

Health and Safety Executive Senior Management Team Paper HSE/08/044

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HEALTH AND SAFETY EXECUTIVE

The HSE Senior Management Team

Health & safety - Monthly incident and absence statistics - August 2008

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Advisor(s): HR Service Centre - PIR team

Cleared by Giles Denham on 24 July 2008

Issue

1. Monthly health and safety statistics for HSE

Timing

2. For review at the meeting.

Recommendation

3. That the SMT notes performance against targets for the first reporting period of the new work year.
 - Annex 1 provides details of incidents since the start of the work year.
 - Annex 2 gives details of sickness absence performance.

Discussion

4. One significant incident was reported this month – a case of aggression during Operation Mermaid in ESE Division of FOD. The incident was extensively investigated by local management. Concerns were raised about risk assessment and pre-visit briefings, and procedures have been tightened up.
5. The report also contains data on absence expressed as a percentage of days available. A table comparing HSE's performance with organisations most recently surveyed by the CIPD is included in Annex 2.

Annex 1 – Update on health & safety incident numbers

Table 1 - Incidents in HSE for year to date (up to 23 July 2008)

| Category | Actual number reported since 1/4/07 | Target for 2007/08 |
|------------------------------|-------------------------------------|--------------------|
| All incidents causing injury | 15 | <134 |
| All work related ill health | 18 | <100 |
| DSE ill health | 8 | <41 |
| Slips/trips causing injury | 4 | <33 |

The SMT also asked to see incident levels in terms of rates. This is given in table 2 below.

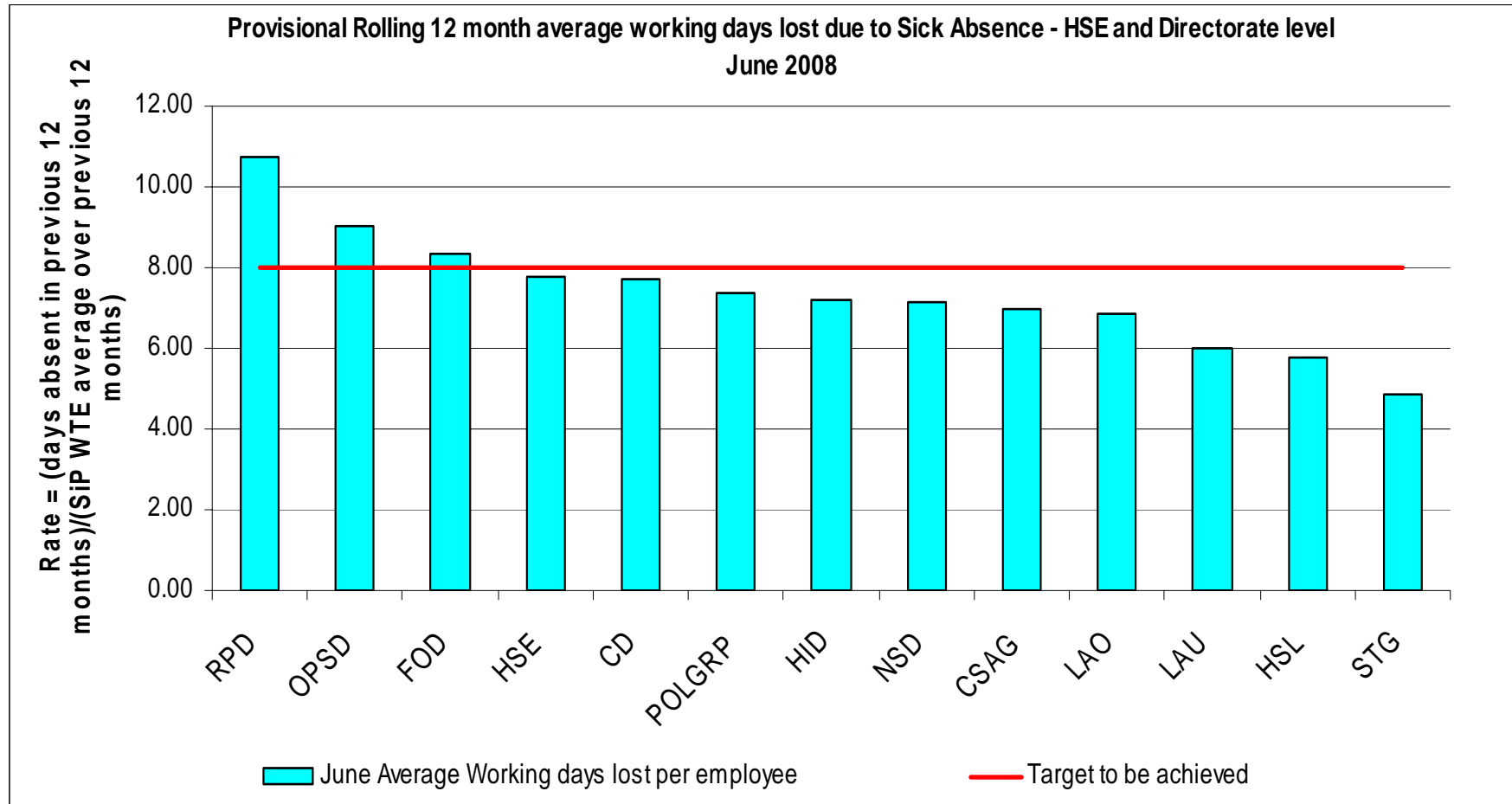
Table 2 - Comparison in incident rates for year to date (up to 23 July 2008)

| Category | Equivalent rate for 2008/09 targets (per 1,000 staff ¹) | Current actual annualised rate of incidents (per 1,000 staff) |
|------------------------------|---|---|
| All incidents causing injury | 35 | 12 |
| All work ill health | 26 | 14 |
| DSE ill health | 11 | 6 |
| Slip/trips causing injury | 9 | 3 |

¹ Incident categories include non-HSE staff. It is difficult to calculate how many non-HSE staff work on HSE premises. For the purpose of this comparison HSE staff in post headcount is used to calculate rates

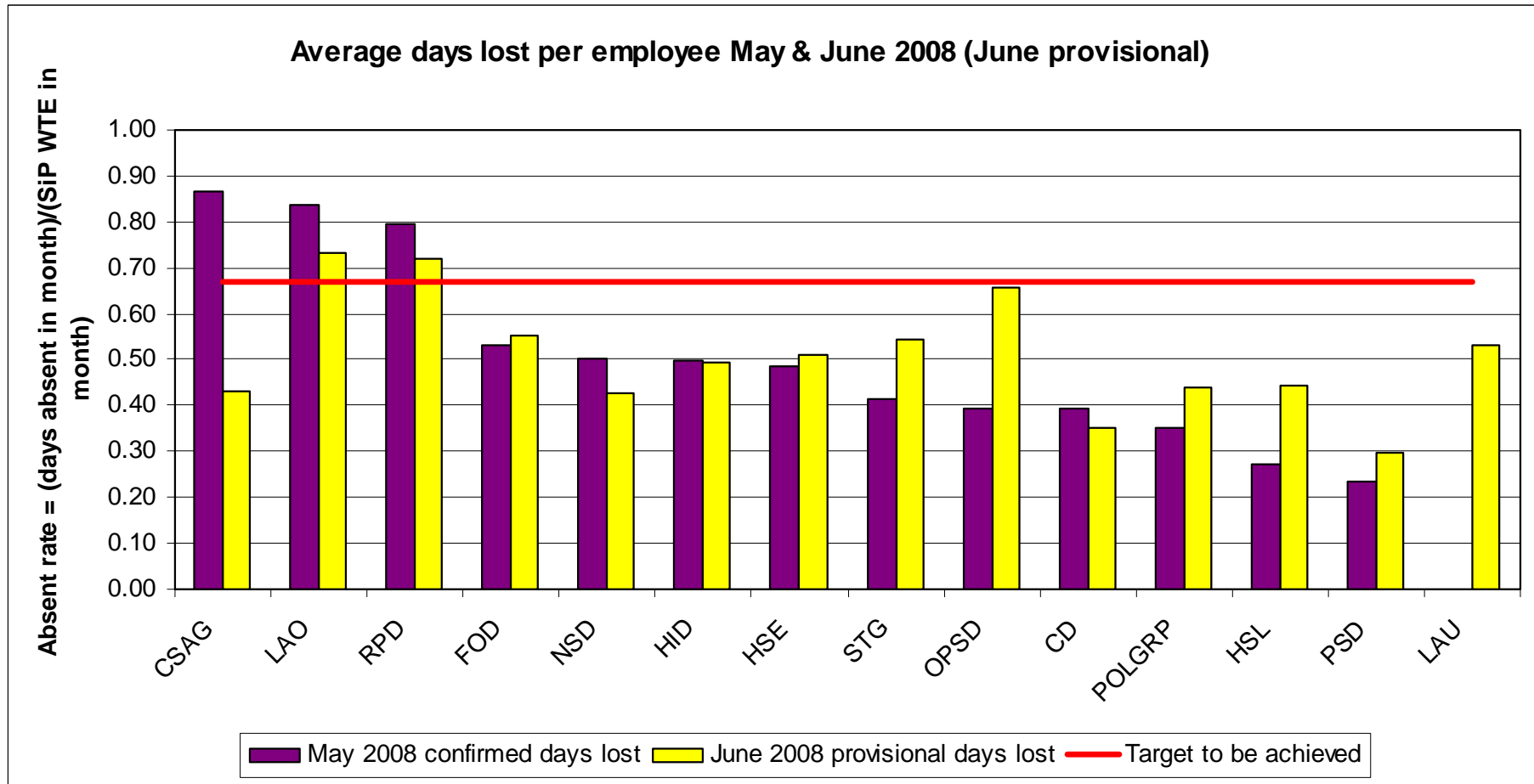
Annex 2 – Sickness absence report up to end of May 2008 (final month provisional as late reporting affects this slightly)

Graph 1



Commentary: This graph illustrates an historical 12-month rolling total average working days lost per employee, at Directorate level. The overall HSE figure is 7.78 for the last 12 months down from 7.96 in the last report. PSD data left off graph until a full 12 months elapsed since joining HSE.
Source data: e-hr data extracted 18 July 2008

Graph 2



Source data: e-hr data extracted 18 July 2008

| | Average working time lost (%) | Average days lost per employee per year |
|---|-------------------------------|---|
| a) HSE figures for 12 months to end of June 2008 | | |
| HSE | 3.45% | 7.8 |
| LAU | 2.40% | 6.0 |
| CD | 2.50% | 7.7 |
| HSL | 2.62% | 5.8 |
| STG | 2.83% | 4.8 |
| POLG | 2.93% | 7.4 |
| LAO | 3.05% | 6.8 |
| HID | 3.13% | 7.2 |
| NSD | 3.44% | 7.1 |
| FOD | 3.77% | 8.3 |
| CSAG | 4.31% | 7.0 |
| RPD | 4.61% | 10.7 |
| OPSD | 5.01% | 9.0 |
| b) Figures from 2007 CIPD Annual survey of Absence² | | |
| Total survey average | 3.7 | 8.4 |
| Private sector | 3.2 | 7.2 |
| Public services | 4.5 | 10.3 |
| - Central government | 4.9 | 11.1 |
| - Health | 5.5 | 12.5 |
| - Education | 4.2 | 9.6 |
| - Local government | 3.7 | 8.5 |
| - Other public | 4.6 | 10.4 |
| Non-profit organisations | 4.2 | 9.6 |
| All organisations with > 2,000 staff | 4.4 | 10.0 |

² Full text of 2007 CIPD report can be found at <http://www.cipd.co.uk/NR/rdonlyres/6D10534D-A175-4376-88A6-52153CDFB84C/0/4122AbMansurveyPROOF.pdf>. Data relates to absence in calendar year 2006.