



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

# Public Accountability Meeting

Health and Safety of the Workforce

26 March 2019

Area Manager Carl Boasman  
Group Manager Lee Smith

# How NYFRS Complies with Health & Safety at Work Act 1974



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

- Provision of Health and Safety Policy
- Policy sets out duties of employers and employees
- Clearly assigned roles and key tasks for policy makers, planners and implementers
- Promotes co-operation between employer and employees
- Makes provision for consultation with representative bodies
- Has agreed objectives and terms of reference with a comprehensive description of general safety rules
- Describes procedure for reporting and investigating all accidents
- Promotes a positive reporting and H&S culture
- Previously accredited by ROSPA Gold Award in Emergency Services Sector

# Resources



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

- Section Manager – Group Manager Operational Assurance
- H&S Manager – dedicated role
- H&S Practitioner – dedicated role
- Institute for Occupational safety and Health (IOSH) qualified Supervisory Managers and equivalent non uniformed staff
- National Examination Board in Occupational Safety and Health (NEBOSH) qualified Middle Managers and equivalent non uniformed staff
- Regional Working Groups
- National Working Groups

# Roles and Key tasks



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

- Produce Policies and Procedures and Risk Assessments in respect of H&S matters
- Provide training and H&S advice to the workforce
- Ensure compliance with the legislation
- Record all personal accident and injuries and vehicle accidents
- Investigate serious personal/vehicle accidents
- Investigate other serious safety events
- Carry out workplace safety inspections
- Deal with litigation cases brought against NYFRS
- Review associated policies and procedures in line with agreed timescales

# Consultation and Monitoring



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

Health and Safety  
Sub Committee  
*(every 6-8 weeks)*



Health and Safety  
Main Group  
*(monthly)*



Corporate  
Management Board  
*(weekly)*

- Alternate Chair with representative body
- Review documents/Standard Operating Procedures (SOPs)
- Review accident investigations and cause for concerns
- Review on going issues e.g.work equipment issues
- Co-ordinate with Risk Management Sub Group (RMSG)
- Support and advise on arrangements of H&S policy
- Ensure effective communication procedures are established
- Promote a positive H&S culture within the workforce.
- Undertake organisational accountability and responsibility
- Maintain management control
- Set strategic direction of H&S and welfare policies

# Organisational Learning



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

- Debriefing process embedded in Service:
- Incident Debriefs. Cause for Concerns, Near Miss, Accident Investigations. Trans 26
- Structured Debrief Process and Multi agency de brief process
  - Learning identified, actioned and embedded through HSSC and RMSG
  - Learning used to identify training needs as part of the Training Strategy
- Learning shared with other Fire and Rescue Services (FRS) and agencies (NOL and JOL)
- Bulletins to staff on essential information
- Tool Box Talk information on common themes

# Organisational Learning cont'd



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

- Schedule of workplace audits undertaken in collaboration with representative bodies
- Proactive Operational Assurance audits undertaken to ensure compliance and embedding of learning outcomes
- Adverse Safety events investigated in collaboration with representative bodies
- Undertake specific Risk Assessments in relation to occupational health issues and training environments
- Report findings to Risk Management Group, H&S Main Committee to ensure appropriate action has been taken
- Report specific data to government

# Accident Statistics

Number of Incidents: 01 Jan – 31 Dec



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

	Appliances ON Blue Lights	Appliances OFF Blue Lights	Personal ON Duty
2013	21	28	79
2014	8	30	72
2015	12	27	72
2016	10	11	57
2017	5	13	57
2018	7	15	69



# Staff Training



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

- All staff, including non operational have access to e-learning modules
- Broad range of topics including operational activity, H&S mandatory modules and role specific modules
- LearnPro is the platform for e-learning
- LearnPro provides reports for monitoring expiry dates and completion of modules
- Risk Critical training provided locally and centrally at Training Centre
- Operational Licence and Competence monitored by local managers overseen by Operational Assurance manager

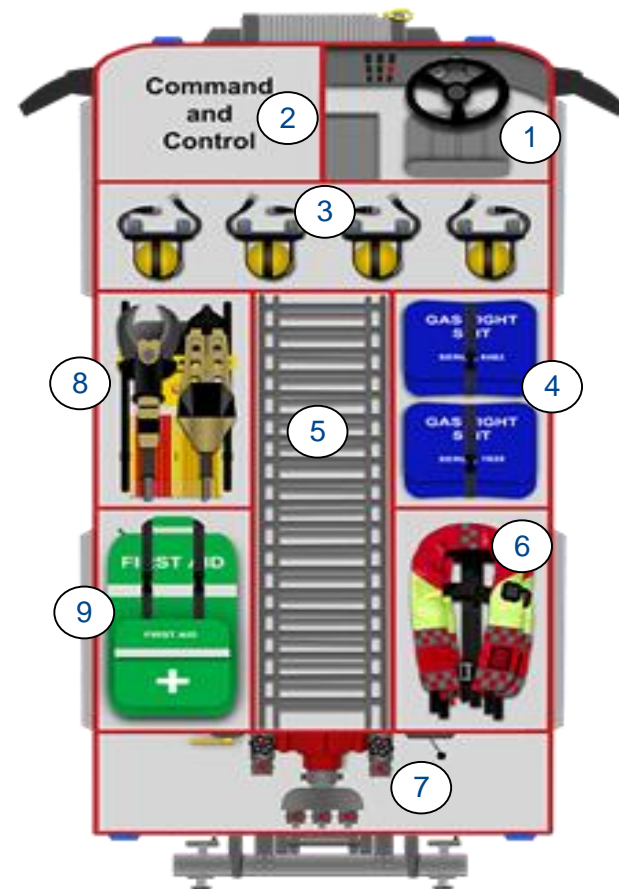
# Operational Competence



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

There are nine core operational areas which are considered essential to assure operational competence:

- 1 Driving
- 2 Command and Control
- 3 Breathing Apparatus
- 4 Hazardous Materials
- 5 Working at Height
- 6 Water Rescue
- 7 Fire Service Pumps
- 8 Extrication and Rescue
- 9 Casualty care



# Staff Wellbeing



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

- Dedicated Health and Wellbeing Team
- Dedicated rehabilitation suite and exercise physiologist
- Confidential employee assistance program through external provider – PAM Assist
- Early referral and intervention process through Occupational Health
- Fire Fighter Charity support facilities
- MIND Blue Light Pledge and Action Plan
- Mental health awareness training e.g. dementia awareness training
- Health awareness campaigns – “time to talk” Prostrate cancer information note

# Staff Wellbeing



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

- Access to fitness facilities and allocation of time for full time operational staff
- Fitness Testing
- Staff Survey
- Mental health Champions
- Lone working policy with SOS devices
- Violence to staff reporting system
- Health Screening – Asbestos exposure


# Staff Survey Results





**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**


*Staff are positive about...*


The **RECOGNITION** we get from our line managers, **BUT LESS** positive about it in relation to our senior management and the Service.

Our **WELFARE, HEALTH AND SAFETY**, **BUT LESS** positive about the **EFFECTS OF CHANGE** and how it is managed in our workplaces. 

**HOW CHANGE IS MANAGED IS THE BIG ISSUE WE WANT TO SEE IMPROVED ...AND** want to better understand the decisions made around change, but **ALSO** want to be involved more in the process of change. We want our senior management to listen to concerns, views, ideas and suggestions. 

**ENGAGEMENT** with our **LOCAL COMMUNITY** and feeling valued by them and your colleagues, **BUT LESS** positive about **FEELING VALUED** by the Service. 

**BEING TRUSTED** to do our roles and our sense of personal achievement, **BUT WORKLOAD**  **AND BUREAUCRACY** are a problem in our roles and we would like more focus on core work and improving the basics.

**UNDERSTANDING** what is expected of us in our **ROLES** within the Service, **BUT LESS** positive about our **PAY AND BENEFITS**. 

# Ill Health Absence in NYFRS

April to December 2018



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

Cause Of illness absence	Number of occurrences
1. Muscular Skeletal	152
2. Gastro-Intestinal	129
3. Respiratory	60
4. Mental Health	27

NYFRS average days lost to sickness = 3.37

National Average = 3.71

# Going Forward



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

Our aims are:

- Maintain low levels of ill health absence
- Build on reporting structures
- Continue to learn through consultation and collaboration with all stakeholders
- Increase the number of mental health champions



**NORTH YORKSHIRE  
FIRE & RESCUE SERVICE**

**Questions?**