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HEALTH AND SAFETY EXECUTIVE

The HSE Board

Monthly Health & Safety Report - December 2005

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Issue

1. Regular report on current significant issues for HSE's management of health and safety including incidents, sickness absence statistics, performance against targets and request for support and action.

Timing

2. For discussion at this meeting

Recommendation

3. That the Board
 - Notes the continued good progress with regard to targets for reductions in work related injuries and cases of ill health and, in relation to discussion at the last Board meeting about sickness absence, to note that there has been no further significant increase in November, but neither has there been any decrease.
 - Notes the progress regarding stress and fire safety.

Argument

4. a) Progress against monthly targets

See Annex 1. Reported incidents & cases of ill health (at 21 October 2005) remain encouragingly below targets. In particular the numbers of DSE IH1s are well below the target.

It is worth noting the increase in near miss reporting that can be attributed to the recent campaign on making near miss reporting easier. Graph 1 and the accompanying text give more information. Board members are asked to convey thanks to staff who took the trouble to report near miss situations and incidents and it is hoped that this greater staff involvement will be sustained.

At the last meeting the Board had questioned whether the increase in sickness absence during the early autumn might have been an early indication of a

significant upwards trend. The rate of increase in absence has now levelled off (as of the end of October). However, there has not been any decrease and this therefore remains an issue to watch. Unless there is a clear drop in the meantime, further analysis will be presented to the Board in the January paper about the major causes and distribution of sickness absence.

b) Stress

The Corporate Health and Safety Committee met on the 17th November and set up a stress working group as agreed by the Board at November's meeting. Elizabeth Gynge will take the chair. The membership will be jointly agreed with the trade unions and will contain one of HSE's practising stress partners. The best way of securing links with the Board sub-group on Change Management is being explored. It is planned that the first meeting of the new group (a scoping meeting) would take place before Christmas 05.

c) Fire risk assessment

Further to November's health and safety report, the improved fire risk assessment process, based on the Rose Court re-assessment by Buro-Happold, HSE's new consultant fire engineers, will be rolled out across the Estate. The timetabled completion date for this will be end of April 2006.

d) Strategic framework for health and safety in HSE

For January's Board meeting the strategic framework for health and safety in HSE will be included for comment. This framework has been agreed within the Corporate Health and Safety Committee and with HSE's trade unions and is anticipated to direct health and safety planning for the next three years.

Future health & safety Board papers

January 2006	Lone working Presentation of 3-year framework for health and safety in HSE
March 2006	Corporate Plan for Health and Safety 2006/07
April 2006	Internal Governance Review Report

Annex 1 - Progress against targets at 24 November 2005

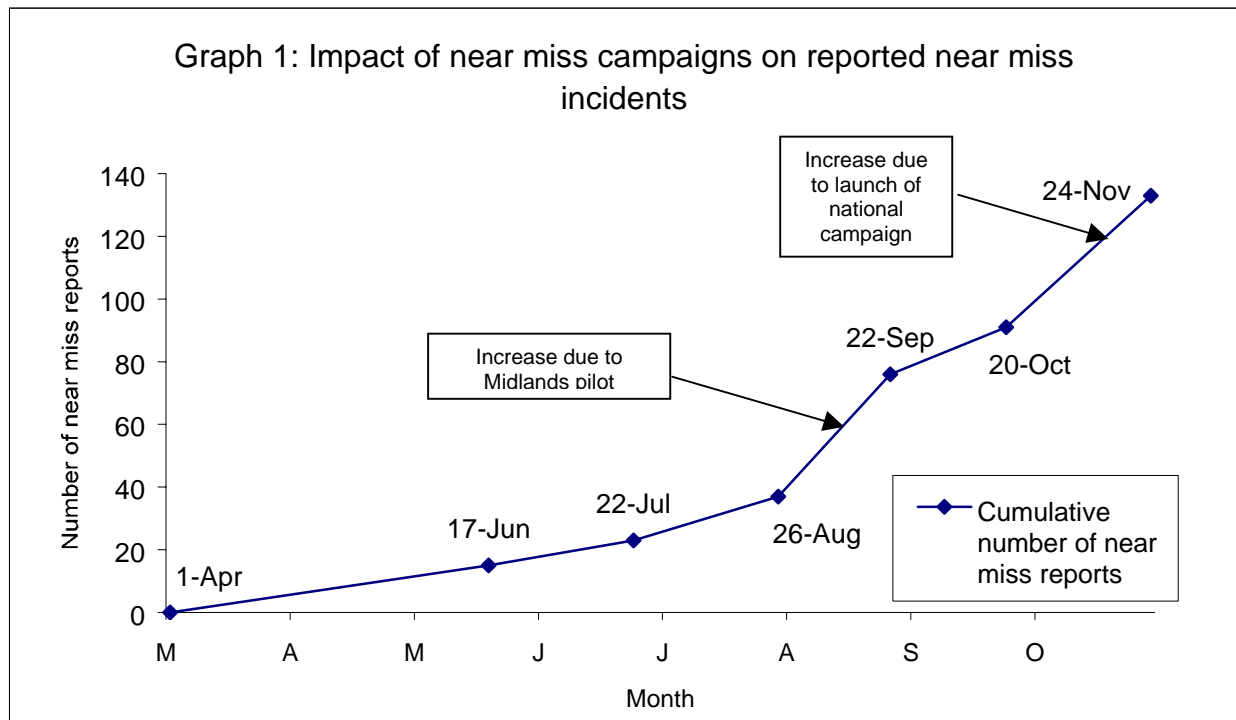
There have been 43 incidents/ill health reports for the period 21 October to 24 November.

Category	Actual number reported since 1/4/05	Number required to fail target	Target for 2005/06
RIDDOR reports	6	6	<10
DSE/IH1 reports	20	37	<57
Slips/trips causing injury	27	31	<47
Near misses	133		

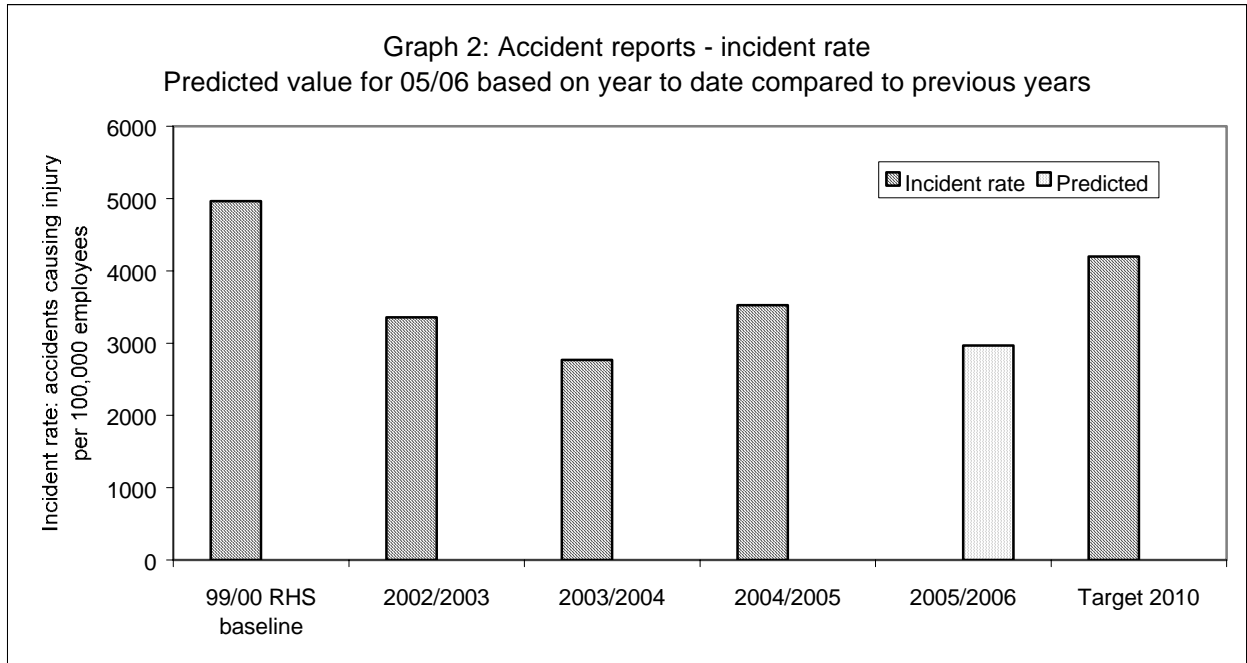
The picture regarding incident targets is much the same as it was last month. HSE seems set to achieve its targets in all three areas, although the situation is tighter for RIDDOR reported incidents than the other two categories (DSE & slips/trips).

One RIDDOR report relating to the handling of heavy files was received in November. It actually related to incident that occurred during September. The late reporting was not the fault of HSE. The individual only notified the line manager that it might be work related after a three-week period of absence. The investigation is continuing.

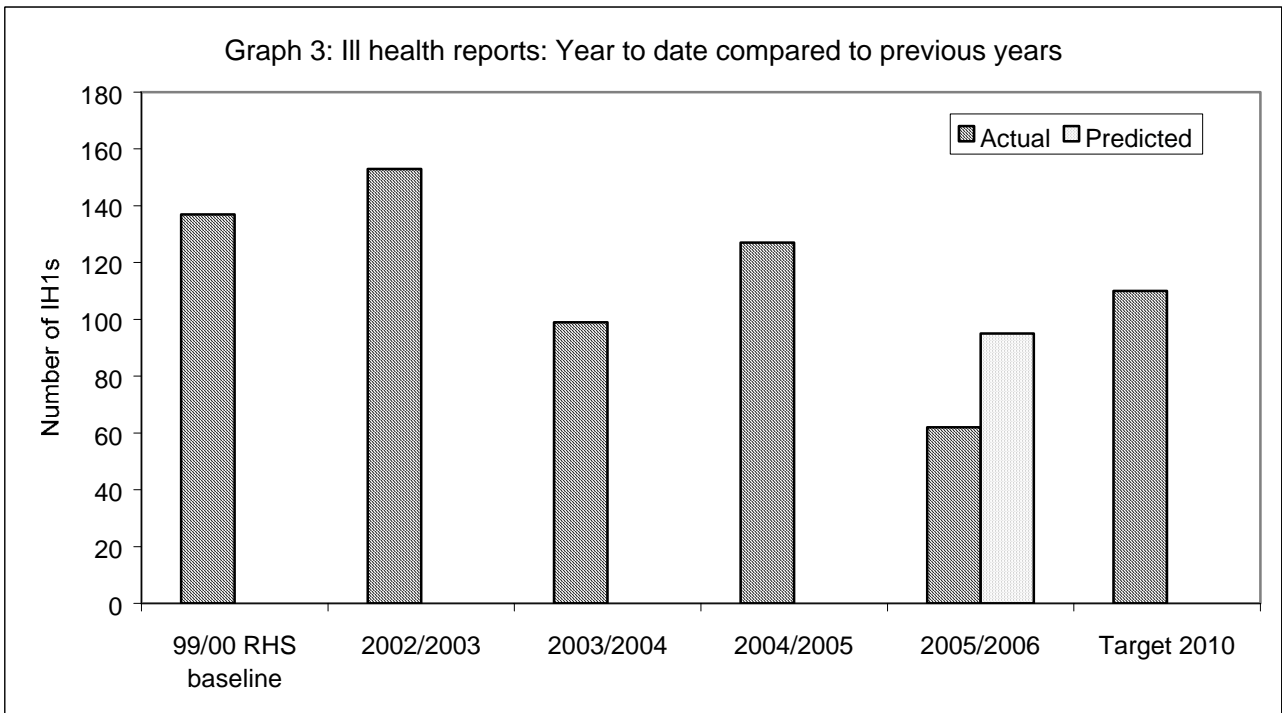
The impact of the promotion on near misses can be seen in Graph 1 (below). So far this year HSU has received reports of 133 near misses. This is already higher than the total for the whole of 2004/05 (130). It is also worth noting that the two near miss campaigns have been linked with a significant jump in the monthly figures. This is illustrated by the steeper rises on the cumulative total graph. These trends are very encouraging as it indicates that making near misses easier to report has had the desired effect on the level of reporting. We will continue to monitor levels of near miss reporting to see if this trend is sustained.



The accident incident rate (see Graph 2) has risen from 2679 last month to 2968, which is still below the RHS target and the rate for 2004/05.



There have been 62 IH1s received in the year to date. This gives a prediction of 95 for the year as a whole, which remains below the 2010 target and the 2004/05 level (see Graph 3).



The rolling 12-month indicator rose very slightly in October 2005 by 0.03 (0.4%). The monthly figure is still 0.48 (6%) below the levels seen this time last year. We are set to hit the target of 6.2 in December 2006. Details can be seen below in Graph 4. Monitoring of the situation will continue.

Graph 4: Current sickness absence in HSE staff up to and including July 05

Projected trend shown

