

MOD Health and Safety Statistics Annual Report 2007/08 – 2013/14



Ministry
of Defence

31 October 2014

Issued by

Defence Statistics (Health)
Ministry of Defence
Oak 0 West #6028
Abbey Wood (North)
Bristol
BS34 8JH

Enquiries

Press Office:
020 721 83253

Statistical Enquiries:

Head of Health
Tel: 0306 7984423
Fax: 0117 9319632
Email: DefStrat-Stat-Health-
PQ-FOI@mod.uk

Internet

<https://www.gov.uk/government/statistics/mod-national-and-official-statistics-by-topic>

Feedback is Welcome

If you have any comments or questions about this publication or about Defence Statistics in general, you can contact us at:

E-mail:
DefStrat-Stat-PQ-FOI-
Mailbox@mod.uk

INTRODUCTION

1. This annual Statistical Notice presents summary statistics on injury and illness to UK regular Armed Forces personnel, Ministry of Defence (MOD) civilian employees and other civilians that were recorded on the MOD's Health and Safety recording systems during the seven year period 2007/08 to 2013/14. The report also provides information on the number of deaths to UK regular Armed Forces and MOD civilian employees as held by Defence Statistics and the Defence Safety and Environment Authority (DSEA) over the same period. This information updates previous notices published by Defence Statistics, adding information on deaths, injuries and illnesses that occurred in 2013/14.
2. Please note that this report focuses on injuries and illness to UK regular Armed Forces personnel and MOD civilian employees. Injuries and illnesses to other civilian populations (for example to contractors, visitors and cadets) have been moved from the tables into the commentary. Previous versions of this report have included other civilian populations in the published tables; therefore direct comparisons between reports should not be made.
3. As in previous reports, the primary focus of the report is to examine MOD health and safety performance. For this reason in a number of tables and figures, injuries and deaths due to hostile action and off duty road traffic accidents (RTAs) are excluded.

KEY POINTS

4. In 2013/14, 15 on duty injury-related deaths occurred as a result of work place incidents or on duty road traffic accidents (excluding deaths due to hostile action) among UK Armed Forces and no MOD civilian deaths.
5. The number of major and serious injuries and illnesses reported decreased by 7% from 2,120^r in 2012/13 to 1,970^p in 2013/14. Of these, 1,770 (90%) involved regular Armed Forces personnel.
6. The most common mechanism of non-fatal major and serious incidents to Armed Forces personnel was 'Training/Exercise' with 760 (38%) for MOD Civilians was 'Normal Duties' with 155 (76%) incidents reported and.
7. The rate of major and serious injuries and illnesses for UK regular Armed Forces personnel and MOD civilian employees increased 33% over the seven years from 658 per 100,000 in 2007/08 to 877 per 100,000 in 2013/14. This is likely to be due to better reporting of health and safety incidents, rather than an actual increase in the number of incidents.

DATA, DEFINITIONS AND METHODS

DATA

Deaths

UK regular Armed Forces: death data

8. Defence Statistics receives weekly notifications of all regular Armed Forces deaths from the Joint Casualty and Compassionate Cell (JCCC). Defence Statistics also receive cause of death information from military medical sources in the single Services, death certificates and coroner's inquests.
9. The information on deaths presented here for regular Armed Forces includes all trained and untrained personnel and Non-regulars who died on deployment. In addition, Defence Safety and Environment Authority (DSEA) notify Defence Statistics of deaths to Non-regular Armed Forces personnel where the cause of death is deemed to be safety-related.
10. The deaths data excludes the Home Service of the Royal Irish Regiment, full time reservists, Territorial Army and Naval Activated Reservists. Since Defence Statistics do not receive routine notifications of all deaths among reservists and Non-regulars, and because reliable denominator data to produce interpretable statistics are not available.
11. To record information on cause and circumstances of death, Defence Statistics uses the World Health Organisation's International Statistical Classification of Diseases and Health-related Problems 10th revision (ICD-10).
12. Defence Statistics regularly check all deaths for information on coroner's verdicts (England and Wales) and the results of investigations by the Procurator Fiscal for Scotland where possible. For Northern Ireland, Defence Statistics liaise with the Northern Ireland Statistics and Research Agency (NISRA) who handle the official information on behalf of the Northern Ireland Office. There is an obligation for all accidental deaths and those resulting from violent action to be referred to these officials. Inquests are usually held within a few months of the death, but occasionally a few years may elapse. Therefore some recent deaths may not have clearly defined cause information.
13. Some causes of death (including Suicide and Open Verdict deaths) require a Coroner's report before the cause of death can be formally classified and there is often a time lag between when the death occurred and when the Coroner's inquest takes place. This can result in final cause of death information not being timely and complete for recent years and these deaths are reported as 'cause not currently available' whilst waiting for final cause of death to be determined.

Work-related deaths to civilian personnel

14. Civilian deaths who died while on-duty or on MOD sites (excluding those who died on deployment) are as notified to Defence Statistics via DSEA.

Health and Safety Injuries and Illnesses

Reporting Procedures

15. Since 2005, Service personnel and civilians report incidents to Incident Notification Cells or via their on-site Safety, Health, Environment and Fire (SHEF) advisors in the Royal Air Force (RAF) TLB.
16. The notification cells record accidents and incidents on Health and Safety reporting systems these are as follows:
 - The Incident Recording Information Cell (IRIS) switched off June 2012
 - the Army Incident Notification Cell (AINC) covering full reporting period
 - the Defence Equipment and Support Cell (DINC) covering full reporting period
 - the Naval Service Incident Notification Cell (NSINC) covering full reporting period
 - Royal Air Force (RAF) covering full reporting period
 - Joint Force Command (JFC) established April 2012
 - Head Office and Corporate Services (HOCS) established April 2012
 - Central TLB disestablished April 2012
 - Chief of Joint Operations (CJO) disestablished April 2012

- Defence Infrastructure Organisation (DIO) established April 2011
17. Defence Statistics combine and validate data from all ten databases. Further information on reporting mechanisms and validation processes can be found in paragraphs 63 to 66.
 18. Data for 2012/13 are now finalised as the Army staffing issue highlighted in the previous publication has been resolved and all 2012/13 incidents have now been recorded on the AINC database and included in this report.

Health and safety incidents: cases covered

19. This is the fourth MOD Health and Safety Statistics Annual Report in its revised format. The first report in this series 'MOD Health and Safety Statistics Annual Report 2010/11' provides details of the methodological changes.
20. The information provided here covers a range of health and safety incidents as set out by the Health and Safety Executive (HSE) Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR) and the MOD Joint Service Publication (JSP) 375, Leaflet 14 'Accident/Incident Reporting and Investigation'¹. Cases include both MOD and Non-MOD personnel: regular Service personnel, members of the volunteer and regular reserves if they have been mobilised, MOD civilian staff, and any other civilians on MOD property or injured in or by MOD vehicles.
21. There is no current legal requirement, set out by RIDDOR, for injuries and illnesses to UK Service personnel to be notified to the HSE, however civilian employees are legally required to notify HSE of any injuries and illnesses. However, MOD policy requires that all Service and civilian accidents/incidents, disease or dangerous occurrences which would have been reportable under RIDDOR be reported to the MOD.
22. It is MOD policy that all accidents/incidents (excluding battlefield injuries) relating to MOD staff, visitors, premises or equipment, or for which MOD may be culpable are reported and recorded; this includes fatalities, injuries, ill-health and near misses.
23. Currently, the Health and Safety Executive estimate that just over half of all qualifying injuries to employees are actually reported under RIDDOR in the UK, with the self-employed reporting a much smaller proportion.

DEFINITIONS

Incident classifications

Illness

24. Illnesses specified within this report are defined as any reported episode of ill health with a cause which can be attributed to MOD activities or an individual's employment with the MOD.

Major injuries and illnesses (excluding deaths)

25. Major injuries are defined by the HSE as work-related cases which:
 - could result in death or in hospitalisation (or being confined to bed, if at sea) for more than 24 hours
 - result in a person who was not at work being taken to a hospital for treatment.
 - a specific type of injury e.g. fracture (except for fingers, thumbs and toes)
26. Major illnesses include any illness recorded on the Health and Safety reporting systems with a severity of 'major'.
27. HSE renamed the category of 'major' injuries to 'specified injuries' in October 2013, MOD Health and Safety reporting systems did not adopt this new definition until April 2014 therefore the major injuries in this report follow the definition of 'major' injuries above.

¹ http://www.mod.uk/NR/rdonlyres/D6D22833-8ABA-40E9-A0A7-84847754DDC6/0/20110524_JSP375_Leaflet14_UpdatedDINC.pdf

Serious injuries and illnesses

28. From April 2012 serious injuries equate to the HSE over-seven-day injury category, and are those that are not defined as 'major' according to the above criteria but which could result in a person being unable to perform their normal duties for more than seven days. Before April 2012 serious injuries were those not defined as 'major' but which resulted in a person being unable to perform their normal duties for more than three days.
29. Due to the change in the definition of a 'serious' injury there may be a reduction in the number of serious injuries as the definition has been narrowed.
30. Serious illnesses include any illness recorded on the MOD's Health and Safety reporting systems with a severity of 'serious'.

Minor injuries and illnesses

31. Minor injuries and illnesses are those that are not classified as 'major' nor 'serious'. This category will include the severities of 'slight' and 'trivial'. Slight injuries and illnesses are defined as those causing a loss of normal work activity for more than one hour, but less than seven days loss of the person's normal duty. Trivial injuries and illnesses are any other (resulting in less than one hour's lost time). As a consequence of the change in definition of a 'serious' injury (see paragraph 28) there may also be an increase in the number of minor injuries due to this definition being widened.

Near Misses

32. Near Misses are events that, while not causing harm, have the potential to cause death, injury, damage or ill health, but which was avoided by circumstance or through timely intervention. Also known as a hazardous incident at sea.

Dangerous Occurrences

33. The Health and Safety systems also record specific, unplanned, uncontrolled events which have the potential to cause injury or damage and are listed in Schedule 2 of RIDDOR (1995).

Work place incident

34. A 'work place incident' is an incident, for which the MOD is responsible, that is it is deemed to be 'within the wire', thus work place incidents will include any incidents that occur on MOD property (deaths only). On duty road traffic accidents (RTAs) are also included.

Within the wire

35. 'Within the wire' refers to incidents that occur on MOD property, including MOD sites in the UK and overseas, on military training facilities and ships. Injuries in Service provided accommodation and in Service educational facilities are also included.

Work-related deaths

36. For the purpose of this report, 'work-related deaths' have been defined as injury related deaths occurring on-duty or on MOD property, excluding suicides.

Hostile action

37. 'Hostile action' is the combination of the JCCC reporting categories 'killed in action' and 'died of wounds' for operational deaths that are a result of hostile action.

Road Traffic Accidents - on duty

38. Road traffic accidents are those which occur on public highways whilst the Service personnel or MOD civilian employees are on duty.

Land Transport Accident

39. A land transport accident is defined as any accident involving a device that has been designed for, or is being used at the time for, the conveyance of either goods or people from one place to another on land and will include military specific vehicles, off road events etc.

Personnel classifications

40. **All** – Includes identified UK regular Armed Forces personnel and MOD civilian employees.
41. **Regular Armed Forces** - Includes identified UK regular Armed Forces personnel only.

42. **Naval Service** – Includes identified Royal Navy and the Royal Marine personnel only.
43. **Army** - Includes identified UK regular Army personnel only.
44. **RAF** - Includes identified UK regular Royal Air Force personnel only.
45. **MOD civilian** – Consists of permanent Industrial and Non-Industrial MOD employees only. Excludes Royal Fleet Auxiliary (RFA) and MOD locally engaged staff overseas (LEC's).
46. **MOD civilian Industrial** - (also known as skill zone staff) are civilian personnel employed primarily in a trade, craft or other manual labour occupation. This covers a wide range of work such as Industrial technicians, air freight handlers, storekeepers, vergers and drivers.
47. **MOD civilian Non-Industrial** - are civilian personnel who are not primarily employed in a trade, craft or other manual labour occupation. This covers a wide range of personnel undertaking work such as administrative, analysis, policy, procurement, finance, medical, dental, teaching, policing, science and engineering.
48. **Other** – The 'Other' category consists of all other personnel who have an injury or illness recorded on MOD health and safety systems. These are people who are not identified as UK regular Service personnel or MOD civilians (Industrial or Non-Industrial), but for whom the MOD has a duty of care. Such people include reservist personnel, contractors (both casual and permanent), MOD locally engaged staff overseas, agency staff, Service cadets, visiting forces, dependents of Service personnel including children, members of public.

HSE comparison populations

49. **Office workers with high risk site/warehouse visits occupations** are split into two separate entities: Office work (high risk site visits) and Office work (warehouse).
50. Office work (high risk site visits) include the following occupations
 - Production manager and directors in manufacturing (1121)
 - Production managers and directors in construction (1122)
 - Health Services and public health managers and directors (1181)
 - Health care practice manager (1241)
 - Property, housing and estate managers (1251)
 - Waste disposal and environmental services managers (1255)]
 - Environment professionals (2142)
51. Office work (warehouse) include the following occupations
 - Managers and directors in transport and distribution (1161)
 - Managers and directors in storage and warehousing (1162)
 - Stock control clerk and assistants (4133)
 - Transport and distribution clerks and assistants (4134)
52. **Warehouse Labourer occupations** include the following occupations
 - Elementary storage occupations
53. For further information please see the ONS Standard Occupational Classification SOC2010 Volume 1 Structure and descriptions of unit groups' document at <http://www.ons.gov.uk/ons/guide-method/classifications/current-standard-classifications/soc2010/index.html>. The occupational codes listed above are the SOC 2010 unit group codes

Mechanism of injury/illness classifications

54. **Adventure Training** – Injuries resulting from adventure training activities (i.e. when part of an exercise or training course) such as skiing, rock climbing, parachuting and mountain biking (Defence Statistics cannot distinguish between regulated and unregulated adventure training from the data provided).
55. **Built Estate Infrastructure** - Injuries resulting from issues with the working environment or accommodation on MOD sites. For example, injuries resulting from slips, trips or falls on poorly

treated icy surfaces or trip hazards such as broken flooring. Injuries resulting from poor lighting would also come under this category.

56. **Discipline Related** – Injuries resulting from incidents where an individual could be disciplined by the Service or civilian authorities for their actions. The individual committing the offence does not necessarily have to be the injured person or a member of the Services. Many injuries that fall in to this category are as a result of assaults. However, please note this category is also used for injuries resulting from suspected self harm, which is not considered a military offence.
57. **Equipment Maintenance** – Injuries resulting from trying to fix or routinely maintain an item of machinery. For example injuries resulting from carrying out weapon repairs, injuries in workshops not directly involving vehicles, injuries as a result of using specialist equipment such as grinders or bolt guns.
58. **Normal duties** – Injuries/illnesses that occur during normal work duties that do not fall into other categories. This mechanism may also include Non battlefield injuries sustained on operations.
59. **RTA** – Injuries resulting from road traffic accidents on the public highway. Only RTAs that occur on duty are included in the report (with the exception of **Table 1**).
60. **Sport/Recreation** – Injuries resulting from participating in sporting activities such as football or rugby (Defence Statistics cannot distinguish between regulated and unregulated sport from the data provided). This category also includes injuries resulting from off duty activities where that activity does not readily fall in to any other category.
61. **Training/Exercise** – Injuries resulting from activities related to being on exercise, routine training or participating in organised physical training. This mechanism may also include Non battlefield injuries sustained on operations.
62. **Workplace Transport** - Injuries resulting from road traffic accidents off the public highway i.e. within the boundaries of a military establishment or training area. This mechanism also includes injuries resulting from directly working on a vehicle.

METHODS

Data Quality

Validation process

63. Data from the MOD health and safety recording systems have been standardised, merged and validated prior to the production of this report. To standardise the data each individual incident is allocated an 'Amended Mechanism based upon information captured in the 'Event Cause', 'Event Kind' and 'Incident Summary' fields. The primary validation processes are detailed in paragraphs 65 to 66.
64. **Duplicates:** Where duplicate injuries have been found within, or across systems, duplicate records have been removed. This is done through a discussion with Top Level Budgets (TLBs) to identify who owns the incident and this record being kept; all information from both records is kept by Defence Statistics.
65. **Severity:** Where incidents have been recorded on health and safety systems with a severity of 'Unknown' or blank and the severity can be clearly identified, it has been reclassified to the correct severity. If the severity is not clear it has been classified as 'Minor'.
66. **Service Number** – Service personnel and MOD civilians have been identified by linking their recorded Service or staff number to the Joint Personnel Administration System (JPA) or Human Resources Management System (HRMS). Where a Service/staff number has been entered incorrectly or left blank, it has been updated where possible. If no information exists on the health and safety system to indicate the individual's Service (if applicable), or if they are identified as cadets, contractors or locally employed civilians or members of the public, they have been allocated to the 'Other' personnel category.

Quality issues

67. **Excluded records:** No injuries reported on the MOD Health and Safety recording systems during the period 2007/08 to 2013/14 has been excluded from this report. Only duplicate incident records have been removed.
68. **Safety-related deaths:** The MOD does not formally classify deaths as safety or non-safety related. Therefore, injury-related deaths caused by work place incidents and on duty RTAs are presented in **Section 2**, aligning with the ICD (International Classification of Diseases) and as reported in the deaths National Statistic². **Annex A** provides the number of deaths due to health and safety failures these are determined through a coroner inquest or a service inquiry.
69. Injury and illness data used within this report was extracted from the various health and safety systems on 1 July 2014. Deaths data was sourced from the Deaths in the UK regular Armed Forces 2013 National Statistic and Quarter 1 2014 deaths data extracted as at 14 October 2014.
70. **Late reporting of incidents:** Due to the fact that injuries and illnesses can be reported several months after the event, figures for 2013/14 have been marked as provisional (p) and will be updated in the 2014/15 report. The level of late reporting is not known; therefore figures for 2013/14 should be used with caution as they may under represent the actual number of injuries and illnesses that occurred.
71. **Illness reporting:** The primary process for reporting ill health to Service personnel is through the Service medical reporting chain, not health and safety reporting processes. MOD civilians report through their reporting chain however they may report illnesses directly to their NHS GP practitioner. Therefore the numbers of safety related illnesses presented in this report should be treated as a minimum.
72. Due to complexity of reporting across different TLB systems, the mechanism from the Army AINC system has been adapted and applied to the other incident records held on other systems. It is not an exact practice due to the different types of activity undertaken by the three Services and MOD civilians resulting in different data capture. Mechanism definitions are currently under review by the single Service Chief Environment & Safety Officers (CESOs).
73. This report is based on health and safety incidents **as recorded** on the MOD's systems. Further incidents may have been reported to the Incident Notification Cells that have not yet been recorded on the systems due to there being a six month time lag for incidents to be reported to notification cells. Defence Statistics are investigating with CESOs the extent of this issue.

Statistical measures

Numbers and rates

74. The information presented in this publication has been structured in such a way to release information into the public domain in a way that contributes to the MOD accountability to the British public. In line with Defence Statistics' rounding policy for statistics (May 2009), and in keeping with the Office for National Statistics Guidelines, all numbers less than five have been suppressed and presented as '~' to prevent the inadvertent disclosure of individual identities. Data values greater than five have been rounded to the nearest five, to ensure that inherent data quality issues in the data do not detract from the overall trends presented.
75. When reporting deaths, actual numbers have been presented in line with Defence Statistics' rounding policy, May 2009.
76. All time series presented in this report begin at financial year 2007/08. Additional years will be added to this time series in future reports to reach a rolling ten year time series. Defence Statistics do hold Health and Safety data for incidents prior to 2007/08, however figures prior to this point are likely to have inconsistencies due to changes in health and safety business practices and IT systems that were rolled out across the Ministry of Defence (MOD), finishing in 2007/08. Therefore to ensure consistency, figures are only presented from 2007/08 onwards.

² Deaths in the UK Regular Armed Forces - <https://www.gov.uk/government/statistics/uk-armed-forces-deaths-in-service-2013>

77. This report provides data on the number of incidents recorded by various health and safety systems. Where possible we also provide crude rates based on the overall known population. Please note that from 2014/15 Defence Statistics will report on reservist personnel in line with current reporting for the MOD Defence Board. For civilians, Defence Statistics only have information on MOD employees, not on external contractors. It is important to note that crude rates are not strictly comparable owing to the possible different age and gender profiles of the baseline populations. This would apply particularly between Service personnel and civilian personnel as the former are predominantly composed of young people.
78. Injury rates for UK regular Armed Forces personnel have been calculated using a 13 month average strength over each financial year using the Joint Personnel Administration System (JPA) for 2007/08 to 2013/14. All UK Armed Forces strengths data used are considered finalised. These will be published in the next release of UK Defence Statistics November 2014 (see Defence Statistics website for release date - <https://www.gov.uk/government/statistics/mod-national-and-official-statistics-by-topic>).
79. All rates presented in the report are per 100,000 personnel per year.
80. The report uses the number of Full-Time Equivalent (FTE) personnel as the denominator for MOD civilian rates. FTE is a measure of the proportion of a standard working week that an individual is employed, for example, a person who works three standard working days per week would have an FTE of 0.6.

Amendments to the structure and contents of the report

81. Within Section 7, the rates of injuries that are considered to be RIDDOR reportable are presented. In order to provide a valid comparison, only those injuries to MOD civilian employees that met the criteria for reporting under RIDDOR are included in this section. Therefore, injuries that occurred overseas, RTAs on public highways and illnesses have been excluded.
82. RIDDOR injury rates for MOD civilian employees have been calculated using a 13 month average strength over each financial year using the Human Resources Management System (HRMS) for 2007/08 to 2013/14.
83. Changes by the HSE to the categorisation of occupations have changed the way in which a comparison is made between MOD civilians. These changes have occurred as technological and organisational changes have significant impact on the occupational structure via the introduction of new jobs and the numbers of job holders in particular occupations. Thus, classification must be regularly updated to account for these changes. Within this report SOC2000 has been replaced with SOC2010. See paragraph 53 for more information
84. Injury rates for the protective services, warehouse labourer and high risk office worker groups in the figures have been calculated using data sourced from the HSE. For more information please go to <http://www.ons.gov.uk/ons/guide-method/classifications/current-standard-classifications/soc2010/index.html>.

Future planned changes affecting the structure and contents of the report

85. From 2014/15 Defence Statistics plan to include reservists in the report.

Revisions

86. Data presented for 2007/08 to 2012/13 are final and are not subject to revision, unless errors are found in the classifications or statistical methods used during their publication. Due to the fact that injuries and illnesses can be reported several months after the event, figures for 2013/14 have been marked as provisional (p) and will be updated in the 2014/15 report. All revisions are marked 'r'.

RESULTS

Section 1: All deaths to UK regular Service personnel

87. In 2013/14 there were 79 deaths to UK regular Service personnel; of these, 13 (16%) were Naval Service personnel, 39 (49%) were Army personnel and 5 (6%) were RAF personnel. A summary of these deaths by cause and duty status is provided in **Table 1**.

Table 1: UK regular Service personnel¹, all deaths, by cause, 2013/14, numbers

Cause	All	On Duty	Off Duty	Duty status not known ³
All	79	18	58	3
Disease-related conditions	25	6	18	1
External causes of injury	44	10	32	2
Deaths due to Accidents	29	3	25	1
Land Transport Accidents	17	1	16	0
of which Road Traffic Accidents	17	1	16	0
Other	12	2	9	1
Deaths due to Violence	9	7	2	0
Hostile Action	6	6	0	0
Other	3	1	2	0
Suicide and Open verdicts	6	0	5	1
Cause not currently available⁴	10	2	8	0

1. Figures for Tri-Service Regular personnel and only those reservists who have died whilst deployed on operations.

2. 2013 data as reported in the 2013 Death National Statistic, Qtr 1 2014 data is as at 14 Oct 2014.

3. Duty status at time of death under investigation.

4. See paragraph 13 for explanation

88. As in previous reports, the primary focus of the report is to examine MOD health and safety performance. For this reason, injuries and deaths due to hostile action and off duty road traffic accidents (RTAs) have been excluded from tables and figures from this point within the report, unless otherwise specified. Those deaths that can be attributed to health and safety failures are reported on in **Annex A Table 1**.

Figure 1: UK regular Service personnel¹, deaths (excluding hostile action and off-duty RTAs), by Service, 2007/08 to 2012/13², numbers

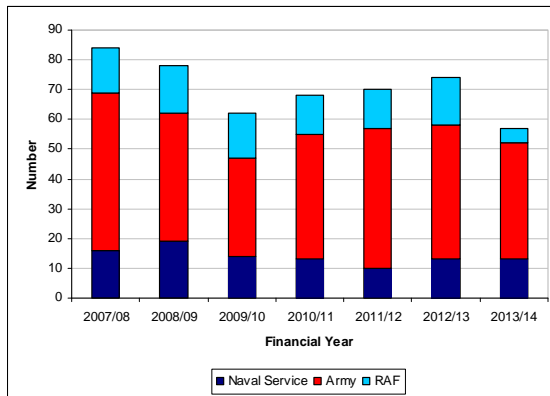
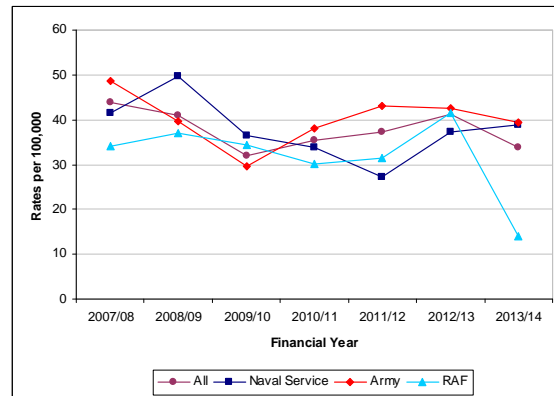


Figure 2: UK regular Service personnel¹, deaths (excluding hostile action and off-duty RTAs), by Service, 2007/08 to 2012/13², rates per 100,000



1. Figures for Tri-Service Regular personnel and only those reservists who have died whilst deployed on operations.

2. 2013 data as reported in the 2013 Death National Statistic, Qtr 1 2014 data is as at 14 Oct 2014.

3. See paragraph 76 for explanation of time series presented.

89. The number of deaths to UK regular Service personnel (excluding hostile action and off-duty RTAs) decreased from 84 deaths in 2007/08 to a low of 57 deaths in 2013/14 (can be obtained from **Table 1** by subtracting deaths due to hostile action (n=6) and off-duty Road Traffic Accidents (n=16) from all deaths (n=79)).

90. The rate of UK regular Armed Forces personnel deaths (excluding hostile action and off-duty RTAs) decreased from 44 per 100,000 in 2007/08 to 32 per 100,000 in 2009/10. The drop in the rate in 2009/10 was likely to be due to the increased operational activity in Afghanistan at this time, which resulted in a higher number of deaths due to hostile action³.

91. The higher number of deaths for Army personnel in 2007/08 was the cumulative result of operational accidents in two operational theatres, Iraq and Afghanistan.

92. The most frequently recorded causes of death between 2007/08 and 2013/14 were transport related deaths: involving helicopter accidents (five separate incidents resulting in 10 deaths), fixed wing aircraft accidents (six separate incidents resulting in 13 deaths) and land transport accidents (35 separate incidents resulting in 40 deaths).

³ Please see Defence Statistics Armed Forces deaths National Statistic for further information: <https://www.gov.uk/government/statistics/uk-armed-forces-deaths-in-service-2013>

Section 2: Work place incidents and on duty road traffic accidents resulting in injury-related deaths

93. **Section 2** presents information on injury-related deaths that were caused by work place incidents and on duty road traffic accidents (RTAs). A 'work place incident' is a death for which the MOD is responsible, that is it is deemed to be 'within the wire'. Work place incidents also include any vehicle incident that occurred on MOD property and on duty RTAs (see paragraphs 36, 37 and 40). A further breakdown of these deaths is provided in Annex A **Table A1**. Please note that disease-related deaths that may have been caused or exacerbated by health and safety failure have not been included in these figures.
94. **It is important to note that Defence Statistics are not able to attribute these deaths to health and safety failures. Those deaths that can be attributed to health and safety failures are reported on in Annex A Table A1.**
95. In 2013/14 there were 15 work place incidents and on duty RTAs resulting in injury-related deaths. (**Table 2**). Of these, three were Naval Service personnel (20%), 12 were Army personnel (80%), and none were RAF personnel. In 2013/14 there were no civilian deaths as a result of work place incidents or on duty RTAs.

Table 2: All personnel¹, work place incidents² and on duty RTAs³ resulting in deaths, 2013/14, numbers

Cause	All	On Duty	Off Duty	Under Investigation
All	15	10	4	1
External causes of injury	11	7	3	1
Deaths due to Accidents	9	6	2	1
Land Transport Accidents	1	1	0	0
of which Road Traffic Accidents	1	1	0	0
Other	8	5	2	1
Deaths due to Violence	2	1	1	0
Other	2	1	1	0
Cause not currently available⁴	4	3	1	0

1. 'All personnel' includes any person whose injury or illness was recorded on MOD health and safety systems. This includes regular Armed Forces personnel and any other person injured as a result of MOD activity or on a MOD site (see paragraph 35).

2. For definition of work place incident (see paragraph 34).

3. 'Road traffic accidents - on duty' are those which occurred on public highways whilst the person was on duty (see paragraph 38).

4. See paragraph 13 for explanation

96. There was no common cause among the eight 'Other deaths due to accidents'. These deaths included suspected suicides, aircraft accidents, negligent discharge of a weapon and falls.

Figure 3: All personnel¹, work place incidents² and on duty RTAs³ resulting in deaths, by Service, 2007/08 to 2013/14⁴, numbers

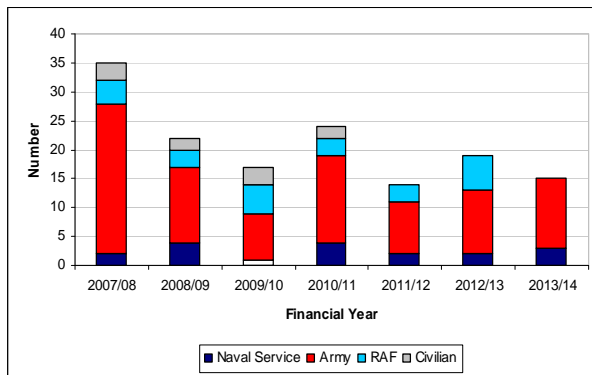
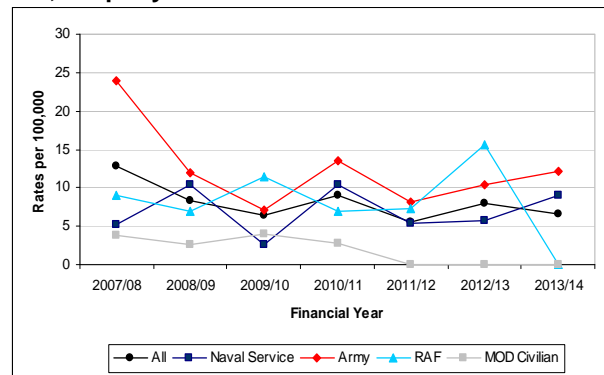


Figure 4: All personnel¹, work place incidents² and on duty RTAs³ resulting in deaths, by Service, 2007/08 to 2013/14⁴, rates⁵ per 100,000 per year



1. 'All personnel' includes any person whose injury or illness was recorded on MOD health and safety systems. This includes regular Armed Forces personnel and any other person injured as a result of MOD activity or on a MOD site (see paragraph 35).

2. For definition of work place incident (see paragraph 34).

3. 'Road traffic accidents - on duty' are those which occurred on public highways whilst the person was on duty (see paragraph 38).

4. See paragraph 76 for explanation of time series presented.

5. Rates for general civilian population cannot be calculated.

97. Figure 3 shows that there was a high of 33 injury-related deaths caused by work place incidents and on duty RTAs in 2007/08 and a low of 13 in 2011/12. In 2013/14 there were 15 work place incidents and on duty RTAs.

98. There were 10 work place incidents and on duty RTAs resulting in injury-related deaths to civilians during the period 2007/08 to 2013/14. Of these, five were cadets, three were contractors, one was a member of the Royal Fleet Auxiliary (RFA) and one was a MOD civilian locally engaged staff based overseas.

99. In 2013/14, the rate of work place incidents and RTAs resulting in injury-related death for UK Armed Forces and MOD civilian personnel was 6 per 100,000, a decrease of 25% since 2012/13.

100. Comparing 2007/08 to 2013/14, the rate of work place incidents and RTAs resulting in injury-related deaths varied between each of the Services:

- The Naval Service rate increased from 5 per 100,000 to 9 per 100,000
- The Army rate decreased from 24 per 100,000 to 12 per 100,000
- The RAF rate decreased from 9 per 100,000 to 0 per 100,000
- The MOD civilian rate decreased from 4 per 100,000 to 0 per 100,000

Section 3: Major and serious injuries and illnesses

101. **Section 3** contains information on major and serious injuries and illnesses recorded on the MOD health and safety systems. Major injuries equate to the Health and Safety Executive's (HSE) Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) category of 'major'. Serious injuries equate to the HSE RIDDOR category of 'over-seven-day' injuries. Further information on the categories of injury and illness contained in this report can be found in paragraphs 26 to 32, along with detailed definitions of major and serious injuries and illnesses.

102. The MOD has no legal requirement to report injuries and illnesses to Armed Forces personnel to the HSE. However, all information on major and serious injuries has been provided with the assumption that there is no exemption. Incidents that involve MOD civilian personnel are notified to the HSE through normal RIDDOR procedures.

103. Deaths have been excluded from the following tables and figures, as they have been reported in Sections 1 and 2. Other exclusions include battlefield injuries and off duty road traffic accidents (RTAs) (see paragraph 3).

104. Please note that the following tables include reported injuries and illnesses to UK regular Armed Forces personnel and MOD civilian employees only (**Table 3**). Paragraph 106 summarises the number of injuries/illnesses to other occupational groups.

Table 3: UK regular Armed Forces personnel and MOD civilian employees¹, major and serious injuries and illnesses, 2007/08 to 2013/14^p, numbers^{2,3}

Service	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14 ^p
All	1,785	2,290	2,520	2,850	2,545	2,120^r	1,970
Regular Armed Forces	1,495	1,925	2,135	2,525	2,300	1,935^r	1,770
Naval Service	225	215	175	170	210	235 ^r	145
Army	1,195	1,585	1,735	2,130	1,965	1,600 ^r	1,495
RAF	75	120	220	220	130	100 ^r	130
MOD Civilian	285	370	385	325	245	185^r	205
Industrial	125	150	145	140	120	85 ^r	70
Non-Industrial	160	220	240	185	125	105 ^r	130

1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).

2. In line with Defence Statistics' rounding policy, all figures of five or more have been rounded to the nearest 5 and figures fewer than five have been suppressed and marked ~. Totals and sub-totals have been rounded separately and thus totals may not equal the sums of their rounded parts.

3. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).

p. Figures for 2013/14 are provisional (see paragraph 70).

105. There were 1,970^p major and serious injuries and illnesses to UK regular Armed Forces personnel and MOD civilian employees that were reported on MOD health and safety systems during 2013/14 (**Table 3** and **Figure 5**). This was a 7% decrease on the 2012/13 figure of 2,120.

106. In addition, there were 765^p other persons classified with a major or serious injury/illness reported on MOD health and safety systems during 2013/14:

- 275 (36%) were identified as reservists
- 235 (31%) were cadet forces (including adult volunteers)
- 120 (16%) were other civilians
- 75 (10%) were contractors.
- 45 (6%) were directly employed labour
- 10 (1%) were MOD locally engaged staff overseas
- 5 (1%) were military police guard service
- <5 (<1%) were Royal Fleet Auxiliary

Figure 5: UK regular Armed Forces personnel and MOD civilian employees¹, major and serious injuries and illnesses, 2007/08 to 2013/14^{2,3,p}, numbers

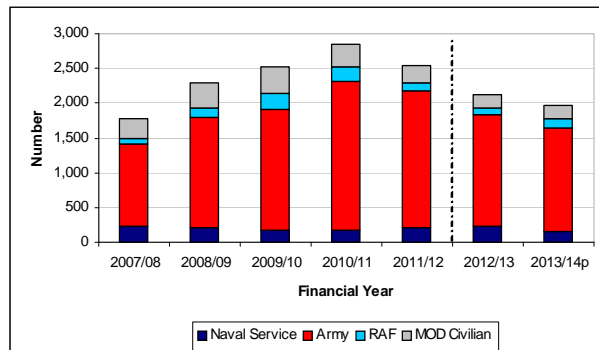
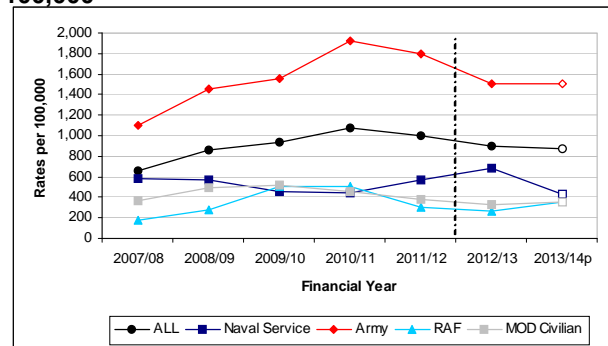


Figure 6: UK regular Armed Forces personnel and MOD civilian employees¹, major and serious injuries and illnesses, by Service, 2007/08 to 2013/14^{2,3,p}, rates per 100,000



1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).

2. See paragraph 76 for explanation of time series presented.

3. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).

p. Figures for 2013/14 are provisional (see paragraph 70).

107. Of the 1,970^p incidents reported in 2013/14, 10% (n=205) were MOD civilians and 90% (n=1,770) involved UK regular Armed Forces personnel. Of the 1,770 Regular Service Personnel: 9% (n=145) were Naval Service personnel, 84% (n=1,495) were Army personnel, 7% (n=130) were RAF personnel.

108. Between 2007/08 and 2013/14 the percentage of major and serious injuries for each of the services and MOD civilians has remained consistent. The range of percentages was as follows:

- Naval Service 6% (2010/11) – 13% (2007/08)
- Army 67% (2007/08) – 77% (2011/12)
- RAF 4% (2007/08) – 9% (2009/10)
- MOD Civilian 9% (2012/13) – 16% (2007/08, 2008/09 and 2009/10)

109. The increase in 2010/11 was a result of more Training/Exercise and Sport/Recreation injuries being reported, 1,205 and 480 respectively compared to 995 and 275 in 2012/13.

110. Of the 1,970^p incidents reported (Figure 5), 3% (n=50) were illnesses. 60% (n=30) of which were to MOD civilian personnel, the most common cause was work-related stress (n=15).

111. Of the 20 illness related incidents in UK Armed Forces the most common cause was exposure to excessive heat or cold and medical problems (n=10), and to 5 (10%) were the result of work related stress.

112. Please note that reporting of work related illness is known to be incomplete, so the figures quoted should be treated as a minimum. Chronic illness and infectious diseases were more likely to be reported through medical services (either military or civilian).

113. The rate of major & serious injuries and illnesses for UK regular Armed Forces and MOD civilian personnel increased by 33% from 658 per 100,000 in 2007/08 to 877 per 100,000 in 2013/14 (Figure 6). The increase is partly due to better reporting mechanisms introduced in the MOD over this period.

114. Comparing 2007/08 to 2013/14, the rate of reported major & serious injuries and illnesses varied between each of the Services:

- Naval Service decreased by 26% from 588 to 433 per 100,000
- Army increased by 38% from 1,097 to 1,510 per 100,000.
- RAF increased by 108% from 172 to 358 per 100,000
- MOD civilians decreased by 1% from 362 to 360 per 100,000

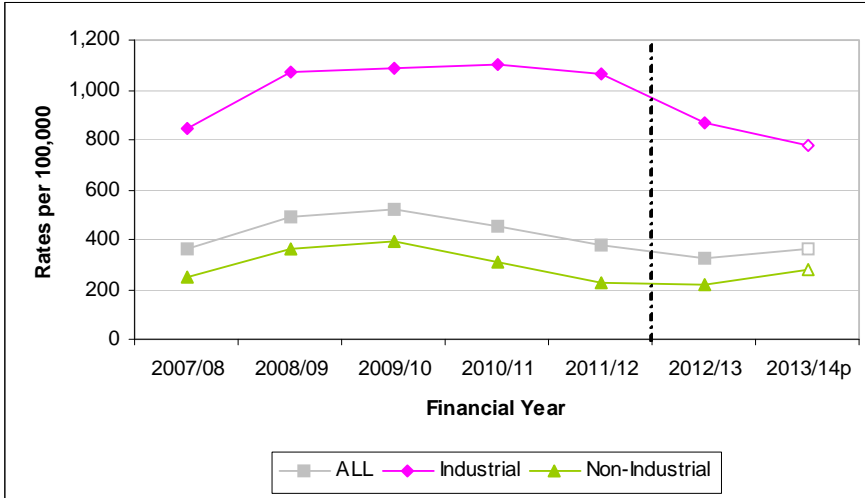
115. The highest annual rate of reported major & serious injuries and illnesses for each Service was as follows:

- Naval Service at 679 per 100,000 in 2012/13
- Army at 1,926 per 100,000 in 2010/11.

- RAF at 510 per 100,000 in 2010/11
- MOD civilians at 522 per 100,000 in 2009/10

116. Due to the many trades and roles across the UK Armed Forces, the rates of major and serious injuries and illnesses for the UK Armed Forces personnel have not been broken down into smaller sub groupings. However, MOD civilian employees can be broken down into two clearly identifiable groups: Industrial and Non-Industrial employees.

Figure 7: MOD civilian employees¹, major and serious injuries and illnesses by employee type, 2007/08 to 2013/14^{2,3,p}, rates per 100,000



1. 'MOD civilian' includes Industrial and Non-Industrial employees only (see paragraphs 45-47).
 2. See paragraph 76 for explanation of time series presented.
 3. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).
- p. Figures for 2013/14 are provisional (see paragraph 70).

117. From 2007/08 to 2013/14, the rate for MOD Industrial staff was consistently higher than MOD Non-Industrial staff (see **Figure 7**). The difference in rates between the MOD Industrial staff and MOD Non-Industrial staff was likely to be due to the different duties performed and the relative level of risk they were exposed to. For example, MOD Non-Industrial staff are predominately office based while MOD Industrial staff work in vehicle workshops and stores. Further details of rates by severity for MOD Industrial staff and MOD Non-Industrial staff can be found in Annex B **Table B1**.

118. From 2007/08 to 2013/14, the rate of reported major and serious injuries and illnesses for:

- MOD Industrial staff decreased by 7% from 843 to 781 per 100,000
- MOD Non-Industrial staff increased by 12% from 249 to 278 per 100,000

119. The decrease in 2012/13 and 2013/14 was principally due to the change in the definition of 'serious' incidents resulting in fewer incidents reaching the threshold for a serious incident (see paragraph 29).

120. The highest rate of reported major and serious injuries and illnesses for the

- MOD Industrial staff was 1,101 per 100,000 in 2010/11
- MOD Non-Industrial staff was 395 per 100,000 in 2009/10

Table 4: UK regular Armed Forces personnel and MOD civilian employees¹, major and serious injuries and illnesses by Service and mechanism, 2013/14^p, numbers²

Mechanism	All		Naval Service ⁵		Army		RAF		MOD Civilian	
	All	%	Service ⁵	%	Army	%	RAF	%	Civilian	%
All	1,970	100%	145	100%	1,495	100%	130	100%	205	100%
Adventure training	180	9%	15	11%	150	10%	10	8%	~	1%
Built Estate infrastructure	~	0%	0	0%	0	0%	0	0%	~	1%
Discipline Related	35	2%	~	1%	30	2%	~	2%	~	0%
Equipment Maintenance	10	0%	0	0%	~	0%	~	2%	~	1%
Normal duties	410	21%	50	33%	175	12%	35	26%	155	76%
RTA	40	2%	~	1%	30	2%	~	1%	10	5%
Sport/Recreation	480	24%	30	22%	385	26%	55	41%	15	6%
Training/Exercise	760	38%	45	31%	685	46%	20	15%	10	5%
Workplace Transport	55	3%	~	1%	35	2%	10	6%	5	3%

1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).

2. In line with Defence Statistics' rounding policy, all figures of five or more have been rounded to the nearest 5 and figures fewer than five have been suppressed and marked ~. Totals and sub-totals have been rounded separately and thus totals may not equal the sums of their rounded parts.

p. Figures for 2013/14 are provisional (see paragraph 70).

121. In 2013/14, 'Training/Exercise' was the most common mechanism that led to a major or serious injury with 760 (38%) incidents, this was followed by 'Sport/Recreation' (n=480, 24%) and 'Normal duties' (n=410, 21%) (Table 4).

122. The most common mechanisms leading to major/serious injuries in each of the Services were as follows:

- 'Normal duties' was the most common mechanism for the Naval Service (n=50, 33%) followed by 'Training/Exercise' (n=45, 31%) and 'Sport/Recreation' (n=30, 22%).
- 'Training/Exercise' was the most common mechanism for the Army (n=685, 46%) followed by 'Sport/Recreation' (n=385, 26%) and 'Normal Duties' (n=175, 12%).
- 'Sport/Recreation' was the most common mechanism for the RAF (n=55, 41%), followed by 'Normal Duties' (n=35, 26%) and 'Training/Exercise' (n=20, 15%).

123. The increase in the number of 'Normal Duties' incidents for the Naval Service is a result of an issue with the data being received by Defence Statistics. The data received by Defence Statistics does not provide enough information to categorise some incidents therefore these have been categorised as normal duties.

124. 'Normal duties' was the most common mechanism for MOD civilians. This reflects the fact that MOD civilians predominately perform office based tasks which form a key part of the job role.

Section 4: Major injuries and illnesses

125. **Section 4** contains information on major injuries and illnesses recorded on the MOD health and safety systems. Major injuries equate to the Health and Safety Executive's (HSE) Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) category of 'major'. These include injuries where fractures or dislocations are sustained or where the injury necessitates hospitalisation of more than 24 hours. Further information on the categories of injury and illness contained in this report can be found in paragraphs 26 to 32, along with detailed definitions of major injuries and illnesses.

126. Deaths have been excluded from the following tables and figures, as they have been reported on in Sections 1 and 2. Other exclusions include battlefield injuries and off duty RTAs (**see paragraph 3**).

127. Please note that the following tables include reported injuries and illnesses to UK regular Armed Forces personnel and MOD civilian employees only. Paragraph 129 summarises the number of injuries/illnesses to other occupational groups.

Table 5: UK regular Armed Forces personnel and MOD civilian employees¹, major injuries and illnesses, 2007/08 to 2013/14^p, numbers^{2,3}

Service	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14 ^p
All	765	1,085	1,265	1,190	980	905 r	830
Regular Armed Forces	705	1,000	1,160	1,105	925	855 r	775
Naval Service	85	130	90	85	100	140	95
Army	605	830	945	895	790	675 r	640
RAF	15	40	125	125	40	40 r	40
MOD Civilian	60	85	105	80	55	50 r	55
Industrial	15	30	35	30	20	25 r	20
Non-Industrial	45	55	70	50	35	25	35

1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).

2. In line with Defence Statistics' rounding policy, all figures of five or more have been rounded to the nearest 5 and figures fewer than five have been suppressed and marked ~. Totals and sub-totals have been rounded separately and thus totals may not equal the sums of their rounded parts.

3. See paragraph 76 for explanation of time series presented.

p. Figures for 2013/14 are provisional (see paragraph 70).

128. There were 830^p major injuries and illnesses reported on MOD health and safety systems during 2013/14 (**Table 5** and **Figure 8**). This was an 8% decrease from the 2012/13 figure of 905.

129. In addition, there were 265^p other persons classified with a major injury/illness reported on MOD health and safety systems during 2013/14, of these:

- 105 (39%) were identified as reservists
- 65 (25%) were cadet forces (including adult volunteers)
- 60 (23%) were other civilians
- 20 (8%) were contractors
- 5 (2%) were MOD locally engaged staff overseas.
- 5 (2%) were directly employed labour
- <5 (<1%) were Royal Fleet Auxiliary
- <5 (<1%) were military police guard service

Figure 8: UK regular Armed Forces personnel and MOD civilian employees¹, major injuries and illnesses, 2007/08 to 2013/14^{2,p}, numbers

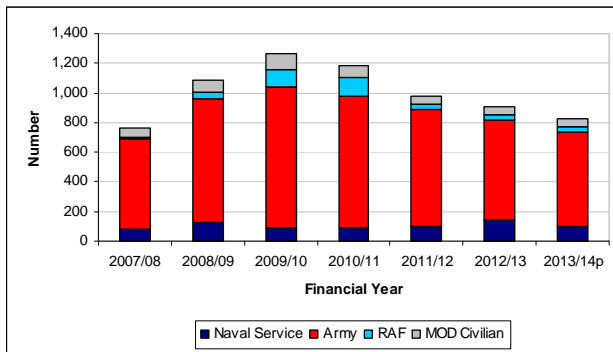
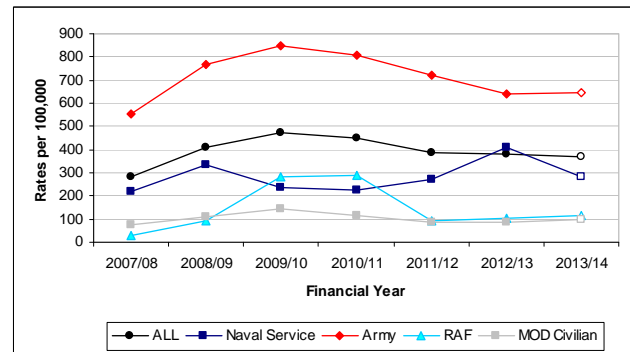


Figure 9: UK regular Armed Forces personnel and MOD civilian employees¹, major injuries and illnesses, by Service, 2007/08 to 2013/14^{2,p}, rates per 100,000



1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).

2. See paragraph 76 for explanation of time series presented

p. Figures for 2013/14 are provisional (see paragraph 70).

130. Of the 830^p incidents reported in 2013/14, 7% (n=55) were MOD civilians and 93% (n=775) involved UK Regular Service personnel. Of the 775 UK Regular Service personnel: 12% (n=95) were Naval Service personnel, 83% (n=640) were Army personnel and 5% (n=40) were RAF personnel.

131. Of the 830^p major incidents, 2% (n=15) were illnesses. Please note that reporting of work related illness is known to be incomplete, so the figures quoted should be treated as a minimum. Chronic illness and infectious diseases were more likely to be reported through medical services (either military or civilian).

132. The rate of major injuries and illnesses for UK regular Service and MOD civilian personnel increased by 31% from 282 per 100,000 in 2007/08 to 369^p per 100,000 in 2013/14. Defence Statistic with TLBs and CESOs are investigating the drivers behind this increase.

133. Comparing 2007/08 to 2013/14, the rate of reported major injuries and illnesses varied between each of the Services:

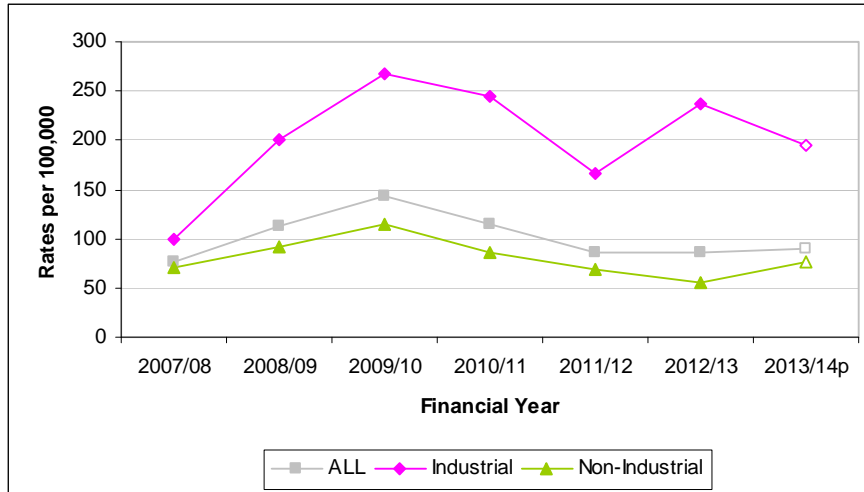
- Naval Service increased by 29% from 220 to 283 per 100,000
- Army increased by 16% from 556 to 647 per 100,000.
- RAF increased by 256% from 32 to 114 per 100,000
- MOD civilians increased by 25% from 77 to 96 per 100,000

134. The highest annual rate of reported major injuries and illnesses for each Service was as follows:

- Naval Service at 408 per 100,000 in 2012/13
- Army at 847 per 100,000 in 2009/10.
- RAF at 291 per 100,000 in 2010/11
- MOD civilians at 142 per 100,000 in 2009/10

135. Due to the many trades and roles across the UK Armed Forces, the rates of major injuries and illnesses for the UK Armed Forces personnel have not been broken down into smaller sub groupings. However, MOD civilian employees can be broken down into two clearly identifiable groups: Industrial and Non-Industrial employees (**Figure 10**).

Figure 10: MOD civilian employees¹, major injuries and illnesses by employee type, 2007/08 to 2013/14^{2,p}, rates per 100,000



1. 'MOD civilian' includes Industrial and Non-Industrial employees only (see paragraphs 45-47).

2. See paragraph 76 for explanation of time series presented.

p. Figures for 2013/14 are provisional (see paragraph 70).

136. Between 2007/08 and 2013/14, the rate of major injuries for MOD Industrial staff has been consistently higher than the rate for MOD Non-Industrial staff (See **Figure 10**). The difference in rates between the MOD Industrial staff and MOD Non-Industrial staff is likely to be due to the different duties performed and the relative level of risk they were exposed to. For example, MOD Non-Industrial staff are predominately office based while MOD Industrial staff primarily work in vehicle workshops and stores. Further details of rates by severity for MOD Industrial staff and MOD Non-Industrial staff can be found in Annex B **Table B1**.

137. Figure 10 shows that the rates for non-industrial staff have decreased each year since 2009/10. Meanwhile, rates for industrial staff have decreased by 18% since 2012/13. This decrease was seen across all Top Level Budget (TLB) reporting systems.

138. The fall in the rate of incidents to MOD Industrial staff in 2011/12 was due to a fall in the number of MOD Industrial staff employed by MOD (during this time there was a civil service voluntary early release scheme), resulting in fewer incidents reported.

139. The change in population did not have the same impact for MOD Non-Industrial staff, however, in 2011/12 and 2012/13 there were organisational changes within MOD including the disestablishment of Central TLB and CJO and the establishment of JFC, HOCS and Defence Estates Organisation moved to DIO. These changes may have resulted in a fall in the number of incidents reported for MOD Non-Industrial staff as new reporting lines were still in development. As these have bedded in there has been an increase in the numbers reported similar to those levels seen in 2010/11.

140. Between 2007/08 and 2013/14, the rate of reported major injuries and illnesses for:

- MOD Industrial staff increased by 95% from 100 to 195 per 100,000
- MOD Non-Industrial staff increased by 5% from 72 to 76 per 100,000

141. The highest rate of reported major injuries and illnesses for:

- MOD Industrial staff was 267 per 100,000 in 2009/10
- MOD Non-Industrial staff was 115 per 100,000 in 2009/10

Table 6: UK regular Armed Forces personnel and MOD civilian employees¹, major injuries and illnesses by Service and mechanism, 2013/14^p, numbers²

Mechanism	All		Naval Service ⁵		Army		RAF		MOD Civilian	
	All	%	Service ⁵	%	Army	%	RAF	%	Civilian	%
All	830	100%	95	100%	640	100%	40	100%	55	100%
Adventure training	100	12%	10	11%	85	13%	~	10%	~	4%
Built Estate infrastructure	~	0%	0	0%	0	0%	0	0%	~	6%
Discipline Related	25	3%	0	0%	25	4%	~	2%	~	2%
Equipment Maintenance	~	0%	0	0%	~	0%	0	0%	~	2%
Normal duties	140	17%	30	33%	60	9%	15	32%	40	70%
RTA	20	2%	0	0%	15	3%	0	0%	~	2%
Sport/Recreation	260	32%	25	24%	215	34%	15	41%	5	11%
Training/Exercise	250	30%	30	33%	215	34%	~	10%	0	0%
Workplace Transport	20	2%	0	0%	15	3%	~	5%	~	4%

1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).

2. In line with Defence Statistics' rounding policy, all figures of five or more have been rounded to the nearest 5 and figures fewer than five have been suppressed and marked ~. Totals and sub-totals have been rounded separately and thus totals may not equal the sums of their rounded parts. The percentages have been calculated on the actual values rather than unrounded figures.

p. Figures for 2013/14 are provisional (see paragraph 70).

142. In 2013/14, 'Sport/Recreation' was the most common mechanism that led to a major injury with (n=260, 32%) incidents, this was followed by 'Training/Exercise' (n=250, 30%) and 'Normal duties' (n=140, 17%).

143. The most common mechanisms leading to major injuries in each of the Services were as follows:

- 'Normal Duties' and 'Training/Exercise' were the most common mechanisms for the Naval Service (n=30, 33%)
- 'Training/Exercise' and 'Sport/Recreation' were the most common mechanisms for the Army (n=215, 34%)
- 'Sport/Recreation' was the most common mechanism for the RAF (n=15, 41%)

144. The increase in the number of 'Normal Duties' incidents for the Naval Service was a result of an issue with the data being received by Defence Statistics. The data received by Defence Statistics does not provide enough information to categorise some incidents therefore these have been categorised as normal duties.

145. 'Normal duties' was the most common mechanism for MOD civilians. This reflects the fact that MOD civilians predominately perform office based tasks and is a key part of their job role.

Section 5: Serious injuries and illnesses

146. **Section 5** contains information on serious injuries and illnesses recorded on the MOD health and safety systems.

147. Serious injuries equate to the HSE over-seven-day injury category, and are those that are not defined as 'major' according to the above criteria but which could result in a person being unable to perform their normal duties for more than seven days see paragraph 29 for further explanation. Serious illnesses include any illness recorded on the MOD's Health and Safety reporting systems with a severity of 'serious'.

148. Please note that the following tables include reported injuries and illnesses to UK regular Armed Forces personnel and MOD civilian employees only. Paragraph 150 summarises the number of injuries/illnesses to other occupational groups.

Table 7: UK regular Armed Forces personnel and MOD civilian employees¹, serious injuries and illnesses, 2007/08 to 2013/14^p, numbers^{2,3,4}

Service	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13 ^r	2013/14 ^p
All	1,020	1,205	1,250	1,660	1,565	1,215^r	1,140
Regular Armed Forces	795	925	975	1,420	1,375	1,080^r	995
Naval Service	140	90	85	85	110	95 ^r	50
Army	590	755	790	1,240	1,175	925 ^r	855
RAF	60	80	100	95	90	60 ^r	90
MOD Civilian	225	285	280	245	190	140^r	150
Industrial	110	120	110	110	100	60	55
Non-Industrial	115	165	170	135	90	75 ^r	95

1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).

2. In line with Defence Statistics' rounding policy, all figures of five or more have been rounded to the nearest 5 and figures fewer than five have been suppressed and marked ~. Totals and sub-totals have been rounded separately and thus totals may not equal the sums of their rounded parts.

3. See paragraph 76 for explanation of time series presented.

4. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).

p. Figures for 2013/14 are provisional (see paragraph 70).

149. There were 1,140^p serious injuries and illnesses reported on MOD health and safety systems during 2013/14 (**Table 7** and **Figure 11**). This represents a 6% decrease on the 2012/13 figure of 1,215.

150. In addition, there were 500^p other persons classified with a serious injury/illness reported on MOD health and safety systems during 2013/14, of these:

- 170 (34%) were identified as reservists
- 165 (33%) were cadet forces (including adult volunteers)
- 60 (12%) were other civilians
- 55 (11%) were contractors
- 40 (8%) were directly employed labour
- 5 (1%) were military police guard service
- 5 (1%) were MOD locally engaged staff overseas

Figure 11: UK regular Armed Forces personnel and MOD civilian employees¹, serious injuries and illnesses, 2007/08 to 2013/14^{2,3,p}, numbers

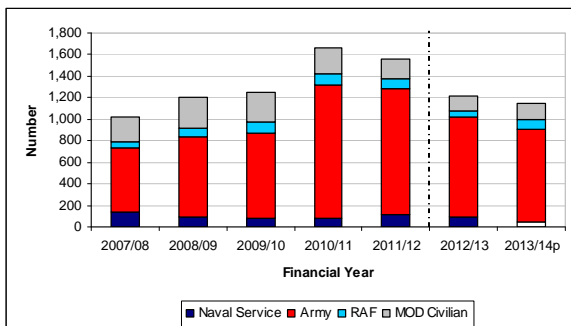
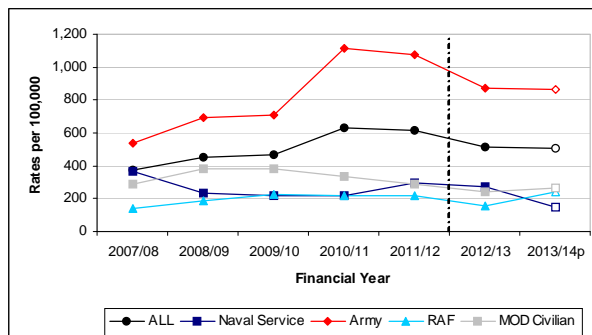


Figure 12: UK regular Armed Forces personnel and MOD civilian employees¹, serious injuries and illnesses, by Service, 2007/08 to 2013/14^{2,3,p}, rates per 100,000



1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).
2. See paragraph 76 for explanation of time series presented.
3. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 29).
- p. Figures for 2013/14 are provisional (see paragraph 70).

151. Of the 1,140^p incidents reported in 2013/14, 13% (n=150) were MOD civilians and 87% (n=995) involved UK regular Service personnel. Of the 995 UK Regular Service personnel: 5% (n=50) were Naval Service personnel, 86% (n=855) were Army personnel, 10% (n=90) were RAF personnel.

152. Of the 1,140^p serious incidents, 3% (n=35) were illnesses. Please note that reporting of work related illness is known to be incomplete, so the figures quoted should be treated as a minimum. Chronic illness and infectious diseases were more likely to be reported through medical services (either military or civilian).

153. From 2011/12 there has been a decrease in the number of serious injuries and illnesses reported by MOD health and safety systems this is due to the definition of a serious incident being narrowed. The definition has changed from serious incidents being over three days before April 2012 to over seven days after April 2012 (see paragraph 29).

154. The rate of serious injuries and illnesses for UK regular Service and MOD civilian personnel increased by 124%, from 376 per 100,000 in 2007/08 to 508^p per 100,000 in 2013/14.

155. Comparing 2007/08 to 2013/14, the rate of reported serious injuries and illnesses varied for each of the Services:

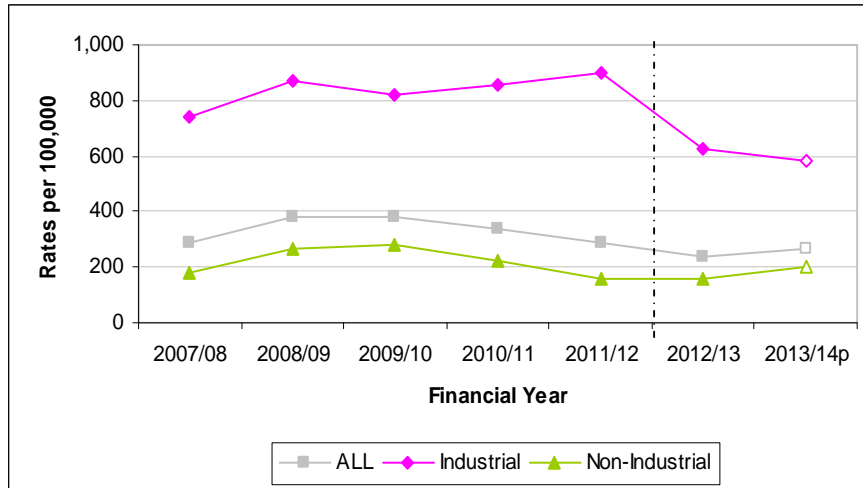
- Naval Service decreased by 60% from 368 to 149 per 100,000
- Army increased by 60% from 541 to 863 per 100,000.
- RAF increased by 74% from 140 to 244 per 100,000
- MOD civilians decreased by 7% from 285 to 265 per 100,000

156. The highest rate of reported serious injuries and illnesses for each Service was as follows:

- Naval Service at 368 per 100,000 in 2007/08
- Army at 1,118 per 100,000 in 2010/11.
- RAF at 244 per 100,000 in 2013/14
- MOD civilians at 380 per 100,000 in 2008/09 and 2009/10

157. Due to the many trades and roles across the UK Armed Forces, the rates of serious injuries and illnesses for the UK Armed Forces personnel have not been broken down into smaller sub groupings. However, MOD civilian employees can be broken down into two clearly identifiable groups: Industrial and Non-Industrial employees (**Figure 13**).

Figure 13: MOD civilian employees¹, serious injuries and illnesses by employee type, 2007/08 to 2013/14^{2,3,p} rates per 100,000



1. 'MOD civilian' includes Industrial and Non-Industrial employees only (see paragraphs 45-47).
2. See paragraph 76 for explanation of time series presented.
3. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).
- p. Figures for 2013/14 provisional (see paragraph 70).

158. From 2007/08 to 2013/14 the rate of serious injuries and illnesses for MOD Industrial staff has been consistently higher than MOD Non-Industrial staff (see **Figure 13**). The difference in rates between the MOD Industrial staff and MOD Non-Industrial staff was likely to be due to the different duties performed and the relative level of risk they were exposed to. For example, MOD Non-Industrial staff are predominately office based while MOD Industrial staff work primarily in vehicle workshops and stores. Further details of rates by severity for MOD Industrial staff and MOD Non-Industrial staff can be found in Annex B, **Table B1**.

159. From 2011/12 there has been a decrease in the number of serious injuries and illnesses to MOD Industrial staff reported by MOD health and safety systems this is due to the definition of a serious incident being narrowed.

160. The definitional change of serious injuries did not have the same impact for rates of incidents in MOD Non-Industrial staff who are predominantly office based. However, in 2011/12 and 2012/13 there were organisational changes within MOD including the disestablishment of Central TLB and CJO and the establishment of JFC, HOCS and Defence Estates Organisation moved to DIO. These changes may have resulted in a fall in the number of incidents reported for MOD Non-Industrial staff as new reporting lines were still in development. As these have bedded in there has been an increase in the numbers reported similar to those levels seen in 2010/11.

161. From 2007/08 to 2013/14, the rate of reported serious injuries and illnesses for:

- MOD Industrial staff decreased by 21% from 743 to 586 per 100,000
- MOD Non-Industrial staff increased by 14% from 177 to 202 per 100,000

162. The highest rate of reported serious injuries and illnesses for:

- MOD Industrial staff was 897 per 100,000 in 2011/12
- MOD Non-Industrial staff was 281 per 100,000 in 2009/10

Table 8: UK regular Armed Forces personnel and MOD civilian employees¹, serious injuries and illnesses by Service and mechanism, 2013/14^p, numbers²

Mechanism	All		Naval Service ⁵		Army		RAF		MOD Civilian	
	All	%	Service ⁵	%	Army	%	RAF	%	Civilian	%
All	1,140	100%	50	100%	855	100%	90	100%	150	100%
Adventure training	80	7%	5	12%	65	8%	5	7%	~	1%
Built Estate infrastructure	0	0%	0	0%	0	0%	0	0%	0	0%
Discipline Related	5	1%	~	2%	5	1%	~	1%	0	0%
Equipment Maintenance	~	0%	0	0%	0	0%	~	3%	~	1%
Normal duties	270	24%	15	34%	115	14%	20	23%	115	78%
RTA	25	2%	~	4%	10	1%	~	1%	10	6%
Sport/Recreation	220	19%	10	18%	165	20%	35	41%	5	5%
Training/Exercise	505	44%	15	28%	465	55%	15	17%	10	7%
Workplace Transport	35	3%	~	2%	20	2%	5	7%	5	3%

1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).

2. In line with Defence Statistics' rounding policy, all figures of five or more have been rounded to the nearest 5 and figures fewer than five have been suppressed and marked ~. Totals and sub-totals have been rounded separately and thus totals may not equal the sums of their rounded parts.

p. Figures for 2013/14 are provisional (see paragraph 70).

163. In 2013/14, 'Training/Exercise' was the most common mechanism that led to a serious injury with 505 (44%) incidents, this was followed by 'Normal duties' (n=270, 24%) and 'Sport/Recreation' (n=220, 19%).

164. The most common mechanisms leading to serious injuries in each of the Services were as follows:

- 'Normal duties' was the most common mechanism for the Naval Service (n=15, 34%)
- 'Training/Exercise' was the most common mechanism for the Army (n=465, 55%)
- 'Sport/Recreation' was the most common mechanism for the RAF (n=35, 41%)

165. The increase in the number of 'Normal Duties' incidents for the Naval Service is a result of an issue with the data being received by Defence Statistics. The data received by Defence Statistics does not provide enough information to categorise some incidents therefore these have been categorised as normal duties.

166. 'Normal duties' was the most common mechanism for MOD civilians. This reflects the fact that MOD civilians predominately perform office based tasks and is a key part of their job role.

Section 6: Minor injuries and illnesses

167. **Section 6** contains information on minor injuries and illnesses recorded on the MOD health and safety systems. Minor injuries are not reportable under RIDDOR, but are presented here to give a complete picture of reported injuries and illnesses on MOD health and safety systems. Please note that minor injuries and illnesses are known to be underreported.

168. Minor injuries are defined as any injury which results in the injured person being unable to carry out their normal duties for fewer than seven days. The full definition of minor injuries and illnesses can be found in paragraph 29. Minor illnesses include any illness recorded on the MOD's Health and Safety reporting systems with a severity classification of 'minor'.

169. Please note that the following tables include reported injuries and illnesses to UK regular Armed Forces personnel and MOD civilian employees only. Paragraph 171 summarises the number of injuries/illnesses to other occupational groups.

Table 9: UK regular Armed Forces personnel and MOD civilian employees¹, minor injuries and illnesses, 2007/08 to 2013/14^p, numbers^{2,3,4}

Service	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14 ^p
All	2,825	3,490	3,655	3,960	3,685	3,985^r	3,840
Regular Armed Forces	1,635	2,185	2,190	2,465	2,330	2,880^r	2,845
Naval Service	600	765	720	820	595	770 ^r	695
Army	420	650	630	835	915	1,360 ^r	1,365
RAF	615	770	840	815	815	750 ^r	780
MOD Civilian	1,190	1,305	1,465	1,490	1,355	1,105^r	995
Industrial	560	570	580	570	505	370 ^r	350
Non-Industrial	630	740	885	925	850	735 ^r	645

1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).

2. In line with Defence Statistics' rounding policy, all figures of five or more have been rounded to the nearest 5 and figures fewer than five have been suppressed and marked ~. Totals and sub-totals have been rounded separately and thus totals may not equal the sums of their rounded parts.

3. See paragraph 76 for explanation of time series presented.

4 Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).

p. Figures for 2013/14 are provisional (see paragraph 70).

170. There were 3,840^p minor injuries and illnesses reported on MOD health and safety systems during 2013/14 (**Table 9** and **Figure 14**). This was a decrease of 4% on the 2012/13 figure of 3,985.

171. In addition, there were 2,300^p other persons classified with a minor injury/illness reported on MOD health and safety systems during 2013/14, of these:

- 565 (25%) were other civilians
- 765 (33%) were cadet forces (including adult volunteers)
- 575 (25%) were contractors
- 315 (14%) were reservists
- 50 (2%) were directly employed labour
- 35 (2%) were MOD locally engaged staff overseas
- 5 (1%) were military police guard service
- <5 (<1%) were Royal Fleet Auxiliary

Figure 14: UK regular Armed Forces personnel and MOD civilian employees¹, minor injuries and illnesses, 2007/08 to 2013/14^{2,3,p} numbers

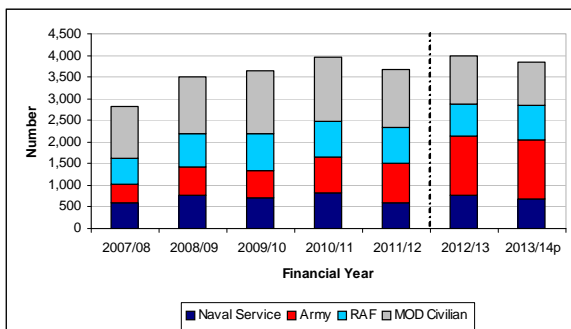
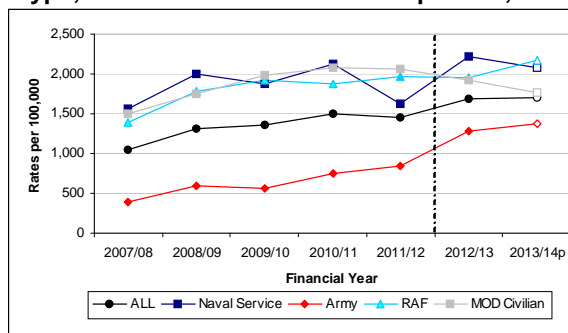


Figure 15: UK regular Armed Forces personnel and MOD civilian employees¹, minor injuries and illnesses, by employee type, 2007/08 to 2013/14^{2,3,p} rates per 100,000



1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).

2. See paragraph 76 for explanation of time series presented.

3. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).

p. Figures for 2013/14 are provisional (see paragraph 70).

172. Of the 3,840^p incidents reported in 2013/14, 26% (n=995) were MOD civilians and 74% (n=2,845) involved UK Regular Service personnel. Of the 2,845 UK Regular Service personnel: 24% (n=695) were Naval Service personnel, 48% (n=1,365) were Army personnel, 27% (n=780) were RAF personnel.

173. The rate of minor injuries and illnesses for UK regular Service and MOD civilian personnel increased by 64%, from 1,043 per 100,000 in 2007/08 to 1,707^p in 2013/14.

174. The increase in the number of minor injuries from 2011/12 for the single Services was the result of the change in definition of 'serious' injury which has widened what is categorised as a minor injury from under three days off work to under seven days off work (see paragraph 32). However, this increase was not reflected in the MOD Civilian rates which have decreased in the same time period.

175. Comparing 2007/08 to 2013/14, the rate of reported minor injuries and illnesses varied for each of the Services:

- Naval Service increased by 34% from 1,556 to 2,079 per 100,000
- Army increased by 259% from 384 to 1,380 per 100,000.
- RAF increased by 55% from 1,396 to 2,169 per 100,000
- MOD civilians increased by 18% from 1,502 to 1,767 per 100,000

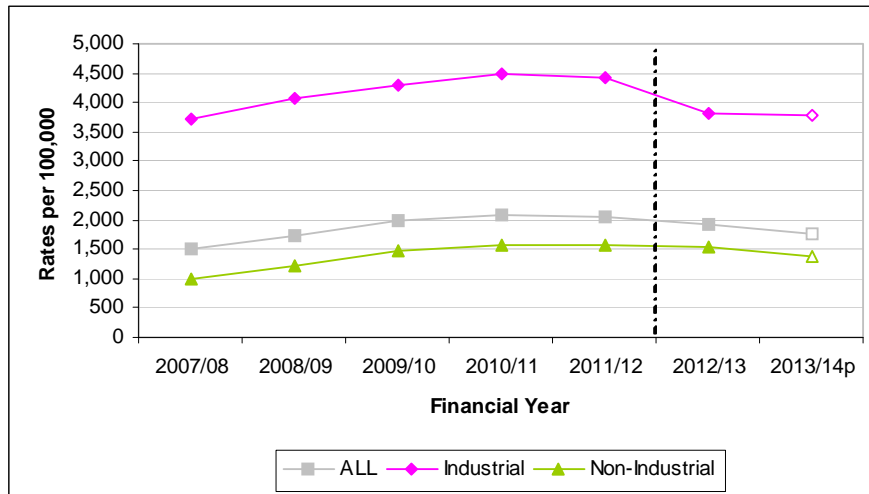
176. The highest rate of reported minor injuries and illnesses for each Service was as follows:

- Naval Service at 2,168 per 100,000 in 2012/13
- Army at 1,380 per 100,000 in 2013/14.
- RAF at 2,169 per 100,000 in 2013/14
- MOD civilians at 2,076 per 100,000 in 2010/11

177. The rate of minor injuries and illnesses for the Army was consistently lower than the rates for the Naval Service, RAF and MOD civilian personnel. This was most likely to be due to the Army having to prioritise the recording of incidents due to the volume of major and serious incidents.

178. Due to the many trades and roles across the UK Armed Forces, the rates of minor injuries and illnesses for the UK Armed Forces personnel have not been broken down into smaller sub groupings. However, MOD civilian employees can be broken down into two clearly identifiable groups: Industrial and Non-Industrial employees (**Figure 16**).

Figure 16: MOD civilian employees¹, minor injuries and illnesses by Service, 2007/08 to 2013/14^{2,3,p}, rates per 100,000



1. 'MOD civilian' includes Industrial and Non-Industrial employees only (see paragraphs 45-47).
2. See paragraph 76 for explanation of time series presented.
3. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).
- p. Figures for 2013/14 are provisional (see paragraph 70).

179. From 2007/08 to 2013/14, the rate of minor injuries for MOD Industrial staff has been consistently higher than the rate for MOD Non-Industrial staff (see **Figure 16**). The difference in rates between the MOD Industrial staff and MOD Non-Industrial staff was likely due to the different duties performed and the relative level of risk they were exposed to. For example, MOD Non-Industrial staff are predominately office based while MOD Industrial staff work primarily in vehicle workshops and stores. Further details of rates by severity for MOD Industrial staff and MOD Non-Industrial staff can be found in Annex B **Table B1**.

180. Comparing 2007/08 to 2013/14, the rate of reported minor injuries and illnesses for:

- MOD Industrial staff increased by 2% from 3,724 to 3,796 per 100,000
- MOD Non-Industrial staff increased by 39% from 982 to 1,369 per 100,000

181. The highest rate of reported minor injuries and illnesses for:

- MOD Industrial staff was 4,473 per 100,000 in 2010/11
- MOD Non-Industrial staff was 1,564 per 100,000 in 2011/12

Table 10: UK regular Armed Forces personnel and MOD civilian employees¹, minor injuries and illnesses by Service and mechanism, 2013/14^p, numbers²

Mechanism	All		Naval Service ⁵		Army		RAF		MOD Civilian	
	All	%	Service ⁵	%	Army	%	RAF	%	Civilian	%
All	3,840	100%	695	100%	1,365	100%	780	100%	995	100%
Adventure training	235	6%	25	4%	130	10%	60	7%	20	2%
Built Estate infrastructure	45	1%	~	0%	5	0%	5	1%	30	3%
Discipline Related	5	0%	0	0%	~	0%	0	0%	~	0%
Equipment Maintenance	70	2%	20	3%	5	0%	35	4%	10	1%
Normal duties	1,660	43%	380	55%	225	16%	300	39%	755	76%
RTA	85	2%	10	2%	50	4%	10	1%	15	2%
Sport/Recreation	615	16%	110	16%	235	17%	200	25%	70	7%
Training/Exercise	990	26%	135	19%	655	48%	140	18%	60	6%
Workplace Transport	130	3%	10	1%	55	4%	35	4%	30	3%

1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).
2. In line with Defence Statistics' rounding policy, all figures of five or more have been rounded to the nearest 5 and figures fewer than five have been suppressed and marked ~. Totals and sub-totals have been rounded separately and thus totals may not equal the sums of their rounded parts.
- p. Figures for 2013/14 are provisional (see paragraph 70).

182. In 2013/14, 'Normal duties' was the most common mechanism that led to a minor injury with 1,660 (43%) incidents, this was followed by 'Training/Exercise' (n=990, 26%) and 'Sport/Recreation' (n=615, 16%) (**Table 10**).

183. The most common mechanisms leading to minor injuries in each of the Services were as follows:

- 'Normal duties' was the most common mechanism for the Naval Service (n=380, 55%)
- 'Training/Exercise' was the most common mechanism resulting in minor injuries and illnesses for the Army (n=655, 48%)
- 'Normal duties' was the most common mechanism for the RAF (n=300, 39%).

184. The increase in the number of 'Normal Duties' incidents for the Naval Service is a result of an issue with the data being received by Defence Statistics. The data received by Defence Statistics does not provide enough information to categorise some incidents therefore these have been categorised as normal duties.

185. 'Normal duties' was the most common mechanism for MOD civilians. This reflects the fact that MOD civilians predominately perform office based tasks and is a key part of their job role.

Section 7: HSE Benchmarking

186. **Section 7** provides a comparison of the rates of RIDDOR reportable injuries that occurred to MOD civilian employees with the rates of injury that occurred to similar UK occupational groups.
187. Defence Statistics have worked with the Health and Safety Executive (HSE) to identify UK occupational groups whose daily work activities are the most similar to those carried out by MOD civilian employees, and therefore provide the most valid comparison. The occupational group selected to compare with MOD Non-Industrial civilians was 'Office workers with high risk site/warehouse visits occupations', and the occupational group selected to compare with MOD Industrial civilians was of 'Warehouse Labourer Occupations'. This is a change on previous years as the HSE has changed its categorisation. Paragraphs 48 to 52 provide further details of the selected occupational groups.
188. **Please note** that HSE are trialling the injury statistics by occupational groups, and therefore the figures should be treated as experimental statistics. As HSE produce further occupational groupings Defence Statistics will evaluate them to assess whether they will provide more valid comparison population for MOD employees.
189. The HSE occupational data provided below shows the rate of injury (including deaths) within each occupational group as reported under RIDDOR. In order to provide a valid comparison, only those deaths and injuries to MOD civilian employees that met the criteria for reporting under RIDDOR were included in this section. Therefore, injuries that occurred overseas, Road Traffic Accidents (RTAs) on public highways and illnesses have been excluded. Paragraphs 82 and 83 contain further details on the injuries and employees excluded from this section.
190. All comparisons within this section should be used with caution because of the potential difference in injury reporting levels in the groups being compared. Currently, the Health and Safety Executive estimate that just over half of all qualifying injuries to employees are actually reported under RIDDOR in the UK, with the self-employed reporting a much smaller proportion. The reporting levels within the MOD are not known, and Defence Statistics are working with the MOD Chief Environmental Safety Officers (CESOs) to explore methods to estimate under-reporting.
191. **Please note** Defence Statistics have not received data from the HSE for financial years 2012/13 and 2013/14 therefore 2011/12 data has been used as a proxy throughout this section.

MOD Civilian Non-Industrial employees

192. This section compares MOD civilian Non-Industrial injury rates to the occupational grouping of 'Office workers with high risk site/warehouse visits occupations'. MOD Non-Industrial employees include all civilians not primarily employed in a trade, craft or manual labour occupation. Therefore this group covers a range of functions, including administration, policing, guarding, science and engineering. The UK high risk office worker occupations' was selected as the best available comparison population. However, there are differences between the activities undertaken by UK high risk office worker occupations and MOD Non-Industrial civilian employees and therefore the following comparisons should be used with caution; examples of the high risk office workers can be found in paragraph 50.

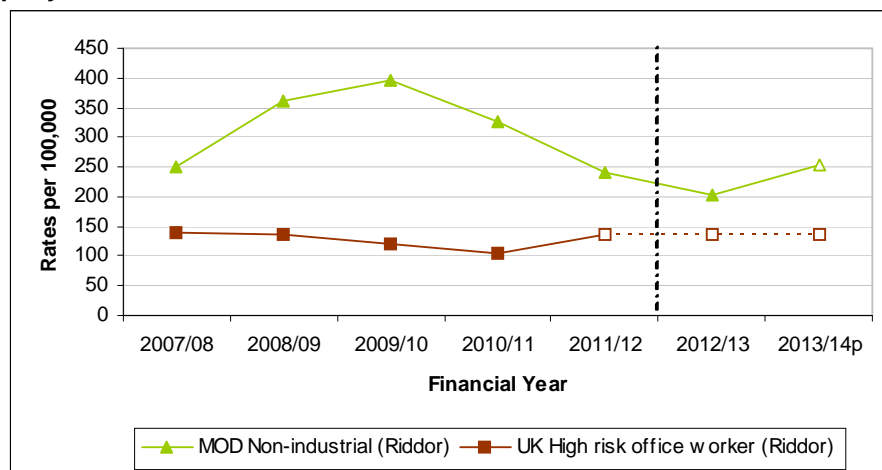
Table 11 presents the number of RIDDOR deaths and injuries to MOD civilian Non-Industrial employees and UK high risk office worker occupations, 2007/08 to 2013/14.

Table 11: MOD civilian Non-Industrial employees RIDDOR deaths and injuries and UK High risk office worker occupations¹, by injury severity, 2007/08 to 2013/14, numbers^{2,4,5}

Grouped Occupations	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14 ^p
MOD Non-industrial (Riddor)³	160	220	240	185	125	95	120
Deaths	0	0	0	0	0	0	0
Major injuries	45	55	70	50	35	20	30
Serious injuries	115	165	170	135	90	75	90
UK High risk office worker (Riddor)	1,265	1,285	1,105	960	1,115	-	-
Deaths	2	3	3	7	3	-	-
Major injuries	430	405	410	325	335	-	-
Serious injuries	835	880	690	625	775	-	-

1. Data for 2012/13 and 2013/14 on UK high risk office worker occupations not currently available.
2. In line with Defence Statistics' rounding policy, all injury figures of five or more have been rounded to the nearest 5 and figures fewer than five have been suppressed and marked -. Totals and sub-totals have been rounded separately and thus totals may not equal the sums of their rounded parts.
3. Includes UK injuries only excluding injuries that occurred overseas and on duty RTAs on public highway.
4. See paragraph 76 for explanation of time series presented.
5. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).
- = not available
- p. Figures for UK high risk office worker for 2011/12 and all figures for 2013/14 are provisional (see paragraph 70).

Figure 17: RIDDOR deaths and major and serious injuries to MOD civilian Non-Industrial employees and UK High risk office worker occupations¹, 2007/08 to 2013/14^{2,3,p}, rates per 100,000 per year



1. Data for 2012/13 and 2013/14 on UK high risk office worker occupations not currently available.
2. See paragraph 76 for explanation of time series presented.
3. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).
- p. Rates for UK high risk office worker for 2011/12, 2012/13 and all rates for 2013/14 are provisional.
- r. Due to changes in HSE categorisation (SOC2010) all figures have been revised

193. The annual rate of RIDDOR deaths and major and serious injuries to MOD civilian Non-Industrial employees was consistently higher than the rate for UK high risk office worker occupations over the period 2007/08 to 2013/14 (using 2011/12 as a proxy). In 2013/14 (using 2011/12 as a proxy), the rate of RIDDOR deaths and injuries to MOD civilian Non-Industrial employees was 253 per 100,000 compared with 135 per 100,000 for all UK high risk office worker occupations (Figure 17).

194. There have been no MOD civilian Non-Industrial deaths over the period 2007/08 to 2013/14.

195. The rate of death for high risk office worker occupations has varied over this period, between 0.3 per 100,000 in 2008/09 and 0.8 per 100,000 in 2011/12.

196. The reasons for the difference in RIDDOR injury rates are not known. It may be due to differences between the levels of risk of activities carried out by the two groups. The MOD civilian Non-Industrial group, for example, includes Non office-based employees such as the MOD Police (who carry out armed policing) and MOD Guard Service (who carry out unarmed guarding). The responsibilities of these personnel may involve higher risk of injury than the UK high risk office worker occupations, who include warehouse staff and office workers who undertake site visits (for example, property housing and land managers).

197. Other reasons may account for the differences between the two groups. For example, anecdotal evidence suggests that there is a strong safety culture among MOD Non-Industrial civilians. In conjunction with the active promotion of accident reporting mechanisms, this may have resulted in a higher level of accident reporting than was seen in UK high risk office worker occupations.

Figure 18: Major injuries to MOD civilian Non-Industrial employees and UK High risk office worker occupations^{1r}, 2007/08 to 2013/14^{2,p}, rates per 100,000 per year

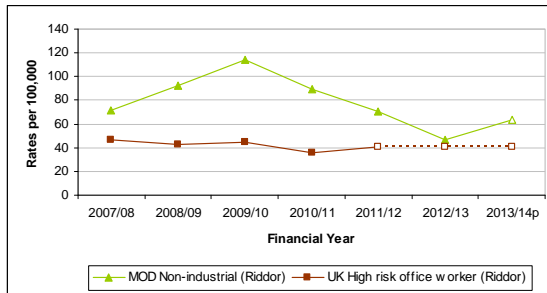
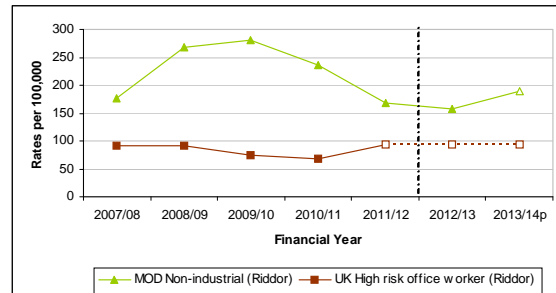


Figure 19: Serious injuries to MOD civilian Non-Industrial employees and UK High risk office worker occupations^{1r}, 2007/08 to 2013/14^{2,3,p}, rates per 100,000 per year



1. Data for 2012/13 and 2013/14 on UK high risk office worker occupations not currently available.
2. See paragraph 76 for explanation of time series presented.
3. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).
- p. Rates for UK high risk office worker for 2011/12, 2012/13 and all rates for 2013/14 are provisional.
- r. Due to changes in HSE categorisation (SOC2010) all figures have been revised

198. The annual rates of RIDDOR major injuries to MOD civilian Non-Industrial employees were consistently higher than the rates for UK high risk office worker occupations over the period 2007/08 to 2013/14 (using 2011/12 data as a proxy). In 2013/14 (using 2011/12 data as a proxy), the rate of RIDDOR major injuries to MOD civilian Non-Industrial employees was 64 per 100,000 compared with 40 per 100,000 for all UK high risk office worker occupations.

199. The annual rates of RIDDOR serious injuries to MOD civilian Non-Industrial employees were consistently higher than the rates for UK high risk office worker occupations over the period 2007/08 to 2013/14. In 2013/14 (using 2011/12 as a proxy), the rate of RIDDOR serious injuries to MOD civilian Non-Industrial employees was 190 per 100,000 compared with 94 per 100,000 for all UK high risk office worker occupations.

MOD Civilian Industrial employees

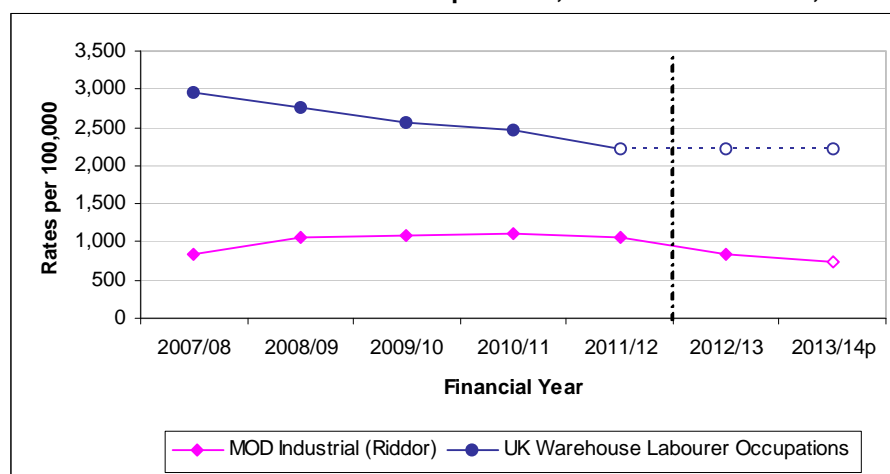
200. This section compares MOD civilian Industrial injury rates to the occupational grouping of 'Warehouse Labourer Occupations. MOD Industrial employees include all civilians primarily employed in a trade, craft or manual labour occupation. Therefore this group covers a range of functions, including air freight handlers, storekeepers, drivers and Industrial technicians. The UK warehouse labourer occupations group was selected as the best available comparison population. However, there are differences between the activities undertaken by UK warehouse labourer occupations and MOD Industrial civilian employees and therefore the following comparisons should be used with caution. Paragraph 53 provides further details on the type of occupations contributing to the Warehouse Labour Occupations.

Table 12: RIDDOR deaths and injuries to MOD civilian Industrial employees and UK warehouse labourer staff occupations¹, by injury severity, 2007/08 to 2013/14^p, numbers^{2,4,5}

Grouped Occupations	2007/08	2008/09	2009/10	2010/11	2011/12 ^p	2012/13 ^p	2013/14 ^p
MOD Industrial (Riddor)³	125	150	145	140	120	80	70
Deaths	0	0	0	0	0	0	0
Major injuries	15	30	35	30	20	25	20
Serious injuries	110	120	110	110	100	60	50
UK Warehouse Labourer Occupations	11,105	10,400	9,050	8,795	8,630	-	-
Deaths	5	9	7	8	5	-	-
Major injuries	1,735	1,515	1,420	1,360	1,285	-	-
Serious injuries	9,365	8,880	7,620	7,430	7,340	-	-

1. Data for 2012/13 and 2013/14 on UK warehouse labourer staff not currently available.
2. In line with Defence Statistics' rounding policy, all injury figures of five or more have been rounded to the nearest 5 and figures fewer than five have been suppressed and marked -. Totals and sub-totals have been rounded separately and thus totals may not equal the sums of their rounded parts.
3. Includes UK injuries only excluding injuries overseas and on duty RTAs on public highway.
4. See paragraph 76 for explanation of time series presented.
5. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).
- = not available
- p. Figures for UK warehouse labourer staff for 2011/12 and all figures for 2013/14 are provisional (see paragraph 70).

Figure 20: RIDDOR deaths and major and serious injuries to MOD civilian Industrial employees and UK warehouse labourer staff occupations^{1r}, 2007/08 to 2013/14^{2,p}, rates per 100,000 per year



1. Data for 2012/13 and 2013/14 on warehouse labourer staff not currently available.
2. See paragraph 76 for explanation of time series presented.
- p. Rates for UK warehouse labourer staff for 2011/12, 2012/13 and all rates for 2013/14 are provisional.
- r. Due to changes in HSE categorisation (SOC2010) all figures have been revised

201. The annual rate of RIDDOR deaths and injuries to MOD civilian Industrial employees was consistently lower than the rate for UK warehouse labourer staff occupations over the period 2007/08 to 2013/14 (using 2011/12 data as a proxy). In 2013/14 (using 2011/12 data as a proxy), the rate of RIDDOR deaths and injuries to MOD civilian Industrial employees was 748 per 100,000 compared with 2,213 per 100,000 for UK warehouse labourer staff occupations.

202. The rate of RIDDOR deaths and injuries to MOD civilian Industrial employees fluctuated over the period, ranging from a low of 843 per 100,000 in 2007/08 to a high of 1,100 per 100,000 in 2010/11 to a low of 748 per 100,000 in 2013/14. The UK Warehouse Labourer occupations rate of RIDDOR deaths and injuries has steadily decreased over the period, from 2,213 per 100,000 in 2011/12 to 2,969 per 100,000 in 2007/08.

203. There have been no MOD civilian Industrial deaths over the period 2007/08 to 2011/12. The rate of death for UK warehouse labourer staff occupations has varied over this period, between 1.3 per 100,000 in 2007/08 and 2011/12 and 1.9 per 100,000 in 2008/09.

204. The reasons for these changes and the large difference between the rates of UK Warehouse Labourer Occupation and MOD civilian Industrial employees were not known. It may have been due to differences between the levels of risk of activities carried out by the two groups. The MOD civilian Industrial group, for example, includes personnel employed as store-keepers, couriers, drivers and in technical trades. The responsibilities of these personnel may involve lower risk of injury than the

UK warehouse labourer staff occupations. Defence Statistics will investigate methods of improving the validity of the comparisons made in this section prior to the next release of these statistics.

Figure 21: Major injuries to MOD civilian Industrial employees and UK Warehouse Labourer occupations^{1r}, 2007/08 to 2013/14^{2,p}, rates per 100,000 per year

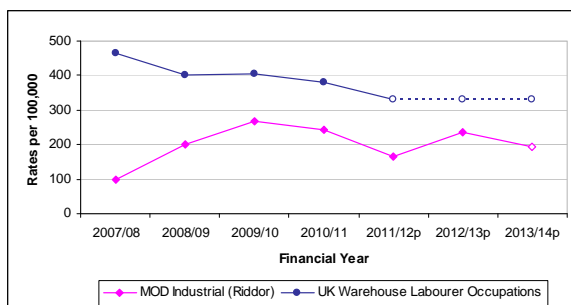
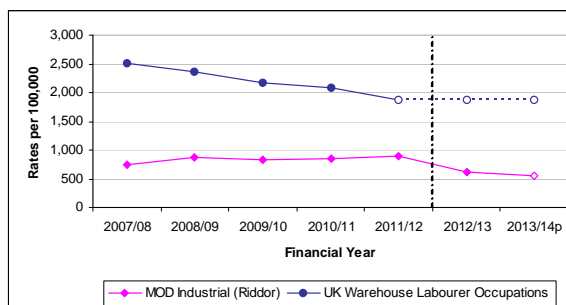


Figure 22: Serious injuries to MOD civilian Industrial employees and UK Warehouse Labourer occupations^{1r}, 2007/08 to 2013/14^{2,3,p}, rates per 100,000 per year



1. Data for 2013/14 on UK warehouse labourer staff not currently available.
2. See paragraph 76 for explanation of time series presented.
3. Due to a change in the definition of a 'serious' injury there is a break in the time series at April 2012 (see paragraph 28).
- p. Rates for UK warehouse labourer staff for 2011/12, 2012/13 and all rates for 2013/14 are provisional.
- r. Due to changes in HSE categorisation (SOC2010) all figures have been revised

205. The annual rates of RIDDOR major injuries to MOD civilian Industrial employees were consistently lower than the rates for UK Warehouse Labourer occupations over the period 2007/08 to 2013/14 (using 2012/13 as a proxy). In 2013/14 (using 2012/13 as a proxy), the rate of RIDDOR major injuries to MOD civilian Industrial employees was 195 per 100,000 compared with 330 per 100,000 for all UK warehouse labourer staff occupations.

206. The annual rates of RIDDOR serious injuries to MOD civilian Industrial employees were consistently lower than the rates for UK Warehouse Labourer occupations over the period 2007/08 to 2013/14 (using 2012/13 as a proxy). In 2013/14 (using 2012/13 as a proxy), the latest year for which comparison data was available, the rate of RIDDOR serious injuries to MOD civilian Industrial employees was 553 per 100,000 compared with 1,882 per 100,000 for UK Warehouse Labourer occupations.

Section 8: Other recorded incidents - Near misses and dangerous occurrences

207. **Section 8** contains information on incidents recorded on the MOD health and safety systems that did not result in injury or illness.

208. Health and Safety systems also record specific, unplanned, uncontrolled events which have the potential to cause injury or damage and are listed in Schedule 2 of RIDDOR (1995). These are recorded as dangerous occurrences.

Near Misses

209. Near misses are events which would normally have resulted in death, injury or ill health, or a dangerous event.

210. There were 4,210 near misses recorded on health and safety systems in 2013/14, accounting for 31% of all events recorded.

211. The number of near misses has increased from 780 in 2007/08 to 4,210 in 2013/14.

212. In December 2010, a MOD near miss reporting campaign was launched to increase reporting of near misses and is one of the Defence Board's strategic objectives. Since then there has been a notable increase in the number of near misses reported.

Table 13: UK regular Armed Forces personnel and MOD civilian employees¹, near misses, 2007/08 to 2013/14^p, numbers²

All	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
13,845	780	890	960	2,070	1,770	3,165	4,210

1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).

2. In line with Defence Statistics' rounding policy, all figures of five or more have been rounded to the nearest 5 and figures fewer than five have been suppressed and marked ~. Totals and sub-totals have been rounded separately and thus totals may not equal the sums of their rounded parts.

p. Figures for 2013/14 are provisional (see paragraph 70).

213. In 2007/08 near misses accounted for 10% of all recorded incidents, by 2010/11 this had increased to 17%, this proportion has further increased to 31% in 2013/14.

214. The majority of near misses were reported by the Defence Equipment and Support Incident Notification Cell (DINC) with 73% (n=3,105) near misses reported in 2013/14. This is due to the fact that DINC have a good culture of near miss reporting due to campaigns and culture.

215. When a near miss occurred, it generally involved the following event descriptions:

- Travelling (30%)
- Workplace Transport (7%)
- Industrial Work (7%)
- Equipment Maintenance (6%)
- Office Work (3%)

216. Of the 4,210 near misses 32% were categorised as not applicable, meaning the event description was not given a category by the TLB. Defence Statistics will work with the data providers to improve the quality of near miss data.

Dangerous Occurrences

217. There were 95 dangerous occurrences reported on health and safety systems in 2013/14, an increase of 5% compared with 2012/13 when there were 90 dangerous occurrences reported.

218. Of the 95 dangerous occurrences reported in 2013/14, 26% (n=25) were reported to JFC and the RAF respectively, 19% (n=20) were reported to AINC and NSINC respectively, 4% (<5) to DIO and 3% (<5) to DINC.

Table 14: UK regular Armed Forces personnel and MOD civilian employees¹, dangerous occurrences, by Event Kind, 2013/14^p, numbers²

Event Kind	Number
All	95
Action of Contractors	~
Adventure Training	~
Ammo, Explosive, Range	~
Contact with electricity	~
Contact with moving machinery	~
Diving	5
Equipment Failure	20
Exposure to, or contact with, a harmful substance	15
Fall From Height	~
Normal Duties	~
Live Firing	~
Operations	~
Other	30
Road Traffic Accident	~
Routine Evolution	~
Slip/Trip/Fall	~
Unintentional exposure to noise, vibration, physical shock or pressure	~

1. 'MOD civilian' includes Industrial and Non-Industrial personnel only (see paragraphs 45-47).

2. In line with Defence Statistics' rounding policy, all figures of five or more have been rounded to the nearest 5 and figures fewer than five have been suppressed and marked ~. Totals and sub-totals have been rounded separately and thus totals may not equal the sums of their rounded parts.

p. Figures for 2013/14 are provisional (see paragraph 70).

219. Of the 95 dangerous occurrences reported in 2013/14, 32% (n=30) were due to other dangerous occurrences, 21% (n=20) were due to equipment failures and 16% were due to exposure to, or contact with, a harmful substance (**Table 14**). Defence Statistics and CESOs will work to determine what the 'other' dangerous occurrences were.

Annex A – Work-related deaths

Work-related deaths

220. Work-related deaths¹ have been defined as injury related deaths occurring on-duty or on MOD property, excluding suicides. Hostile action includes deaths categorised as Killed in Action (KIA) and Died of Wounds (DOW). KIA is a battle casualty who is killed outright or who dies as a result of wounds or other injuries before reaching a medical treatment facility. DOW is a battle casualty who dies of wounds or other injuries received in action, after having reached a medical treatment facility.

221. Table A1 only presents data back to 2008/09 because before 2008/09 deaths cannot be confirmed by DSEA as safety related or not.

Table A1: All personnel¹, work-related deaths by type of incident², 2008/09 to 2013/14, numbers³⁴

Type of incident	All	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014
All	437	82	136	94	60	48	17
Hostile action	339	60	125	74	43	31	6
LTA - On duty ⁵	19	4	0	8	5	1	1
On duty and confirmed safety related	34	8	7	9	7	3	0
On duty and pending	12	0	0	1	0	6	5
On duty and not safety related	33	10	4	2	5	7	5

Source: Defence Statistics (Health Information) and DSEA

1. 'All personnel' includes any person whose injury or illness was recorded on MOD health and safety systems. This includes regular and Reservist personnel and any other person injured as a result of MOD activity or on a MOD site (see paragraph 36).

2. Excludes coroner confirmed suicide and open verdicts.

3. Figures were for on duty deaths only

4. All numbers exclude incidents which were natural causes

5. Should a death resulting from an LTA be found to be the result of a H&S related failure the death will be reported under the category 'on duty, confirmed H&S related' and not under LTA – on duty

222. Deaths in the 'On duty and confirmed safety related' category are defined as: any injury-related deaths, occurring as a direct result of, or related to, defence activity, which have been confirmed as work and safety-related either by a Coroner's (or equivalent) Report or Service Inquiry.

223. Deaths in the 'On duty and pending' category are defined as: any injury-related deaths, occurring as a result of, or related to, defence activity, which are potentially safety related.

224. Deaths in the 'On duty and not safety related' category are defined as: any injury related deaths, occurring whilst on-duty, but not as a result of safety related failings.

225. There were no deaths in 2013/14 confirmed as the result of a failure in health and safety with a further five deaths awaiting outcome of investigation.

Annex B - MOD civilian employee's injuries and illnesses

MOD civilian employee's injuries and illnesses

226. **Table B1** shows MOD civilian employees all injury and illness rates by severity.

Table B1: MOD civilian employees¹, all severities of injuries and illnesses², 2007/08 to 2013/14^P, rates per 100,000³

Severity	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14 ^P
Major and Serious							
All	362	492	522	452	363	326	360
Industrial	843	1,068	1,090	1,101	1,047	866	781
Non-Industrial	249	360	395	313	221	216	278
Major							
All	77	112	142	114	82	85	91
Industrial	100	201	267	244	167	237	195
Non-Industrial	72	92	115	86	64	55	76
Serious							
All	285	380	380	338	281	260	311
Industrial	743	867	823	857	880	639	705
Non-Industrial	177	268	281	227	156	183	234
Minor							
All	1,502	1,746	1,986	2,076	1,925	1,928	1,767
Industrial	3,724	4,071	4,294	4,473	4,160	3,813	3,796
Non-Industrial	982	1,213	1,469	1,561	1,458	1,544	1,369

1. 'MOD civilian' includes Industrial and Non-Industrial employees only (see paragraphs 45-47).

2. Injury and illness classifications (see paragraphs 25-31).

3. Rates are calculated using Full-time equivalent civilian strengths as the denominator.

p. Figures for 2013/14 are provisional (see paragraph 70).