



Annual Safety, Health and Environment Report 2022-2023



making Lancashire safer

Introduction

This report summarises the arrangements in place to deliver the Service's Safety, Health and Environment Policy and provides a summary of safety, health and environment performance data.

It includes the reporting on occupational safety, health, wellbeing and environmental issues that have arisen during the period 1st April 2022 to 31st March 2023.

Lancashire Fire and Rescue Service (LFRS) Safety, Health and Environment Management Arrangements

Lancashire Combined Fire Authority (CFA) has overall responsibility for the effective governance of safety, health and environment. The CFA is responsible for agreeing the safety, health and environment policy and for ensuring adequate resources are available for safety, health and environment purposes. The CFA will provide a clear direction for the Executive Board and Service Management Team to establish policies and procedures and manage safety, health and environment performance effectively.

Whilst individual members of staff, supervisors and managers all have responsibility for safety, health and environment, the Safety, Health and Environment (SHE) Department provides competent professional advice and oversees the day-to-day management of health, safety wellbeing and environmental activities.

The LFRS Safety, Health and Environmental Management System is based on:

- Health and Safety Executive model HS (G) 65 – Successful Health and Safety Management
- International Standard for a Health and Safety Management System ISO 45001:2018.
- International Standard for Environment Management Systems ISO 14001:2015.

During 2022/2023 we have continued to enjoy a positive working relationship with the Representative Bodies on health and safety issues. The Service consults formally on a quarterly basis, working together to ensure safety, health and environmental concerns are resolved. Safety Representatives play a vital role in improving our health and safety culture whilst reducing our impacts on the environment.



LFRS Health, Safety and Wellbeing Plan

During 2022 we refreshed our approach to planning in relation to health, safety and wellbeing in the Service with a full revision of the LFRS Health, Safety and Wellbeing Plan. Revising the original version, the new plan sets out a 5-year vision for all aspects of Health, Safety and Wellbeing, covering 2022-2027.

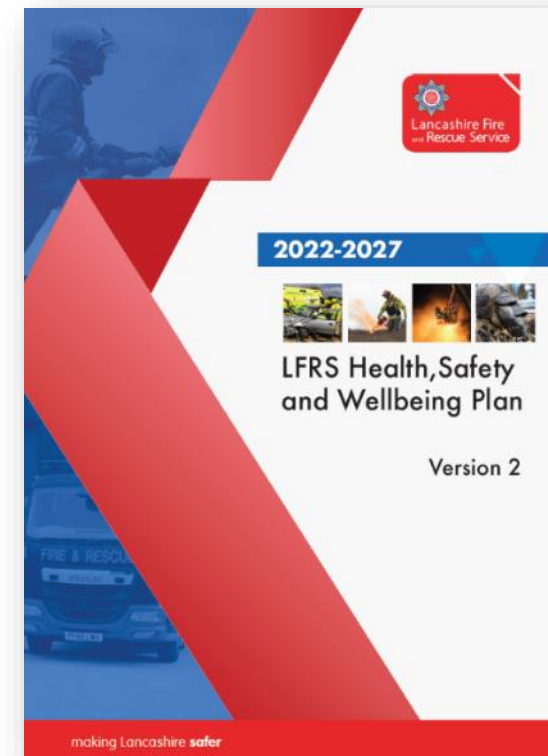
Building on the 1st version published in 2021, we adopted a new approach with the launch of revised version in November 2022, which sets out our approach to dealing with our existing risk profile and looks forward to emerging challenges that could impact on safety and wellbeing of staff.

This document is part of the suite of delivery plans, which support the LFRS People Strategy 2021-2024 and the aims and objectives within the LFRS SHE Policy.

The plan sets out what our drivers and influences are, how we control risks and what are our aspirations for continual improvement, particularly in relation to the key developing areas of risk within the Sector.

With the development of the revised plan we have ensured that the Service has considered the best practice requirements which are outlined in the ISO 45003 document, Psychological health and safety at work — Guidelines for managing psychosocial risks.

The Service's Health, Safety & Environment Advisory Group (HSEAG) is responsible for developing specific objectives and targets relating to LFRS SHE Performance, and outcomes of the SHE Management Review striving for continual SHE improvements over the course of each year.



Controlling Risk within LFRS

The varied nature of the Service's work activities and working environments means that there is a broad range of risks to manage, sometimes in challenging high hazard environments. The level of risk to both employees and service users can be identified from several of the Service's performance measures including the:

- total number of accidents reported by employees and non LFRS employees.
- number of safety events reported to the Health and Safety Executive under the RIDDOR regulations.
- number of near miss events reported.
- number of days lost following an accident at work.
- type of events that are being reported.
- carbon emissions from LFRS premises and activities.

The SHE Policy and the wider SHE Management System are devised to promote safe systems of work and minimise the risk of injury to employees and visitors and reduce the impact to the environment. The SHE Department develops bespoke and proportionate procedures for LFRS, minimising 'red tape' and focusing on controlling the real risks in LFRS workplaces. Managers, through devolved safety, health and environment responsibilities, ensure that recognised safe systems of work are being applied 'as far as is reasonably practicable'.

To ensure that the Service continues to meet its legal obligations in respect of safety, health and environment we ensure that all policies, procedures, instructions and guidance are regularly reviewed and updated. SHE training is refreshed, a minimum every three years together with any specific training required by role.

Safety, health and environment performance is reviewed on a regular basis, through high level scrutiny via the CFA Performance Committee and at Director Level through the LFRS Health, Safety & Environment Advisory Group (HSEAG) chaired by the Director of People and Development together with the Health and Safety Consultation Committee chaired by the Deputy Chief Fire Officer.



External Audit of the Health and Safety and Environment Management Systems 2023

LFRS utilises a UKAS accredited external audit process to provide assurance of the effectiveness of safety, health and environment management systems to the internationally recognised ISO standards. Since initial certification in November 2011, surveillance visits have been conducted annually and re-certification every three years to maintain the external certification.

In March 2023, the auditor from British Assessment Bureau (BAB) carried out a surveillance audit against the International Standards for health and safety ISO 45001:2018 and environment ISO 14001:2015.

The audit scope for both standards was '**The Provision of Fire, Rescue and Supporting Services across Lancashire**'. This broad scope encompasses all LFRS activities with audit visits to the SHQ site, Service Training Centre, four fire stations operating different duty systems together with several supporting departments including Safety, Health and Environment, Fleet and Engineering Services, Procurement, Training and Operational Review, Human Resources and Property.

Both ISO standards have a range of clause requirements, which identify how an organisation should manage different aspects of safety, health and environmental issues within the workplace.

Continued certification has been granted for ISO 45001:2018 and ISO14001:2015. LFRS received no non-conformances (minor or major) for this audit. One opportunity for improvement was identified related to how we manage the expiry dates of consumable items in fire station first aid kits.

The report from BAB highlighted aspects of our arrangements:

It was confirmed that successful communication was part of the organisations process and vital in driving a sustainable culture of health and safety and increasing environmental awareness.

The organisations commitment to continual improvement was demonstrated throughout the Audit, participation with Chief Fire Officer and Chair of Combined Fire Authority, consultation and participation along with debrief events and lessons learned form part of the organisations resource utilised in their drive towards continual improvement, their aspects and impacts methodology is in place as well as their risk assessment methodology which is managed and reviewed regularly by the senior Team to ensure that the organisations systems are robust.

Risk management and assessments, Risk Assessment operational procedure, have been very well defined within the OH and S. It was evidenced throughout the audit that risk assessments are developed for each element.

Consultation and Participation meetings to include the Union representation, staff representation and senior management representation, interviews with the staff on site during the tour confirmed that consultations are acted upon in relation to health and safety.

The HSMS continues to be developed with reports presented to HSEAG on a quarterly basis. The management system meets requirements outlines in ISO45001 and HSG65.

LFRS has effective arrangements for investigating safety events and continues to learn from accidents and near misses.

The Workplace Wellbeing Toolbox Talk (WWTBT) concept has been developed during 2022, and following approval from HSEAG, a new intervention of a Wellbeing Wednesday is being piloted with a member of the SHE Dept/Trauma Risk Management (TRiM) team spending time on sites to provide the opportunity for wellbeing interventions and refresher input on wellbeing support options available to staff.

The TRiM team has been refreshed and regular development sessions take place to keep the team skilled in peer support.

As part of the audit, additional areas for improvement were also identified by LFRS staff and these have been taken forward through the Service's Health, Safety and Environment Advisory Group meeting.

Health and Safety Performance

Active Monitoring of our health and safety performance is integrated into day-to-day work within the Service. This includes a Service wide approach to workplace inspections at station and department level for both health and safety and environmental hazards and risks.

In addition to day-to-day monitoring of health and safety by our managers, active monitoring features extensively during operational incidents and forms an essential part of the Incident Command System at all levels. Operational incidents are monitored, debriefed and outcome reviews are carried out to ensure that continuous learning from incidents is achieved through our Operational Assurance function.

The Service has implemented a system of robust reactive monitoring of safety events through the accident reporting and accident investigation procedures. The SHE department co-ordinates and controls this system, with line managers being responsible for implementation across the Service.

During 2022/2023 there were:

- **80 accidents** (61 to LFRS staff and 19 to non LFRS staff) each event being investigated and recorded in line with Service Policy.
- **96 near misses** (80 near misses and 16 near miss attacks on staff) that were investigated, and were appropriate learning was fed back into the service policy, procedure, or risk assessment.
- There were **10 RIDDOR** events that were reported to the Health and Safety Executive; 2 major specified injury; 8 resulting from over 7 day's absence.

Following a challenging early-year period, improved performance in Q3 and Q4 has overall resulted in a decrease in the number of accidents to staff members overall by 18% when compared to 2021/22. Strain and sprain type injuries are the most prevalent within LFRS which is the consistent position the Service has seen for some time now.

A summary of the total accident and accident-related absence statistics for 2022/23 are detailed below in Figure 1.

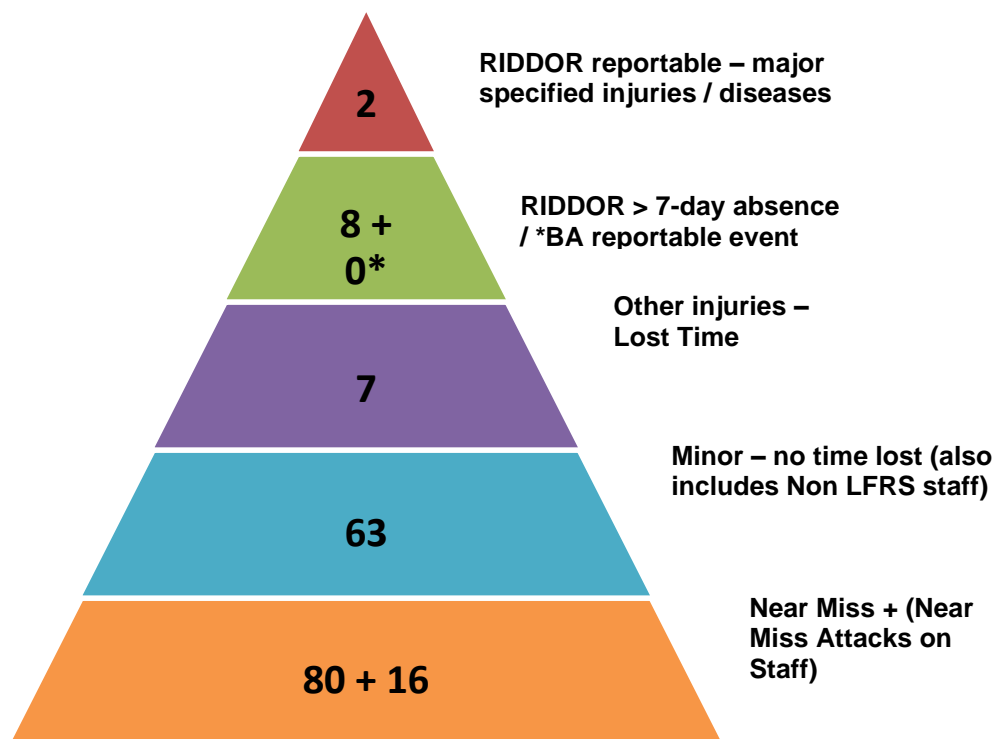


Figure 1 - Hierarchy of safety events

The figures in Table 1 relate to working days lost due to work related injury/illness.

The overall trend is downward from absence following work related injury/illness, however the figures reported in 2018/19, 2020/21 and 2021/22 have seen a small number of staff away from work for long term absences related to safety events which has impacted the overall performance.

Year	Days Lost
2015/16	331
2016/17	205
2017/18	245
2018/19	377
2019/20	264
2020/21	352
2021/22	511
2022/23	229

Table 1 – working days lost to accidents.

Figure 2 gives a background position on the safety performance of LFRS since 2016/17:

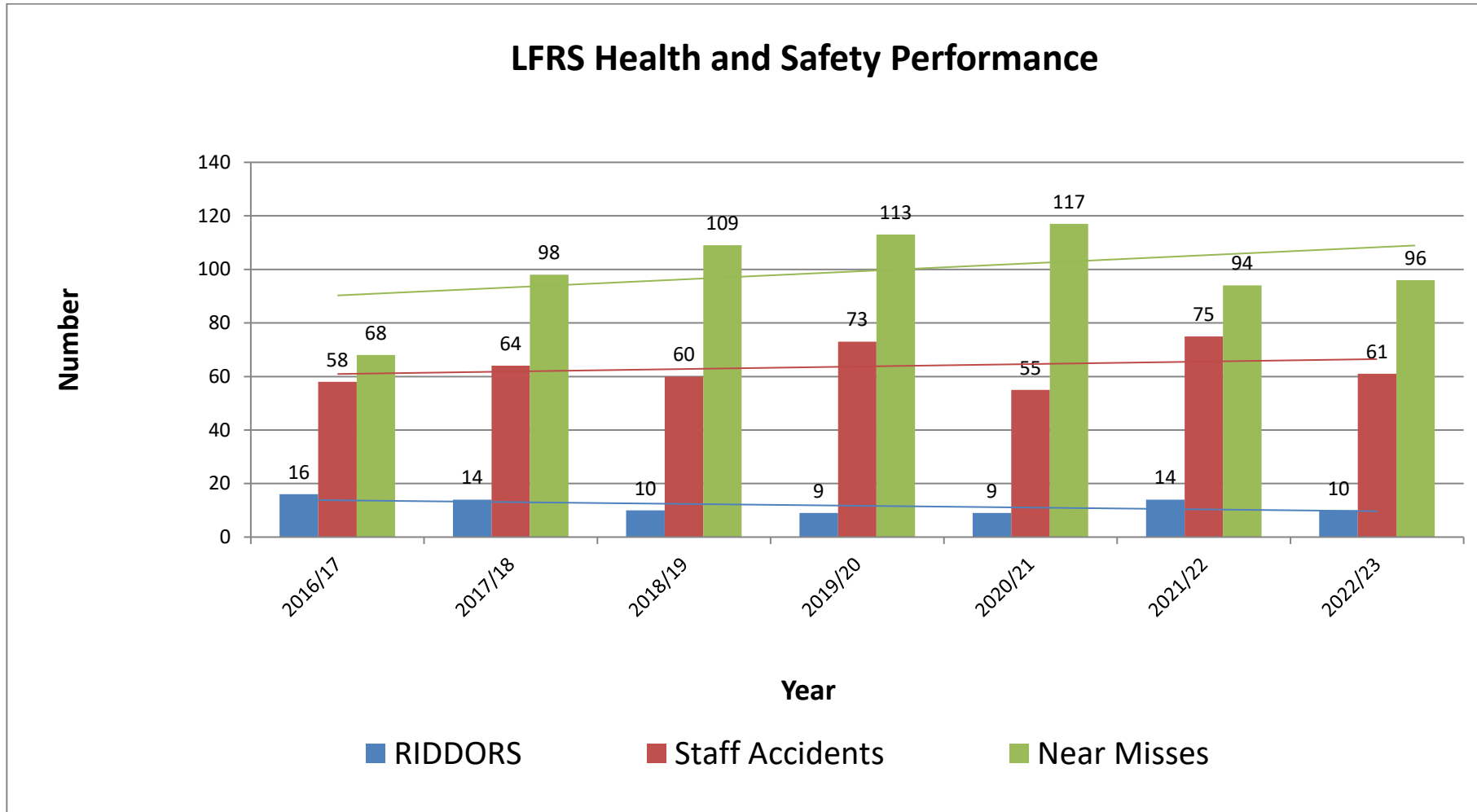


Figure 2 – LFRS Safety Performance 2016/17 to 2022/2023

Table 2 shows the types of accidents that were reported during 2022/23 comparing the last five year's performance with the numbers for each category.

TYPE OF ACCIDENT	LFRS Staff 2022/23	LFRS Staff 2021/22	LFRS Staff 2020/21	LFRS Staff 2019/20	LFRS Staff 2018/19	Non LFRS staff 2022/23	Non LFRS staff 2021/22	Non LFRS staff 2020/21	Non LFRS staff 2019/20	Non LFRS staff 2018/19
Handling lifting or carrying	14	24	11	18	7	2	1	-	1	2
Hit by moving, flying or falling object	7	5	4	12	4	3	-	-	2	2
Slip trip fall	10	12	5	12	11	3	1	-	2	2
Hit something fixed or stationary	8	9	3	4	10	7	2	-	5	3
Other	5	15	10	15	12	3	2	-	2	-
Injured by an animal	1	1	-	2	1	-	-	-	-	-
Fall from Height	1	2	1	1	3	1	-	-	2	-
Exposed to fire	2	2	5	1	6	-	-	-	-	-
Exposed to harmful substance	10	-	11	4	4	-	-	1	-	2
Exposed to an explosion	-	1	-	-	-	-	-	-	-	-
Contact with Electricity	-	1	1	-	-	-	-	-	1	-
Hit by a moving vehicle	2	-	1	1	1	-	-	-	-	-
Contact with Moving Machinery	1	-	1	1	-	-	-	1	-	-
Drowned or Asphyxiated	-	-	-	-	-	-	-	-	-	-
Physically assaulted by a person	-	3	2	2	1	-	4	-	-	2
Trapped by Something Collapsing	-	-	-	-	-	-	-	-	-	-
TOTAL	61	75	55	73	60	19	10	2	15	13

Table 2 – Types of accidents in 2022/23 compared to past performance in 2018/19 – 2021/22.

Near Miss Reporting

A near miss event is an unplanned and unforeseeable event in which there is no injury, but the potential to cause injury or other form of loss exists should it occur again. The near miss reporting category also includes events which have resulted in attacks on LFRS staff, but did not result in any injury to them, for example operational staff being subjected to verbal abuse or a fireworks attack.

Table 3 shows sustained number of near misses being reported each year assisting in the prevention of accidents within the workplace. A wide range of learning opportunities have been captured in relation to stations/building, equipment, appliances/vehicles, operational procedures and breathing apparatus issues.

Year	Number of Near misses
2016/17	68
2017/18	98
2018/19	109
2019/20	113
2020/21	117
2021/22	94
2022/23	96

Table 3 - Near Miss Reporting 2016/17 to 2022/23

Vehicle Accidents

Table 4 shows the number of accidents involving fleet vehicles from 2016/17 to 2022/23. Analysis of the type of accidents LFRS vehicles have been involved in during 2022/23 has shown that most accidents occur during vehicle manoeuvring at slow speeds and there is an increasing trend.

Year	Number of Vehicle Accidents
2016/17	67
2017/18	58
2018/19	74
2019/20	69
2020/21	67
2021/22	90
2022/23	61

Table 4 Number of Vehicle Accidents

To look at ways of help reduce vehicle accidents a Road Risk Review Panel (RRRP) been established to examine the trends and outcomes from fleet vehicle accidents, current working practices and to further develop the Management of Occupational Road Risk framework for the Service.

The RRRP group members have been meeting during the year to identify learning from vehicle accidents, identify wider trends about the cause and what measures we can take to improve performance. A key enhancement in the area has been the commencement of vehicle CCTV systems introduction, which have started to be fitted to fleet vehicles.

Improvement Actions during 2022/23

LFRS ensures continuous improvement is made in safety, health, wellbeing and environmental aspects within the Service. We have carried out the following during 2022/23:

- Managed the suite of risk assessments for LFRS activities, reviewing existing assessments and producing new documents to support new activities/risks, equipment and vehicles.
- Continued to maintain and develop the safety, health and environment management system by carrying out programmed reviews of policies and Service Order documents to ensure their currency and continued suitability. During the year we have merged health and safety elements with environment to reduce duplication.
- Continued to provide improved PPE for attending operational incidents, including the roll out of improved wildfire protective equipment for all operational members of staff.
- Reviewed and monitored our waste management arrangements across several sites to increase recycling.
- Ensured joint working on assurance monitoring for operational activity, sharing learning and trends from accidents and near miss events to ensure continual learning within the LFRS operational environment to ensure firefighter safety.
- Continued to develop our approach to managing psychological risks within the workplace and improving health and wellbeing support to LFRS.
- Commenced a review of our Carbon Management Plan with an aspiration to develop a wider Environmental sustainability plan.

SHE Management System

As part of our annual workplan, the SHE Department team undertake a programme of reviews and internal checks to ensure that we manage risk correctly and are implementing Service policies. We have reviewed the following aspects of our SHE systems during 2022/23:

- Visitors, Events and Open Days
- Pressure Systems
- Safety Signs & Signals
- Contractors on LFRS Premises
- Management of Stress at Work
- Climate Change
- Breathing Apparatus & Respiratory Protective Equipment
- Third Party Organisations on LFRS premises
- Health and Wellbeing
- Eyesight and aids to Vision
- Electricity
- Energy, Fuel & Water
- First Aid
- Workplace Transport
- Control of Asbestos
- Significant Event Death/Serious Injury policy
- Adverse Weather
- Construction, Design & Management
- Travel Management
- Waste Management
- Accident/Injury & Near Miss Procedure
- Interceptors
- COSHH – Hazardous Substances

Health and Wellbeing

For the fourth anniversary of TRiM being introduced into Service, a full review of the process was undertaken including how trauma support is promoted, accessed and delivered. As a result of the review, we updated our procedure document which was reviewed and relaunched along with updated leaflets, pull up banners and a new team of trained TRiM Practitioners.

Group TRiMs known as Traumatic Incident Briefings (TIBs) in line with the NICE guidelines were trialled and proved effective, being formally introduced in August 2022, now making up a third of the TRiM referrals received.



With the cost of living being a high priority for our colleagues, we have run a series of articles in the Routine Bulletin and on the Health and Wellbeing pages of the Engine House. These covered financial wellbeing, 'kids eat free' promotions over school holidays, energy reducing tips, and a selection of recipes in various categories:-

- Cooking Together to help reduce social isolation
- Energy Conscious Cooking to help use less energy
- Budget Busting Meals to help food budgets go further, reduce food wastage and how to cook takeaway style food at home for less money.



This year, the TRiM team and the Wellbeing Support Dog Team (WSD), along with our CFA Health and Wellbeing Champion, came together to develop the Wellness Events calendar for 2023/24. Each month members of the TRiM & WSD Teams will lead Wellness events, providing greater engagement across the Service.

We continue to provide a bespoke Health and Wellbeing module for new Apprentice firefighters, focusing on resilience. While the embedding of ISO 45003 (and the Mind Mental Health at Work Commitment) continues to be pivotal to all Wellness events and resources provided across the Service.

Firefighter PPE Contamination

Our work on PPE contamination has continued during 2022/23, progressing through our actions identified after the gap analysis of the University of Central Lancashire (UCLAN), Minimising firefighters' exposure to toxic fire effluents – Interim Best Practice Report. Additional academic research papers on the health impact of contaminants have been released by UCLAN in 2022 which have been considered through our HSEAG meeting.



At Service Training Centre, the facilities for the management of contamination during training have continued to be embedded and the enhanced BA set cleaning machines are having a real impact on the cleanliness of BA sets with the ability to undertake a deep clean when BA equipment is brought into Fleet and Engineering Services workshop facility for repair or annual servicing.

One of our action plan items was to look at measures to enable staff to remove contaminants from their skin at the incident ground. We had previously undertaken some localised trials of a number of different types of skin wipes and at the start of 2023 we issued all operational appliances with a post fire incident hygiene bag to carry out a Service wide trial and understand how useful these products are to staff. We have additionally provided a similar kit bag to the Incident Intelligence Officers for use during fire investigation activities.

Environmental Performance

Carbon Emissions

The current Carbon Management Plan includes a target of 40% carbon emission reduction by March 2030 from a baseline of 4352 tonnes of CO² in 2007/08.



The Service achieved an **overall reduction of 26.3% by March 2022**. This related to our measured carbon emissions for gas, electric and fleet vehicle fuel.

Separately water is currently seeing a 35.2% reduction from baseline year, noting this is not as high as 2018/19, which showed a 46% reduction.

The data has been shared individually with stations involving both Environmental Champions and Station Managers, allowing comparisons to be made by station over several years.

It is recognised that over the 15 years of monitoring, the way carbon emissions are recorded and reported has changed. The Carbon Management Team are currently looking at how our data can be used to better represent LFRS impact on our environment.

Waste Management

LFRS created 101.1 tonnes of waste in 2022/23, a decrease from 102.2 tonnes in 2021/22. The overall recycling rate across the service remains very good at 35%. Again, waste data has been shared with all stations via their Environmental Champions and Station Managers.

Engagement with those identified last year as needing further focus was excellent with some very promising results. The SHE Department continue to work with Station Managers, Environmental Champions, and other staff to better understand the reasons behind these results to assist in improving waste management across LFRS.



Fire-fighters' Charity Recycling Banks

LFRS continues to support the Fire Fighters Charity with 19 Lancashire fire stations currently having a clothing/textile recycling bank. For each tonne of clothing, a donation is made to the Fire-fighter's Charity.

In 2022/23, the banks had collected over 60 tonnes of textiles. This has raised £13,283 for the charity. A further 5 clothing banks are due to be installed on our Stations later in 2023.



Promotions and Wider Engagement

During the 2022-23 period, each quarter saw a key environmental promotion which was displayed and SHQ, communicated via the Engine House intranet, Routine Bulletin and by the Environmental Champions.

We currently have 40 Environmental Champions across the Service. The promotions included Water Saving Week, Recycle Week, COP27 and Living Lent. Focus was also given to reducing single use plastic, the difference between climate change mitigation and climate change adaptation and return for recycling of smoke detectors from Stations.

Looking Ahead

The Carbon Management Team are in the process of developing a new Sustainability Plan which will outline our current position and indicate the path to reaching net zero emissions.

We expect to see many changes over the coming decades and as we approach 2050. Our new Sustainability Plan will reflect and accommodate this vital period of change.

Table 5 shows the carbon emission performance for 2022/23 against the 2007/08 baseline and previous year's performance with the carbon emissions for 2016/17 to 2021/22.

	Baseline 2007/08	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	% change on previous year	% change since baseline 2007/08
Buildings	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)		
Electricity	1600	1581	1592	1495	1478	1484	1457	1379	-5.4%	13.8%
Gas	1594	934	1025	901	988	1032	939	875	-6.9%	45.1%
Total	3194	2515	2617	2396	2466	2516	2396	2254	-6.0%	29.5%

Transport	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)		
Fuel	1158	796	858	968	882	816	872	953	9.4%	17.7%

Service Total	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)		
	4352	3311	3475	3364	3347	3332	3268	3207	-1.9%	26.3%

Shown separately in Carbon Management Plan

Water	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)	Carbon (tonnes)		
	9.1	5.8	5.4	4.9	6.4	5.7	5.3	5.9	11.3%	35.2%

Table 5 Carbon Emissions Reductions 2022/23

A Look Ahead to 2023/24

Looking to 2023/24, the key safety, health and environment priorities are to:

- Maintain the LFRS certification to ISO 45001:2018 and ISO14001:2015 standards and continually improve the SHE Management System.
- Continue to implement the LFRS Health, Safety and Wellbeing 5-year plan and progress the aspirational development items within the Service.
- Focus on the safety, health and environmental issues on our fire stations and other sites to enhance internal checks.
- Reduce the number of accidents and injury related sickness absence, particularly focussing on the strain/sprain type musculoskeletal injuries which are predominant within the Service and look to reduce injuries which occur during local operational training activities within Service Delivery.
- Expand our peer support network by introducing Peer Support Ambassadors (PSAs) to promote and celebrate awareness of mental health and wellbeing. We will give these staff the skills to support someone who may be struggling by listening and signposting to further support if required.
- Develop revised training on health and wellbeing, with a particular focus on ensuring our operational staff have the skills and knowledge to be able to respond to challenging incidents involving mental health.
- Integrate Fitness into the SHE Department to enhance the health and wellbeing resources and further combine the subject areas, to provide a holistic whole person approach to Health and Wellbeing resources for all staff.
- Engage and support our Environmental Champions to assist in the continued reduction of carbon emissions from energy and fuel use and reduce waste collected and increase the percentage of waste being recycled.
- Develop our approach to decarbonisation of our buildings and fleet vehicles and undertake a refresh of the existing Carbon Management Plan to understand our challenges in relation to the UK Government 2050 pathway for reaching net zero emissions.
- Continue to improve how we deal with the management of PPE Contaminants, raising staff awareness to challenge the behaviours which increase risks from contamination. We will review our position against any further released guidance and best practice arrangements.

Overall Summary

This year has seen a decrease in the number of accidents to staff members overall by 18% when compared to 2021/22. Severity of staff accident events has also reduced compared to last year, the HSE were notified under RIDDOR regarding 10 events: 2 major specified injuries and 8 over 7-day absences following accidents. Analysis of our safety performance through the Service HSEAG meeting has shown that musculoskeletal strain and sprain type injuries have remained the most prevalent and we will continue to identify opportunities to improve in this area.

During the year, we have refreshed the resourcing and roles within our SHE Department team following an internal promotion and recruitment of a Safety, Health & Environment Advisor to fill a vacancy in the team. To strengthen working relationships on health and wellbeing, the Service Fitness Advisor role has moved to become part of the SHE Department team and we are now working through a plan to enhance effectiveness of our arrangements in relation to staff fitness and related provisions on fire stations across the County.

LFRS continues to deliver continuous improvement within the SHE Management system maintaining ISO 45001:2018 and ISO 14001:2015 certification through external examination receiving no non-conformances and one opportunity for improvement.

Staff wellbeing continues to be developed and improved with the Service having a range of interventions and support mechanisms in place to mitigate risks to psychological health. We have adopted the Mind Mental Health at Work Commitment which is now embedded within our overall Health, Safety and Wellbeing 5-year plan for LFRS.

The good relationship with the Fire Brigades Union (FBU), UNISON, Fire Officers Association (FOA) and the Fire and Rescue Services Association (FRSA) continues, working together to maintain a positive safety culture within LFRS through regular consultation meetings and dialogue on safety, health and wellbeing issues.

During 2023/24, LFRS will consider its approach to the UK Government Net Zero targets and wider Climate Change impacts. We will review options relating to decarbonisation of our buildings and fleet vehicles together with the current targets and objectives set within the existing Carbon Management Plan with a view to moving to a wider environmental sustainability plan for LFRS.