



EMPLOYMENT COMMITTEE – 17 NOVEMBER 2022

HEALTH, SAFETY AND WELLBEING ANNUAL REPORT 2021-2022

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to present to the Employment Committee the Annual Health, Safety and Wellbeing Report for 2021-22. This details the Council's overall position on health, safety and wellbeing, and provides an update on the performance of the Health, Safety and Wellbeing (HSW) Service.

Policy Framework and Previous Decisions

2. The County Council is required, under the Management of the Health and Safety at Work Regulations 1999, to have in place an occupational health and safety management system. This system requires the Council to have a Health and Safety Strategy, and to consult and communicate with all interested parties on health and safety performance.
3. The Council's Health and Safety Strategy 2020-2025 details key performance indicators for the Council, progress for which is included in this Health, Safety and Wellbeing annual report.
4. This report is presented annually to the Employment Committee for information only.

Background

5. The health, safety and wellbeing of staff, service users and customers is of paramount importance to the Council. The HSW Service continuously monitors, so far as is possible, performance in this area to ensure the council meets its legal requirements and, where necessary, improves standards.
6. The report attached as an Appendix highlights the work that has been undertaken within the HSW Service during the financial year of 2021/22. It identifies the risk and hazard areas that impact upon the Council and where improvements need to be made to ensure improved compliance

and staff safety. Each department has a departmental annual report with a detailed specific plan to improve compliance.

7. The report is written in summary format to give an overview of the issues. The following aspects of HSW are covered in the report:

- Key facts
- Accident data
- RIDDOR reportable and incidents of significance
- HSE Enforcement Action
- Training statistics
- Key performance indicators
- Wellbeing Activity
- Health and safety changes
- Wellbeing Service annual report
- Corporate wellbeing update

8. The report shows a slight increase in the number of injuries and RIDDOR reportable incidents compared to the previous year. However, the number of injuries and RIDDOR reportable incidents is considerably lower than pre-pandemic figures. Slips, trips and falls continue to be the highest cause of injury across the Council, followed by challenging behaviour. However, the number of violent incidents is lower than the figure reported in the year 2019-20.
9. During the year 2021-22, the Health, Safety and Wellbeing Team recommenced the use of health and safety audits to be carried out in a number of areas within departments where checks needed to be made. These unfortunately had to be paused during 2020-21 due to the coronavirus pandemic. Work continues and is in progress to support the managers in undertaking the follow-up actions where nonconformities have been identified.

Recommendations

10. It is recommended that the Employment Committee notes the Health, Safety and Wellbeing Annual Report 2021-22 and endorses the work, undertaken in partnership with departments, by the Health, Safety and Wellbeing Service to keep the Council compliant in this area.

Background Papers

11. None.

Circulation under the Local Issues Alert Procedure

12. None.

Equality and Human Rights Implications/Other Impact Assessments

13. There are no equalities and human rights issues arising directly from this report.

Appendix

Health Safety and Wellbeing Annual Report 2021 - 2022

Officer(s) to Contact

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