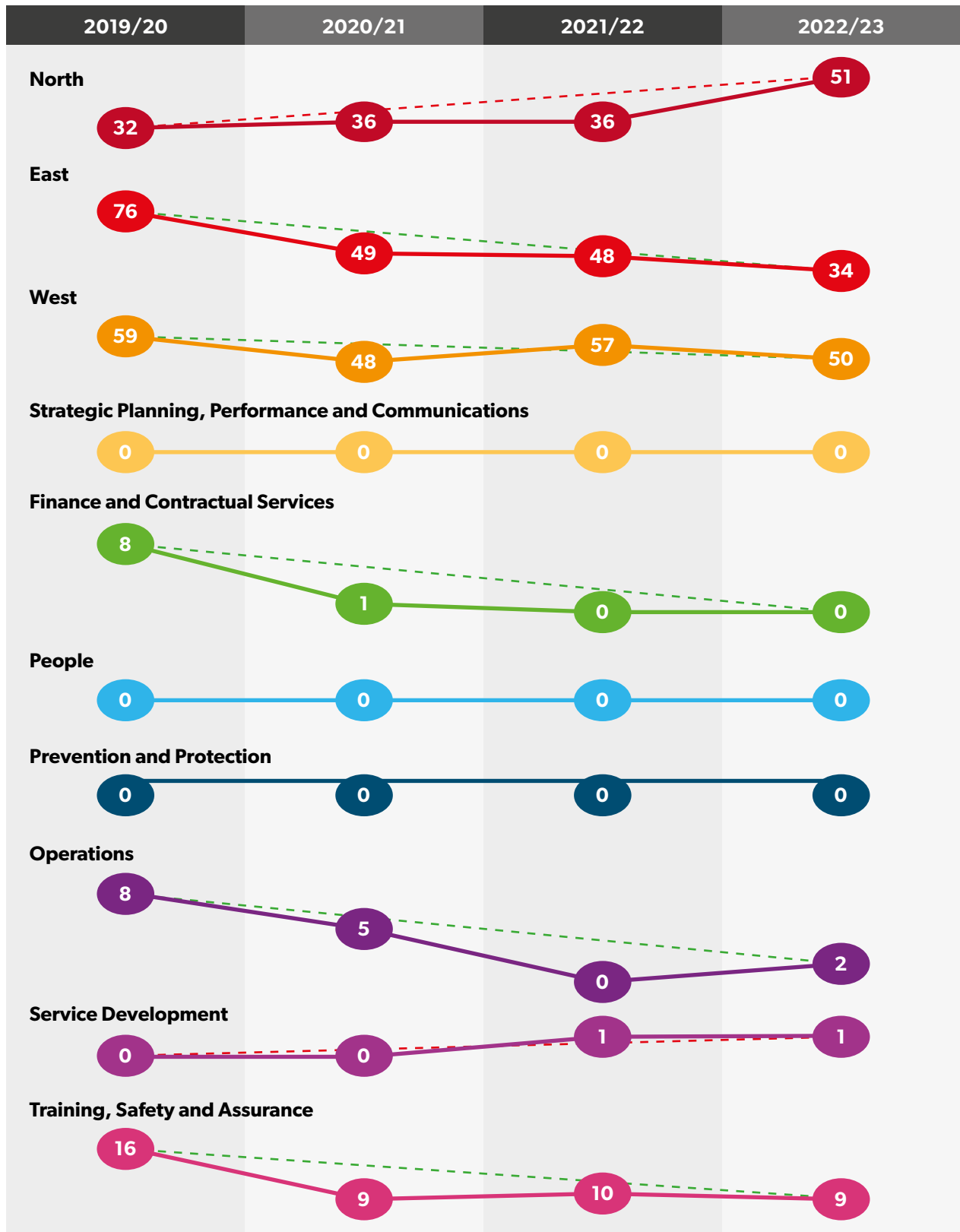


Figure 11: NM 2019/20 to 2022/23



- ✓ | *When considering the number of NM in relation to the number of Accidents/Injuries, we see a ratio of 1:1.82 in the NSDA, an increase in frequency compared to 0.69:11 when compared to the previous reporting year.*

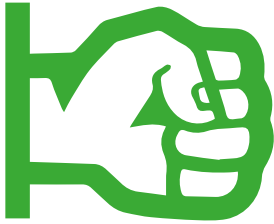
The ESDA shows a ratio of 1:0.70 a decrease in frequency compared to 1:0.8 when compared to the previous reporting year.

- ✓ | *The WSDA shows a ratio of 1:1.06 an increase in frequency compared to 1:0.8 when compared to the previous reporting year.*

- ✓ | *TSA shows a ratio of 1:0.6 an increase in frequency compared to 1:0.4 when compared to the previous reporting year.*

We will:

- Develop and present the HS responsibilities SAC / SALO PowerPoint Point Presentation;
- Develop and publish a new Safety & Assurance Communications and Engagement Strategy which will encourage sharing lessons learned; and
- Utilise the SAIGs to continue to promote the need and the benefits of reporting NM.



## ACTS OF VIOLENCE

SDA/Directorate	2019/20	2020/21	2021/22	2022/23	RAG	% Change from Previous Year
<b>North</b>	9	8	17	10	Green	-41%
<b>East</b>	15	23	25	31	Red	24%
<b>West</b>	31	37	29	31	Red	7%
<b>Strategic Planning, Performance and Communications</b>	0	0	0	1	Red	100%
<b>Finance and Contractual Services</b>	0	0	0	0	Green	-
<b>People</b>	0	0	0	0	Green	-
<b>Prevention and Protection</b>	0	0	0	0	Green	-
<b>Operations</b>	1	1	5	7	Red	40%
<b>Service Development</b>	0	0	0	0	Green	-
<b>Training, Safety and Assurance</b>	0	0	0	0	Green	-
<b>Total</b>	<b>56</b>	<b>69</b>	<b>76</b>	<b>80</b>	Red	<b>5%</b>

Table 11: AoV Annual Totals

The total number of AoV reported this year shows an increase of 5% (76 to 80) when comparing to the previous reporting year. This increase is attributed to a 24% (25 to 31) increase within the ESDA, a 7% (29 to 31) increase within the WSDA, 100% increase (0 to 1) in SPPC and a 40% increase (5 to 7) in Ops.

- ✔ It should be noted however, there was a 41% decrease in AoV reported in the NSDA when comparing to the previous reporting year.

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

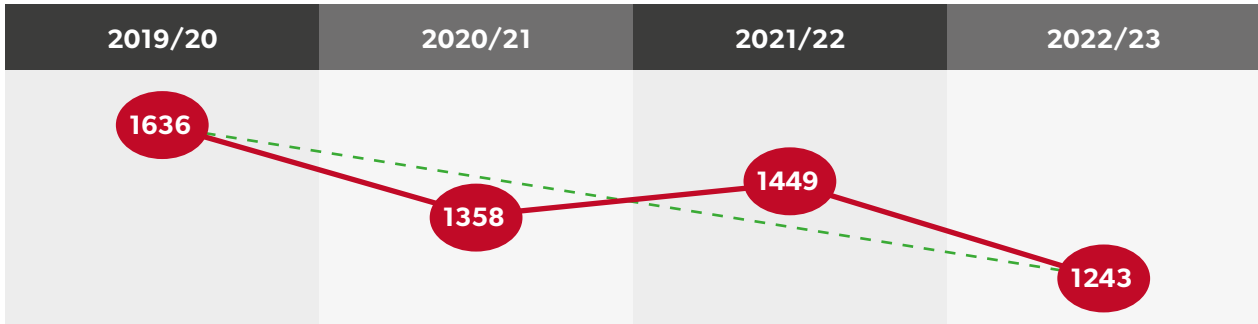


Figure 12: Firefighter AoV rate against number of Operational Incidents

✓ | *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 4-year trend.*

83% (66 of 80) of AoV reported occurred at operational incidents, representing a 4% decrease in this category, numerically remaining consistent when comparing to the previous reporting year. Of the AoV which occurred at operational incidents, 48% (32 of 66) occurred at secondary fires, representing a decrease of 2%, numerically this is 1 less event when comparing to the previous reporting year. 17% (11 of 66) occurred when responding to primary fires, representing a 9% decrease, and numerically 6 fewer events when comparing to the previous reporting year.

44% (35 of 80) of the total AoV reported involved missiles or thrown objects, representing a 5% increase in this category, and numerically an additional 5 events were noted when comparing to the previous reporting year. 49% (17 of 35) of the total AoV involved bricks/bottles being thrown and 11% (4 of 35) involved fireworks being thrown.

51% (41 of 80) were attributed to verbal abuse to uniformed staff, this includes operations control staff, representing a 1% increase in this category, and numerically 1 additional event when comparing to the previous reporting year.

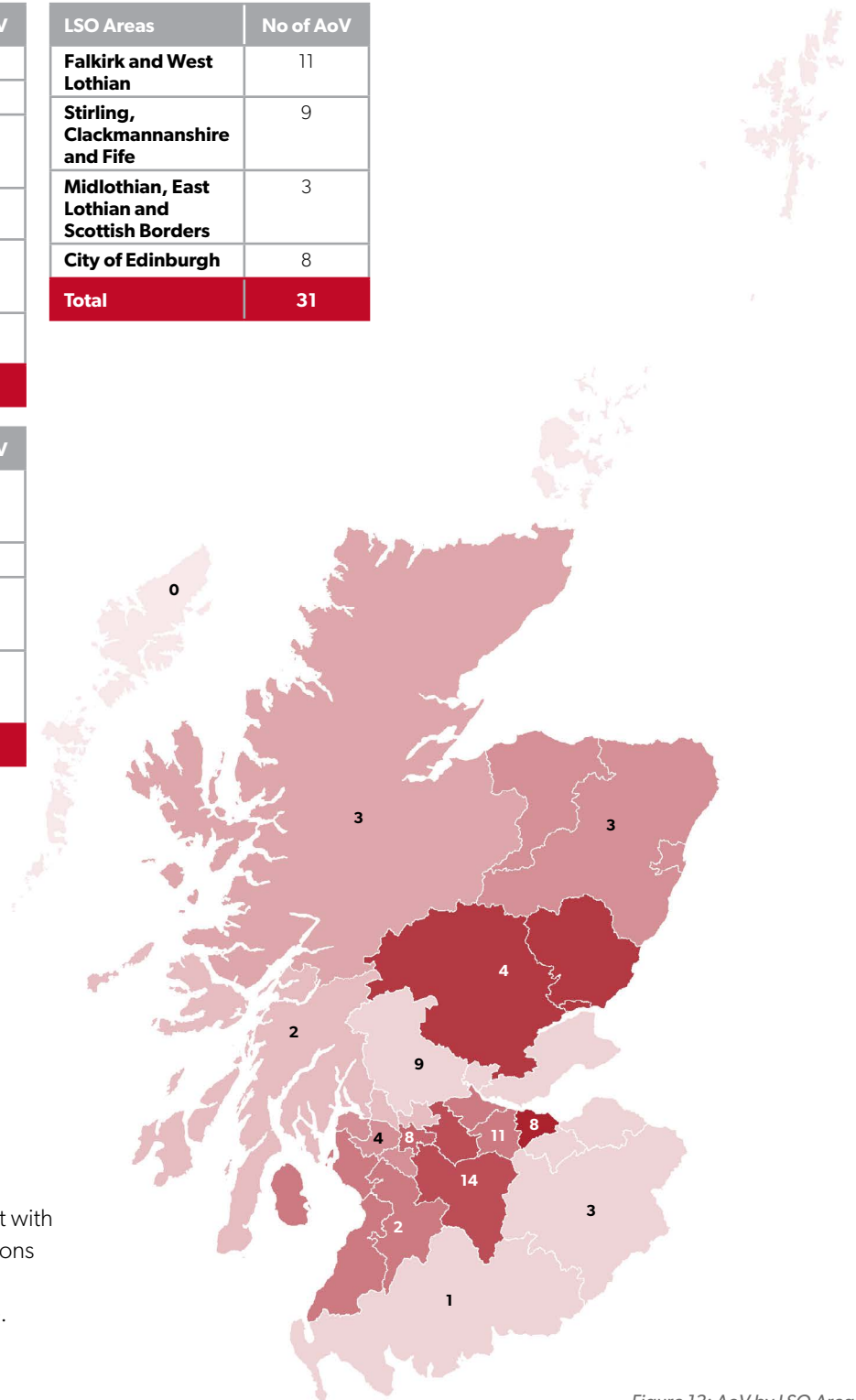
5% (4 of 80) were physical assaults by a person, representing a 1% increase in this category, numerically an additional 1 event when comparing to the previous reporting year. Of the physical AoV reported, there were no injuries sustained by firefighters. Police assistance was requested in 74% (59 of 80) of AoV with 29% (17 of 59) considered as reportable under the Emergency Workers (Scotland) Act 2005.

## AoV by LSO Area

LSO Areas	No of AoV
City of Glasgow	8
Lanarkshire	14
East and West Dunbartonshire and Argyll & Bute	2
Dumfries and Galloway	1
East Renfrewshire, Renfrewshire and Inverclyde	4
East, North and South Ayrshire	2
<b>Total</b>	<b>31</b>

LSO Areas	No of AoV
Aberdeen City, Aberdeenshire and Moray	3
Highland	3
Perth, Kinross, Angus and Dundee	4
Western Isles, Orkney and Shetland	0
<b>Total</b>	<b>10</b>

LSO Areas	No of AoV
Falkirk and West Lothian	11
Stirling, Clackmannanshire and Fife	9
Midlothian, East Lothian and Scottish Borders	3
City of Edinburgh	8
<b>Total</b>	<b>31</b>



There were a further 8 AoV out with LSO areas, 7 involved Operations Control and the remaining 1 involved the SPPC Directorate.

Figure 13: AoV by LSO Area

## Acts of Violence

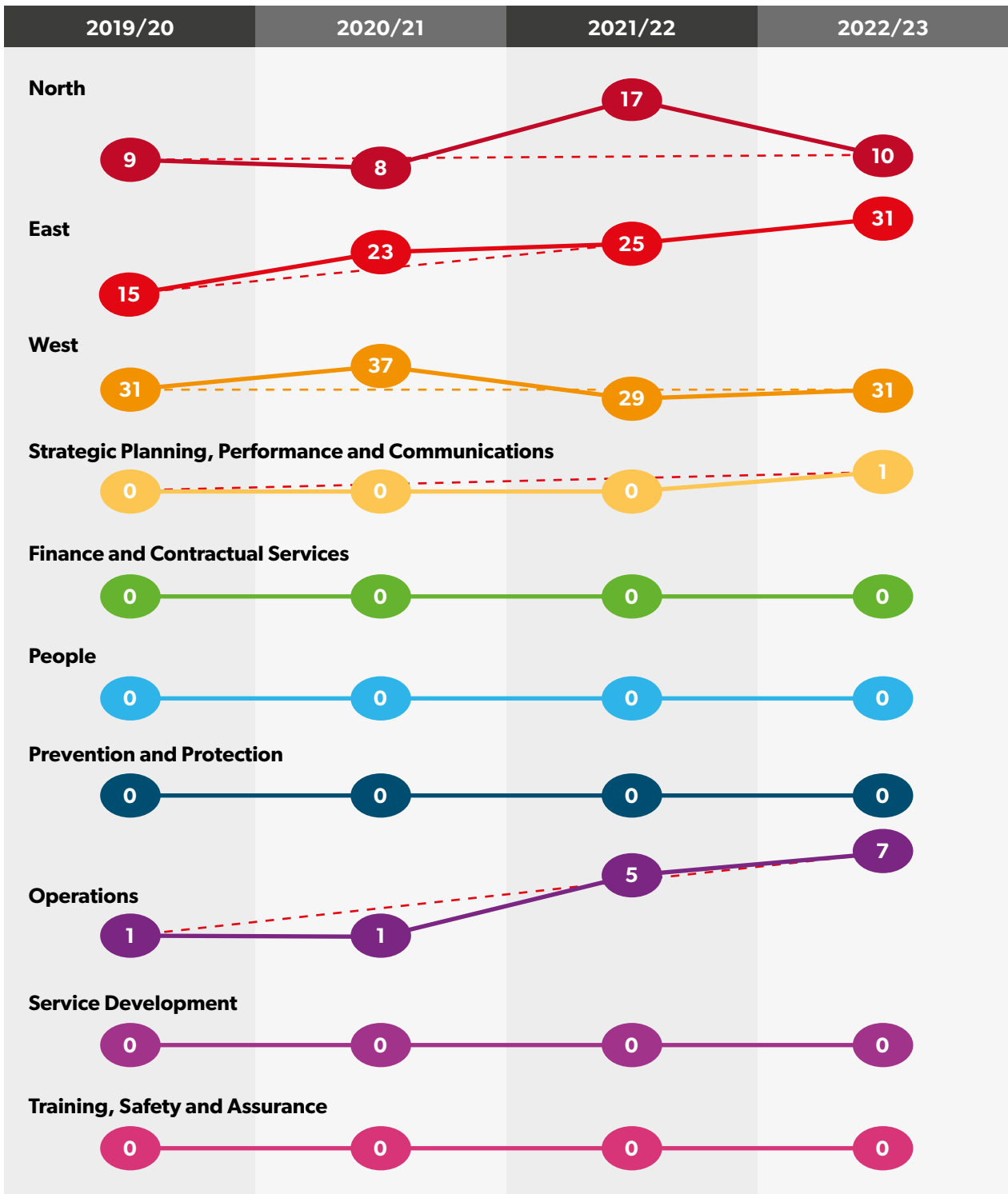


Figure 14: Annual Totals for AoV 2019/20 to 2022/23

There has been a steady increasing trend of AoV reported over the 4-year period, except for the WSDA. The ESDA has shown a year on year increasing trend, and during the reporting period 2021/22 to 2022/23, an increase of 6 is noted (25 to 31), of which 52% (16 of 31) of these were reported during the month of November 2022.

Further analysis shows a significant increasing trend in verbal abuse towards crews over the 4-year period:

- ✓ | *Additionally, physical assault shows a noteworthy decreasing trend in the reporting of AoV over the 4-year period:*

### Acts of Violence – Verbal Abuse towards Crews

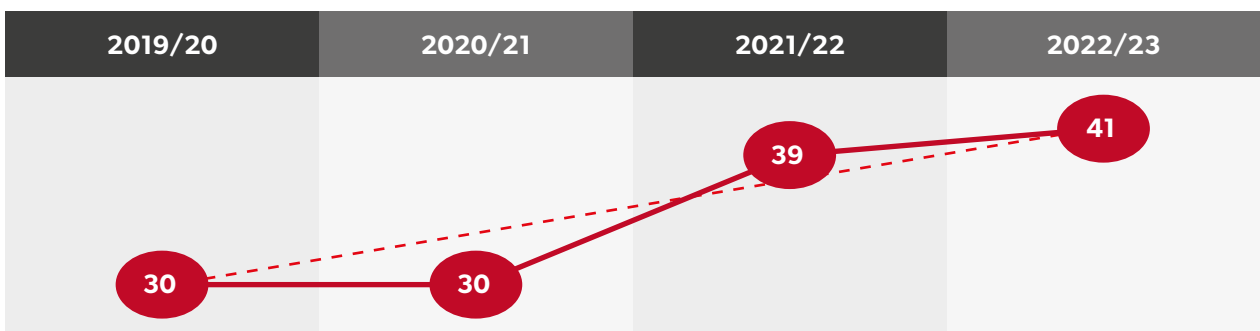


Figure 15: AoV Verbal Abuse towards Crews 2019/20 to 2022/23

### Acts of Violence – Physical Assault towards Crews

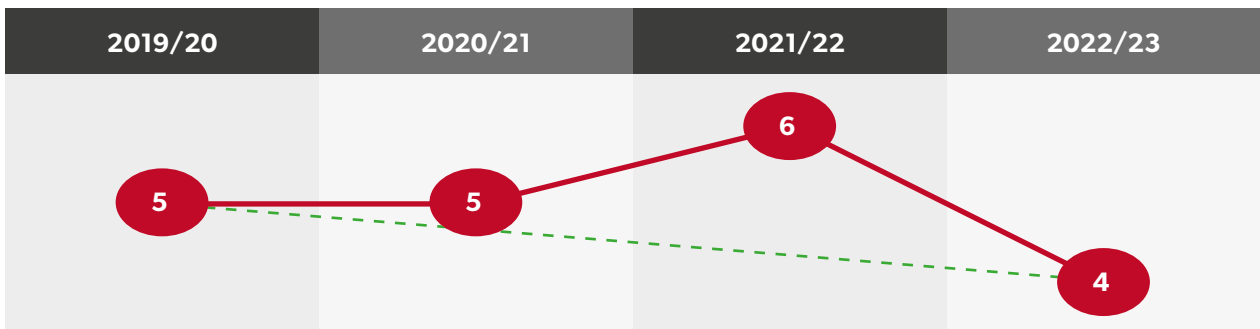


Figure 16: AoV Physical Assault towards Crews 2019/20 to 2022/23

When analysing AoV by season we see 23% (18) occurring during Spring, 24% (19) during Summer, 30% (25) during Autumn, and 23% (18) during Winter.

### Acts of Violence by Season

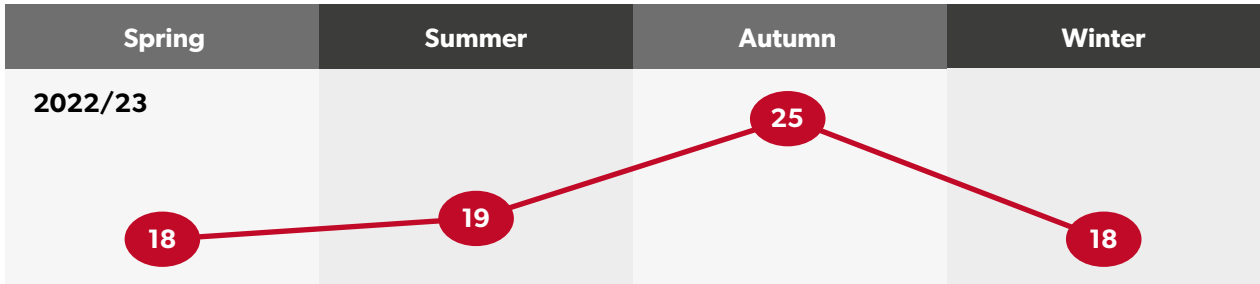


Figure 17: AoV by Season 2022/23

✓ | The period surrounding Bonfire night (01/11 – 09/11) accounted for 8% (6 of 80) of AoV, this shows a decrease of 4% and a numerical decrease of 3 when compared to the previous reporting year.

We will:

- Support SDA to engage with P&P for community engagement initiatives and share any lessons learned between all SDA areas via local and national SAIGs;
- Continue to support the SDA's in identifying geographical hotspots where AoV have taken place so that community engagement activities can be tailored and targeted; and
- Continue to work with Police Scotland to ensure AoV are reported perpetrators prosecuted under the Emergency Workers (Scotland) Act 2005.



## VEHICLE ACCIDENTS

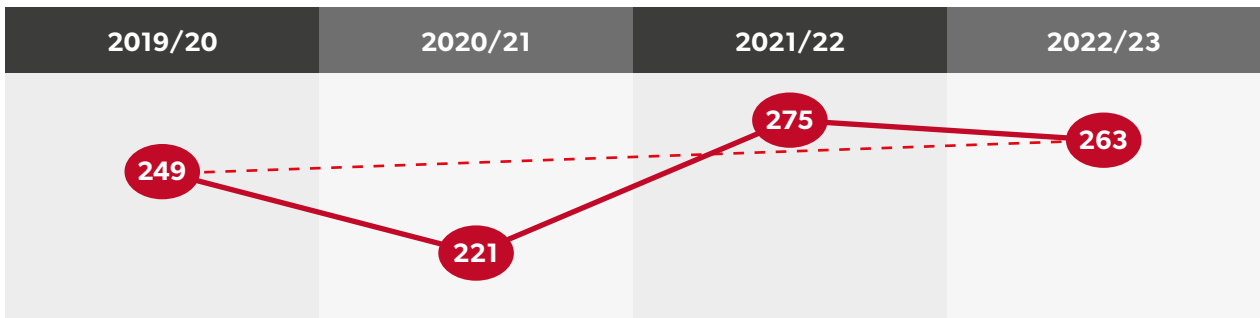


Figure 18: VAs 2019/20 to 2022/23

Over the 4-year period, the overall number of VAs is showing an upward trend. During 2022/23 a 4% (275 to 263) decrease is noted, numerically 8 fewer when compared to the previous reporting year.

Analysis shows operational related VAs accounted for 60% (158 of 263) of the total, remaining consistent in this category, numerically this is 8 fewer when compared with the previous reporting year. 35% (93 of 263) were attributed to non-operational activities, a 1% increase, numerically 1 less event when compared to the previous reporting year. Finally, 5% (12 of 263) were attributed to training, remaining consistent in this category, however numerically 3 fewer events.



## Vehicle Accidents

SDA/Directorate	2019/20	2020/21	2021/22	2022/23	RAG	% Change from Previous Year
<b>North</b>	42	43	64	47	Green	-27%
<b>East</b>	72	64	82	85	Red	4%
<b>West</b>	116	96	110	113	Red	3%
<b>Strategic Planning, Performance and Communications</b>	1	0	0	0	Green	-
<b>Finance and Contractual Services</b>	8	11	10	6	Green	-40%
<b>People</b>	0	0	0	1	Red	100%
<b>Prevention and Protection</b>	1	0	0	1	Red	100%
<b>Operations</b>	3	3	3	4	Red	33%
<b>Service Development</b>	0	0	2	1	Green	-50%
<b>Training, Safety and Assurance</b>	6	4	4	5	Red	25%
<b>Total</b>	<b>249</b>	<b>221</b>	<b>275</b>	<b>263</b>	Green	<b>-4%</b>

Table 12: VAs Annual Totals

### Vehicle Accidents by Activity

SDA/Directorate	Operational	Non-Operational	Training	Total
North	30	15	2	47
East	59	24	2	85
West	68	41	4	113
Strategic Planning, Performance and Communications	0	0	0	0
Finance and Contractual Services	0	6	0	6
People	0	1	0	1
Prevention and Protection	1	0	0	1
Operations	0	4	0	4
Service Development	0	1	0	1
Training, Safety and Assurance	0	1	4	5
<b>Total</b>	<b>158</b>	<b>93</b>	<b>12</b>	<b>263</b>

Table 13: Activity Undertaken Annual Totals

Operational related VAs remains the most common with an accident reported every 378 operational incidents attended, compared to 1 in every 576 the previous reporting year indicating a negative trend in this category.

Further analysis shows a VA occurred every 437 operational incidents attended in the NSDA, compared to 1 in every 445 in the previous reporting year. In the ESDA a VA occurred every 367 operational incidents, compared to 1 in every 586 in the previous reporting year. Finally, in the WSDA a VA occurred every 422 operational incidents attended, compared with 1 in every 659 the previous reporting year.



Figure 19: Phases of Operational Incidents Annual Totals

52% (82 of 158) of operational related VAs were attributed to mobilising representing a 2% increase in this category, numerically 1 less event when compared to the previous reporting year. The initial phase decreased by 2%, whilst during the developing phase VAs increased by 1%. The closing phase decreased by 1% whilst the returning phase decreased by 1% when compared to the previous reporting year.

Of the VAs attributed to operational incidents, 50% (80 of 158) occurred at low speed, representing a 6% increase in this category, numerically an additional 3 events when compared to the previous reporting year. 84% (67 of 80) of low-speed VAs occurred whilst moving forward, an increase of 6% in this category, numerically an additional 11 events are noted when compared to the previous reporting year. 38% (30 of 80) of low-speed manoeuvres occurred during the returning phase of the incident with 87% (26 of 30) of these as a result of hitting something fixed or stationary e.g. parked cars and street furniture.

A further 39% (62 of 158) of operational related VAs occurred whilst driving under blue light conditions, representing a decrease of 5% in this category, numerically this is 11 fewer events when compared to the previous reporting year. 42% (26 of 62) of VAs that occurred whilst driving under blue light conditions resulted in damage to wing mirrors.

33% (52 of 158) of the operational VAs occurred on urban roads, representing a 4% increase in this category, numerically this is an additional 4 events when compared to the previous reporting year. 23% (36 of 158) occurred on A Class roads, a 4% increase and numerically an additional 4 events are noted when compared to the previous reporting year. 11% (18 of 158) occurred on B Class roads, representing a 7% decrease in this category, numerically this is 12 fewer when compared to the previous reporting year. A further 3% (4 of 158) occurred off-road or on track/forestry roads, representing an increase of 1%, and numerically remaining consistent when compared to the previous reporting year.

13% (20 of 158) occurred in appliance bays, representing an increase of 3% in this category, numerically an additional 3 events when compared 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 24% (38 of 158) of the operational VAs reported, representing an increase of 6% and an additional 8 when compared to the previous reporting year. 49% (78 of 158) did not require driving assistants to be used, representing a 19% decrease and numerically 33 fewer events.

35% (93 of 263) of VAs reported were attributed to non-operational activities, representing a 1% increase, numerically 1 less event when compared with the previous reporting year. 61% (57 of 93) of the non-operational VAs involved the use of fire appliances, representing an increase of 3% in this category, numerically 3 additional events when compared to the previous reporting year.

32% (30 of 93) involved the use of SFRS White Fleet (WF), representing a decrease of 6% in this category, numerically this is 6 less events when compared to the previous reporting year. 1% (1 of 93) involved private cars, representing a decrease of 1% in this category, numerically 1 less event when compared to the previous reporting year. 2% (2 of 93) involved boats and there was no comparative data on the remaining vehicle types.

Lastly, training related VAs accounted for 5% (12 of 263) of VAs, consistently remaining the same however, numerically there were 2 fewer events when compared to the previous reporting year. 42% (5 of 12) were attributed to attending refresher training, representing a decrease of 37%, numerically this is 6 fewer events in this category when compared to the previous reporting year. 60% (3 of 5) occurred whilst attending Swift Water Rescue training, representing a decrease of 4%, numerically there were 4 fewer events in this category when compared to the previous reporting year.

## Vehicle Accidents by Cause

SDA/Directorate	Hit Something Fixed or Stationary	Hit or Hit by a Moving Vehicle	Boats	*Other	Total
North	35	5	0	7	47
East	56	12	2	15	85
West	76	13	4	20	113
Strategic Planning, Performance and Communications	0	0	0	0	0
Finance and Contractual Services	5	1	0	0	6
People	1	0	0	0	1
Prevention and Protection	1	0	0	0	1
Operations	2	2	0	0	4
Service Development	1	0	0	0	1
Training, Safety and Assurance	5	0	0	0	5
<b>Total</b>	<b>182</b>	<b>33</b>	<b>6</b>	<b>42</b>	<b>263</b>

Table 14: VAs Cause Annual Totals

\* Examples of "Other" include charging cables not being released prior to operating the vehicle, issues with brakes, potholes and vehicle slides due to icy conditions.

The most common cause of VAs across the SFRS continues to "hit something fixed or stationary", accounting for 69% (182 of 263) of the total reported, representing a decrease of 1%, numerically 11 fewer events are noted when compared to the previous reporting year.

42% (76 of 182) occurred in the WSDA, representing a decrease of 15% in this category and numerically 37 fewer events when compared to the previous reporting year. 31% (56 of 182) occurred in the ESDA, a 2% increase in this category and numerically remaining consistent when compared to the previous year. 19% (35 of 182) occurred in the NSDA, a 5% decrease in this category and numerically 12 fewer 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	26	10	5	0	6	47
East	47	24	11	1	2	85
West	66	26	14	1	6	113
Strategic Planning, Performance and Communications	0	0	0	0	0	0
Finance and Contractual Services	5	0	1	0	0	6
People	0	0	1	0	0	1
Prevention and Protection	1	0	0	0	0	1
Operations	3	0	0	0	1	4
Service Development	1	0	0	0	0	1
Training, Safety and Assurance	2	2	1	0	0	5
<b>Total</b>	<b>151</b>	<b>62</b>	<b>33</b>	<b>2</b>	<b>15</b>	<b>263</b>

Table 15: VAs Speed Type Annual Totals

57% (151 of 263) of VAs across the SFRS occurred at low speed, remaining consistent in this category when compared to the previous reporting year, however, a numerical decrease of 2 is noted.

There was insufficient data to complete the analysis for the 15 VAs categorised as "other".

### Vehicle Accidents by Direction of Travel

SDA/Directorate	Forward	Reverse	Other	Total
North	36	7	4	47
East	71	11	3	85
West	89	19	5	113
Strategic Planning, Performance and Communications	0	0	0	0
Finance and Contractual Services	4	2	0	6
People	1	0	0	1
Prevention and Protection	1	0	0	1
Operations	3	0	1	4
Service Development	0	1	0	1
Training, Safety and Assurance	4	1	0	5
<b>Total</b>	<b>209</b>	<b>41</b>	<b>13</b>	<b>263</b>

Table 16: VAs Direction of Travel Annual Totals

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

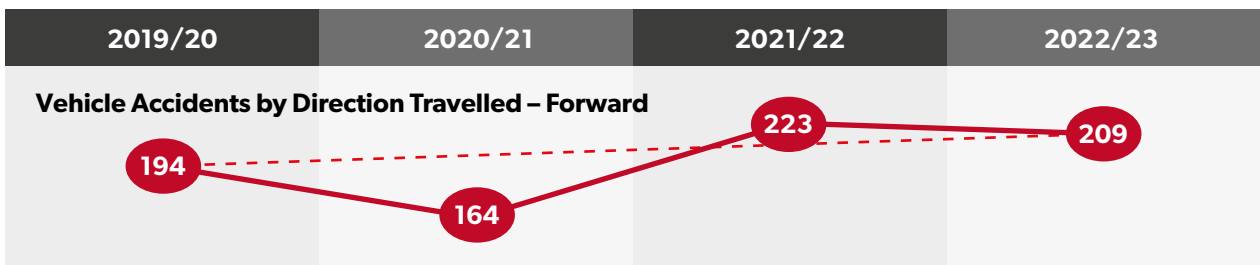


Figure 20: VAs by Travel – Forward Annual Totals

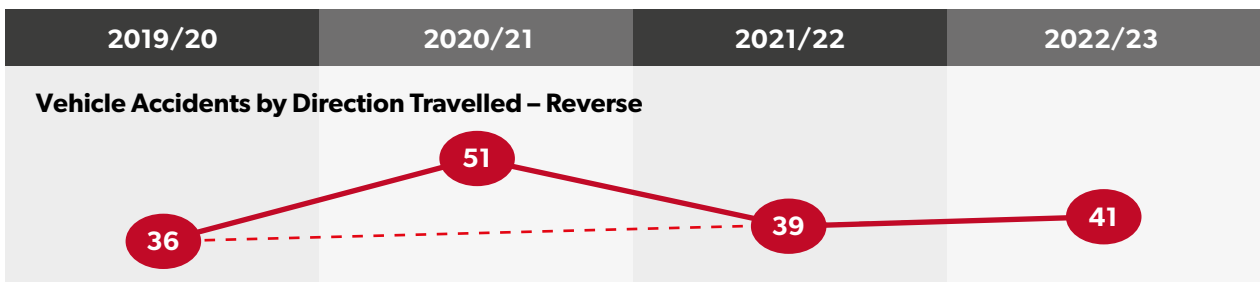


Figure 21: VAs by Travel – Reverse Annual Totals

79% (209 of 263) of VAs across the SFRS occurred whilst the vehicle was moving forward representing, a 2% decrease and numerically 14 fewer events when compared to the previous reporting year. 16% (41 of 263) of VAs across the SFRS occurred whilst the vehicle was reversing, representing a 2% increase and numerically 2 additional events when compared to the previous reporting year.

24% (62 of 263) of VAs involved the use of Driving Assistants, an increase of 5%, numerically an additional 11 events are noted when compared to the previous reporting year. Another 27% (70 of 263) of VAs required Driving Assistants to be in position, however, they were not used. This represents a decrease of 5%, numerically 19 fewer events when compared to the previous reporting year.

We will:

- Ensure the completion of Red-Light Interactive Module on TfOC Programme (all operational personnel including Flexi Duty Officers);
- Issue Awareness Brief and SSoW on the Use of Charging Reels to SDA's; and
- Develop a LSM Strategy through the National DSG.

# 11. LOOKING FORWARD 2023/24

## **Safety and Assurance Functional Plan 2023/24**

During 2023/24, 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:**

- The SFRS is working on a HSMS that meets the requirements of ISO45001;
- Review evidence based upon action plan and determine further actions /evidence;
- Undertake internal assessment on the HSMS and OA system;
- Commence action plan to address gaps within the HSMS and OA system;
- Brief Business Partners, finalise evidence requirements and arrangements for engaging with an external auditor; and
- Continue to develop and facilitate a HSMS (TASS) and OA Operational Assurance Recording and Reporting System (OARRS) development programme.

### **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 MA and OA arrangements and where required LCMS that reflect legislative and SFRS requirements.

### **Compliance Theme: Develop an SFRS Annual HS Improvement Plan, supported by bespoke Directorate HS Improvement Plans:**

- Develop SA improvement plans based upon risk priorities and identified areas of improvement;
- Ensure SFRS control Measures for COVID -19 are current and reflect a risk-based approach; and
- Prepare quarterly reports including detailing progression of improvement plans.

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

- To promote the implementation of role competencies and the Training Matrix through the appraisal process via preprinted Personal Development Plan linked to role requirements; and
- To liaise with and embed a process in which hazard perception is measured during the recruitment process.

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

- Develop a series of HS training sessions that can be embedded into all TfOC courses.

### **Culture Theme: Develop a behavioral safety campaign:**

- Develop a defined behavioral safety campaign to reduce events attributed to human error and poor situational awareness and to enhance our safety culture; and
- Present proposals to People to facilitate the SFRS appraisal process linked to measurable SA performance.



**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:**

- Consider the implementation of risk profiling per SDA area.

**Control Theme: SFRS has a holistic approach to the management of risk through the Management of Risk at Operational Incidents framework:**

- Review arrangements in place to manage enterprise risk within the context of the operational environment through targeted engagement and support reviews.

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

- Review of HS MA Format and supporting LCMS.

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

- Ensure significant event investigations are carried out in a timely manner by proficient investigators.

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

- Develop and implement a defined programme for both proactive and reactive audits; and
- Develop and implement defined arrangements for topic specific audits which are informed by lessons learnt, audit outcomes and event trends.

## 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.

<b>Terms and/or abbreviations</b>	<b>Definitions and/or meanings</b>
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
DSG	Driver Safety Group
GRA	Generic Risk Assessment
HS	Health and Safety
HSE	Health and Safety Executive
HSIP	Health and Safety Improvement Plan
HSMS	Health and Safety Management System
LSM	Low Speed Maneuvers
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
OCSG	Operational Competence Strategy Group
OLG	Organisational Learning Group

<b>Terms and/or abbreviations</b>	<b>Definitions and/or meanings</b>
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
RIDDOR	Reporting of Injuries, Diseases and Dangerous Occurrences Regulations
SAIG	Safety and Assurance Improvement Group
SAS	Scottish Ambulance Service
SD	Service Development
SDA	Service Delivery Area
SFRS	Scottish Fire and Rescue Service
SSoW	Safe System of Work
TASS	Think, Act, Stay Safe
VA	Vehicle Accident
White Fleet	White Fleet is anything falling below 7,000 kgs whether blue lighted or not



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