



Essex County
Fire & Rescue Service

Health and Safety Annual Report

2023/2024



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1. Executive Summary

Be transparent, open, and accessible.

This report provides an overview of the health, safety, and welfare performance achievements in the Service from 1st April 2023 to 31st March 2024.

The report will be provided to members of the Health Safety and Welfare Strategy Group (HSWSG), Service Leadership Team (SLT) and Essex Police, Fire and Crime Commissioner Fire and Rescue Authority. It will also be available electronically on the Service intranet for all colleagues.

Our Service seeks continuous improvement in all aspects of safety by promoting a positive safety culture, identifying and mitigating risk and ensuring personal competence. The Service strives to keep all colleagues and the county of Essex safe, while delivering against the service strategy by providing a wide range of essential services to the community. Performance is constantly monitored and measured against agreed standards to demonstrate good practice and show where improvement is needed.

2. Statistical Analysis

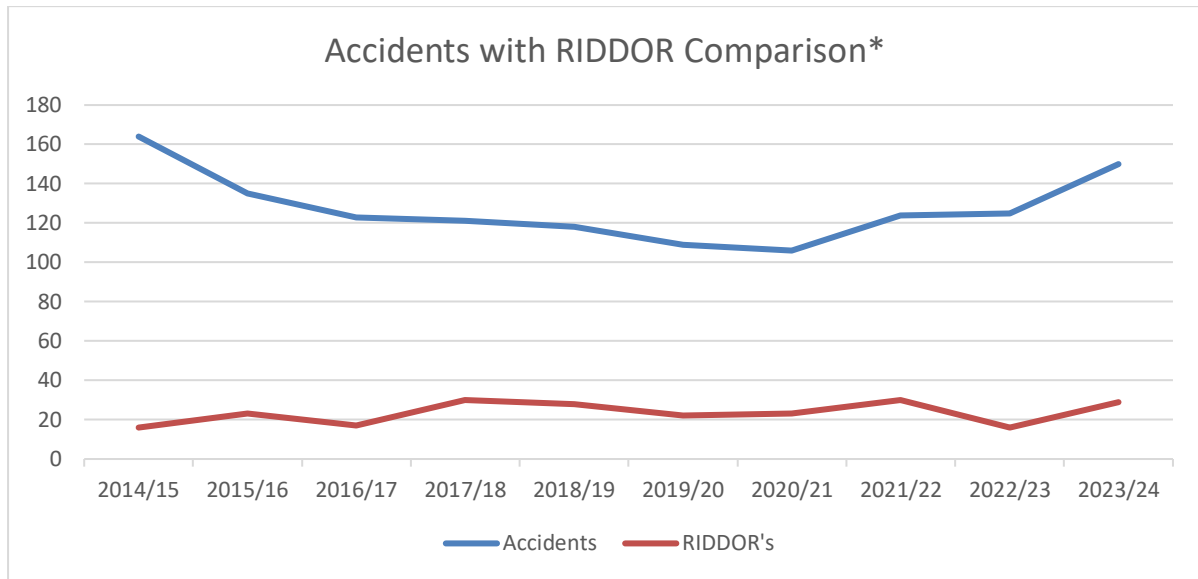
Be transparent, open, and accessible. Promote a positive culture in the workplace.

The Health and Safety department carries out active self-monitoring and reactive monitoring to ensure that key risks are controlled, and that performance standards and risk assessments are used and monitored.

Health and Safety Advisors monitor safety events on the Health and Safety Management System (HSMS) known as 'Assure'. Data within the system is used to identify trends and issues and record remedial actions taken. Risk assessment reviews are initiated when hazards are reported or following safety events where there are learning outcomes from investigations which require risk assessments to be re-assessed to mitigate risks to as low as is reasonably practicable.

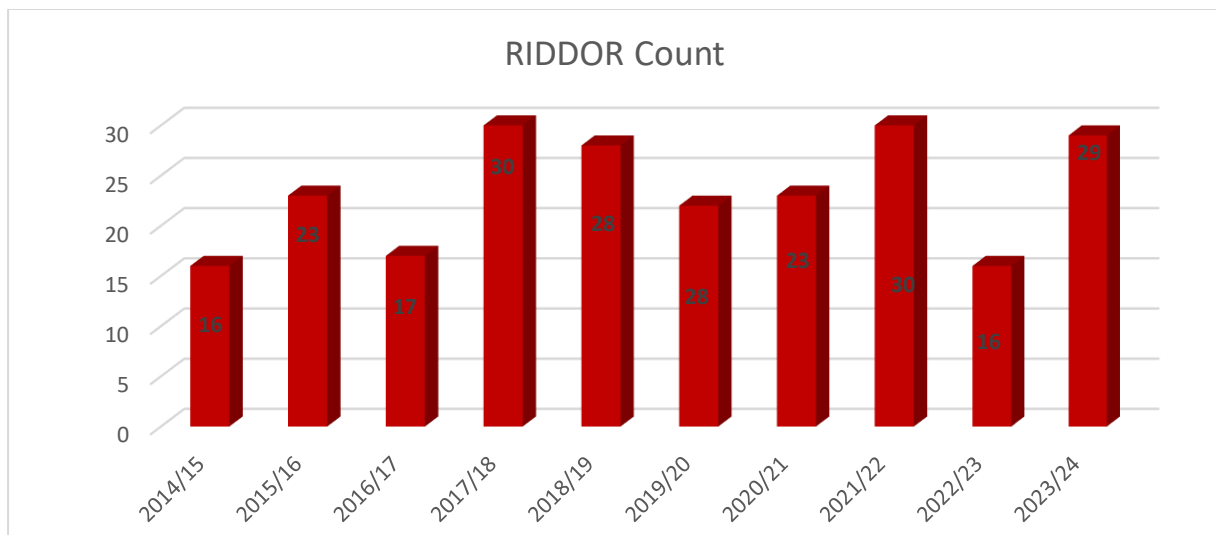
2.1 The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)

RIDDOR place duties on employers, and their nominated 'Responsible Person' for health and safety to report certain serious workplace accidents, occupational diseases and specified dangerous occurrences (near misses).



*This is the total number of accidents from all groups of staff across our Service.

Although this year we can see an increase of 25 accidents from the previous year the comparison to RIDDORs over the past 10 years show the significance of the accidents have not been more severe. Since the launch of the new safety management system Assure, we expected to see an increase in all safety events across the board. This is due to significant ease of reporting on the new system but also raising safety culture across the Service and emphasising the importance of reporting safety events. The general trend has shown a slight increase in accidents however continues to see a steady reduction in accidents from 210 in 2013/14 down to 150 in 2023/24 (a long-term reduction of 29%). Over the reporting period RIDDOR incidents have been relatively consistent with minor fluctuations year on year. This year however showed an increase from the previous year but slightly lower than 2017/18 and 2021/22.



The 29 RIDDORs reported in 2023/24 consist of:

- 1 dangerous occurrence - No one was injured. Oil spill during attempt to dismount mod 2 from the prime mover.



- 1 member of public (MOP) - appliance hit MOP car whilst returning from operational incident. MOP injured and taken to hospital.
- 5 specified injures – 1 head injury after IP fell from ladder to the bay floor (routine activity), 1 severed finger after hand was trapped in the door (operational training), 1 twisted knee after slipping off the footplate, 1 fractured leg and damaged ligament after playing football for the service team (routine activity), 1 seizure during work out at the gym (routine activity).
- 22 injuries exceeding 7 days (17 Operational) (see section 2.3 for further detail of RIDDOR's in red)
 - 2 during fitness training
 - 3 during attendance at fires
 - 4 during attendance at operational incidents
 - 4 during operational training
 - 4 during routine activities

2.2 Five Year (medium term) Comparison

	2019/20	2020/21	2021/22	2022/23	2023/24
Accidents	109	106	124	125	150
Attacks on FSP	18	16	18	13	15
RIDDOR Count	22	23	30	16	29

The table above shows the COVID-19 pandemic resulted in a slight reduction in accidents to the norm, which is consistent with less activity during the same period. Attacks on Fire Service Personnel (FSP) remain steady and are mainly verbal abuse. RIDDOR reports also reduced during the pandemic and returned to pre COVID-19 levels in 2021/22 with the majority being over 7-day injuries. This year RIDDOR reports have increased from the previous year but with no significant trends identified.

OUR GOALS

- Protect people, assets, and the communities in which we work
- Provide and maintain safe plant, equipment, and safe systems of work
- Always apply good practice and recognise that compliance with standards and legislation is at a minimum level requirement that must be continually improved upon
- To control workplace hazards by assessing risks and establishing suitable control measures
- Drive a system of open communication and a no-blame culture on safety matters, that fosters strong employee and employer co-operation
- Communicate lessons learnt and share good practice throughout our Service



2.3 Home Office Data 2023/24 Operational Personnel/Injuries

HOME OFFICE DATA 2023/24	Number of Persons Injured	Number of Over 7 Day Injuries	Number of RIDDOR Specified Injuries	Number of Fatalities	TOTAL
Injuries at Fires	29	3	0	0	32
Injuries at Road Traffic Collisions	3	0	0	0	3
Injuries at Special Service Incidents	25	4	0	0	29
Injuries During Operational Training	39	4	1	0	44
Injuries During Fitness Training	10	2	0	0	12
Injuries During Routine Activities	21	3	2	0	26
TOTAL	127	16	3	0	

2.3.1 Injuries During Operational Incidents

During 2023/24 we attended 15,153 incidents against 15,903 the previous year. The number of injuries at operational incidents increased from 24 in 2022/23 to 32 in 2023/24. RIDDOR reportable incidents related to operational incidents also increased from 2 last year to 3 this year.

Injuries resulting in lost shifts were (RIDDOR reportable incidents in red):

1. IP twisted left knee whilst gaining access to the building resulting in 25 shifts lost
2. IP unwell on the way to the incident due to food poisoning resulting in 1 shift lost.
3. IP hurt hand after it was shut in the door at operational incident resulting in 4 shifts lost.
4. IP experienced pain in groin after operating the hose resulting in 4 shifts lost.
5. IP felt unwell after unloading container in light smoke resulting in 1 shift lost.
6. IP injured back after deploying a dam off the water bowser resulting in 11 shifts lost.
7. IP trapped index finger in the gap of appliance door resulting in 3 shifts lost.

2.3.2 Injuries During Operational Training

In 2023/24 there were 39 injuries during operational training. This is an increase from 2022/23 when there were 31 reported. There has also been an increase in RIDDOR reportable injuries relating to operational training, from 4 in 2022/23 to 5 during 2023/24. Shifts lost for this



category increased from 150 in 2022/23 to 181 during 2023/24. Below in red is a summary of the RIDDOR reportable injuries:

1. IP severed finger after his hand was trapped in the door reveal resulting in a specified injury and 29 shifts lost
2. IP strained back during water rescue training resulting in an over 7-day injury and 56 shifts lost
3. IP sustained a shoulder injury whilst undertaking water rescue training activities resulting in an over 7-day injury and 31 shifts lost.
4. IP hurt hand following previous injury after falling on broken glass resulting in an over 7-day injury and 26 shifts lost
5. IP injured knee during BA session resulting in an over 7-day injury and 15 shifts lost.

2.3.3 Injuries During Fitness Training

Data for injuries sustained while taking part in fitness training remained the same as last year with 4 incidents reported. Two of these resulted in an over 7 day injury and therefore were RIDDOR reportable (in red below). Below is further information relating to the specific injuries:

1. IP injured back while completing the fitness walk test resulting in 2 shifts lost
2. IP experienced pain in ankle whilst playing sport in the drill yard resulting in 73 shifts lost
3. IP hurt calf during the walk test resulting in 6 shifts lost
4. IP pulled muscle/ligament during the Chester walk test resulting in 46 shifts lost

2.3.4 Injuries during Routine Activities

Injuries sustained during routine activities have decreased from 24 during 2022/23 to 21 during 2023/24. There was also a decrease in reportable RIDDORs relating to routine activities from 8 to 6 over the same period. Shifts lost this year were 357 compared to 186 in the previous reporting period. However, three absences were over 60 days contributing to the higher figure recorded. The incidents were made up as follows:-

1. Fall from height x 1
2. Hit by Moving, Flying or Falling Object x 4
3. Hit Something Fixed or Stationary x 1
4. Manual handling x 3
5. Slips/trips/falls x 8
6. Back pain x 2
7. Knee pain x 1
8. Cut finger x 1

2.3.5 Regional Comparison

To support the development of health and safety across Fire Services in the Eastern Region and London a forum for the seven Fire and Rescue Services (FRS) was created to engage on a strategic and tactical level of health and safety management. Partner agencies, subgroups



and working groups come together as required to ensure an appropriate response to health and safety matters.

The Eastern Region and London Health and Safety Group also provides representation at the National Fire Chiefs Council (NFCC) National Health and Safety Committee.

Data is provided to Suffolk FRS on a quarterly basis. Significant incidents for each Regional FRS are discussed but no comparison has taken place for 2023/2024.

2.3.6 Road Traffic Collisions (RTC)

The chart below shows a comparison in the number of RTC incidents reported in the last two years.

<u>2022/23</u>		<u>2023/24</u>
71	Forwards operational	60
16	Reversing / turning / manoeuvring operational	33
8	Forwards on station	7
7	Reversing / turning / manoeuvring on station	8
2	Third party at fault	4
N/A	Forwards non operational	6
N/A	Reversing / turning / manoeuvring non operational	4
20	Stationery / vehicle unattended / stone chip	11
2	Other	6
126	TOTAL	142

Road Traffic Collision (RTC) and vehicle damage reports have remained consistent over the past two years. The increase in reports in 2023/2024 as identified above is to be expected with the implementation of Assure. The new system provides ease of reporting directly from the appliance tablet and mobile devices.

In terms of reporting categories, forwards operational has been our highest area of collision/damage reports across each quarter in both 22/23 and 23/24. This is to be expected with most vehicle movements relating to operational incidents with the highest journey purpose as proceeding to an operational incident. However, there have only been a number of occasions where there have been more than 3 reports from any one Station in a single quarter with many reports consisting of minor damage at low speed where there are narrow roads and one way streets with cars parked on both sides. We also find that these stations may appear as a highest area for reports in several quarters which is to be expected as they are our busier stations.

Across the two financial years above, we can see a decrease in forwards operational vehicle movements and an increase in reversing / turning / manoeuvring. This is likely due to the change in reporting categories as many RTC/vehicle damage reports relating to manoeuvring were categorised as forward operational before the reporting form was reviewed. The non-operational categories above were also added part way through the 23/24 financial year with similar records from the year before sitting in other categories.

What we have been doing;



The Health & Safety Department have been working with the Occupational Road Risk Group (ORRG) to review the statistics and action recommendations to reduce RTC/vehicle damage. Over the 23-24 financial year, this had included the following:

- Issuing of toolbox talks surrounding use of mobile phones whilst driving, electric vehicles submerged in water, how to request bump cards and what they are used for, and clear communication when moving appliances on the incident ground
- Points of note for the new Health & Safety Roadshow presentation
- Review of the RTC/Vehicle collision reporting form
- Review of the Assure vehicle module and reporting dashboards
- Review of the Assure management review to prompt conversations with the drivers and crews reporting
- Involvement in new appliance builds including attendance at the new appliance build facility in Scotland
- Implementation of a new exhaust filter for non-Cat 6 appliances to reduce contamination in the appliance bay
- Attending post incident training delivered by our insurers
- Updating the Management of Road Risk (MORR) Policy

Plan for the next financial year;

With the input of Assure, and reconfiguration of the Road Traffic Collision / Vehicle Damage reporting process, we have expanded our reporting categories to allow for more accurate analysis of trends. This includes separating reversing from the reversing/turning category and the addition of manoeuvring to the turning category which was put in place at the beginning of Q4.

We have also added a non-operational category for forward movement, reversing, and turning/manoeuvring as we found that damage unrelated to operational incidents did not have a category.

We hope this change will allow for a deeper understanding of trends across the whole service, not just operational movements involving appliances and encourage reporting of all collisions and damage. This will be supported through the Health & Safety Roadshows in 2024/2025 with assistance from the Occupational Road Risk Group.



OUR COMMITMENTS

- Create a non-judgemental environment where our colleagues can be open and willing to share something that with hindsight they could have done better. This enables us to learn and reduce the likelihood of a similar occurrence or accident being repeated
- Assign health and safety risks the same priority as other critical organisational activities
- Provide a healthy working environment and appropriate facilities for the welfare of all colleagues
- Provide a strong safety management framework that sets and reviews safety objectives and targets
- Motivate and drive commitment of all colleagues by providing health, safety and welfare awareness training
- Use, handle, store and transport articles and substances safely
- To ensure continual improvement, all colleagues are reminded of their responsibility: colleagues have an obligation to take reasonable care of their own safety and the safety of others who may be affected by their activities
- When safety events occur, we will engage with colleagues to reinforce safety messages and procedures to mitigate the likelihood of risk
- Provide an annual report on health and safety statistics and trends to enable us to continually seek to improve on performance

3. Current Resourcing

Make best use of resources. Promote a positive culture in the workplace.

Line management of the Health and Safety department sits with the Deputy Chief Fire Officer who maintains governance via the Health, Safety and Welfare Strategy Group.

The Head of Health and Safety, and designated “Competent Person,” is a Chartered Member of the Institution of Occupational Safety and Health (IOSH), and a registered consultant on the Occupational Safety and Health Consultants Register endorsed by the HSE. The Head of Health and Safety retired in August 2023, and the “Competent Person” for the Service moving forward was the Senior Health and Safety Advisor reporting directly into the Assistant Director of Risk and Assurance.

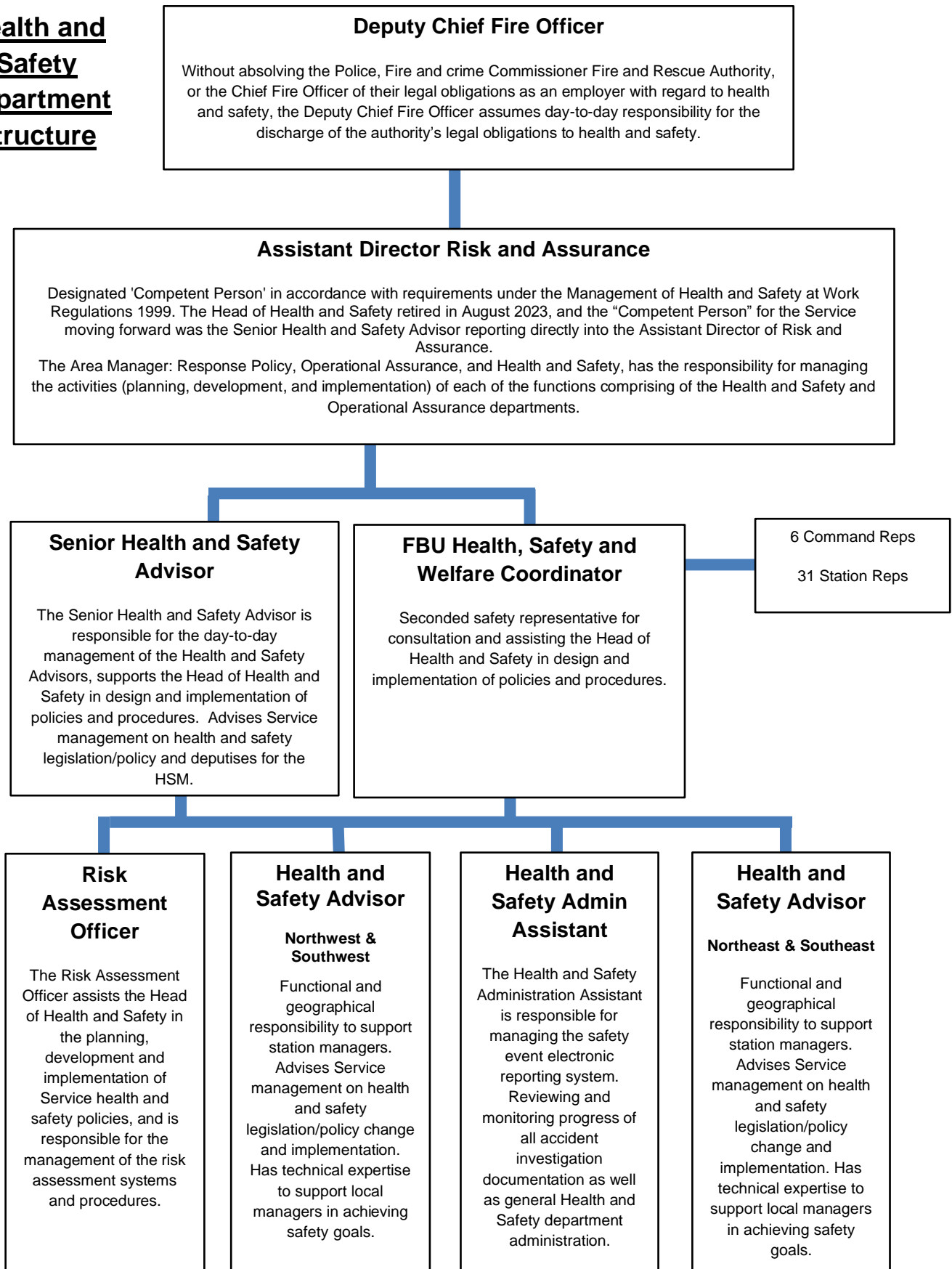
Over the last year, there has been a continual emphasis in expanding the core skills of the Health and Safety team to facilitate internal training courses and to enable them to continue to carry out their roles competently.

Our Service acknowledges the right of colleagues to nominate health and safety representatives and aspires to consult and communicate with all trade union representatives, and colleagues, in good time. Currently our Service engages in consultation, and values all contributions from the following trade union health and safety representatives:

Fire Officers Association (FOA), Fire and Rescue Services Association (FRSA),
Fire Brigades Union (FBU), Unison.



Health and Safety Department Structure





4. 2023/24 Department Achievements

Promote a positive culture in the workplace. Develop and broaden roles and range of activities undertaken by the Service. Be transparent, open, and accessible. Collaborate with our partners. Make best use of our resources.

In 2023/24, the Health and Safety department have issued numerous communications summarised below:

4.1 - 6 Safety Flashes were created to identify urgent safety messages:

SF28	Unauthorised methods used for cleaning BA sets after operational use
SF29	BA Chamber door entry safety precautions
SF30	Underground fire hydrants – bolted plastic/ nylon outlets
SF31	The use of Phase 1 BA trained Firefighters at operational incidents
SF32	Prohibited use of firefighting activities from the rear of Off-Road Vehicles
SF33	Kidnapped posters – Posters containing razor blades

4.2 - 9 Toolbox Talks were created to inform operational crews of updated health and safety information:

TBT42B	The importance of reporting hazards, near misses and control measure failures
TBT60	Chester treadmill text
TBT61	HGV Tyre explosion
TBT62	Reporting safety observations on Assure
TBT63	Mobilising system failures
TBT64	Mobile phones and driving
TBT65	Electric road vehicles submerged/ partially submerged in water
TBT66	Use of Holmatro ram to perform a lift
TBT67	BA set malfunction – Cough sweet lodged in the exhale valve

4.3 The following departmental policies were reviewed in the last 12 months:

Policies	Date Reviewed
Health and Safety Policy	Sept 2023
Statement of intent	Sept 2023



5. Case Study 1 – Service Health and Safety Management System



The Assure Health and Safety Management System went live on 9th January 2023 and has been operating successfully for the past 17 months.

The introduction of Assure has enabled the Service to track, monitor, audit, and review safety events more easily allowing the ability to identify trends in real time.

The availability of the Assure portal via mobile devices (appliance tablets, mobile phones etc.) has enabled staff to easily access of operational response, workplace and activity risk assessments. It has also allowed staff quick access to the reporting forms, simplifying the reporting process.

FB153 Quarterly workplace inspections are now completed using the audit section, these inspections can be tracked to ensure they are completed on time. The system allows for photographs and other documents to be attached to reports. This is particularly useful when identifying hazards and defects in the workplace.

ECFRS HEALTH AND SAFETY MANAGEMENT SYSTEM

Please select the type of Incident you wish to report:

RED - report an Incident. These must also be recorded in the **H&S log book** on Station.

WHITE - only for use by Line Managers and H&S Department.

BLUE - DSE (Display Screen Equipment) Assessment.

YELLOW - report a Safety Observation or Improvement.

Select a new form to start Sort: Default ▼

<div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>HAZARD Something that has the potential to cause harm, including ill health, injury, damage to property or the environment. ● Online Only</p> </div>	<div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>NEAR MISS An unplanned event, which did not result in injury, illness or damage but had the potential to do so. ● Online Only</p> </div>
<div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>ACCIDENT/INJURY/ILL HEALTH Injured/unwell person must not report their own injury/ill health on the system. This must be entered on the system on behalf of the... ● Online Only</p> </div>	<div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>TRAN 160-VEHICLE COLLISION/D... Before completing this form contact Control and report your incident. Control will record your details and issue you with an Acc numb... ● Online Only</p> </div>
<div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>ATTACK ON FIRE SERVICE PERSO... Verbal or Physical attacks on Fire Service Personnel by external parties. Do not use this form to report internal issues... ● Online Only</p> </div>	<div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>CONTROL MEASURE FAILURE Is where any control measure has failed or is in the process of failing but there was no imminent likelihood to cause a safety event. ● Online Only</p> </div>
<div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>HAZMAT - ASBESTOS ● Online Only</p> </div>	<div style="border: 1px solid #ccc; padding: 5px; background-color: #f9f9f9;"> <p>HAZMAT - OTHER ● Online Only</p> </div>



[Assure - Portal \(sheassure.net\)](https://sheassure.net)

Incident Management

Now manages the full incident lifecycle, from initial reporting to investigation and closure of actions.

Risk Management

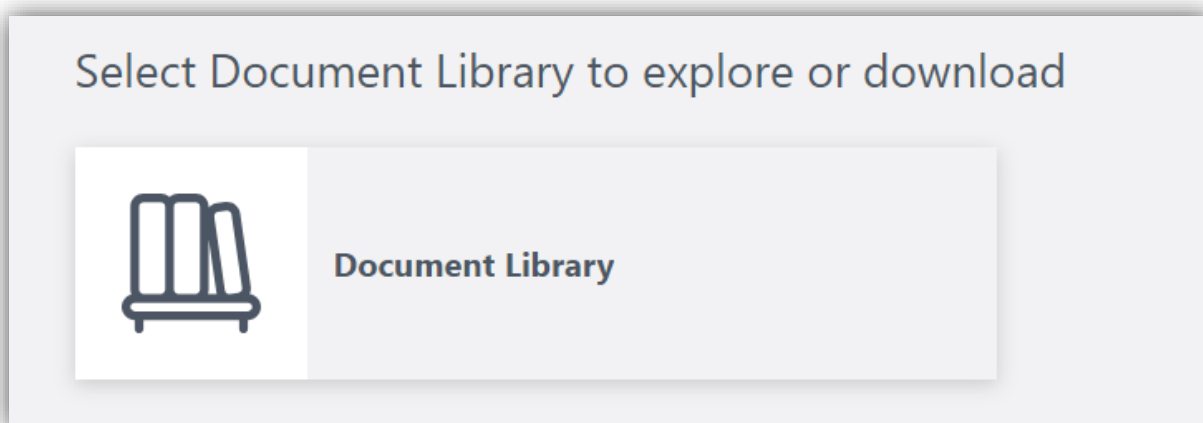
Now implements safety risk management processes and best practices, allows us to identify, analyse and control hazards and risks.

Audits & Inspections

Has digitised the audit and inspections processes, enabling real-time completion to swiftly address issues and drive continuous improvement.

The system enables us to update forms and information in house, saving time and avoiding costs from external support/third parties.

The Assure document library gives access to Toolbox Talks, Safety Flashes, Health and safety Policies and General H&S Documentation and Guidance.



The next step for Assure is to look at integrating COSHH management risk assessments within the system. These are currently managed under a separate contract with another provider “Sypol CMS”, this will save resources and time and eliminate the duplication of tasks across two systems. We are also exploring the use of behavioural management tools within Assure and would like to bring our FB340 Health and Safety Induction process for new starters/transferees into the system. This would make the process more accountable to managers, allowing individuals to complete and submit their induction in a timely manner.

A good example of how Assure has helped us manage health and safety within the Service is the introduction of DSE (display screen equipment) assessments via the portal. Individuals are now able to submit their own DSE assessment for the workplace and receive guidance on how to manage setting up and using display screen equipment. Any request for additional support/equipment identified in the assessment are managed and overseen by H&S and Occupational Health.



6. Case Study 2 – Significant Accident Investigations

There have been three significant accident investigations that have been live within the period of this annual report. Updates for each SAI is documented below.

INC-000134 SAIB Orsett Bulk Foam Module Ladder - Fall from height when ascending the access ladder to carry out inventory checks on the Bulk Foam Module (BFM), 14-May'23

On Sunday 14th May 2023 two Firefighters (FF's) from Orsett Fire Station were tasked to carry out the weekly BFM inventory at Orsett Fire Station. To undertake this task, they used the access ladder that is stowed on the BFM to gain access up to the vehicle bed. The access ladder separated from its securing point and the FF toppled sideways to their right causing them to fall, landing partly on the ground and partly onto the ladder which had slipped from under them.



An immediate serious accident investigation was initiated and the access ladder from all three BFM's were impounded and removed to Fleet Workshops in Colchester as a precautionary measure, pending investigation.

The accident investigation report was finalised, and 8 Significant Accident Investigation Board (SAIB) meetings took place. There were 19 recommendations in total, 2 immediate control measures which were actioned and closed, 9 short term control measures and 8 long term control measures. The SAIB recommendations are monitored through the Health, Safety and Welfare Strategy group and are in progress and on target for completion.

This was the first SAIB where a Strategic Coordination Group (SCG) was also established due to the potential severity of the accident. Part of the SCG was an external FRS review carried out by West Midlands FRS. The feedback on the process from West Midlands was very complimentary of the accident investigation and SCG process and minimal additional learning was noted.

The majority of the recommendations have been closed with 5 identified as outstanding due to further evidence being required. An action plan has been initiated to track these recommendations which will be managed by the Health, Safety and Welfare Strategic Group (HSWSG) alongside their quarterly meetings. The SAIB closure meeting is taking place 08-May'24. Following this, a case study will be shared regionally to capture the investigation process and any learning outcomes. This will then go to Organisational Assurance for review and formal close.

INC-000092 SAIB Orsett Bay Appliance Cab Fire, 13-Jul'23

On Thursday 13th July 2023 a fire was reported at Orsett Fire station with the cab of 55P1 fully alight. Green Watch crews were on station at the time, upstairs in the mess room when the fire started. CCTV footage displays a flash/small explosion in the cab (front) of 55P1 at 22:21hrs with visible light from the cab reflected onto the appliance bay doors.



Prior to the attendance of other Service resources, the on duty watch utilised BA Training centre's appliance to try and tackle the fire from the rear of the appliance bay and also moved the Bulk Foam Module (55T1) out of the appliance bay and onto the station forecourt.

At 22:47 50P3 and 50P2 (Grays) booked in attendance at Orsett Fire Station and requested a BA time check. Crews from Grays began to tackle the fire using BA and hose reel jets.

A Tier 2 Fire Investigation Officer was mobilised at 22:50 to conduct an initial investigation of the scene.

Early indications from the fire investigation suggested that the fire origin was within the appliance cab, in the area of the electrical intake behind the driver's seat, close to the thermal imaging camera (TIC). Further forensic investigations conducted by Bureau Veritas confirmed that the cause of the fire was a random failure of one of the batteries in the TIC which can occur at a rate of 3 in 1 million.

As a result of the fire, 55P1 and parts of Orsett fire station were unusable and business continuity plans were put in place on Friday 14th July 2023 at 07:00hrs.

A significant accident investigation board (SAIB) was established with recommendations including a review of the charging of TICs on station, smoke and fire detection on Service properties and training for Station Managers to carry out fire risk assessments.

The board identified 4 recommendations of which 2 were closed in Q3. The open recommendations are surrounding ongoing fire alarm upgrades at 3 stations following a review of the requirements against the system we have in place. The other is regarding fire risk assessment training for those responsible for carrying out the reviews. Both recommendations will require evidence of how the work will be undertaken moving forward to finalise the investigation and dismiss the board. The board will be finalised and closed in Q1 2024/25 and will be sent to Organisational Assurance for review and formal close.

INC-000338 SAIB Chelmsford Training Centre - BA Training finger injury, 08-Aug'23

On 8th August 2023 the FF was taking part in BA Exercise as part of their BA basic course wearing full PPE including CABA, firefighting gloves and helmet. The FF was being supervised by a Monitoring Officer who attempted to close a door for the purpose of the FF to demonstrate a closed-door procedure.

Conditions were pitch black, with full thickness cosmetic smoke. In attempting to close the door, the monitoring officer was unaware that the FF's hand was inside the door reveal. This resulted in the FF's middle left finger becoming momentarily trapped in the door.

The exercise was paused as the FF made the Monitoring Officer aware that he had been injured. The Monitoring Officer enquired to the FF the extent of the injury and proposed to end the exercise. The FF stated that they were happy to continue.

After 10 minutes the FF returned to the entry control point where the Monitoring Officer re-checked on his welfare and injury. It was at this point the FF removed his glove and revealed a severed left middle finger from the base of his nail. The Monitoring Officer immediately acted and ensured initial first aid was given.

A significant accident investigation board was held to review BA training closed door procedures to prevent the incident from re occurring. The board identified 11 recommendations, and the actions were progressed through the Significant accident investigation board. The action plan will be awaiting sign off for closure of the SAIB in Q1 2024/25 Organisational Assurance will review and close the SAIB formally.



7.2022/23 Health and Safety Department Objectives Review

Promote a positive culture in the workplace. Develop and broaden roles and range of activities undertaken by the Service. Be transparent, open, and accessible. Collaborate with our partners. Make best use of our resources.

Objective review updates in green text show tasks completed in 2023/24.

Updates in blue text are rescheduled to 2024/25.



- Revise previous programme for internal audits and audit structure
 - This objective has been rescheduled to the next financial year to allow the opportunity to align the audit programme with the audit module within 'Assure'.
- Review risk assessments for playing of volleyball on selective stations
 - A risk review was undertaken on 10 Stations. Out of the 10 stations two have had remedial works to the courts and updates to workplace risk assessments to allow playing of volleyball to continue. The department are still closely monitoring safety events around the playing of volleyball moving forwards.
- Produce a Managing Safely refresher package for online learning to be used on Learn Pro.
 - An online learning Managing Safely Package with 6 modules has gone live on Learn Pro. The purpose of the online module is to allow students pre learning before the IOSH accredited course but also to act as the three yearly refreshers.
- Engage in new Service wide Health and Safety Roadshow to familiarise crews with new HSMS 'Assure' and promote awareness of ongoing trends
 - This objective has been delayed until July 2024. The roadshow has been created but a delayed start to the roll out due to other department priorities, and personnel changes. The delay in delivery will allow the team to include lessons learned from the implementation of the Assure system and provide additional training to Operational personnel.
- Actively engage quarterly with the Eastern Region and London Health and Safety Group
 - The Senior Health and Safety Advisor, and Safety Advisors are committed to attend the quarterly Eastern Regional meetings quarterly to share learning and best practice as a region.
- Continue to proactively seek opportunities to reduce contaminates in the workplace through quarterly 'No Time to Lose' meetings and the project group 'Protecting our People Board'
 - A new working group Protection our People Board has been created to assist the No Time to Lose meetings in progressing contaminate issues and seeking resolutions in a timely manner. The No Time to Lose meetings have been paused whilst the Protecting our People board progresses.
- Focus on a sustained campaign to reduce RTC incidents through our Risk Group, Health and Safety Roadshows and department communications. This will be monitored through the Occupational Road Risk Group



- The Health and Safety team are now working in collaboration with the Corporate Risk department to seek learning opportunities through data analysis and trend identification. It is anticipated that the outcome of this work will be recognised in a reduction of RTC's from the next financial year onwards.
- This will also form a key area of discussion during the Health and Safety Roadshows over the next financial year.

8.2024/25 Health and Safety Department Objectives

Promote a positive culture in the workplace. Develop and broaden roles and range of activities undertaken by the Service. Be transparent, open, and accessible. Collaborate with our partners. Make best use of our resources.

The Health and Safety departmental objectives for the coming year are to:

- Revise previous programme for internal audits and audit structure
- Focus on the delivery of IOSH Managing Safely following a JCAD service risk highlighted in the Orsett Ladder SAIB for Crew and Watch Managers and other supervisory service personnel
- Engage in new service wide Health and Safety Roadshow to familiarise crews with new HSMS 'Assure' and promote awareness of ongoing trends
- Continue to proactively seek opportunities to reduce contaminants in the workplace through the quarterly 'Protecting our People Board'
- To chair and be the lead for the Eastern Regional Health and Safety group in the 'Sub Contaminants Working Group' working closely with the 'NFCC Contaminants Working group'
- Focus on a sustained campaign to reduce RTC incidents through our Risk Group, Health and Safety Roadshows and department communications. This will be monitored through the Occupational Road Risk Group. Also aligning this with the Fire & Rescue Service Plan to 'reduce road deaths in Essex'.



For further information, please contact:

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Head of Health and Safety**

Or

**James Taylor
Assistant Director Risk and Assurance**

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Our mission is to make Essex a safe place to live, work and travel.