



STATES OF JERSEY POLICE

Health and Safety Performance Report 2014

1.0 Purpose of Report

In June 2000 the Health and Safety Commission and the H.M. Government launched the “Revitalising Health and Safety” Strategy Statement. The statement included a commitment by the Health and Safety Commission to develop a code of practice on Directors responsibilities for health and safety. The code of practice is for the members of the boards of all types of organisations in both the private and public sector. It will help ensure that health and safety risks arising from their organisational activities are properly managed.

The code of practice recommends for the inclusion of health and safety performance information in company annual reports. This is to demonstrate the companies’ commitment to effective health and safety risk management and shows awareness of the need to monitor and improve health and safety performance.

In 2007 the Institute of Directors and the Health and Safety Executive published the guidance “Leading Health and Safety at Work” which builds on the revitalising health and safety strategy statement and outlines the leadership actions for Directors and Board Members. Underpinning the actions is a set of management principles to bring about good and effective health and safety performance. These principles being:

- **Strong and active leadership from the top through visible and active commitment from the board, effective downward communication systems and management structures and the integration of good health and safety management with business decisions.**
- **Worker involvement through the promotion and achievement of safe and healthy conditions, effective upward communication systems and provision of high quality training.**
- **Assessment and review by identifying health and safety risks, accessing competent advice and monitoring, reporting and reviewing performance.**

At the Force Health and Safety Committee Meeting on Friday 27th January 2012 it was agreed that the Force Occupational Health and Safety Advisor should prepare an annual health and safety performance report in order to keep the managers and employees informed of and alerted to, any relevant health and safety management issues.

2.0 Health and Safety Policy

The Force statement of health and safety policy and organisational details are monitored and revised annually and in accordance with Part 2 Section 3.3 of the Health and Safety at Work (Jersey) Law 1989, whilst ensuring significant amendments have been brought to the attention of all employees.

3.0 Significant Risks to Employees

Accident data has consistently indicated that the following areas of significant occupational risk to police officers and police staff.

Police Officers	Police Staff
<ul style="list-style-type: none">Assaults on dutyPrisoner handlingSlips, trips and falls <p>These occupational risks combined account for about 62% of all reported accidents and injuries to operational police officers.</p>	<ul style="list-style-type: none">Slips, trips and falls <p>This occupational risk accounted for 100% of all reported accidents and injuries to police staff despite the relatively lower risks with controlled office environments and the significant diversification of police staff roles within the Force.</p>

4.0 Health and Safety Strategy 2015 - 2017

The States of Jersey Police need to develop an up-to-date Health and Safety Strategy plan for a three year period including 2015 - 2017. These objectives need to be developed in consultation with the Police Association and other stakeholders.

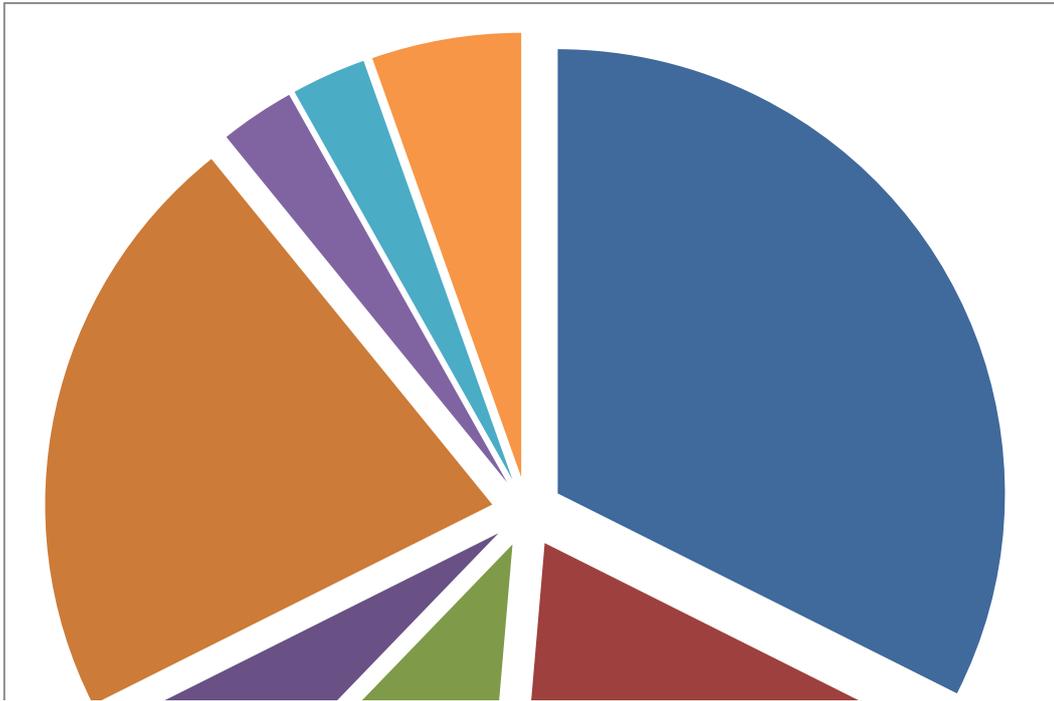
The Health and Safety Strategy 2015 - 2017 should include: -

- An overall health and safety strategy for the three year period 2015 - 17.
- Annual health and safety objectives with measurable targets in support of the overall health and safety strategy.
- An overall year on year target of a 3% reduction in accidents based on 2014 datum figures.

5.0 Health and Safety Performance 2014

The health and safety performance and accident statistics is a critical analytical tool that can direct resources to support operational and front line aspect of policing. It is a key indicator which the force can develop in support of the training department, highlighting areas of concern and training requirements. Chart 1 defines the accidents that have occurred in 2014, giving both managers and employees a clear overview of OH&S incidents in 2014:

Chart 1– Accident Incident Statistics for States of Jersey Police – 2014



5.1 Police Officers

In 2014 the total number of recorded accidents to police officers was 37 (8.14% Accident Rate per 100 Officers) in comparison during 2013 recorded police accidents was 48 (10.30% Accident Rate per 100 Officers) a decrease of 2.16% Accident Rate. This however, is only as accurate as the competence and accuracy of the employees to report all accidents/incidents on the SOJP Accident/Incident Report Form, and return them as required on the SOJP Website.

In relation to the slight decrease in the number of recorded accidents to police officers when considering the rate of accidents per 100 police officers, the above reported performance should be viewed against a sustained trend in the rate of work related accidents over the past seven years.

Chart 2 – Accident Rate Per 100 Police Officers 2008 – 2014

Year	No accidents	No officers	Accident rate per 100 officers
2008	48	241	9.55
2009	38	242	7.85
2010	38	231	8.23
2011	21	234	4.46
2012	48	231	10.39
2013	48	233	10.30
2014	37	228	8.14

5.2 Accidents by Type

With the exception of assaults and prisoner handling there appears to be a fairly consistent recording of accidents by type across the Force and reproduced below is an analysis of the types of recorded accidents and accident rates per 100 police officers.

Chart 3 – Accident Rates by Type 2013 & 2014

Accident Type	2013 233 police officers		2014 228 police officers	
	No of Accidents	Rate per 100 police officers	No of Accidents	Rate per 100 police officers
Manual Handling	5	1.07	2	0.44
Assaults	10	2.15	7	1.54
Moving Object	0	0	1	0.22
Prisoner handling	14	3.01	12	2.64
Training	4	0.86	0	0
Slips, Trips & falls	5	1.07	4	0.88
Impact Injury	1	0.21	1	0.22
Others	7	1.50	8	1.76
Animal Injury	2	.43	2	0.44
Total	48	10.30	37	8.14

5.3 Near Misses Reporting

A near miss is defined as “*any unplanned or unforeseen incident, which whilst not resulting in personal injury or equipment damage clearly had the potential to do so*”.

The effective reporting and investigation of near misses incidents to prevent re-occurrence will ultimately prevent future accidents and major injuries. During 2014 a minimal amount of near misses were reported, this is an area that was addressed however, still needs to be developed in the 3 year strategy.

5.4 Prisoner Handling

Person handling risks are a Health and Safety Executive priority action area (Reference: Better Backs Campaign). The incidence of accidents during the control, restraint, arrest, transportation and handling of prisoner has reduced by 2 accidents in 2014.

5.5 Slips, Trips and Falls

Slips, trips and fall risks are a Health and Safety Executive priority action area. The incidence of slip, trip and fall accidents have reduced by one from 5 in 2013 to 4 in 2014.

The majority of slip, trip and fall incidents take place away from police stations during operational duties on other property and in particularly during foot-chases.

6.0 HSI and States of Jersey Health and Safety Executive, Inspections/Audits

There has been one formal asbestos audit which was conducted by the States of Jersey Executive on the SOJP during 2014.

Summary of findings reported by the States H&S Executive:

- *The Head of Facilities has a good understanding of the requirements of the ACoP and has a very good set of management arrangements in place. Appropriate staff received training and additional training has been provided to staff that may come across Asbestos Containing Materials (ACM's) off site as well. The Audit Score was 99%, which was the highest score achieved across all States Departments.*

The HSE Inspection of Police Forces Report was published in 2006/07 and 2007/08. The reports outlined the purpose of Health and Safety Executive inspections, the main issues covered, their significant findings and specific recommendations. The Health and Safety Executive are keen that all forces learn from these inspections and expect all forces to review their own health and safety arrangements in light of them.

Overall the Health and Safety Executive inspections found that the standards in forces were reasonable, with some forces demonstrating very good management of health and safety risks. However to achieve the aims of the Strategy for a Healthy Police Service 2006 - 10 there were some common areas of weakness identified in forces management systems which require addressing by all forces.

An action plan needs to be developed and agreed which focuses on those specific areas of the States of Jersey Police health and safety management system which are "...Less than adequate..." Work will be undertaken on a collaboration basis over the next 3 years to address these self-identified weaknesses in the Force health and safety management system.

7.0 Proactive Activities

The health and safety committee have been proactively involved and contributed operational policing during 2014 including:

- Working with the SW Region on H&S Arrangements.
- Professionally developing relationships with the Search Teams, whilst giving advice and training packages to support searches.
- Developing and reviewing the Chief Officers Occupational H&S Policy.
- Qualifying 2 additional people to conduct Portable Electrical Testing.
- Qualifying 4 people to IOSH Managing Safely level.
- Qualifying 7 employees up to Fire Marshal.
- Conducted 2 accident incident reviews, making recommendations and developing system of works with contractors and manufacturers.
- Qualifying 2 employees to Legionella City & Guild Awareness and Management Level.

- 17 Police Officers passed the level 2 RLSS Water Safety Programme (Beach Specific).
- Qualified 2 employees in the Management of CDM Co-ordination.
- A complete asbestos audit was conducted throughout all SOJP estates.

8.0 Benchmarking

Attempts to benchmark the health and safety performance amongst the most similar Forces to the States of Jersey Police have previously been attempted. Despite considerable efforts the information obtained provided only sketchy, incomplete and very dubious comparative information. This is due to major variances in the type and efficiency of the management information systems and differing accident classification systems used or in use in each of the family of most similar Forces to the States of Jersey Police.

The Southwest Region of the Association of Police Health and Safety Advisers (APHSA) has undertaken a benchmarking exercise during 2013/14 and they did reveal: -

- The States of Jersey Police have less reported accidents per 100 police officers compared with all south west regional police forces (Mean average over 9 Forces 12.59 Accidents per 100 police officers). This may however, be a reflection of the ease and confidence with accident reporting systems.
- The States of Jersey Police has the lowest assault on duty rates across all south west regional police forces.
- The States of Jersey Police have below south west regional police force average rates for police staff accidents and prisoner handling incidents.

9.0 Conclusion

The States of Jersey Police has continued to make significant progress during 2014 in its health and safety performance with most key health and safety performance indicators showing improvements. Benchmarking figures appear to indicate that the States of Jersey Police health and safety performance remains good and a number of performance indicators are above the average for southwest police services.

There are crucial areas that need to be focused on during 2015 within Occupational Health and Safety across the force including:

- Introduce and conduct internal OH&S Audits and Inspections.
- Fire Safety including emergency drills and training of personnel.
- Portable Electric Equipment testing.
- Management and integration of H&S Training.
- Improved reporting processes including near misses reports.
- Induction training to all personnel, including emergency procedures and DSE assessments.

During 2015 the States of Jersey will be supportive of the States wide Occupational Health and Safety Policy. This will be working in conjunction with the BS OSHAS 18001 Standards. This will have a significant effect on the States of Jersey Police and other departments. It will require improved

documentation and a detailed OH&S Audit Program however; this will only strengthen the States of Jersey Police governance of health and safety matters.

All employees and managers of the Force should be commended on their continuing efforts in the implementation, development and continual improvement of the Chief Officers statement of health and safety policy.

Robert Moy

Mr Robert Moy Grad IOSH
Head of Facilities
April 2015