

**Agenda Item No: 9**

**Report No:  
176/15**

**Report Title: Accidents to staff from April to October 2015**

**Report To: Employment Committee      Date: 7 December 2015**

**Cabinet Member:**

**Ward(s) Affected: All**

**Report By: Jill Yeates**

**Contact Officer(s)- Jill Yeates**

**Name(s): Jill Yeates**  
**Post Title(s): Health and Safety Officer**  
**E-mail(s): [jill.yeates@lewes.gov.uk](mailto:jill.yeates@lewes.gov.uk)**  
**Tel No(s): 01273 7106276**

---

**Purpose of Report:**

To report the statistics on accidents reported between 1 April 2015 and 31 October 2015.

**Officer's Recommendation:**

- 1 To note the report

---

**Reasons for Recommendations**

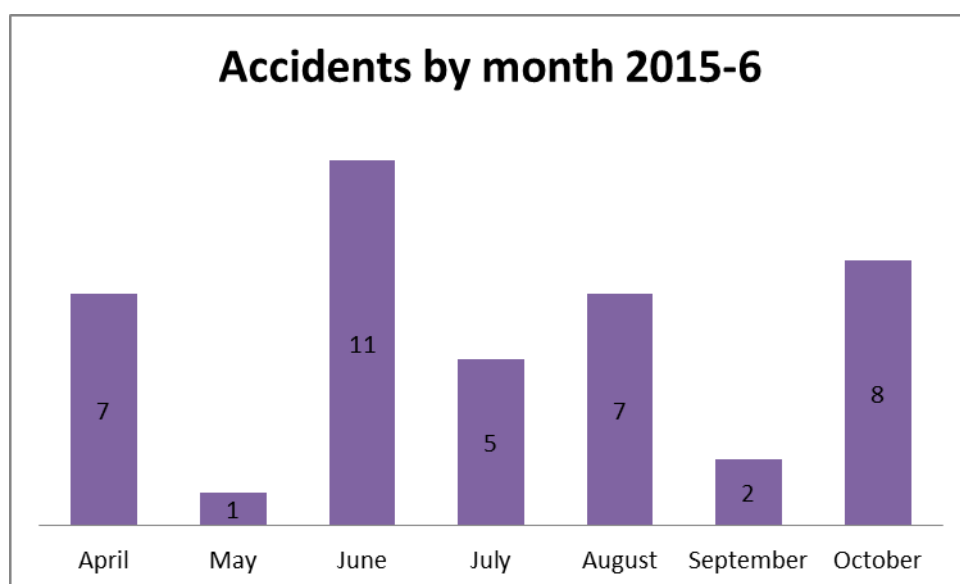
- 1 The Employment Committee has previously requested that this standing item be reinstated to the Employment Committee Agenda.
- 2 **Information**
  - 2.1 The statistics are presented as previously requested – with numbers and percentages, comparisons with the previous year (same period).
  - 2.2 Whenever an accident or incident is reported, the individual will have reported it to a supervisor or manager, who will then need to discuss the accident or incident with them and complete the second side of the form which looks at what has been done. This then comes to the Health and Safety Officer who will follow up any action and ask for updated documents where relevant. For example, the employee who fractured his wrist when falling was litter-picking on a wet grass bank. The updated risk assessment now includes wet grass banks as areas where litter should not be removed until it is dry. The scalds from the water

heater in Southover House resulted in the company being called to clear any accumulated limescale, and bigger notices being put up. We also await the company providing small 'shelves' to put cups on so that people don't have to hold them near the boiling water. The cut caused by the individual putting his hand in his work bag has been sorted by new bags being bought for these staff with separate covered compartments for sharp objects. The person standing on his box when it broke has been provided with a proper platform (and is trained to use it). However, where staff try to carry, move or sweep up too much, there isn't much we can do except to keep reminding them to make careful judgements, going through safe systems of work and risk assessments with them and ensuring that they have regular manual handling refresher training.

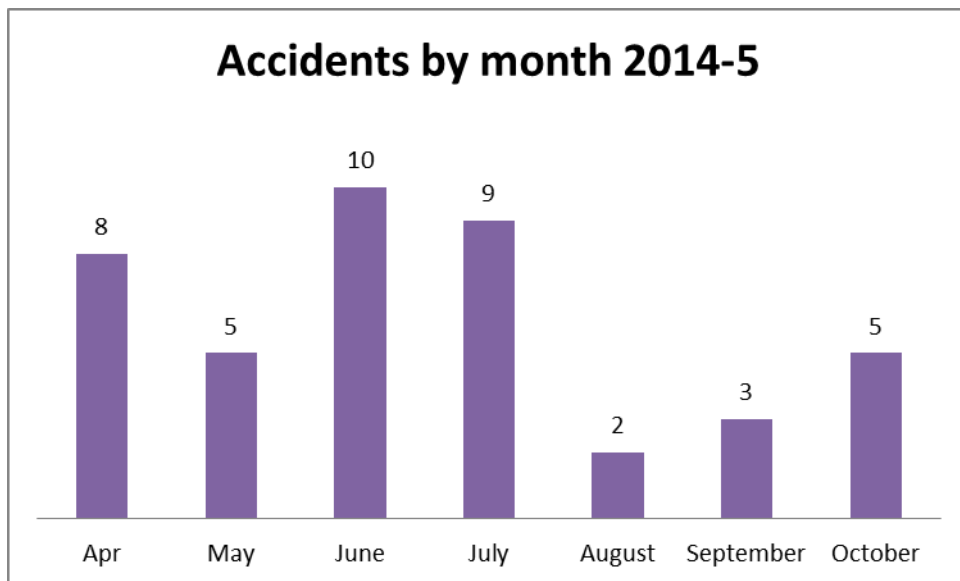
## Accident Statistics

### Accidents by month April to October 2015

There were 41 accidents from April to October 2015. April, June and October had the highest accidents for a month.

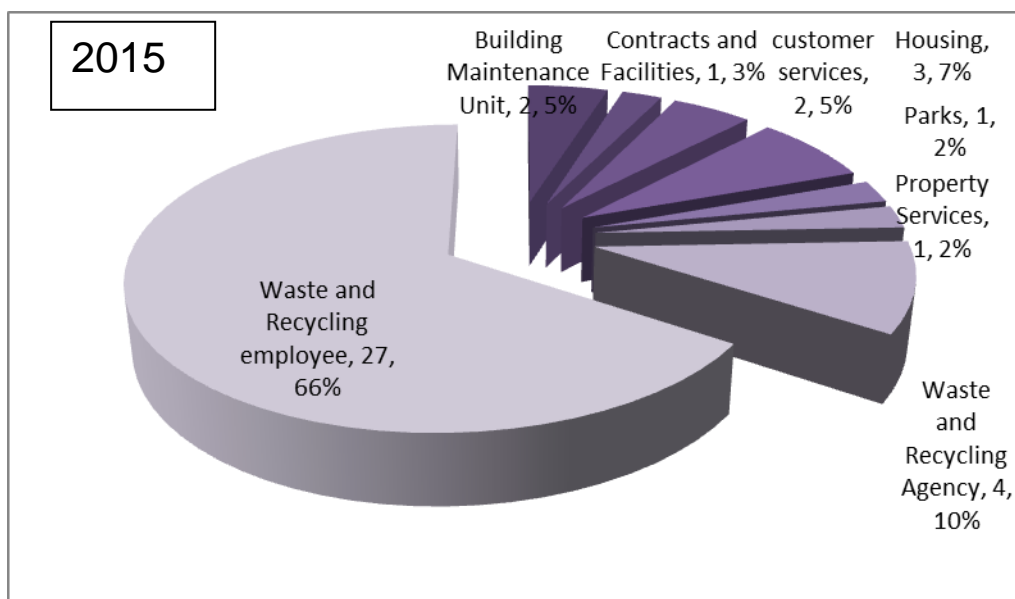


Last year there were 42 accidents during the same period. The only patterns are that April and June were higher months in both years, and that the number of accidents is remarkably similar in each year.

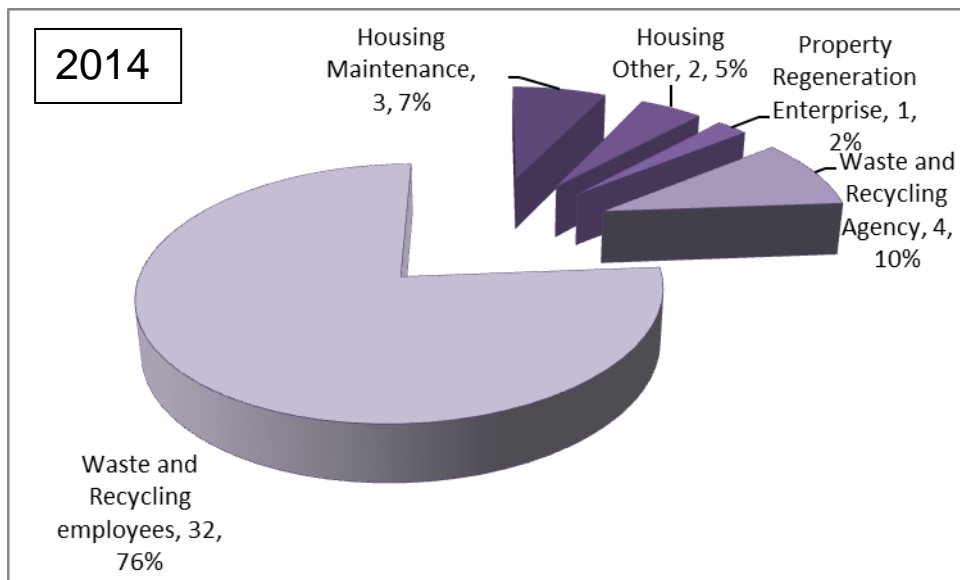


### Accidents by team April to October

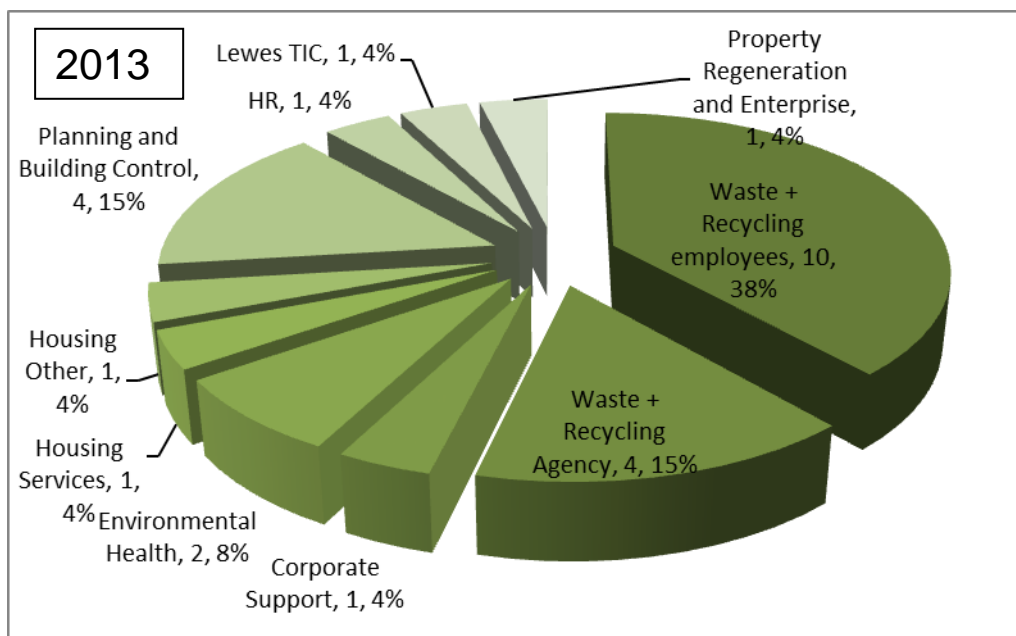
31 of the accidents were in Waste and Recycling (4 agency staff) compared with 36 last year, 3 in Housing (2 last year), 2 in Building Maintenance (3 last year), 2 in Customer Services (none last year), and 3 in other sections (1 last year).



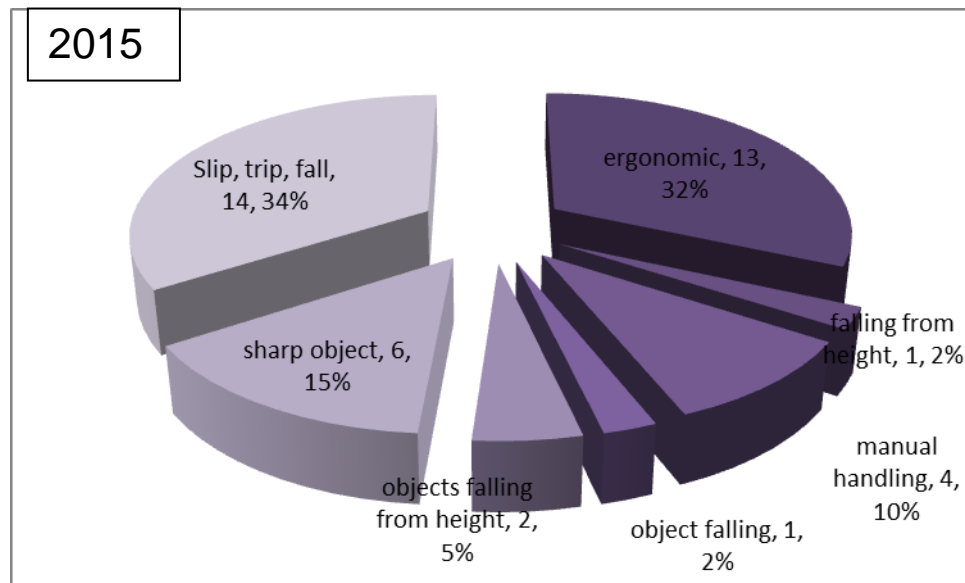
Compared with last year, the proportion of accidents in Waste and Recycling has dropped from 76% to 66% and those accidents have been shared amongst other departments to a greater extent.



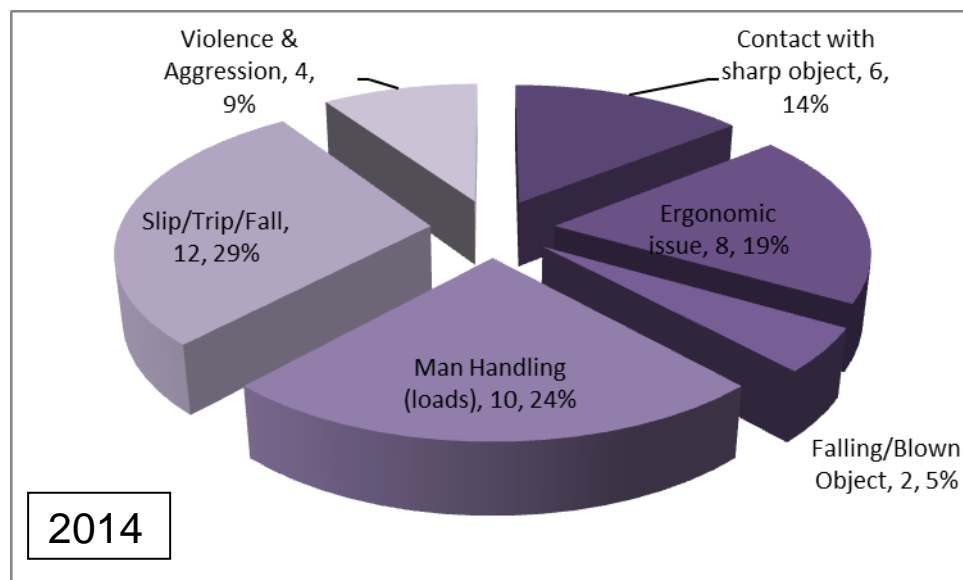
Comparing this difference to the year before over the same period to look at longer term trends, the accidents were spread over even more teams, with Waste and Recycling having 53% of the accidents.



## Accidents by cause April to October

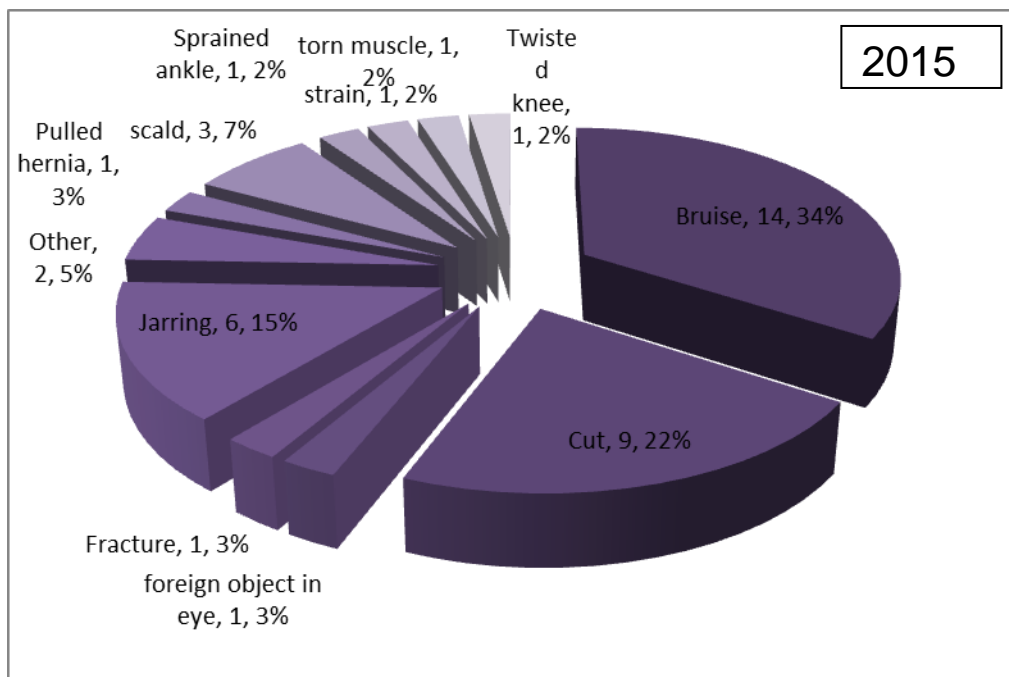


14 (34%) of the accidents involved slips, trips and falls (12 (29%) last year), 4 (10%) were manual handling problems (10 (24%) last year), 13 (32%) were ergonomic issues (8 (19%) last year), 6 were contact with a sharp object (6 last year), 3 were falling objects (2 last year) and 1 was falling from height (last year there were 3 dog bites and 1 personal attack, but no-one falling from height).



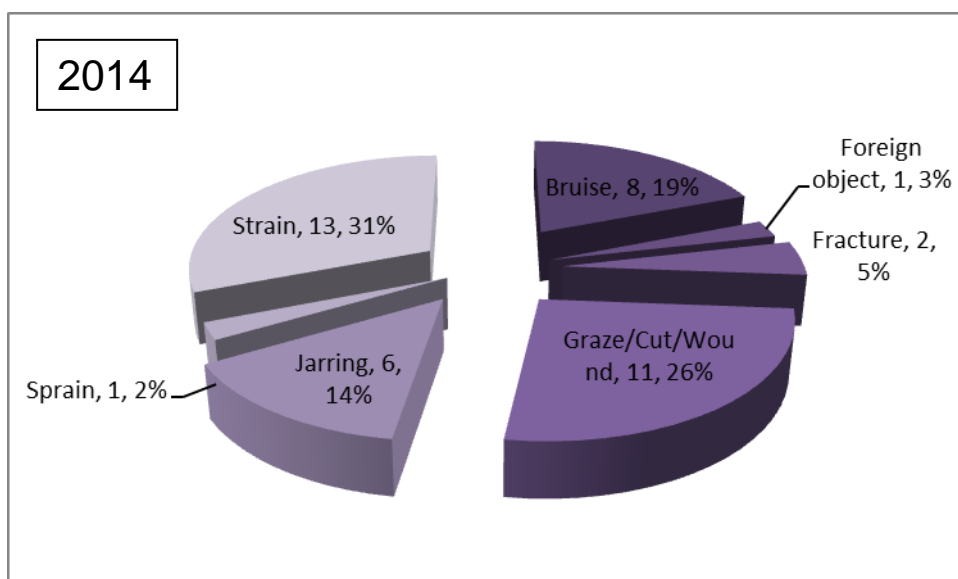
Although manual handling appears to have dropped and ergonomic to have risen, this may be that manual handling training has worked and we now need to concentrate on 'ergonomic' training, or it may be classification – if someone pulls a bin out of a store and it jams on the door, is this a manual handling or an ergonomic cause? Looking at the two together, this year 42% were manual handling and ergonomic, last year this was 43%.

## Accidents by injury April to October



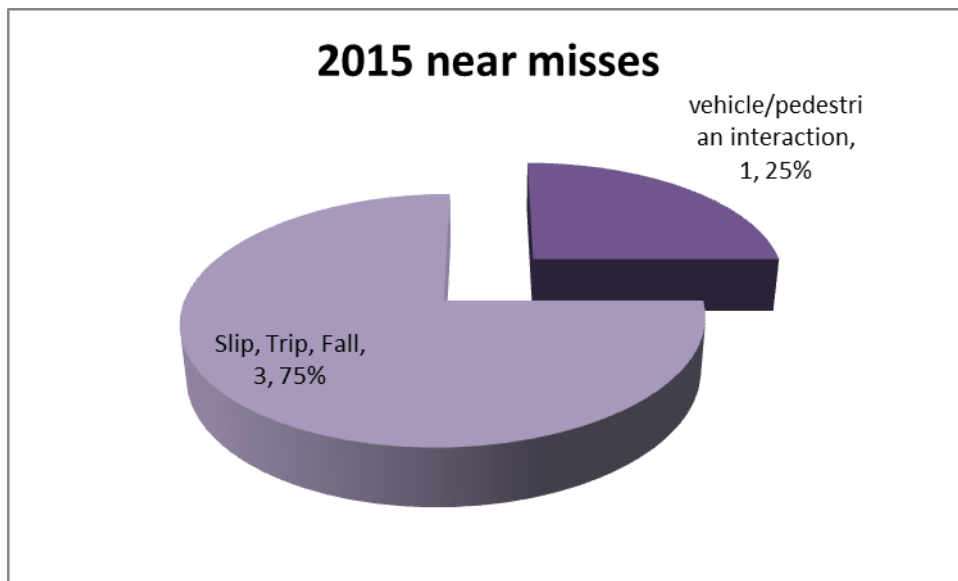
This year, bruises were the most common injury (14, 34%), followed by cuts (9, 22%) and then jarring (6, 15%). This is a slightly different weighting from last year, but with the same sorts of injuries: cuts are down and bruises are up.

Last year, bruising, jarring, strains and cuts made up the vast majority of the injuries sustained at a roughly equal amount each; one fracture was reported to the Health and Safety Executive (the other was an Agency staff and not our role to report it under RIDDOR).



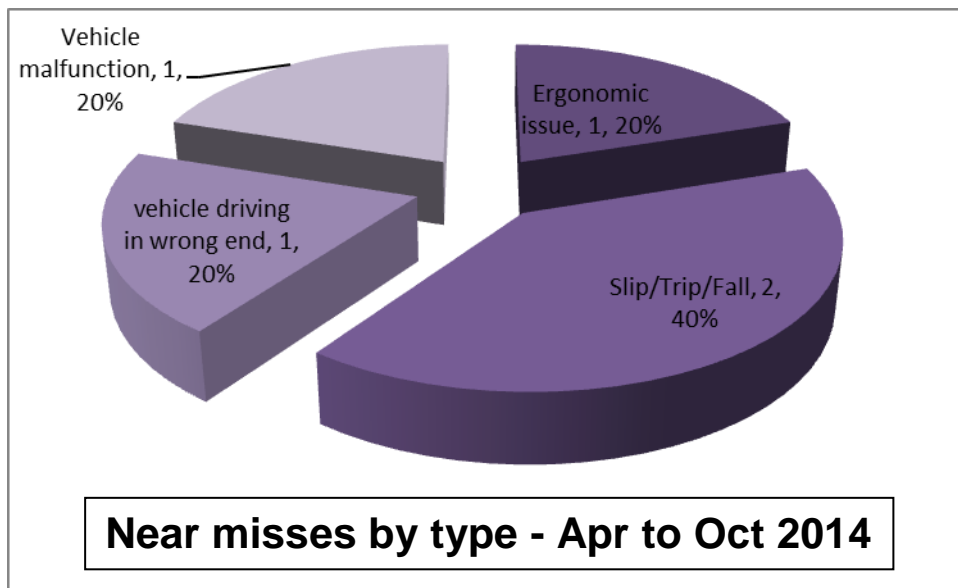
## Near Misses

Four near misses have been reported. One was a vehicle which came round a bend too fast and had to swerve to avoid a refuse collector with bins coming out of a house (Waste and Recycling); one was a mobile team worker standing on a box which broke (appropriate portable platforms have now been provided), two were in Southover House with someone nearly tripping over a box they had left on the ground and were working with, and the other nearly tripped over the 'wet floor' warning sign when going into the WC (these are now left outside the WCs and kitchens so that they are not an unseen trip hazard).



Last year, there were five near misses between April and October. Two were risks of harm from slips, trips and falls, one was risk of harm from an ergonomic issue, one from a vehicle malfunction and one from an external driver ignoring our one way signs.

Four were in Waste and Recycling – three staff and one agency person; one was in Facilities reporting a vehicle travelling the wrong way through the rear thoroughfare of Southover House.



### 3 Financial Appraisal

At least 75 (46 this time last year) employee working days have been lost, all but 1 of them in Waste and Recycling (10+ accidents) which means that a around 47 (46 last year) days' Agency staff would have to be paid for as a result of the accidents (although 2 of them were Agency staff, off for 2 days each).

28 of these days were on one accident where a member of Housing staff was litter-picking and slipped and fractured his wrist. 12 days were lost when a member of Waste and Recycling slipped on an Electric Vehicle and badly bruised his ribs, 11 when another slipped off a kerb and hit a wheelie bin and bruised his chest, and 9 when a recycler bent down (using the correct stance) to pick up a box and felt his leg muscle tear. 32 accidents resulted in no time off work, with 3 still to be clarified.

Specified accidents have to be reported to the Health and Safety Executive under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations), and these include fractures and time off work over 7 days, so all the above have been reported.

### 4 Legal Implications

The Legal Services Department does not need to comment specifically on the accident statistics as it is a progress report.

### 5 Sustainability Implications

I have not completed the Sustainability Implications Questionnaire as this Report is exempt from the requirement because it is a progress report.



**6 Risk Management Implications**

I have not completed the Risk Management Implications Questionnaire as this Report is exempt from the requirement because it is a progress report.

**7 Equality Screening**

I have not completed the Equality Questionnaire as this Report is exempt from the requirement because it is a progress report.

**8 Background Papers**

There are no background papers.

**9 Appendices**

There are no appendices.