

LEICESTERSHIRE POLICE AUTHORITY



Meeting **FINANCE AND GENERAL PURPOSES COMMITTEE**
Date **TUESDAY 22 DECEMBER 2009 – 2.00 P.M.**
Report of **CHIEF CONSTABLE**
Subject **HEALTH AND SAFETY PERFORMANCE 2008/09 AND
FORCE HEALTH AND SAFETY PLAN 2009/10**

Purpose of the report

1. This report is intended to update the members of the Police Authority regarding Leicestershire Constabulary's health and safety performance for the year 2008/09.
2. The report also details the health and safety plan for 2009/10.

Background

3. This report is submitted following a request by the Police Authority following an audit regarding health and safety compliance.

Force Health and Safety Plan 2008/09

4. The plan for 2008/09 had a number of themes. These were to review or create a number of policies and procedures on subjects including manual handling, fire safety, display screen equipment, workplace inspection, hazardous substances, accident reporting and investigation and consultation to ensure that the Force was managing these issues in a robust manner.
5. The violence and aggression, safety competence and control of contractors procedures were not finalised during 2008/09 and have, therefore, been transferred onto the plan for 2009/10.
6. It was planned that a risk assessment database would be created but the intended roll-out of the Orchid risk management system superseded these requirements as it provided a better solution to the storage of risk assessments by BCUs and Departments.

Accident performance

7. The Force suffered 610 accidents during 2008/09 with 63 of these accidents being reportable to the HSE under the RIDDOR regulations. This is lower than the total of 739 that was experienced in the year 2007/08, but during that year, the number of RIDDOR reportable accidents was 48. So, despite a decrease in

the number of accidents that the Force has experienced, their seriousness has increased.

8. The accident rates of the BCUs have reduced to 462 from 480 in 2007/08.
9. Departments that have experienced a fall in accidents in 2008/09 compared to 2007/08 are:-
 - a. Operations Department – 39 compared to 55 in 2007/08,
 - b. Criminal Justice - 10 compared to 47 in 2007/08,
 - c. Learning and Development - 44 compared to 86 in 2007/08,
 - d. Human Resources - 9 compared to 26 in 2007/08,
 - e. IT – 5 compared to 7 in 2007/08
10. Departments that have experienced a rise in accidents in 2008/09 compared to 2007/08 are:-
 - a. Contact Management Department – 33 compared to 19 in 2007/08,
11. Police Officer assaults have decreased significantly from 237 in 2007/08 to 152 in 2008/09, representing a fall from 33% to 25% of our total accidents, compared to 2007/08.

Force Health and Safety Plan 2009/10

12. The Force plan for 2009/10 is focused on introducing increased levels of performance monitoring into the Force's health and safety management system to ensure that policies and procedures are being followed.
13. Performance monitoring is a crucial element of health and safety management especially in light of the severe penalties available through the Corporate Manslaughter Act 2007. The Force must also be cognisant of the liabilities faced by individual managers due to the introduction of the Health and Safety Offences Act 2008. Robust monitoring of performance will ensure that the requirements of policies and procedures agreed at strategic level are being delivered within Departments and BCUs.
14. The Working Time procedure will be reviewed to ensure that this key risk is being adequately managed within the Force. The control of contractors, management of violence and aggression and safety competence procedures will be reviewed during 2009/10.
15. The communication plan for health and safety will be reviewed following the appointment of the Health and Safety Training and Communication Officer. This is a key post that will be crucial in ensuring that every member of staff has a clear understanding of the risks that they face. This post will also assist in ensuring that members of staff and managers understand what the law requires to assist service delivery and combat risk aversion.
16. The Orchid risk management system will be rolled out to BCUs and Departments to improve the risk assessment process. Using the Orchid system, currently used for the management of general risk, for the management of health and safety risk, offers a number of advantages. It allows for risks to be viewed in real time, allows for the filing of evidence documents with risks and also the reporting of strategic risks to the Health and Safety Executive Committee.

Recommendation

17. It is recommended that the Police Authority consider and discuss the contents of the report.

Implications

18. Financial: If health and safety is not managed robustly there can be severe consequences for the Constabulary and the Police Authority. These financial costs can include criminal penalties as well as civil claims for compensation.

In the worst cases a successful prosecution under Corporate Manslaughter legislation could result in an unlimited fine for the Constabulary.

19. Legal: If health and safety is not managed robustly the Force could face action by the Health and Safety Executive which may result in the prohibition of certain Force activities and/or prosecution and fines as well as imprisonment of individuals in the worst cases.

20. Diversity: None.

21. Risk Management: The plan details how the risks regarding health and safety for the Force are being managed.

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