

1 June 2017

HEALTH AND SAFETY REPORT

Purpose

To update the Committee on Health and Safety performance of the FCE business.

Background

1. Lone Working Audit – the report from the Internal Audit Committee identified an unsatisfactory standard against the scope of the audit, reflecting the level to which the system has been successfully implemented and usage monitored.
2. Safety Climate Survey – findings of the survey are very similar to the previous survey in 2014. This suggests that we need to take responsibility for the findings and do more to drive health and safety leadership.
3. Overall performance
4. Future work

1. Lone Working Audit

Discussion

The FC Internal Audit Committee carried out a review of the implementation of the People Safe and Spot Tracker systems in March.

This highlighted that:

1. a review is required by each District to establish whether all employees are using the systems who need to be using it;
2. that usage should be monitored monthly by each management team with guidance from the National H&S team;
3. that six-monthly checks of escalation contacts and a full review of all users should be carried out.

The system itself is fit for purpose but the implementation of the system needs to be more robust.

Risk Assessment

The level of risk to the business has not changed. However, the report has identified where the risks lie and the fact that the practical implementation of the system needs to be closely monitored by the business

Communications

The business has been asked to immediately start to address the issues that have been raised by the audit.

Recommendations

The National H&S team will produce guidance on monitoring the system. Tracking has been implemented to monitor completion of all actions by Districts and business units and further reviews will be carried out over the coming year by the H&S team.

2. Safety Climate Survey

Discussion

The Safety Climate Survey was completed in March and overall, showed results very comparable with the 2015 survey. The two issues highlighted once again were the usability of procedures and near miss reporting (lack thereof).

	2015	2017	2017 Result by Payband
Usability of Procedures (overall)	41.8%	44.1%	Overall 44.1% All Pay Band 6 and 7 39.1% All Pay Band 5 46.6% All Pay Band 4 54.1% All Pay Band 3 55.5% All Pay Bands 2 and above 61.3%
Accident and Near Miss Reporting (overall)	53.1%	52.9%	Overall 52.9% All Pay Band 6 and 7 54.4% All Pay Band 5 55.7% All Pay Band 4 44.4% All Pay Band 3 49.2% All Pay Bands 2 and above 52.1%
Near Misses Always Reported	33.0%	32.7%	

(% of Favourable responses)

Communications

All districts and business units have been asked to determine an understanding of employees thinking behind the responses for their area and prepare an action plan to address the responses.

Recommendations

In order for the business to undergo the culture change that is considered necessary to be commercially viable and fit to meet future political and economic challenges, the findings of the survey must be acted upon to demonstrate that employees views are valid and important.

If action is not taken, e.g. in this instance or when near misses are reported, employees will no longer take an active role in safety management and culture change will not be effected.

3. Overall H&S Performance

Discussion

	Near Miss Reporting	Total Staff Accidents	Staff RIDDOR
2015/16	1682	80	4
2016/17	902	111	8
April 2017	68	1	0

Total staff accidents also includes the RIDDORs

	Contractor Accidents	Member of Public Accidents	Member of Public RIDDOR	Member of Public Incidents
2015/16	1	830	3	783
2016/17	1	961	5	835
April 2017	0	153	4	70

The overall trend for accidents within the business is increasing. This maybe in part due to an improvement in reporting and use of the AIRS database and more accurate data recording.

This will become more apparent as time goes on.

Of the RIDDOR incidents in 2016/17, one was Lyme's disease and one was HAVs.

The accident that occurred in April involved an operator who sustained a head/neck injury when a branch fell from the canopy after felling an edge tree. His helmet remained in place and he was not knocked out. He took a 30 minute break and returned to work.

When he returned home for the day, he felt nauseous and faint and the symptoms became progressively worse over the bank holiday weekend so he admitted himself to A&E where they immobilized his neck and back and took X-rays and a CT scan.

Corrective action taken was to review the risk assessment and operators have been reminded to allow time for unseen hung up branches to settle before returning to a

recently felled tree and to reassess the operation after each felling when groups of trees and dense canopy cover are present.

Communications

Learning points from incidents will be circulated to the business.

Recommendations

A programme of behavioural safety leadership will be embarked upon, following an in-depth review of the current status of the management systems and existing culture.

This will be in conjunction with the overall programme of leadership and culture change across the organisation.

Additional KPIs will be provided to management in future, including the number of lost time injuries and lost time injury frequency rate in order to better demonstrate the trends that are emerging across the business and monitor the effectiveness of the measures that the England Health and Safety Team will be putting in place.

5. Future Work

An internal H&S audit programme is to be developed and carried out over the next 6-12 months to fully understand:

- the implementation of OGBs, guidance and legal requirements;
- health and safety management systems; and
- culture of the Districts, Business Units and the overall organization,

in order to determine any business risks and how to take forward a programme of improvements to reduce the accident and incident rate within the Forestry Commission and identify any additional gaps in training and competency to achieve legal compliance, best practice and professional development.

The training team are working towards developing a role based training matrix, in order to specify mandatory and complementary training and competence assessment.

A review of first aid provision, manual handling and risk assessment training carried out within Districts and Business Units will also be completed in the next 6-12 months to ensure that the training provided locally is fit for purpose and in line with current legal requirements and best practice.

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May 2017