



EMPLOYMENT COMMITTEE – 26 SEPTEMBER 2024

HEALTH, SAFETY AND WELLBEING ANNUAL REPORT 2023-2024

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 2023-24. 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 only.

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 2023-24. 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
 - Legislative changes
8. The number of injuries has remained approximately the same compared to the previous year. The number of near misses has increased by 33%, which is positive as the Health, Safety and Wellbeing Team continue to remind teams across the authority to report them. It is positive to see that the number of RIDDOR incidents has significantly reduced by 28%, following the spike in 2022-23. A 70% reduction in RIDDORS was achieved in the Environment and Transport Department, however the Adults and Communities Department reported 4 RIDDOR's compared with 0 in the previous year.
9. The number of slips and trips, and injuries caused by violent or challenging behaviour has remained approximately the same, although the overall number of violent incidents (including verbal abuse) has increased. A campaign on violence and aggression in the workplace including hate crime is being planned for the year 2024-25.

Recommendations

10. It is recommended that the Employment Committee notes the Health, Safety and Wellbeing Annual Report 2023-24 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

Appendix 1 - Health Safety and Wellbeing Annual Report 2023 - 2024

Officer(s) to Contact

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