

Health and Safety Executive Senior Management Team Paper SMT/13/19			
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HEALTH AND SAFETY EXECUTIVE
Senior Management Team
MONTHLY HEALTH AND SAFETY STATISTICS
Advisor: Diane Thomas (HSAU) / HRSC PIR Team / HRD
Cleared by Gordon MacDonald on 21st January 2013

Issue

1. To provide the SMT with HSE's monthly health and safety statistics.

Timing

2. For review at the meeting.

Recommendation

3. The SMT to note HSE's current position on performance against targets.

Background

4. In March 2012, the SMT cleared the 'Corporate plan for internal health and safety for 2012/13'. Under Section 4 'Measuring Performance' the HSA is to provide the SMT with monthly performance figures against target.

Discussion

5. Annex 1 provides the incident figures and sickness absence data.

Annex 1 – Update on health and safety incident numbers, RIDDOR reports and sickness absence

Table 1 – Incidents in HSE during 2012/13 (data source FileMaker Pro, extracted 14th January 2013)

Category	Target	Reported incidents
Number of work related incidents leading to major injuries or over 7-day absences (inclusive)	<10	0
<ul style="list-style-type: none"> Work related slip or trip incidents leading to major injuries or over 7-day absences 	<3	0
<ul style="list-style-type: none"> Work related road traffic incidents leading to major injuries or over 7-day absences 	<3	0
Number of work related ill health (inclusive)	<50	15
<ul style="list-style-type: none"> DSE related ill health 	<20	4
<ul style="list-style-type: none"> WRS ill health 	<20	11

Table 2 – Comparison in incident rates (data source FileMaker Pro, extracted 14th January 2013)

Category	Target Incident Rate (per 1,000 staff)	Annualised incident rate (per 1,000 staff)
Number of work related incidents leading to major injuries or over 7-day absences (inclusive)	3	0
<ul style="list-style-type: none"> Work related slip or trip incidents leading to major injuries or over 7-day absences 	1	0
<ul style="list-style-type: none"> Work related road traffic incidents leading to major injuries or over 7-day absences 	1	0
Number of work related ill health (inclusive)	15	2.98
<ul style="list-style-type: none"> DSE related ill health 	5	0.79
<ul style="list-style-type: none"> WRS ill health 	5	2.19

RIDDOR incidents

No RIDDOR reports have been submitted since the January 2013 paper.

Civil claims for injury or ill health

No new claims have been submitted this month.

1. Preston Office

The Legal Advisors Office was notified on the 19th December 2011 of a potential personal injury claim. The claimant was injured when a removal man pushed a cage into the main door of Marshall House in Preston causing the door to hit the claimant's heel. The incident occurred on the 26 July 2011 which was after the transfer of Preston staff to Redgrave Court however contractors were still carrying out removal activities on our behalf.

Estates Management Unit has confirmed that HSE contractors were on site when the incident occurred; TSOL have requested the job sheets for review.

TSOL has confirmed that they have received a letter from the Claimant's solicitors (dated 29/11/12) that confirmed their intention to issue legal proceedings.

No further updates have been received from TSol for this month. **Case remains open.**

2. Redgrave Court

The Legal Advisors Office was notified on the 4th April 2012 of a civil claim from a member of the public, who is claiming HSE failed to carry out its duties as a Regulator and enforce the provision of adequate safety measures at the power station he was employed at in the 1980's which led to him being exposed to radiation.

The court advised the Claimant on the 15th May 2012 to comply with due process and serve a claim form. The amended claim form was received but this was out of time from the order made by the court so LAO is awaiting confirmation from the court that HSE is required to respond.

LAO received an order from the High Court dated 4th December 2012 to strike out the claim from the Claimant. It permitted the Claimant to apply to vary or set aside the order within 7 days of receipt. If no appeal was received after this time the claim would be struck off. No appeal was received so the case was struck off.

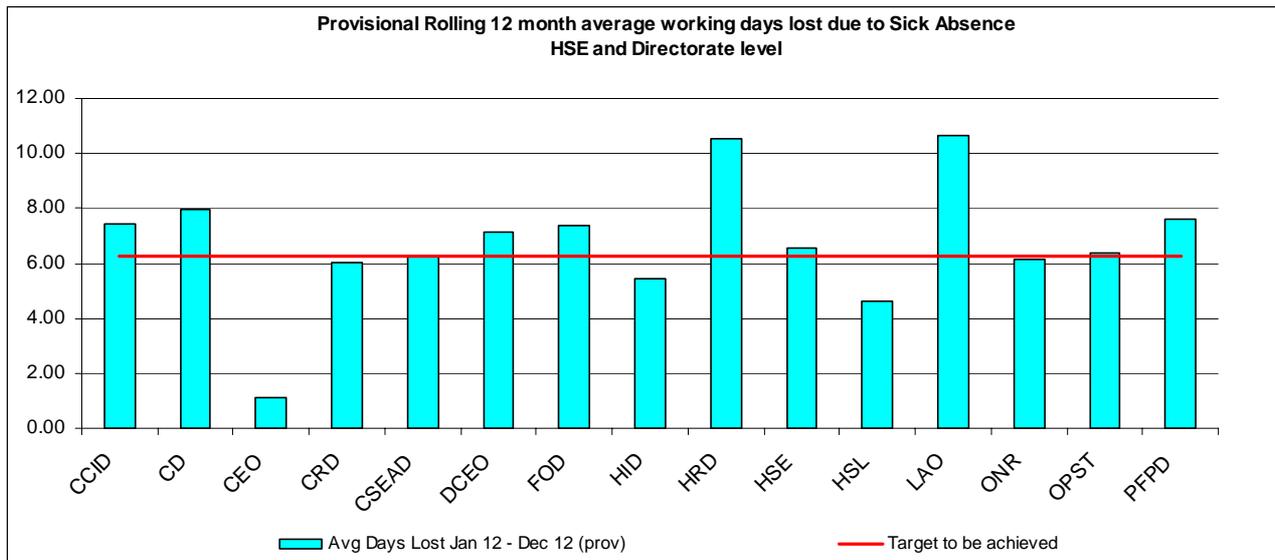
Claimant wrote again to HSE on 12th December 2012, but after discussions with LAO, ONR wrote to claimant on 14th January 2013, advising that his claim was struck out and therefore do not intend to take any action or respond to the points he raised. **Case closed.**

Sickness absence report

The graph shows the average number of days lost through sickness absence at HSE and Directorate level.

The HSE figure is currently **6.54** days per staff member per year, slightly above the annual target of 6.24 days sickness absence per staff member.

Graph 1 - Shows the provisional rolling 12-month average of working days lost due to sickness absence to December 2012



Data source – e-HR, extracted 10th January 2013

Managing Attendance

HR supports HSE managers in dealing with attendance management through a range of initiatives.

HR Intranet Site

The intranet site contains advice and guidance on how to manage attendance and relevant action to take when members of staff go off sick.

Casework Support

Managers can access advice and support from HR caseworkers when dealing with complex HR issues. Support will vary depending on complexity. Advice will normally include the roles and responsibilities of the manager and individual, importance of keep in touch during absence, early intervention, including referral to OH, options for proceeding based on HSE HR policy and guidance, advice on return to work and legal advice where appropriate.

Occupational Health

Atos Healthcare is HSEs occupational health provider. Managers are advised of the importance of occupational health in relation to attendance management. All referrals are checked for consistency and where appropriate referred back to managers to include additional information to ensure receipt of a robust report. In complex cases managers are contacted to provide advice on how to complete a good referral and to assist in the application of the report.

HR are investigating proactive interventions available from Atos; including the use of case conferences with occupational health physicians, to support HSE managers in dealing with attendance management through a range of initiatives.

Mediation

HSE offer workplace mediation as an alternative to formal dispute resolution.