

Health & Safety Annual Report 2022



Contents

Introduction.....	3
Health & Safety Incidents – Moray Council.....	3
Health & Safety Incidents by Service – Environmental & Commercial Services	8
Health & Safety Incidents by Service Housing & Property.....	12
Health & Safety Incidents by Service - Health & Social Care	16
Health & Safety Incidents by Service –Economic Growth & Development	16
Violence & Aggression Incidents – Moray Council.....	17
Violence & Aggression Incidents – Education	18
Violence & Aggression Incidents – Supported Accommodation	19
Violence & Aggression Incidents – Other Services.....	20
Working days lost to industrial injury/accidents	21

Introduction

The Health and Safety at Work Act requires organisations ensure the safety of both their employees and others who may be affected by their actions. This Appendix summarises Moray Council's Corporate Health & Safety performance for 2022 using data extracted from the Health & Safety database. Please note, percentages noted in the following graphs may not equal 100% due to rounding to the nearest whole number.

Health & Safety Incidents – Moray Council

During 2022, 182 Health & Safety incidents were recorded by Moray Council; up 5% (8 incidents) from 2021 but still well below that reported pre pandemic. This slight increase may be due to increased operations in some services as they returned from Covid related restrictions (Figure 1).

After a decline in 2021, Education again reported the highest proportion of incidents at 46% (83 incidents) while Environmental & Commercial Services fell to 36% (66 incidents). For the first time in five years, Housing & Property were third highest at 14% (25 incidents). No incidents took place in Finance, Education Resources & Communities or Governance, Strategy & Performance (Figure 2).

Figure 1:

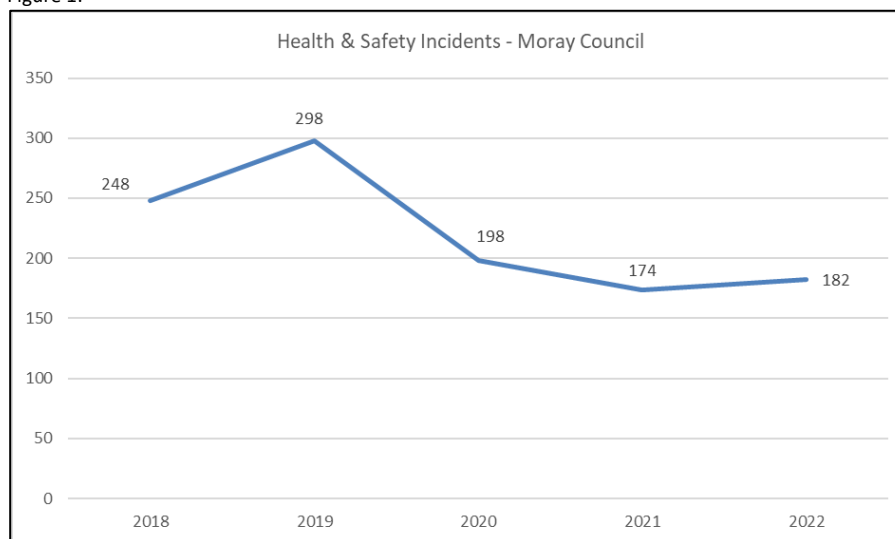
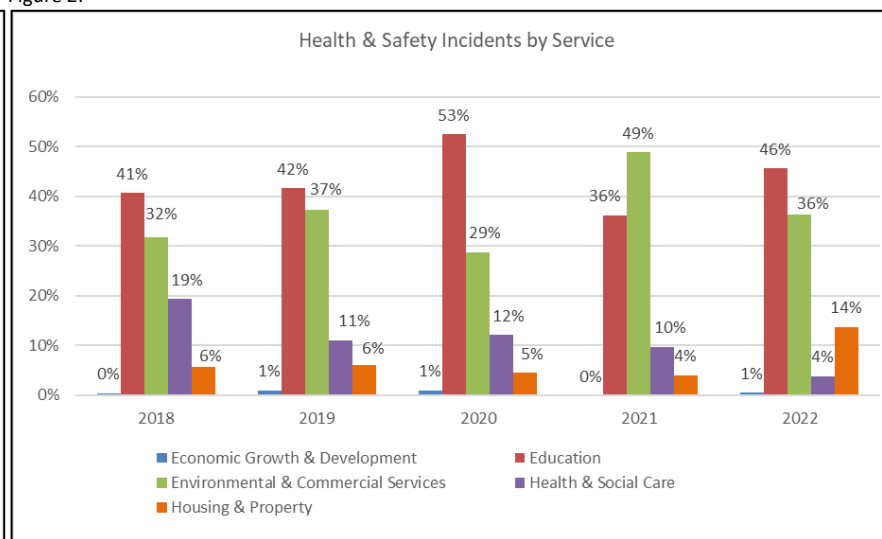


Figure 2:



Health & Safety Incidents by Service – Education

Of the 83 incidents recorded by Education in 2022, most took place within a Secondary school setting (Figure 3). 94% (78 incidents) were recorded as Minor Injury, the same proportion as recorded in 2021. Only 4% (3 incidents) were classed as a Dangerous Occurrence (Figure 4).

Figure 3:

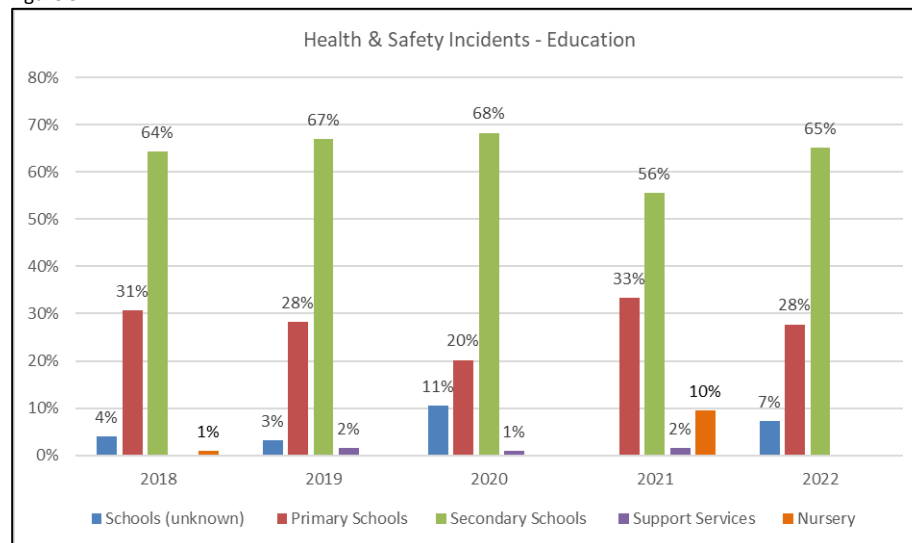
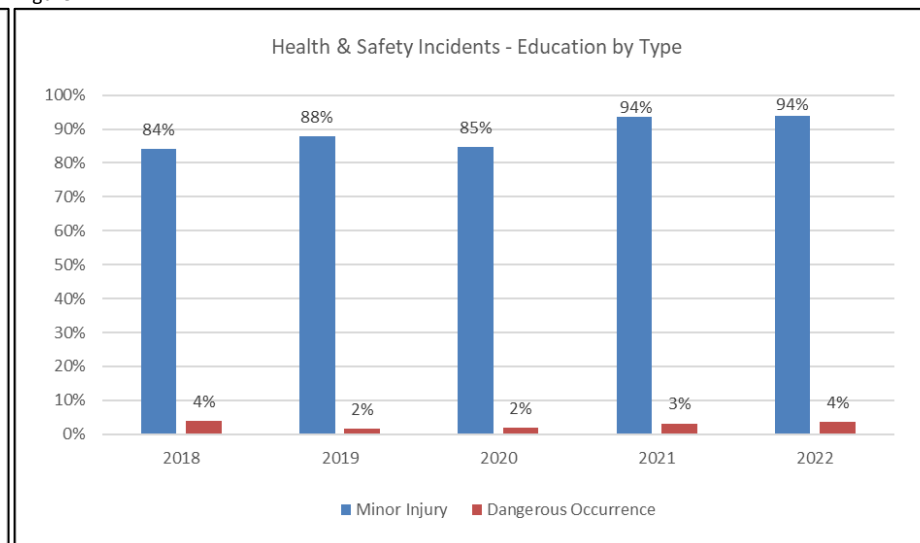


Figure 4:



In 2022, the most common cause of a Minor Injury incident within Education remained ‘Slip, trip or fall on the same level’ at 49% (38 incidents) (Figure 5). 15% of all Minor Injuries in 2022 (12 incidents) were categorised as ‘Other’ with common causes including cuts and stings (Table 1).

Nearly two thirds of ‘Slip, trip or fall on the same level’ incidents took place within a Secondary School setting. Incidents involving a ‘Fall from height’ were more likely to take place within a Primary School (Figure 6).

Figure 5:

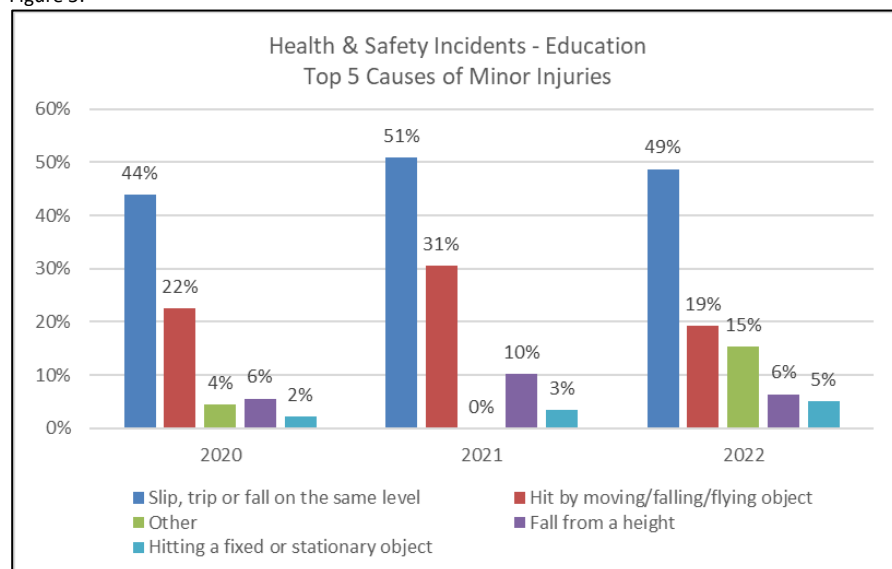


Figure 6:

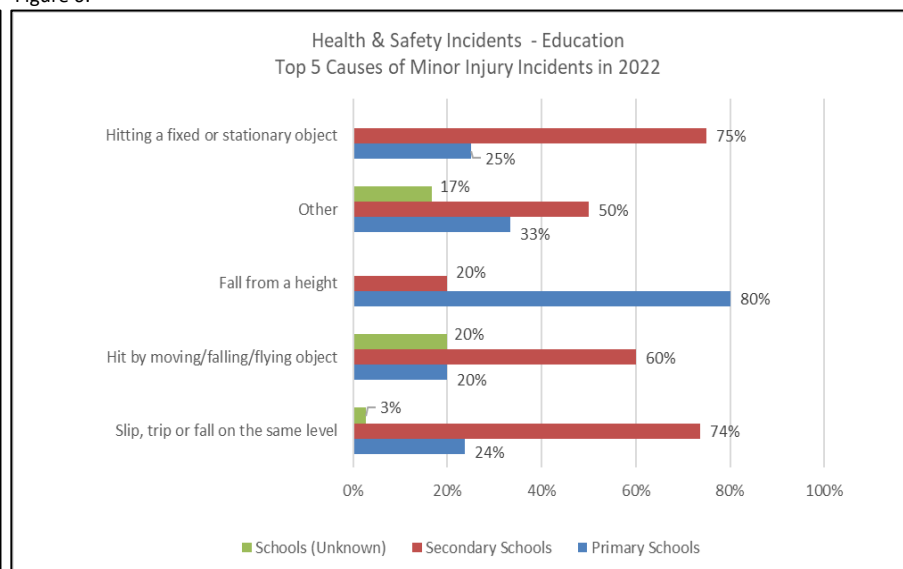


Table 1:

2022 Minor Injury - Other	No of Incidents
Finger Injury (cut/sting)	4
Hurt back/shoulder	3
Kicked	3
Scratched	1
Hand Injury	1
Total	12

A total of 59% of all Minor Injury incidents required medical or first aid treatment (Figure 7). 29% resulted in a minor wound such as a cut or graze while 27% of injuries were a fracture or bone break (Figure 8).

Figure 7:

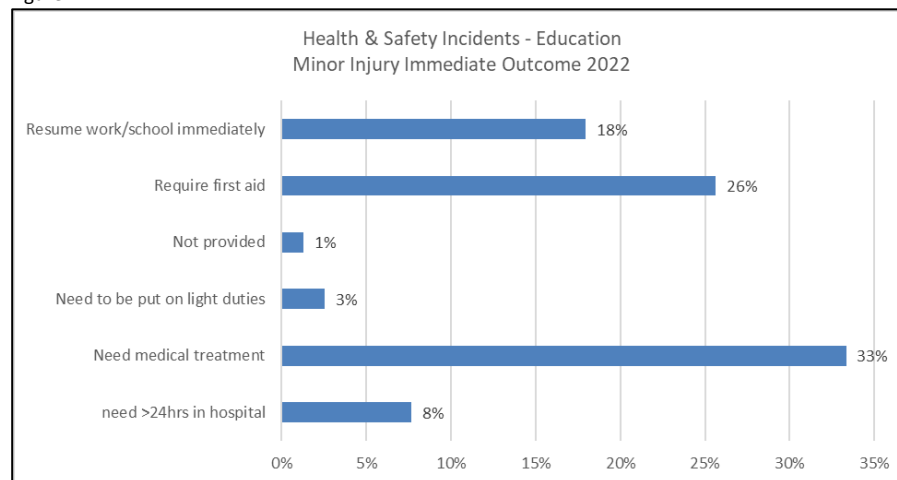
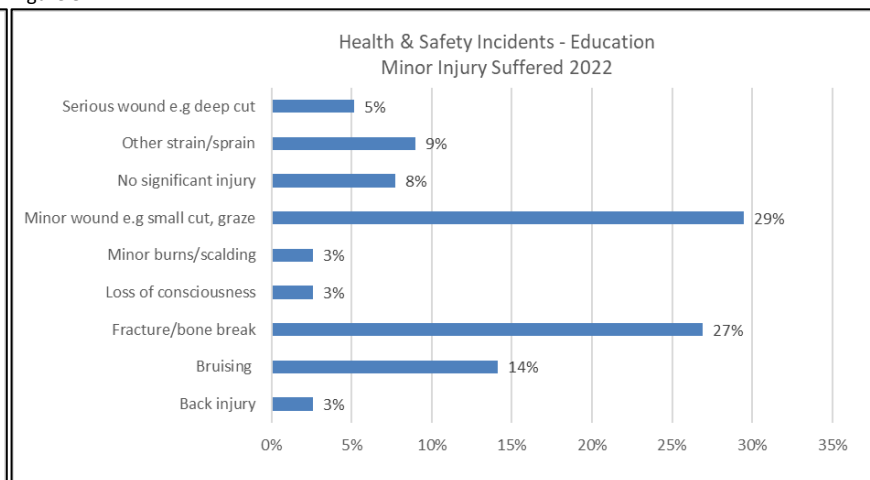


Figure 8:



Of the 83 incidents recorded by Education in 2022, 3 (4%) were categorised as Dangerous Occurrences. 2 (within Secondary Schools) were caused by 'Exposure to fire or explosion' and 'Behaviour of pupil' while 1 (within a Primary School) was caused by 'Contact with electricity'. Only the 'Contact with electricity' incident resulted in the need for medical treatment however no significant injury was noted.

The final two incidents recorded by Education were an Over 7 day injury (RIDDOR) caused by a 'Fall from height' and a Specified Injury due to 'Hit by moving/falling/flying object'. Both resulted in a fracture/break injury that required first aid or medical treatment.

The Health & Safety team, with the co-operation of Education Resources, are currently auditing all Primary Schools for Health, Safety and Security. New Risk Assessment guidance for Head Teachers has been produced as well as updated First Aid guidance for schools. A joint inspection programme has been agreed and inspections will be being carried out within schools during 2023.

Health & Safety Incidents by Service – Environmental & Commercial Services

The 66 incidents within Environmental & Commercial Services took place across 5 areas. Compared to 2021, the proportion of incidents recorded by Waste Services decreased by 15%, falling back to a similar proportion seen pre-COVID in 2019 (Figure 9). For the second year, the majority of incidents were classed as Minor Injury (42 incidents, 64%). The overall proportion of Dangerous Occurrences remained the same at 32% (21 incidents) (Figure 10).

Figure 9:

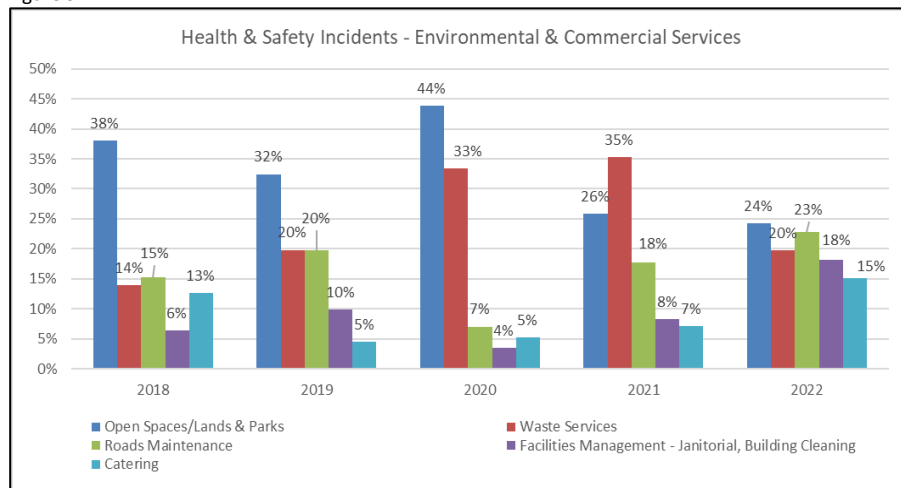
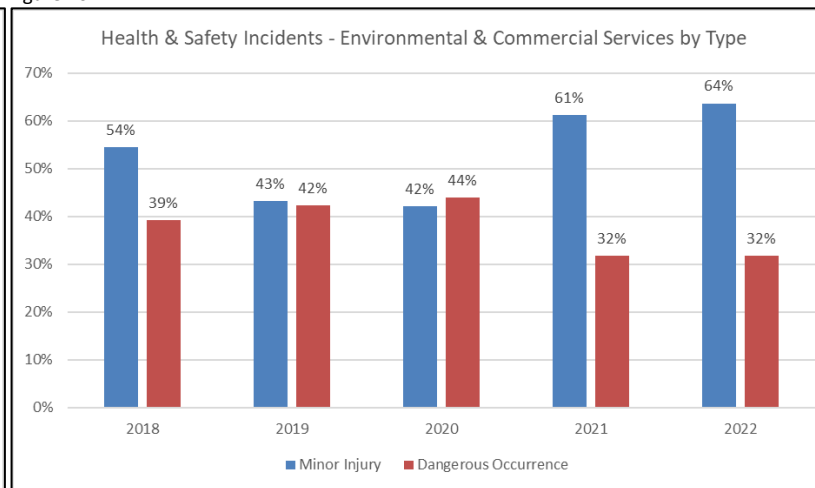


Figure 10:



For the first time in the last three years, the most common cause of a Minor Injury was ‘Slip, trip or fall on the same level’ (12 incidents, 29%) (Figure 11). 7% of all Minor Injuries (3 incidents) were categorised as ‘Other’ with causes including cut fingers due to broken glass or food preparation (Table 2). 50% of all ‘Slip, trip or fall on the same level’ incidents occurred within Facilities Management – Janitorial, Building Cleaning. Out of 6 Manual Handling incidents, 5 (83%) were recorded by Roads Maintenance (Figure 12).

Figure 11:

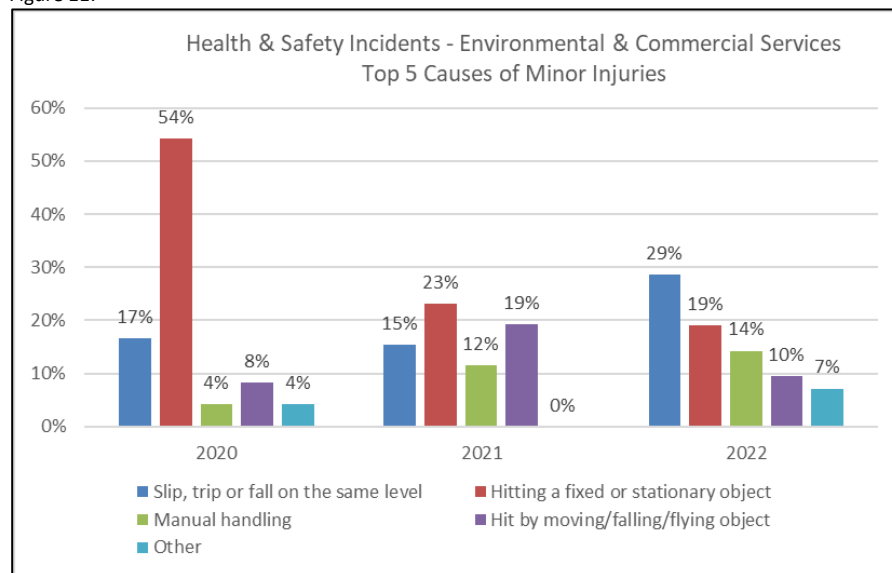


Figure 12:

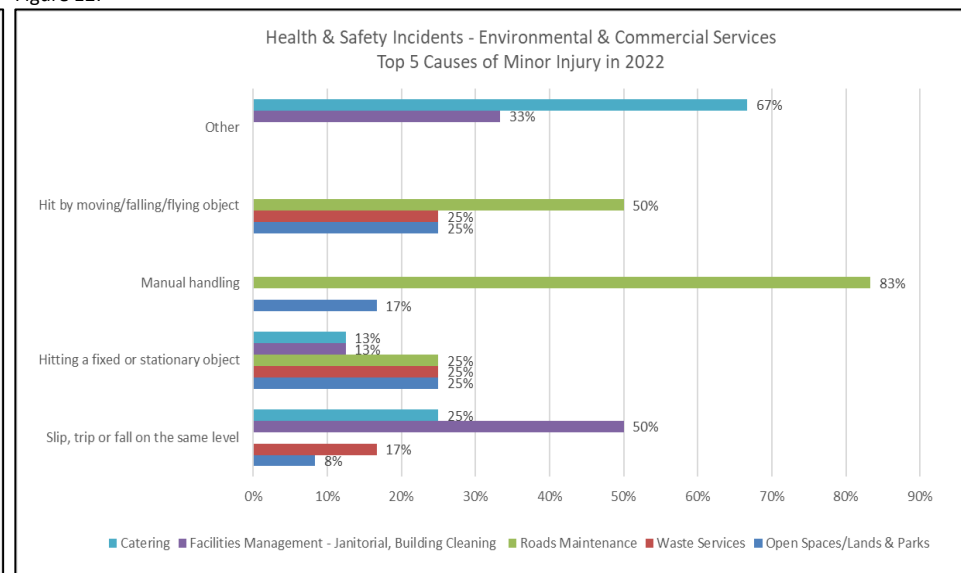


Table 2:

2022 Minor Injury - Other	No of Incidents
Passed out (medical issue)	1
Cut Finger (food preparation)	1
Cut Finger (broken glass)	1
Total	3

With 36% of all Minor Injury incidents, those involved were able to resume work immediately. 40% required first aid or medical treatment (Figure 13). The most common injuries were strain/sprain or a minor wound such as a small cut or graze at 21% each (Figure 14).

Figure 13:

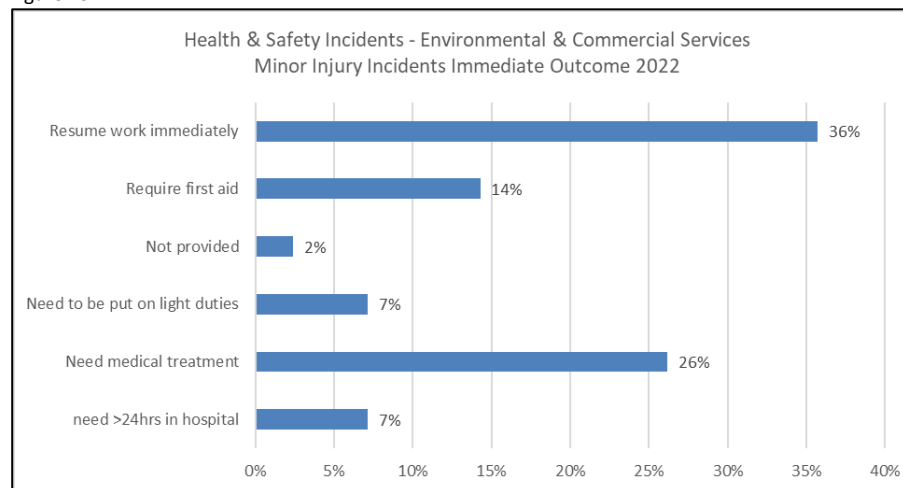
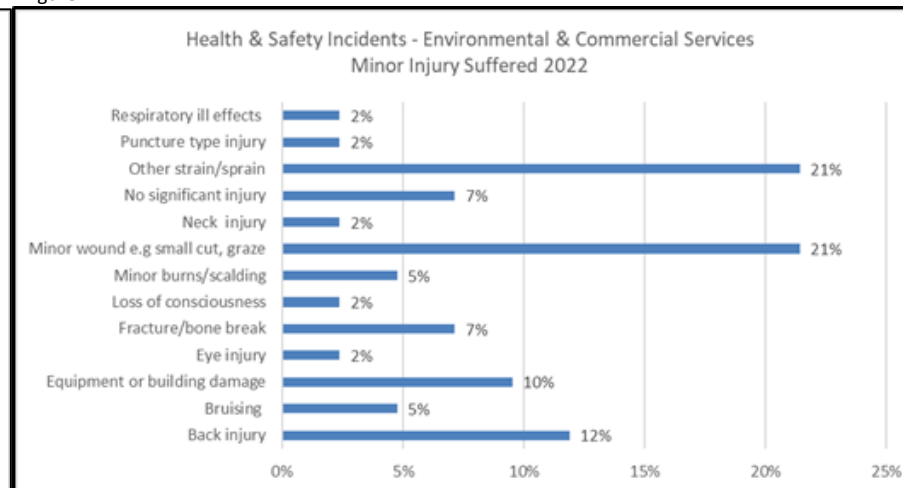


Figure 14:



Of the 21 Dangerous Occurrences recorded by Environmental & Commercial Services, 11 incidents involved a vehicle with 10 (48%) caused by 'Hitting a fixed or stationary object' (Figure 15). Most Dangerous Occurrences were recorded by Open Spaces/Lands & Parks). No Dangerous Occurrences occurred within Catering. (Figure 16)

15 Dangerous Occurrences (71%) resulted in equipment or building damage while 4 (19%) noted no significant injury or outcome.

Figure 15:

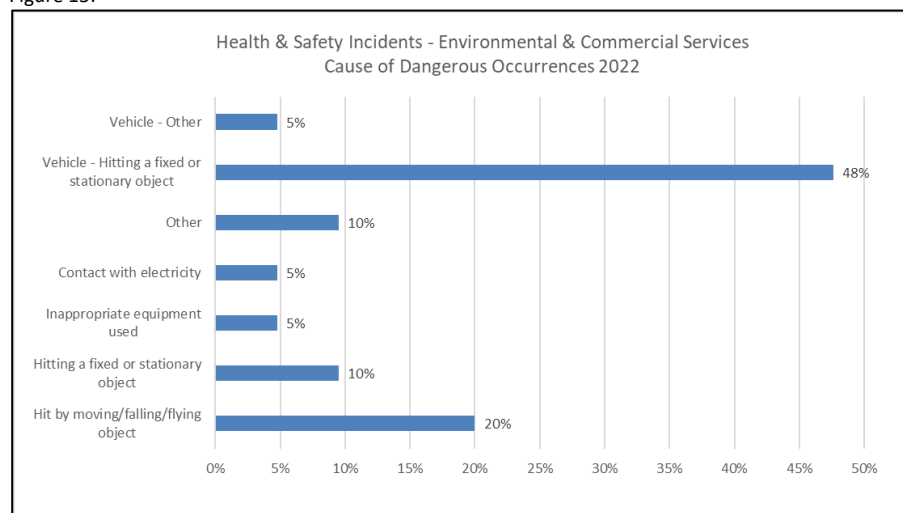
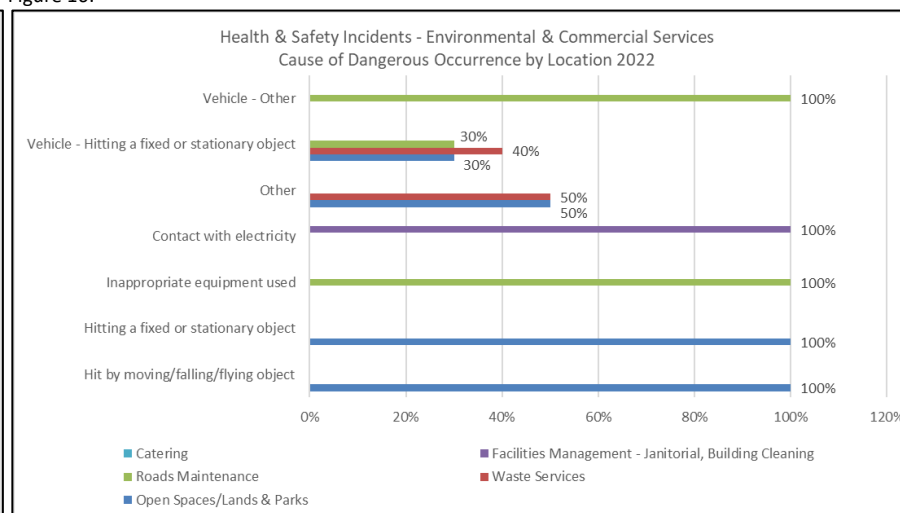


Figure 16:



The remaining 3 Health & Safety incidents recorded by Environmental & Commercial Services were; an Over 7 day injury (RIDDOR) due to a 'Slip, trip or fall on the same level' that resulted in a fracture; 2 Specified Injuries due to 'Exposure to temperature extremes' that led to minor burns; and a 'Needlestick contact' that left a member of staff with a puncture type injury. All required medical treatment.

A number of workplace inspections have taken place in conjunction with the first stage of the joint inspection programme. Several improvements to Health & Safety conditions have been introduced as a result within Environmental & Commercial depots and premises. Work is ongoing on an enhanced procedure for the reporting of reversing incidents within Environmental & Commercial Services.

Health & Safety Incidents by Service Housing & Property

Of the 25 incidents recorded by Housing & Property, Building Services accounted for 96% (24 incidents), the highest proportion in the last five years (Figure 17). Compared to 2021, Dangerous Occurrences were the most common incident type increasing from 29% to 68% (17 incidents). In contrast Minor Injuries fell from 71% to 28% (7 incidents) (Figure 18).

Figure 17:

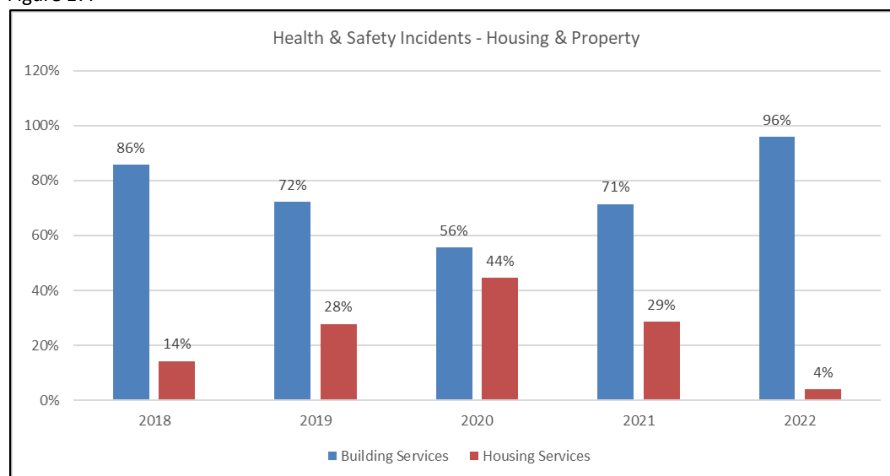
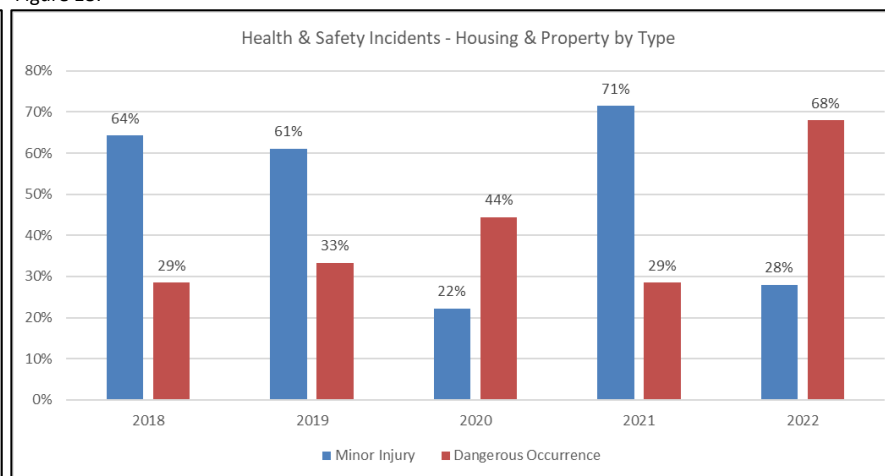


Figure 18:



As with Education and Environmental & Commercial Services, the most common cause of a Minor Injury within Housing & Property in 2022 was 'Slip, trip or fall on the same level' (3 incidents, 43%) (Figure 19). These incidents took place in both Housing Services and Building Services. (Figure 20).

Figure 19:

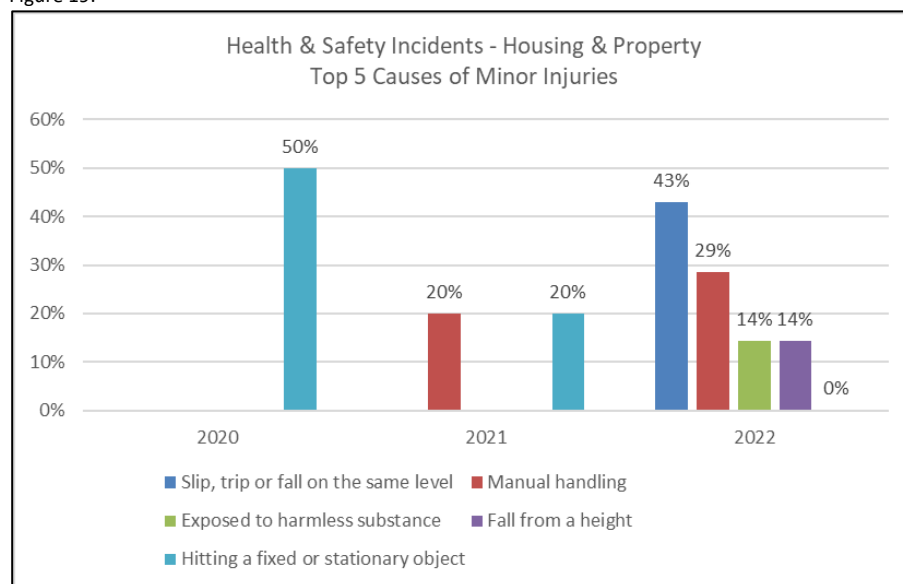
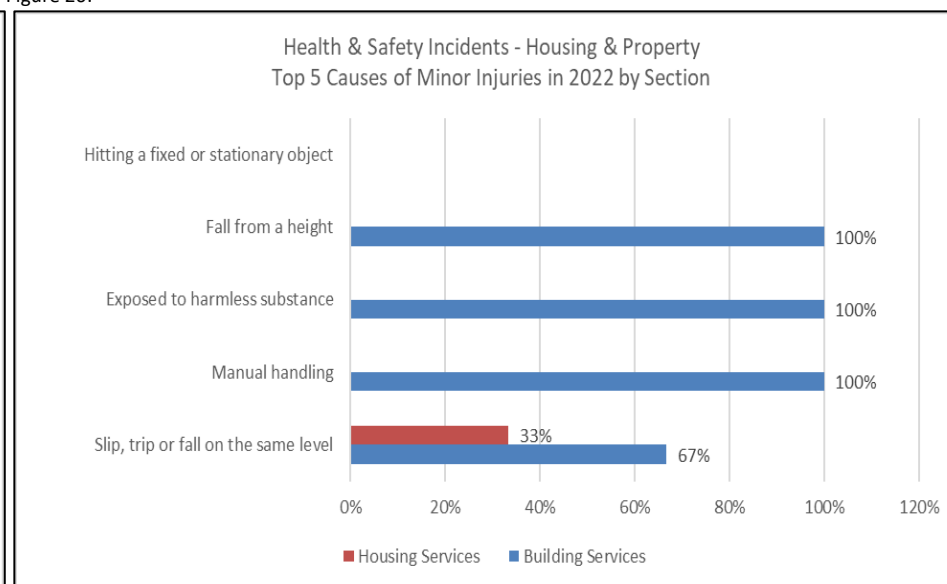


Figure 20:



43% of all Minor Injury incidents resulted in work immediately being resumed. In total the same proportion required first aid or medical treatment. (Figure 21). The most common injury was a fracture/bone break again at 43%. (Figure 22).

Figure 21:

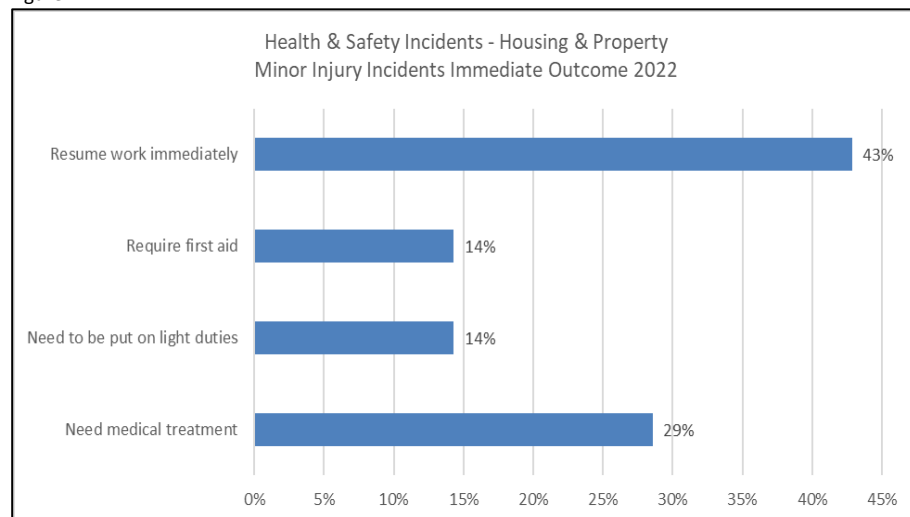
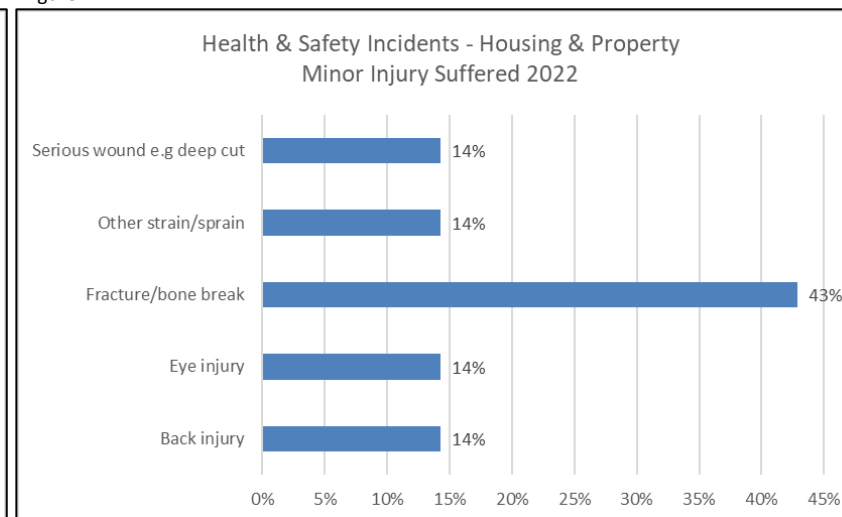
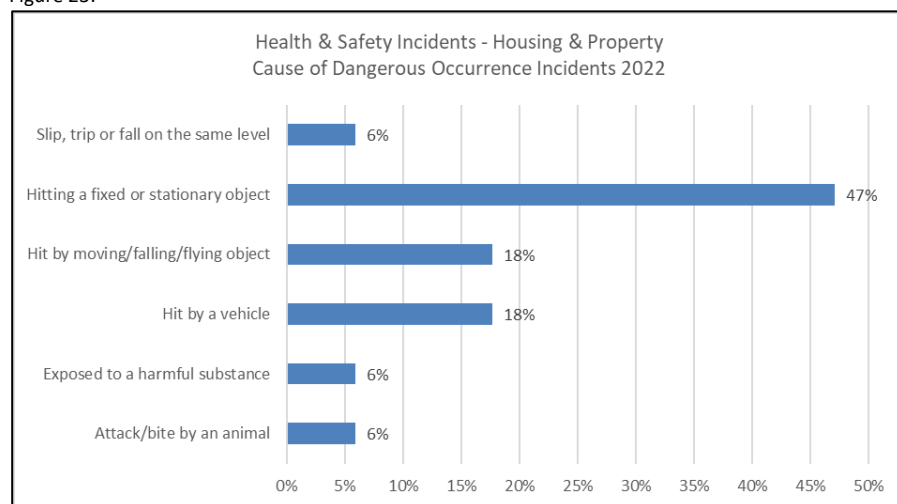


Figure 22:



All 17 Dangerous Occurrences were recorded by Building Services with 14 linked to incidents while driving. Nearly half were due to 'Hitting a fixed or stationary object' (Figure 23). 10 occurrences (59%) resulted in equipment or building damage while 7 (41%) had no significant injury or outcome.

Figure 23:



The remaining Health & Safety incident recorded by Housing & Property was an Over 7 day injury (RIDDOR) due to being 'Hit by moving/falling/flying object'. This resulted in an eye injury that required medical treatment.

An updated Safer Driving handbook has been produced and the Safe Driving policy is currently being revised. This will be used by Building Services as a basis for driver training to reduce the numbers of vehicle incidents.

Health & Safety Incidents by Service - Health & Social Care

For Health & Social Care, 7 Health & Safety incidents were recorded in 2022; 6 (86%) were Minor Injury. For the first time in five years, there were no recorded Dangerous Occurrences (Figure 24). 'Slip, trip and fall on the same level' was the most common Minor Injury. All Minor Injuries occurred within Community Care with the exception of the 'Exposure to temperature extremes' which relates to Children & Families (Figure 25). Only 1 Minor Injury (due to an Attack/Bite by an animal) required medical treatment and time away from work.

Figure 24:

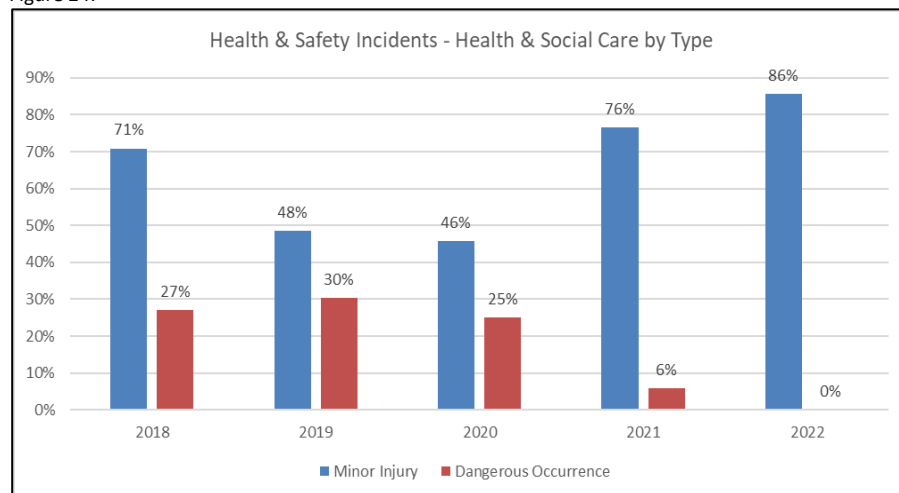
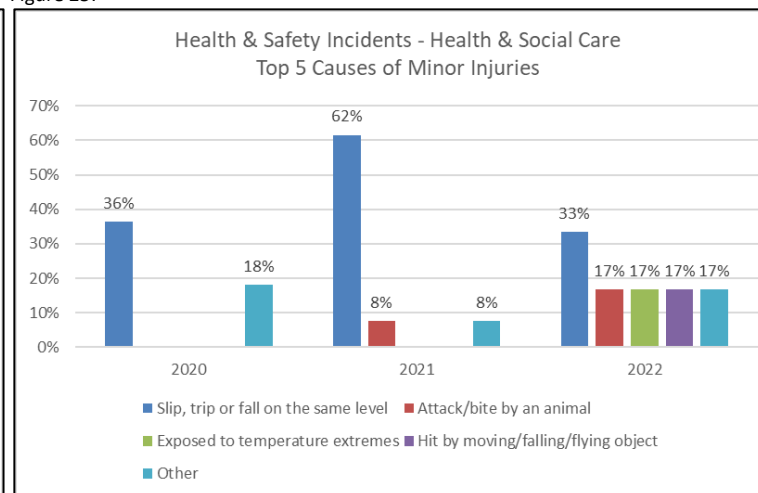


Figure 25:



The final incident recorded by Health & Social Care in 2022 was an Over 7 day injury (RIDDOR) incident due to 'Slip, trip or fall on the same level', medical treatment and time away from work were required.

Health & Safety Incidents by Service –Economic Growth & Development

Economic Growth & Development recorded just 1 incident in 2022; a Minor Injury due to an Attack/Bite by an animal that resulted in a puncture wound. Although medical treatment was required, no time away from work is noted.

Violence & Aggression Incidents – Moray Council

In 2022, a total of 1,909 Violence & Aggression incidents were recorded by Moray Council; 45% more than reported in 2021 and 34% higher than pre-pandemic incidents in 2019 (Figure 26). In Education, incidents have increased 40% (439 incidents) compared to 2021. At the Supported Accommodation a 76% increase has been recorded (153 incidents) (Figure 27).

Figure 26:

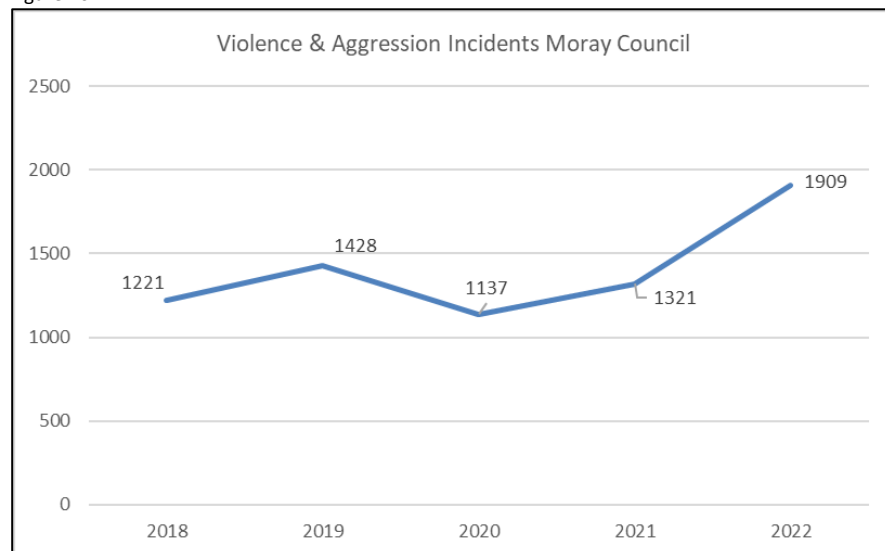
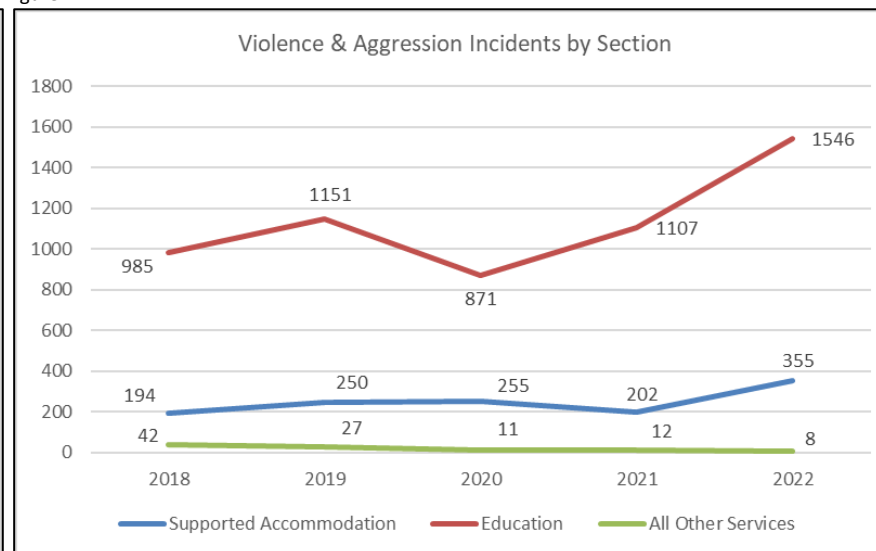


Figure 27:



Violence & Aggression Incidents – Education

Although Violence and Aggression incidents reported by Education are included in the council wide data for the calendar year 2022, Education report and analyse this information by academic year. The latest available relates to 2021/22.

During this period, incidents of Violence & Aggression are reported for the first time within a nursery setting. Compared to 2020/21, incidents within a Primary or Secondary school increased by 48% to 1,255 (Figure 28).

Each incident is categorised by type. 'Physical Assaults not involving a weapon' fell to 58% however those involving a weapon have increased; 'Physical Assaults involving a weapon' rose from 13% to 21% while 'Threats of Physical Assault involving a weapon' increased from 4% to 5% (Figure 29).

Figure 28:

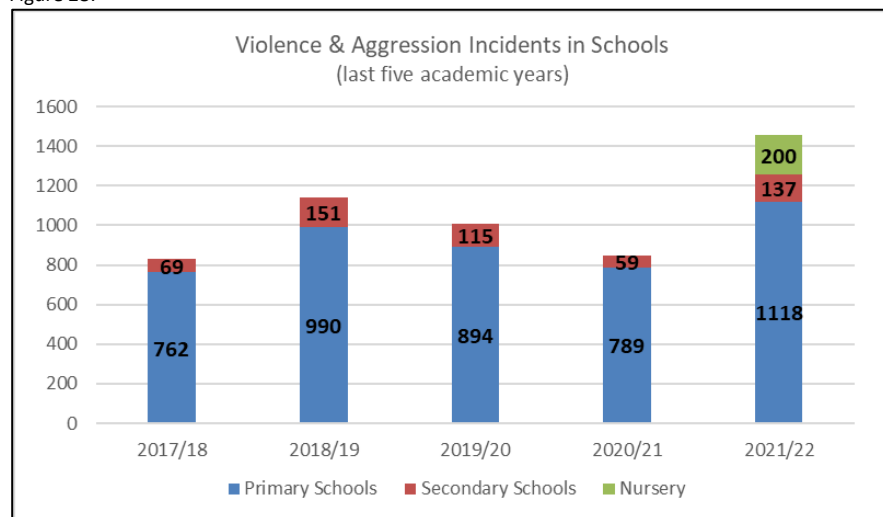
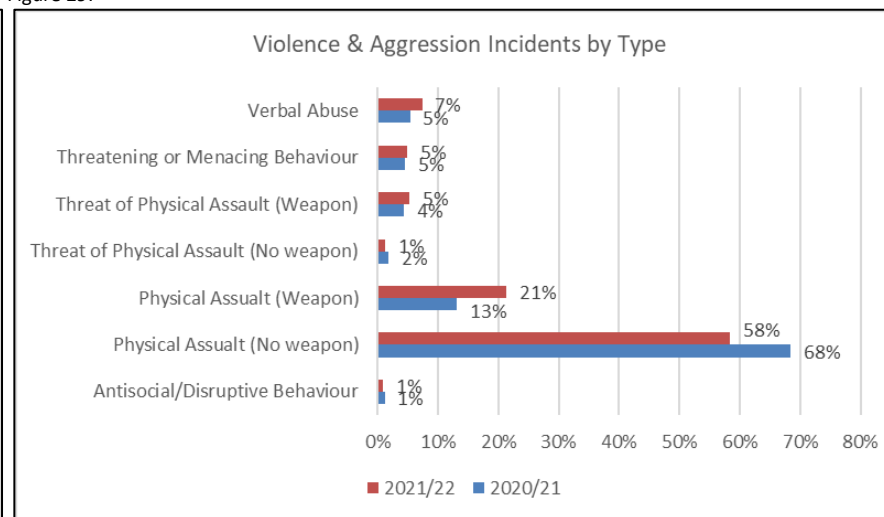


Figure 29:



A total of 224 individuals (including parents and unknown persons) were reported for Violent & Aggressive behaviour during 2021-22, a 37% increase on the previous year. Of the pupils reported during 2021-22 - 92 had been reported once, 60 reported between 2-4 times, 27 reported 5-9 times, 25 reported 10-19 times and 17 pupils reported 20 or more times.

Work is continuing to support the plan, led by the Head of Education, Resources and Communities as part of the ASN Review process. The Social Work Training Team are currently working with Education to provide guidance and training on intervention techniques that will help schools deal with incidents of Violence & Aggression. After a successful trial period, a new electronic Violence & Aggression recording system is also being rolled out across all schools. This new system will ensure the incident reporting process is easier while the level of detail gathered will allow work to address any issues to be more efficiently targeted.

Violence & Aggression Incidents – Supported Accommodation

During 2022, 355 Violence & Aggression incidents were recorded at the Supported Accommodation Facility; up 76% (153 incidents) compared to 2021. The largest notable increase occurred between January and March with incidents up 114% (64 incidents) on the year before (Figure 30).

64 injuries to staff were recorded during 2022, up 64% from the year before with the most common injury noted as scratching (Figure 31).

Figure 30:

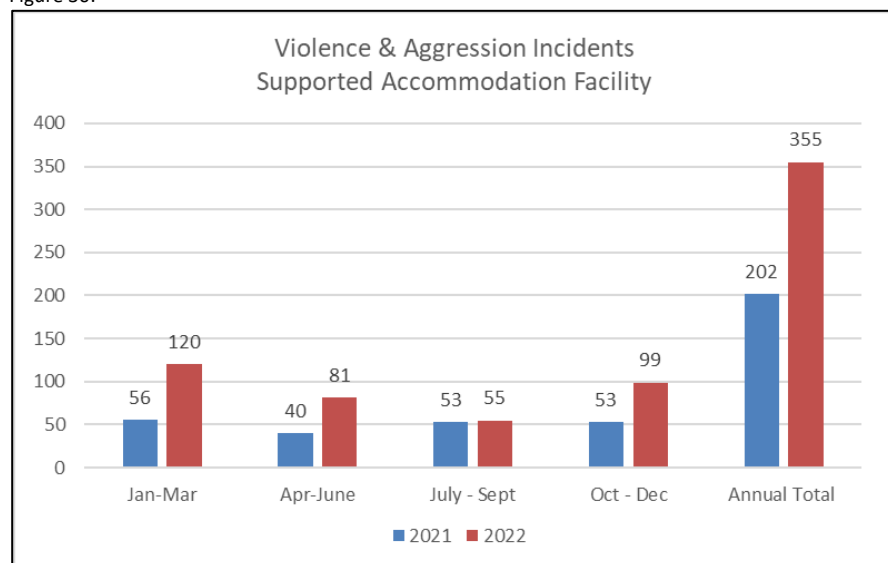
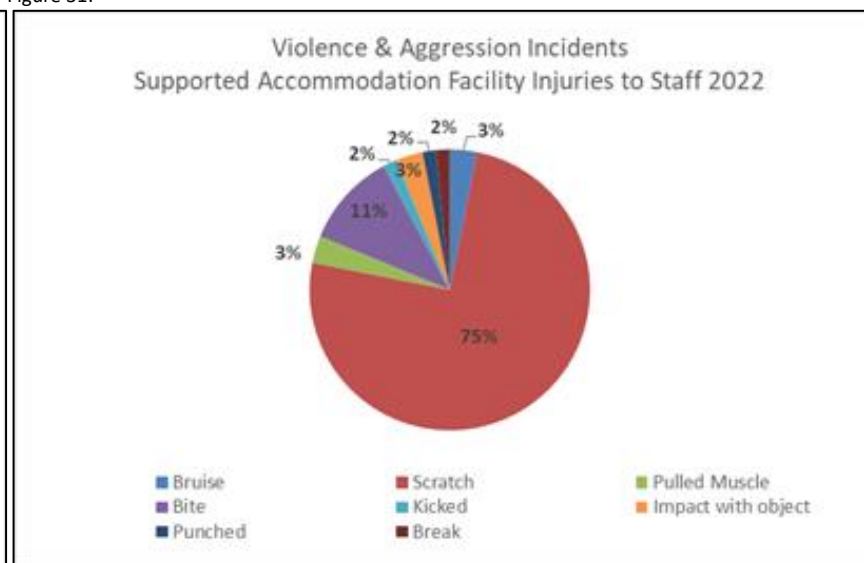


Figure 31:



During the first few months of 2022, significant staff absences due to Covid were reported. Some restrictions also remained in place that limited activities and increased anxiety levels amongst those supported. Issues around staff absence have continued throughout the year leading to concerns some residents may be receiving inconsistent support. Careful monitoring of these issues and the interventions required will continue in 2023.

Violence & Aggression Incidents – Other Services

Over the past five years, Violence & Aggression incidents reported by Other Services has steadily declined. In 2022, just 8 incidents was recorded across the Council; down 82% from 2018 (Figure 32). Housing & Property recorded the highest proportion with 4 incidents (Figure 33).

Figure 32:

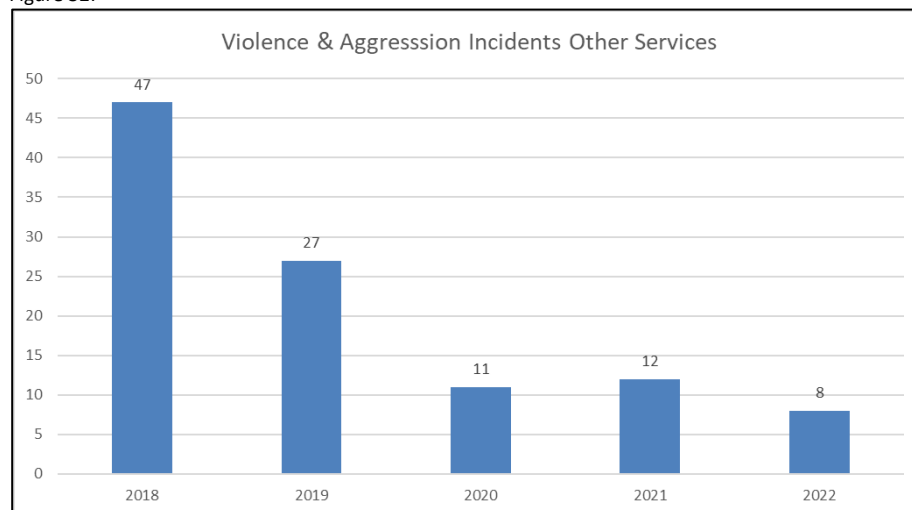
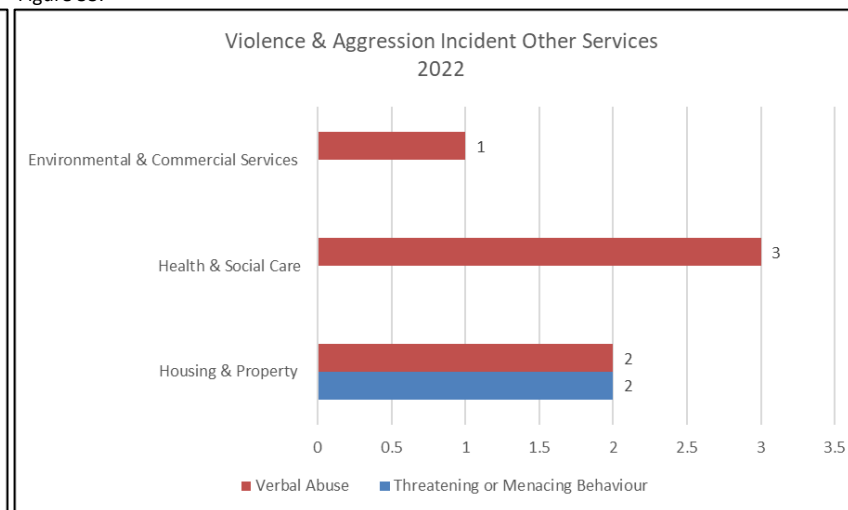


Figure 33:



Although a decreasing trend in incidents is to be welcomed, concerns have been raised that this could be due to under reporting. To target this issue, work was undertaken during 2022 to highlight Violent & Aggressive behaviour is not acceptable and to promote the importance of reporting any incident. Following this work, an increase in recorded incidents has been noted during the start of 2023; this will continue to be monitored with action taken accordingly.

Working days lost to industrial injury/accidents

The number of working days lost due to industrial injury or accident can fluctuate considerably from quarter-to-quarter however with the exception of the last three months of 2022, days lost have remained well below target. Whilst the number of cases have remained relatively constant over the year, during the last quarter, there is one particular case that has resulted in a significantly higher number of days lost when compared to other cases (Figure 34).

Figure 34:

