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HEALTH AND SAFETY EXECUTIVE

The HSE Board

Health and safety in HSE – Statistics report

A Paper by Tim Beaumont

Advisors: Human Resources Division- Service Centre

Cleared by Justin McCracken on 22 April 2007

Issue

1. The provisional annual health & safety performance against targets for HSE.

Timing

2. Routine - For the meeting on 2 May 2007.

Recommendation

3. The Board is asked to note the provisional assessment of HSE's performance against the health and safety targets for 2006/07 set out in Annex 1. In particular the Board needs to consider whether the HR Sub Group or full Board needs to discuss the lack of progress in bringing down HSE's sickness absence figures.

Background

4. The Board agreed last year a new set of performance measures based on long term health and safety trends. The aim of these measures was to help spot significant improvements in health and safety in HSE. The measures were produced after consultation with Statistics Branch. The measures look at performance over a range of years rather than at year on year reduction. The overall aim is to see statistically significant reductions in certain categories of incident in the period from 2002/03 to 2009/10 (the end of the Revitalising Health & Safety time period). Four categories of incidents are being measured – slips/trips causing injury (HSE staff only); all accidents leading to injury (all staff including contractors); cases of DSE related ill health (all staff including contractors); and all cases of work related ill health (all staff including contractors).

Argument

5. The provisional 2006/07 outcomes for health and safety incidents in HSE can be found in Annex 1. Annex 2 contains the most recent sickness absence report for HSE.
6. The Board should note that, provisionally, we have achieved our aim for the year which was to be on target to see a significant reduction in incidents in HSE. This conclusion needs to be verified with Statistics Branch after we have confirmed the final figures.
7. The picture for sickness absences is not so encouraging. The trend is very slightly upwards. There is no indication that we will meet our target of 6.2 days lost/employee by the end of 2007/08. This lack of progress is a matter of concern.
8. Work has taken place in the organisation since sickness absence was last discussed at Board level. New trigger points and changes to sickness absence policy have been implemented in line with the Board's decisions in this area. Managing Attendance workshops have been held across the regions over the last few months. The effect of these workshops on absence levels is unlikely to be

instantaneous. HSE needs to sustain the momentum generated by these workshops to ensure that they produce a change in management culture. HRD are discussing with Directorate Business Partners how this will take place.

9. Annex 1 also contains the targets for 2007/08 which have been incorporated into the Corporate Plan.

Presentation

10. This report has mixed messages. HSE are on target to see significant reductions in the types of incident that cause the most injuries and ill health. When the figures have been confirmed it would be good to use established internal communication channels (e-express & intranet news centre) to inform staff of the progress made.

11. However the lack of progress on sickness absence is not good for HSE's reputation. One point to make is that we may not yet have seen the impact on absence figures from earlier Board decisions. For example the absence management workshops that the Board agreed have just taken place.

Future Action

12. Next year's targets will have a slightly different feel to them. In November 2006 CHSC agreed some leading indicators to compliment the indicators currently in use. These are compliance with aspects of the safe driving and lone working policy. Human Resources Division will provide Board members with updates on these measures.

Future health & safety Board papers

June 2007 Work related Road Risk

July 2007 Stress

August 2007 Health & Safety Annual Report

Annex 1 – Update on health & safety performance – Provisional figures for 2006/07

Performance against Board Targets for 2006/07

i) Targets for 2005/06 for all incidents (including those to non-HSE staff)¹

Category	Target for 06/07	Actual out turn 06/07
All accidents leading to injury	141	107
Slips/trips causing injury (non HSE staff excluded)	36	31
All ill health reports	103	93
DSE IH1 reports	41	39

ii) Comparison against previous year performance

Category	Actual out turn		
	06/07	05/06	04/05
All accidents leading to injury	107	139	174
Slips/trips causing injury (non HSE staff excluded)	31	38	46
All ill health reports	93	105	127
DSE IH1 reports	39	32	63

iii) Provisional end of year figures for 2006/07

	Apr – Mar 2007	Apr - Mar 2006	Apr - Mar 2005
RIDDOR:			
Fatal injuries	0	0	0
Major injuries	1	3 (1) ²	1
Dangerous occurrences	1	0	0
Over 3 day injuries	9 ³ (2)	9 (2)	20 (5)
Ill health	1	0	4
other	0	1	0
Total RIDDOR incidents	12 (2)	13 (3)	25 (5)
Non-RIDDOR:			
Other non RIDDOR over 3 day injuries	0	5	1
Ill health all other	92	105	123
Minor injuries	97 (15)	127 (19)	153 (20)
Near misses	264 (6)	274 (6)	130 (4)
Total non-RIDDOR incidents	453 (21)	511 (25)	407 (24)
Total incidents in year in HSE	475 (23)	524 (28)	432 (29)

¹ The reasoning behind choosing these targets can be found in the May 2006 Board paper. These categories of incident can undergo reliable statistical analysis. There is good historical data available (unlike contractor slip and trip incidents where the data only goes back 2 years) and the numbers are high enough to observe statistically significant downward trends (unlike the RIDDOR data where the numbers are so low as to not allow analysis). The categories also cover the high probability hazard areas for HSE staff.

² Bracketed figures refer to non-employees, i.e. contractors. These are included in the non-bracketed figure.

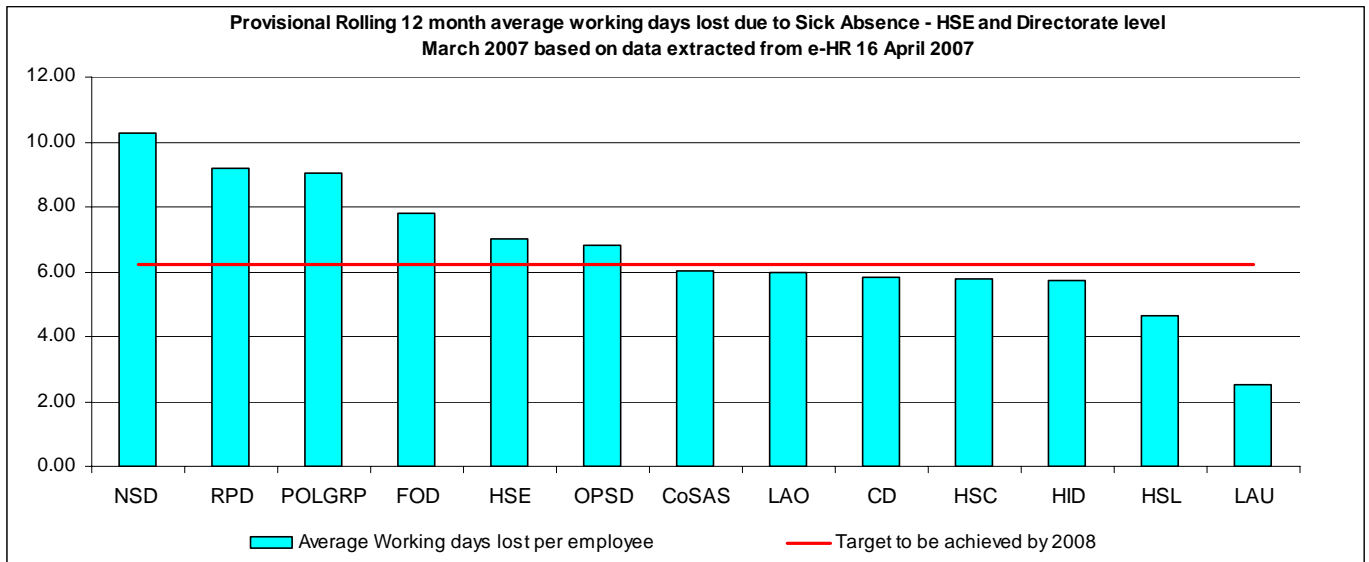
³ Includes one RIDDOR report that related to an incident that occurred in 2005. The last time occurred in this work year that resulted in the incident being RIDDOR reportable. This incident is not included in Table i).

iv) Targets for 2007/08

Category	Target for 2006/07
All accidents leading to injury	137
Slips/trips causing injury (non HSE staff excluded)	35
All ill health reports	101
DSE IH1 reports	41
Compliance with road risk policy	Ensure that safe driver training is provided according to policy (within 3 months of starting with refreshers every 3 years if completing >5000 public miles)
Compliance with lone working policy	Line management to monitor own D/Ds to ensure that lone working policy is being followed, augmented by sampling by HSA.

Annex 2 – Sickness absence report up to March 2007

Graph 1

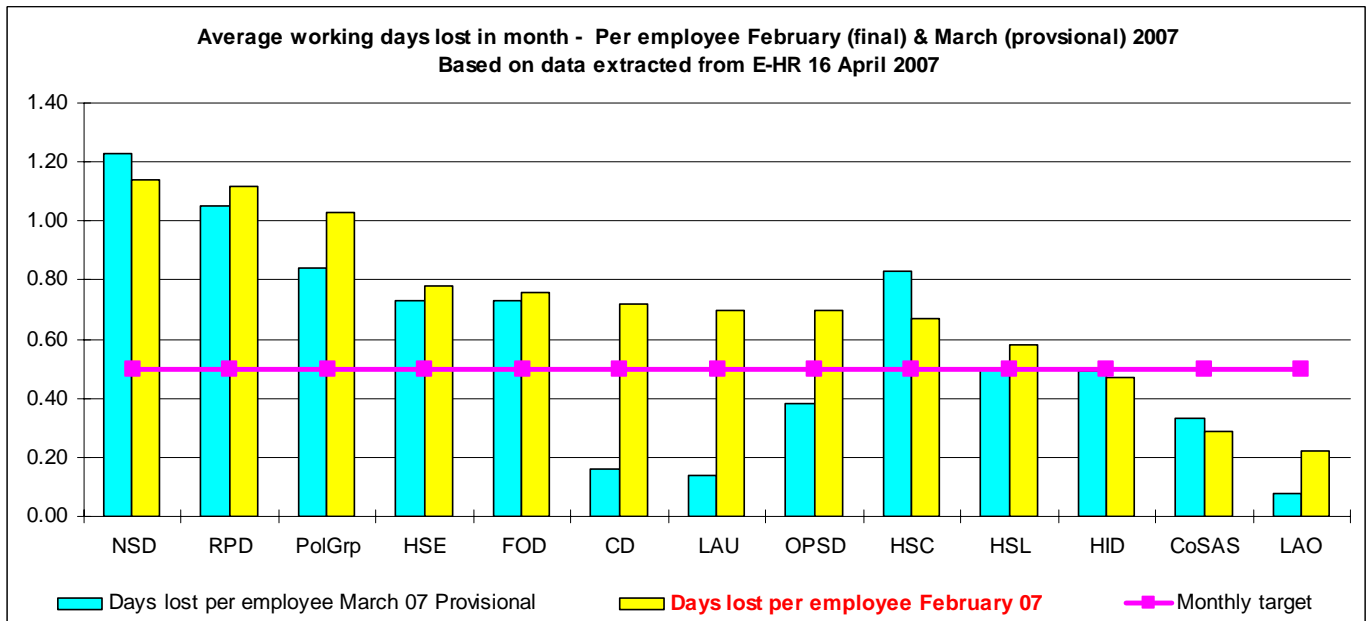


Commentary:

This graph illustrates a **historical** 12-month rolling total Average working days lost per employee, at Directorate level. Compared to last month RPD have seen a reduction below 10 days and NSD have seen an increase to above 10 days

Source data: e-HR, data extracted 16 April 2007

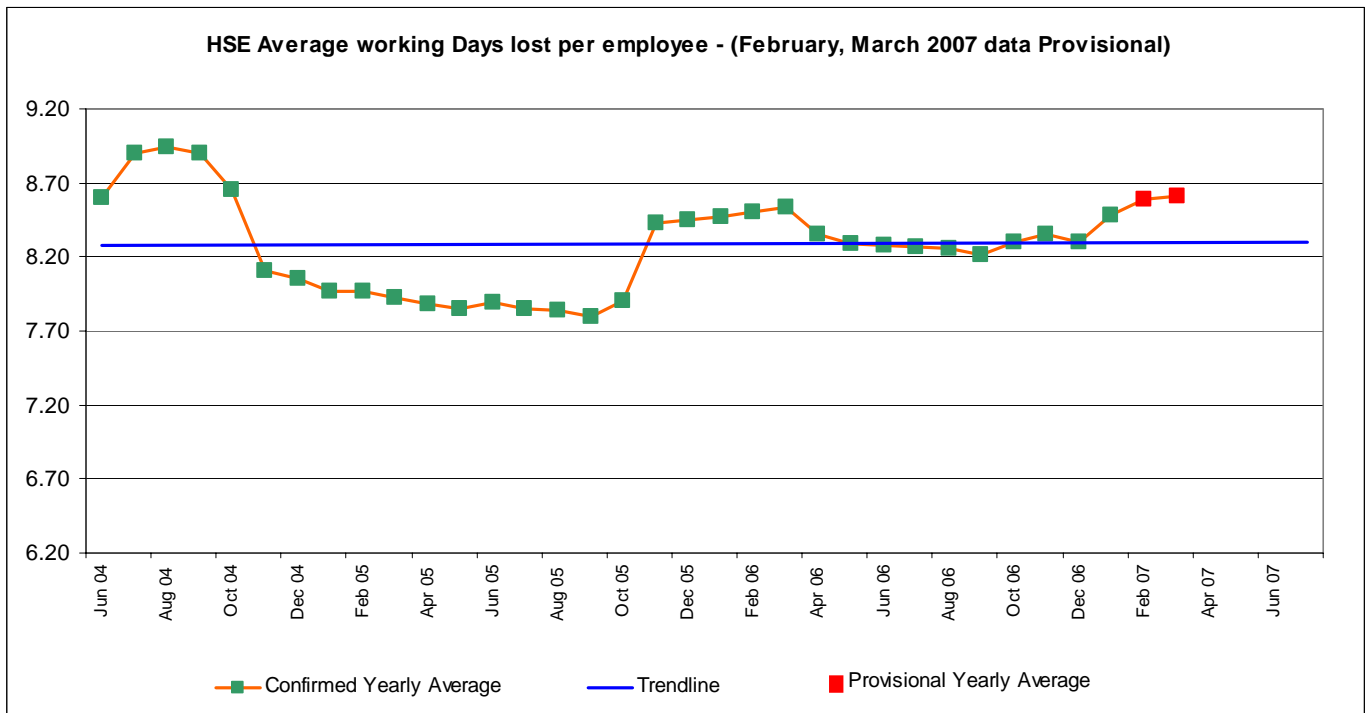
Graph 2



Commentary:

Source data: e-HR extraction of data 16 April 2007

Graph 3

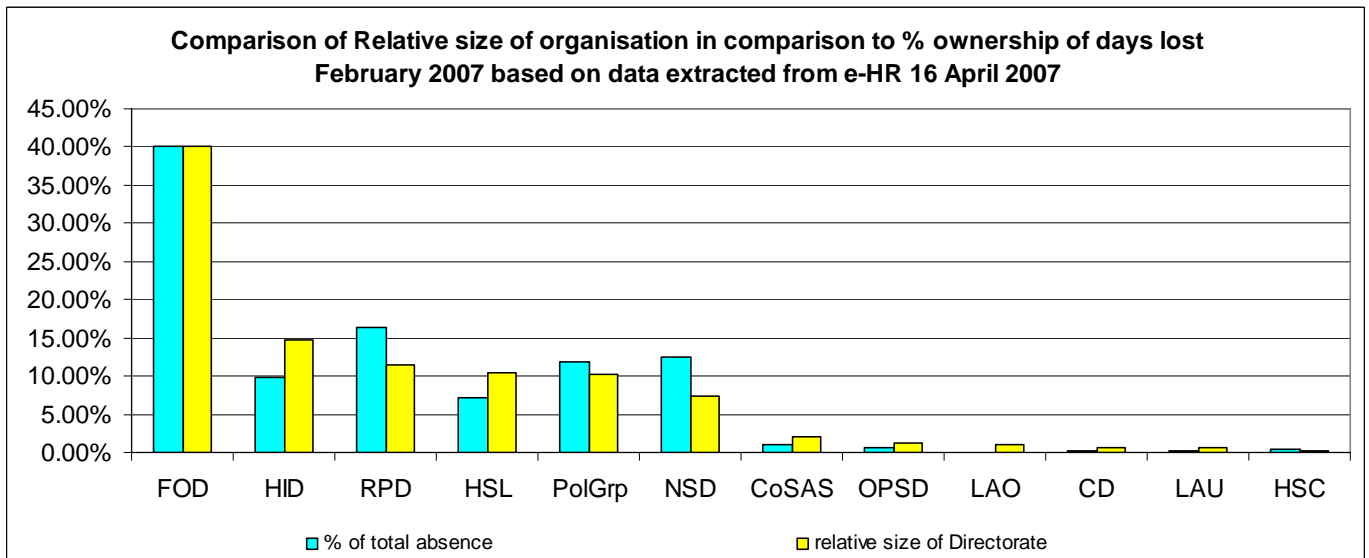


Commentary:

This graph indicates the HSE forward trend using the last 12 months data extracted from e-HR. The lowest scale of 6.2 indicates the HSE target of average working days lost per employee. The indicator continues to rise above this level with an overall upward trend.

Source data: e-HR based on data extracted 16 April 2007

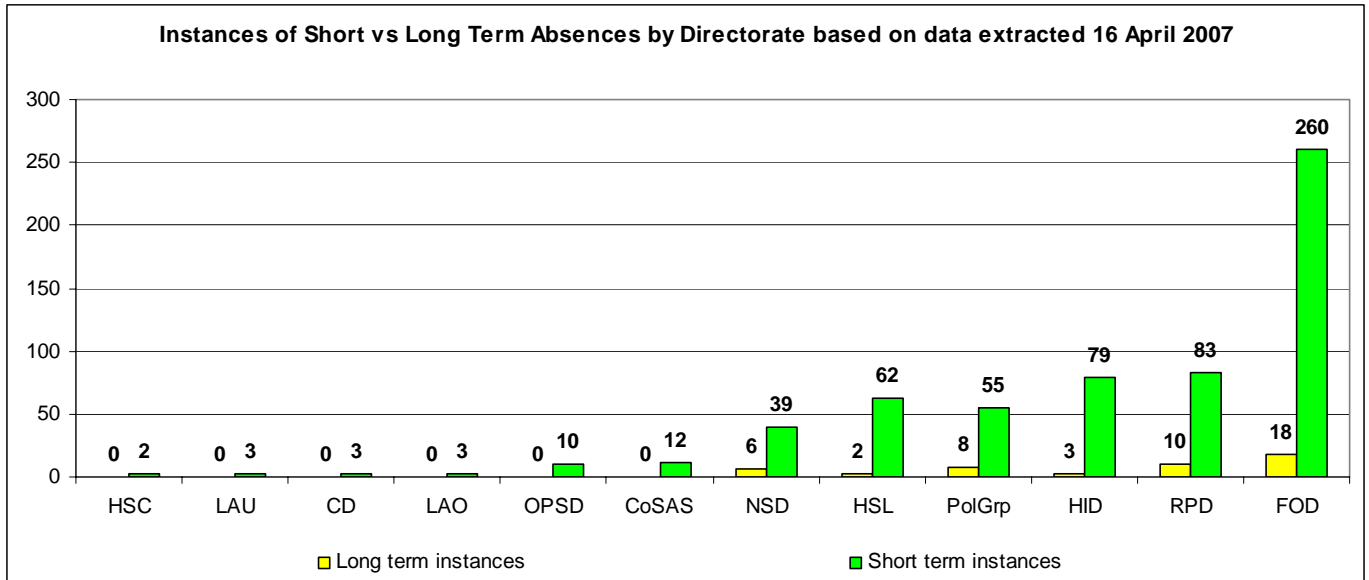
Graph 4



Commentary:

Source data: e-HR data extracted 16 April 2007

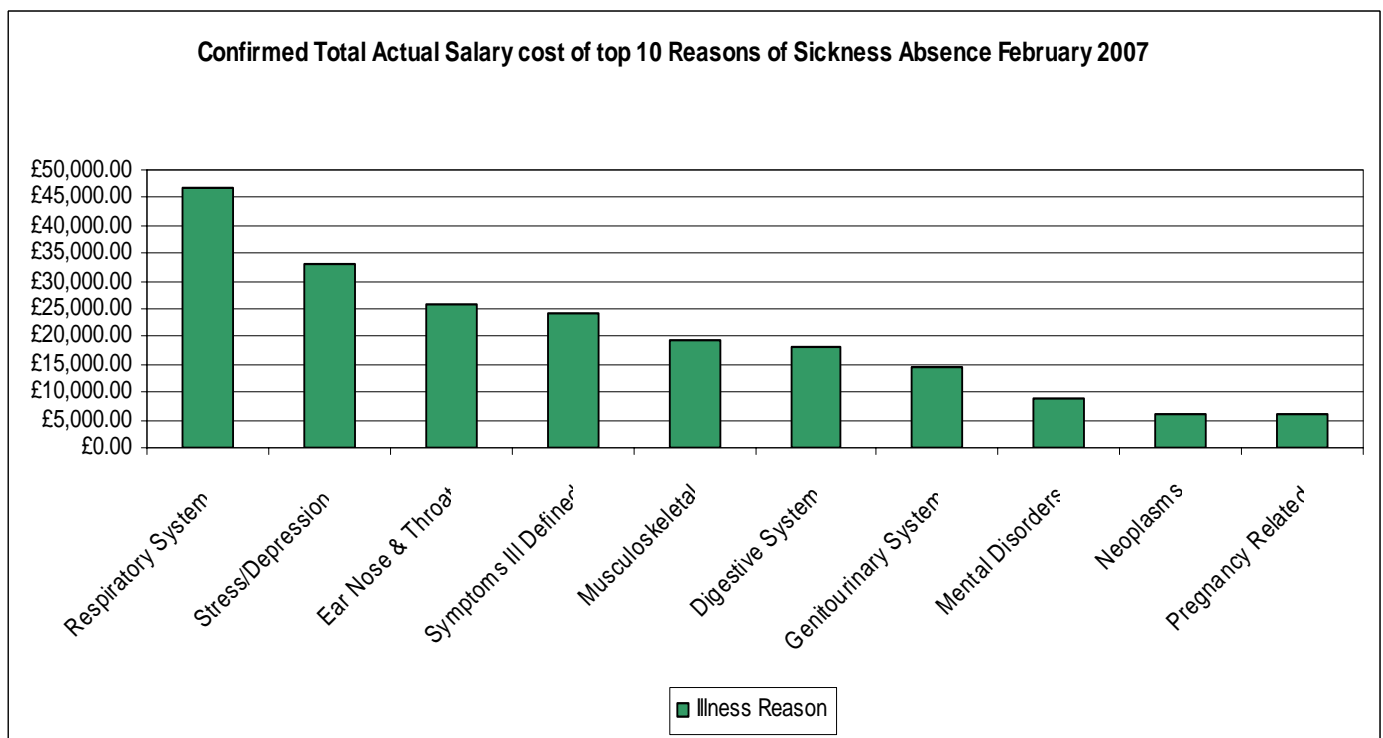
Graph 5



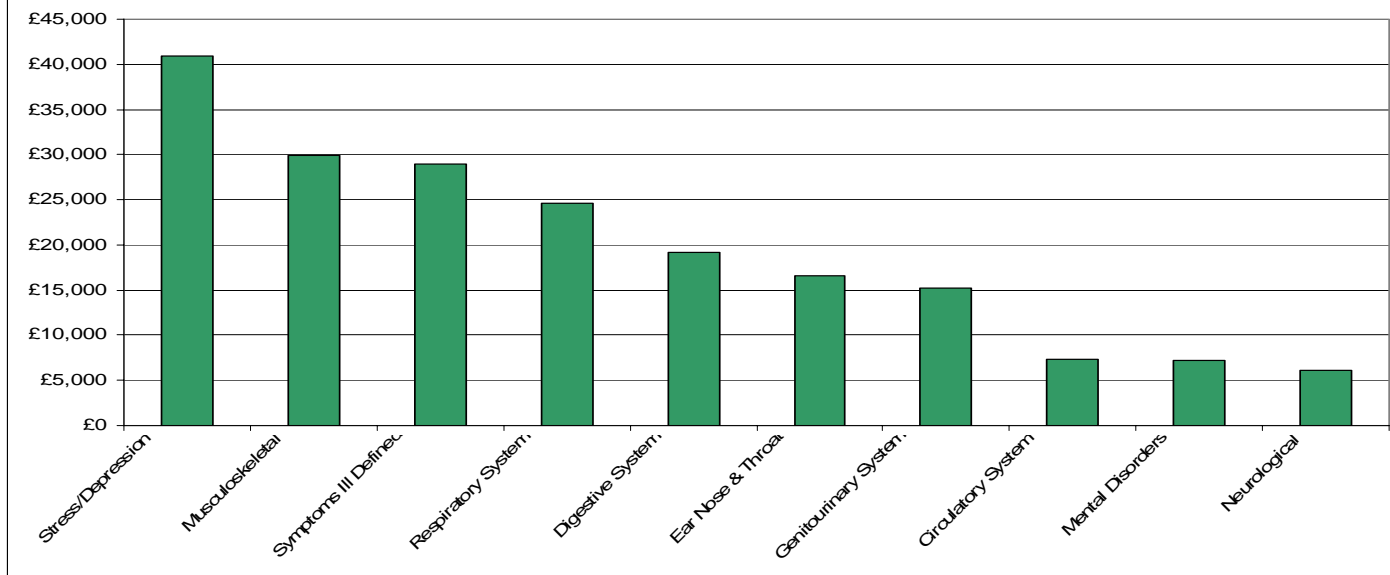
Commentary:

The definition of Long Term Absence is 20 days or more. This graph also captures all reported open ended absences in the category they would fall into as at the end of the Month.
 The provisional figures see a fall in the number of short term absences compared to the data in last month's report (down from 730 to 611). Long term absence cases have also fallen from 54 to 47.
Source data: e-HR data extracted 16 April 2007

Graph 6



Provisional Salary cost of top 10 sickness absence reasons March 2007



Commentary:

The calculation of cost for the organisation is direct salary costs only. They do not include allowances or the cost of covering the absence.

Source data: e-HR, data extracted 16 April 2007