



7th July 2016

Paper Title	Wellbeing, Health and Safety Update
Paper Reference:	NRW B B 42.16
Paper Sponsored By:	Ashleigh Dunn
Paper Presented By:	Emyr Roberts

Purpose of Paper:	Information
Recommendation:	To note issues and progress made to date

<p>Impact: To note – all headings might not be applicable to the topic</p>	<p>How do the proposals in this paper help NRW achieve the Well-Being of Future Generations Act principles in terms of:</p> <p>Looking at the <u>long term</u>:</p> <p>Taking an <u>integrated</u> approach:</p> <p>Involving a <u>diversity</u> of the population:</p> <p>Working in a <u>collaborative</u> way:</p> <p><u>Preventing</u> issues from occurring:</p> <p>The NRW Roadmap describes how our success depends on the way we work together to create a better Wales. The roadmap sets out our vision and what we will do to deliver it. Through the work that we do and the way that we do it, NRW will make a positive contribution to improving the wellbeing, health and safety of our staff and customers across Wales. Our values mean that we will be both responsible and accountable for our actions and we will act to keep ourselves and others safe and well.</p>
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Issue

1. Wellbeing, Health and Safety (WHS) update for the NRW Board.

Background

2. This briefing paper describes the headline issues and recent developments in relation to wellbeing, health and safety, providing an update, key headline statistics and interpretation plus a brief summary of progress made on specific issues.

Assessment

3. Headline accident and near miss statistics for 2016-17 as of 18th May 2016 with 2014-15 and 2015-16 full year figures for comparison.

	Incidents since last Board report (31 Mar 2016)	2015-16 Full Year	2014-15 Full year
RIDDOR – staff ¹	2	12	0
Lost time incidents – staff	2	8	2
Incidents, no lost time - staff	13	96	55
Near miss – staff ²	16	304	131
Serious incident reviews	1	3	4
Incidents - contractors	2	6	60
Incidents – public ³	5	60	
Near misses – contractors	7	88	98
Near misses – public	2	76	

¹Two RIDDOR reportable incidents since last report - one was a Lost Time Incident where an Individual suffered a knee injury, and the other was a slip/trip fall which resulted in a broken hand. See section 4i below for detail.

²The number of near miss reports for the period of this report are low in comparison to previous reporting periods and in relation to the number of incidents. We have drawn this issue to the attention of staff as we actively focus on improving reporting in the organisation. Further support will be provided by ODPM to the business through ongoing campaigns and awareness raising events, however leaders and managers will need to be actively working to improve our reporting performance with their staff.

³ A Member of Public incident was a fatality (suspected heart attack whilst walking) on Newport Wetlands Reserve.

- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR) incident is a particular type of incident that is required to be reported to the Health and Safety Executive (HSE)
- A lost time incident (LTI) is where a member of staff is injured during the course of their work and they have subsequently had time off or been on light duties as a result of their injuries (reportable under RIDDOR if over 7 days). Lost Time starts the first day after the person was injured.
- An incident with no lost time (Non-LTI) is where a member of staff is injured during the course of their work but only needed minor 1st aid treatment and subsequently have not had any time off work. Non-LTI's include property damage to NRW vehicles and equipment.
- A Near Miss is an unplanned or uncontrolled event that does not cause injury, ill health or damage, but could do so.
- Member of public injuries relate predominantly to mountain bike accidents on our purpose built trails, and slips, trips and falls on walking trails. Trails are risk assessed and routinely inspected periodically and are also inspected following an accident.
- Public near misses are predominately public incursions on to live harvesting sites.

Sickness absence statistics for 2016/17

4. From 1st April 2016 sickness absence rates are currently at an average of 4.8 days lost per employee equating to 2.26%. The NRW benchmark is no more than an average of 7 days lost per employee equating to 3.1%.

5. The top three absence reasons totalling 66% of all reported sickness absence from 1st April 2016 are:

Absence reason	%	Days lost
Respiratory Systems	27	216
Mental Health Problems	24	189
Musculoskeletal System and Connective Tissue	15	117
Total absence	100	789

6. Respiratory complaints continues to be the top absence reason in recent months with 27.4% (216 days lost) of reported absences and this may be explained as expected seasonal patterns. Absence due to mental health continues to be drawn to the attention of leaders and managers as we focus on improving wellbeing in the organisation. Leaders and managers are actively working on measures to deal with this issue.

Wellbeing

7. We have instigated a number of initiatives to support our wellbeing commitment in NRW including:

- We have reviewed and updated the Violence against women and Domestic Abuse Policy and issued the Mental Health and Wellbeing policy and procedure.
- We continue to publicise wellbeing campaigns on Yammer and WH&S Managers Monthly such as Sunny Summer days – advising staff who work outdoors to take care when working during sunny spells, Men’s Health week, National Walking month, Mental Health Awareness week. We have also successfully supported ongoing initiatives such as the Time to Talk campaign which has realised significant success in parts of the business to help staff talk about mental health issues.

8. Headline Developments

- Employee lost time injuries** – A member of staff was investigating odour problems at a site near Ystrad Mynach in South Wales. The individual was cycling and when going through a cycle path access point that prevents motor vehicle access, slowed down but banged their knee on the gate almost falling off the bike. This resulted in an injured knee and back incurring lost time exceeding seven days, therefore reportable to the HSE under RIDDOR. A previously reported lost time injury which occurred at a Forest restocking operation at Myherin Arch has also been reported to the HSE under RIDDOR as the injured person incurred lost time exceeding seven days.
- Member of the public injury** – A member of the public was injured as a result of a fall whilst cycling on Llanddwyn Island, Newborough. The fall occurred as a result

of a temporary barrier being put in place to control grazing stock because of an ineffective cattle grid. A serious incident review of the incident has been initiated.

- iii. **Lone and Remote Working** – Following the Firearms audit which identified that some confusion existed around definitions of lone/remote workers and when to use the StaffCall system, work has been done to add clarity and to ensure that staff know how to get best use from this system. This will be communicated to staff in the WHS instruction that goes out with the June Managers Monthly Guide. Work to identify a long term integrated lone and remote working system is ongoing.
- iv. **Hand Arm Vibration Syndrome (HAVS)** – as reported at the May Board, following a visit from an Inspector of the Health & Safety Executive (HSE), NRW has been issued with a Notice of Contravention by HSE. The visit and issue of the notice occurred as a result of 4 RIDDOR reports that we had submitted following receipt of employee staff surveillance reports from our occupational health provider. The Inspector identified a number of contraventions of health and safety law at the visit and these now require our attention. The Inspector has set a deadline of 4 months for us to address the contraventions in readiness for implementation of measures to manage the risk effectively. A Task & Finish Group, put in place to undertake the work to comply with the notice is making good progress and will work proactively with HSE to ensure we fully comply with their requirements. We have also been in contact with other organisations where HSE have identified related issues to pick up and share any useful learning points e.g. FCGB and Natural England. **See action plan at annexe 1.**
- v. **Abercynon fatality (update)** – we have been notified that the Coroner’s inquest will be held on 21st, 22nd and 23rd June. The Coroner has called one of our H&S Senior Advisers to appear as a witness at the inquest.
- vi. **Contractor injury at Talley direct production harvesting site (update)** – The HSE visited the accident scene on 9th May together with representatives from NRW and the contracting company, Smerdon Tree Services. We are waiting to hear from the HSE Inspector regarding next steps.

Recommendations

9. Note issues and progress made to date.

Key risks

10. Ongoing WHS risks identified and monitored through WHS risk register. No additional risks foreseen.

Financial Implications

11. None foreseen. Investment in learning and development requirements for NRW included within 16/17 training budget.

Equality impact assessment (EqIA)

12. Not applicable, briefing paper only.