



EMPLOYMENT COMMITTEE – 7 DECEMBER 2023

HEALTH, SAFETY AND WELLBEING ANNUAL REPORT 2022-2023

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 2022-23. 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 Service. A copy of this report is attached at Appendix 1.

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.

Background

5. The health, safety and wellbeing of staff, service users and customers is of paramount importance to the Council. The Health, Safety and Wellbeing 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 Appendix 1, highlights the work that has been undertaken within the Health, Safety and Wellbeing Service during the financial year of 2022/23. 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 Health, Safety and Wellbeing are covered in the report:

- Accident Data
- RIDDOR Incidents (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013)
- Health and Safety Audits
- Enforcement Action
- Wellbeing Service Annual Report
- Corporate Wellbeing Update
- Training Statistics
- Corporate Objectives
- Legislative changes.

8. The report shows a slight decrease in the number of injuries, however, there has been an increase in incidents reportable under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations compared to the previous year. Slips, trips and falls continue to be the highest cause of injury across the Council; however, the number has fallen by 15% compared to the previous year. The number of near misses reported has increased by 21%, which can be attributed to the near miss campaign. As part of the near miss campaign, teams were asked to pledge their commitment to promoting the reporting of near misses. We awarded teams with a bronze, silver or gold award based on their efforts to improve and promote near misses reporting.

Recommendations

9. It is recommended that the Employment Committee notes the Health, Safety and Wellbeing Annual Report 2022-23 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

10. None.

Circulation under the Local Issues Alert Procedure

11. None.

Equality and Human Rights Implications/Other Impact Assessments

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

Appendix

Appendix 1 - Health Safety and Wellbeing Annual Report 2022 - 2023

Officer(s) to Contact

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