

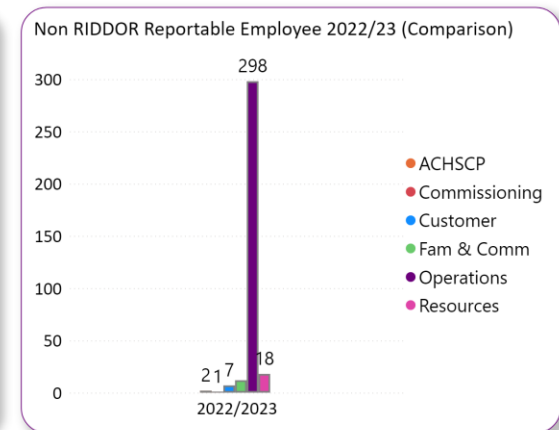
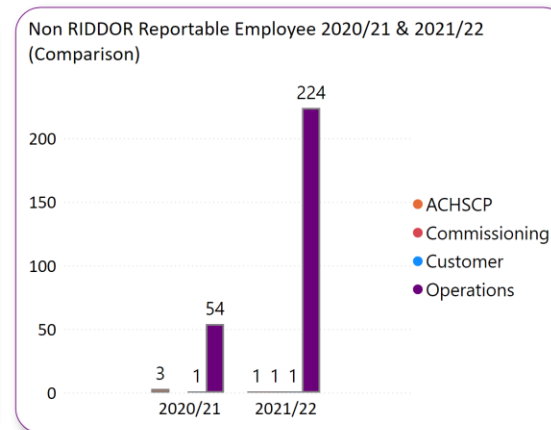
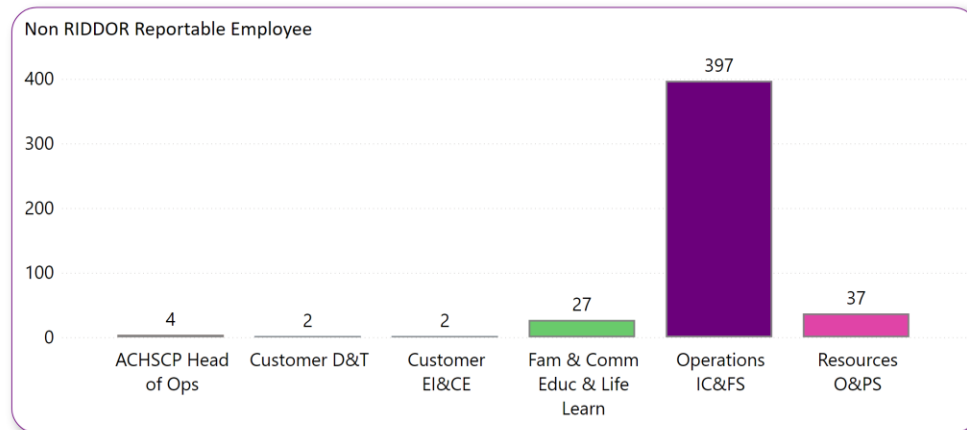
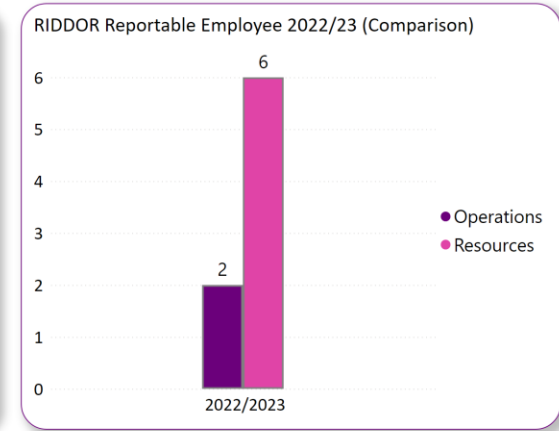
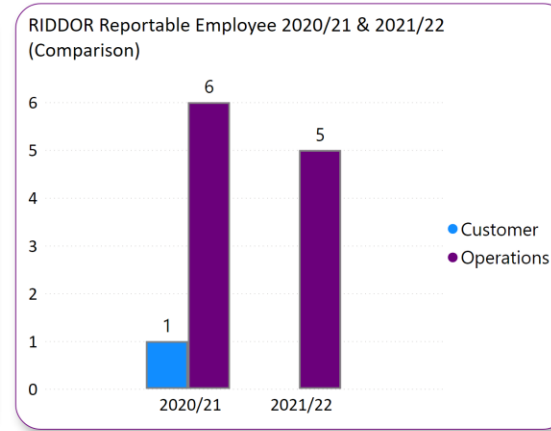
# Staff Governance Health & Safety Report Quarter 4 2023/2024 (Jan 24 to Mar 24)

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## Reported H&S Incidents (Employee) Between Jan to Mar 2024

The following tables give breakdown of all employee incidents across all Functions and Clusters in Aberdeen City Council. The tables on the left initially show the number of incidents for each Cluster this reporting period with those tables on the right giving a quarter 4 comparison for each Function from 2020/21 to 2022/23 where applicable.



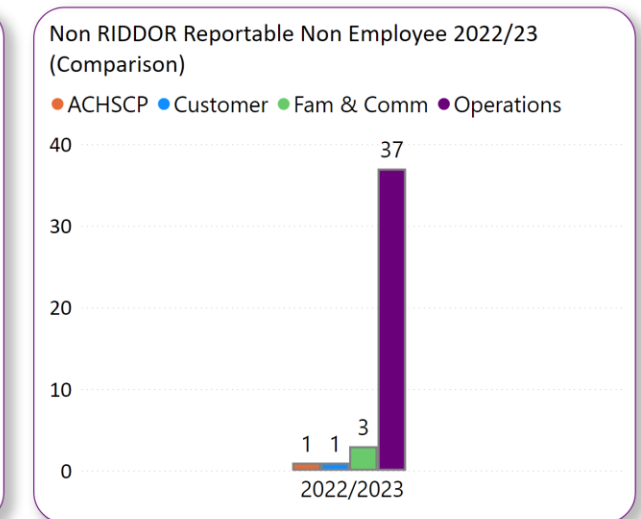
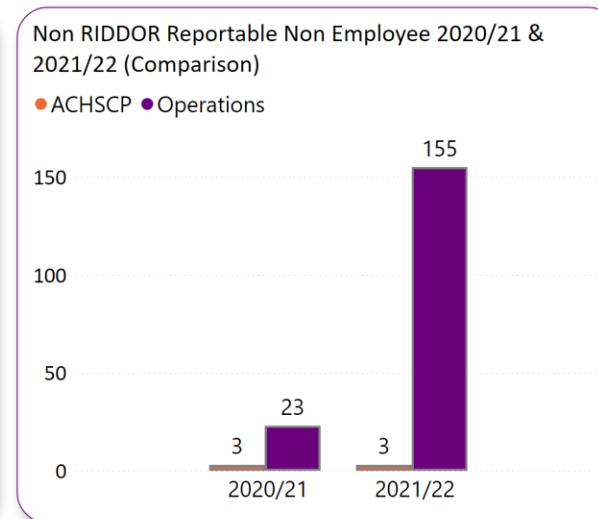
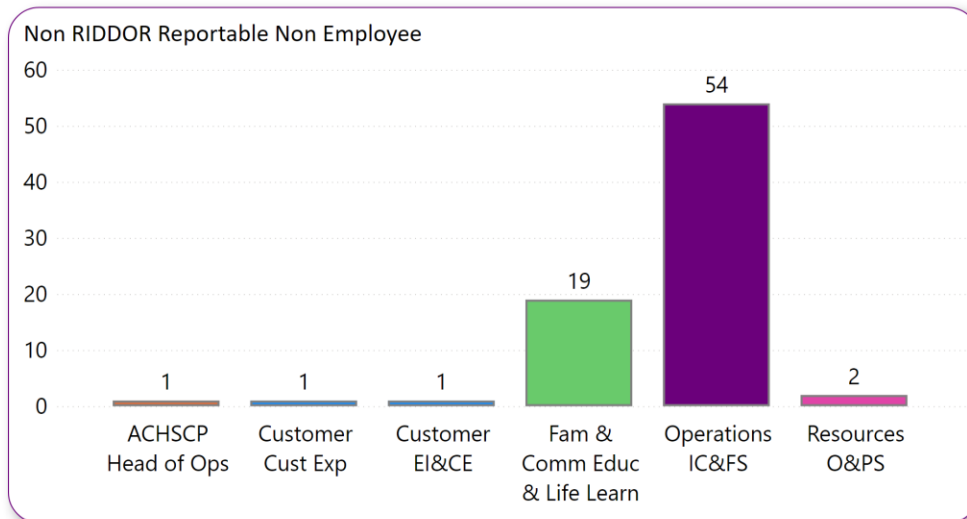
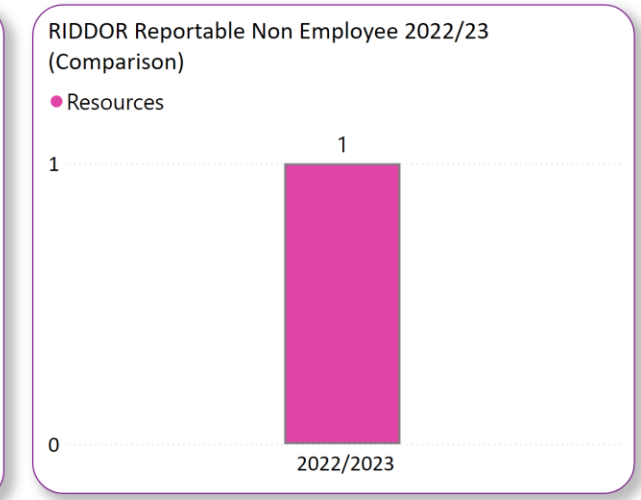
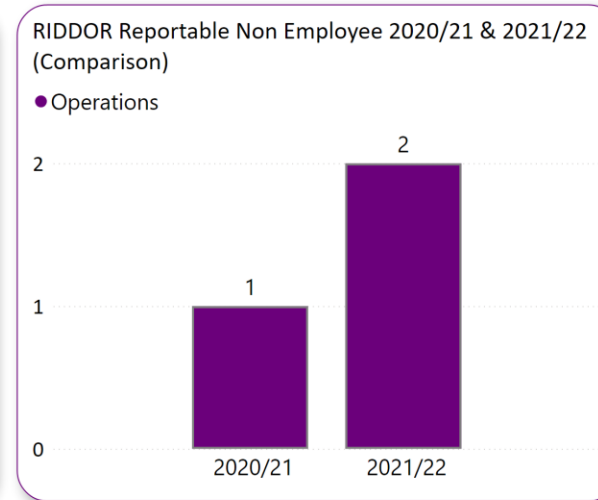
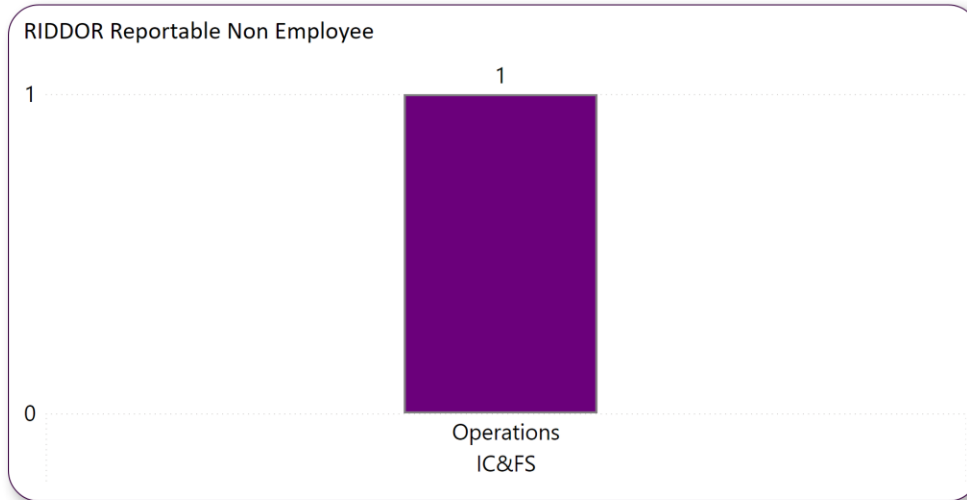
### Employee Incident Information

Incidents which result in injury have increased from the same quarter in the previous 2 reporting years. The majority of these are due to behavioural issues and the HSE report on violence at work in Great Britain in 2019/20 shows that the incidents of violence at work have increased (by 13%) and particularly in the education sector. The possible causes and factors of violence at work identified by HSE include the impact of the COVID-19 pandemic and the lockdown measures, and the influence of the media and the social media. Aberdeen City Council Education Senior Managers and Trade Union colleagues have also encouraged staff to report all incidents. This campaign together with a general longer-term increase in all sectors could be responsible for the rise in reporting.

RIDDOR reportable figures are increased over the last 3 years. The majority of these are reported as they cause 7 days absence for the affected employee.

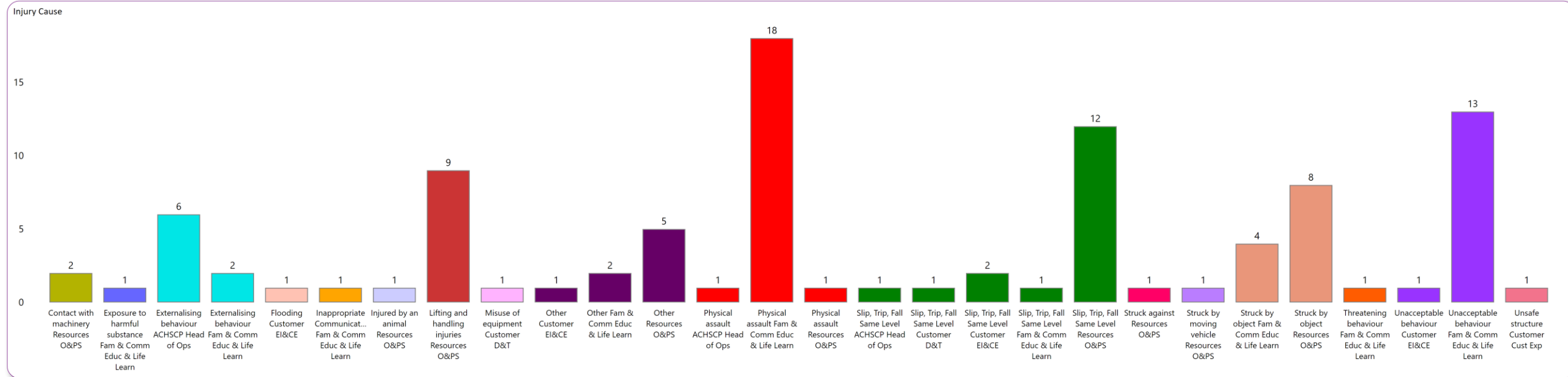
## Reported H&S Incidents (Third Party) Between Jan to Mar 2024

The tables below give information on those non-employee incidents which happened across all Functions and Clusters. Again the tables on the left show the current period for each Cluster, with those tables on the right giving a quarter 4 comparison for each function from 2020/21 to 2022/23 where applicable.



## H&S Incident Causation Reported between Jan to Mar 2024

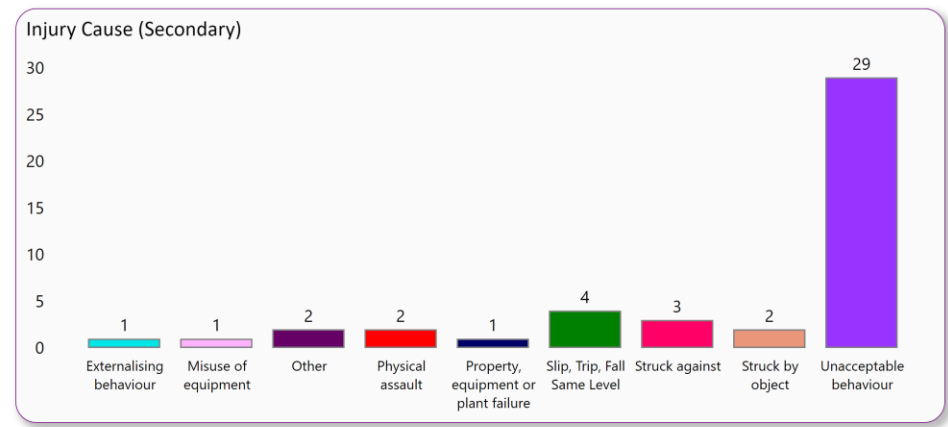
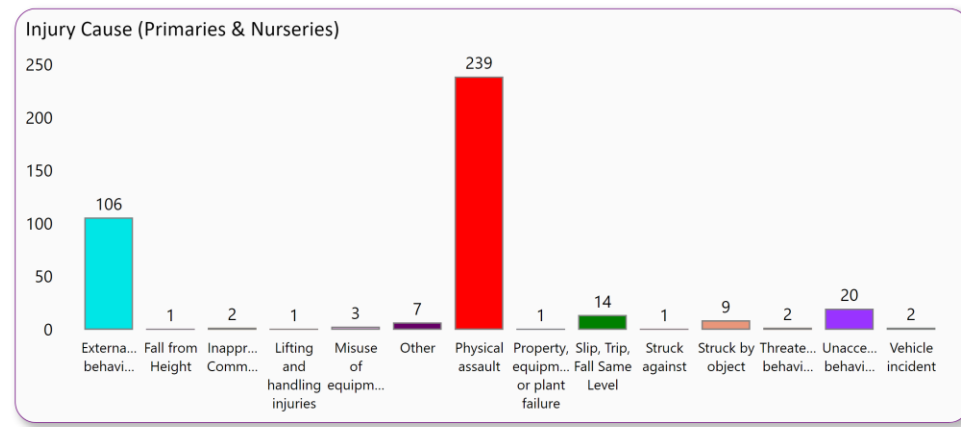
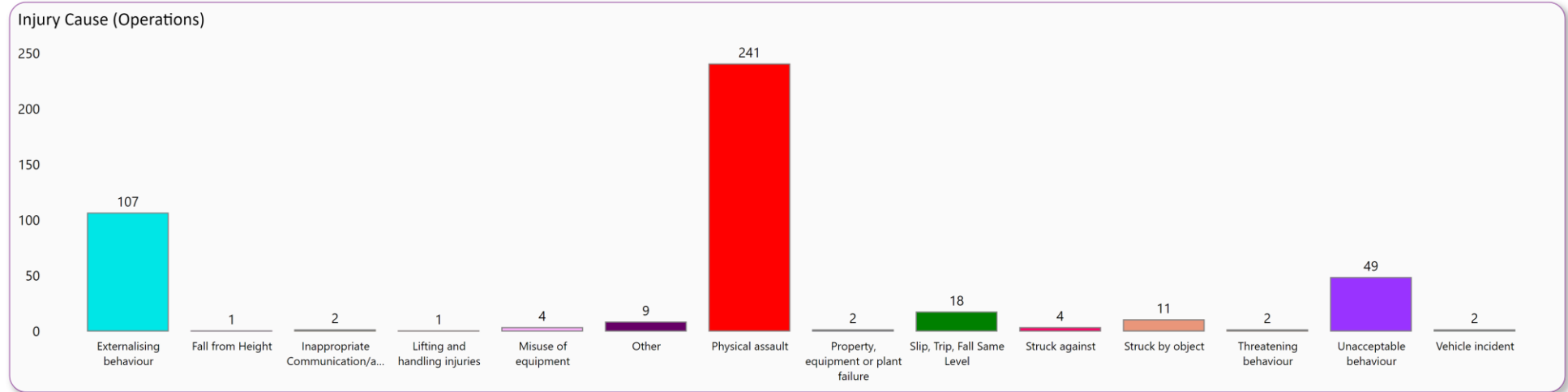
The table shows incident causation for each Cluster for this reporting period apart from Operations, which is covered in the next page.



Injury Cause																	
Contact with machinery	Exposure to harmful substance	Externalising behaviour	Flooding	Inappropriate Communication/abuse	Injured by an animal	Lifting and handling injuries	Misuse of equipment	Other	Physical assault	Slip, Trip, Fall Same Level	Struck against	Struck by moving vehicle	Struck by object	Threatening behaviour	Unacceptable behaviour	Unsafe structure	Total
2	1	8	1	1	1	9	1	8	20	17	1	1	12	1	14	1	99

## Operations IC&FS reported H&S Incidents Between Jan to Mar 2024

The following tables give a breakdown of **Operations** Incidents.

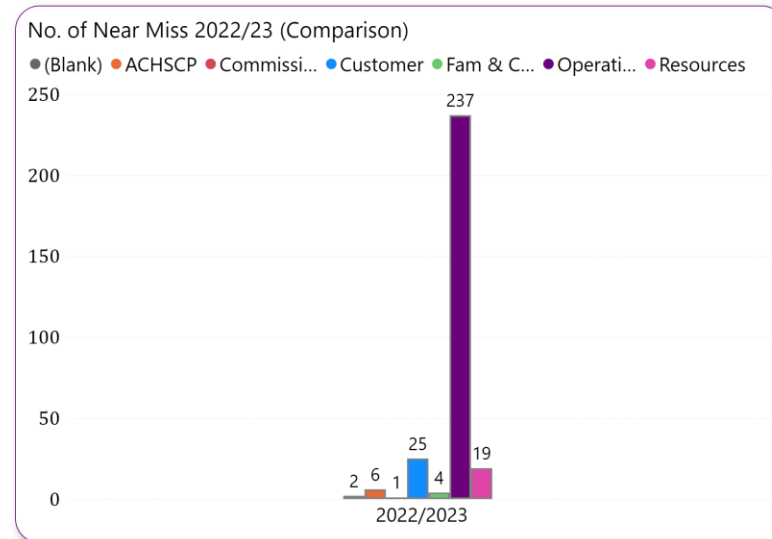
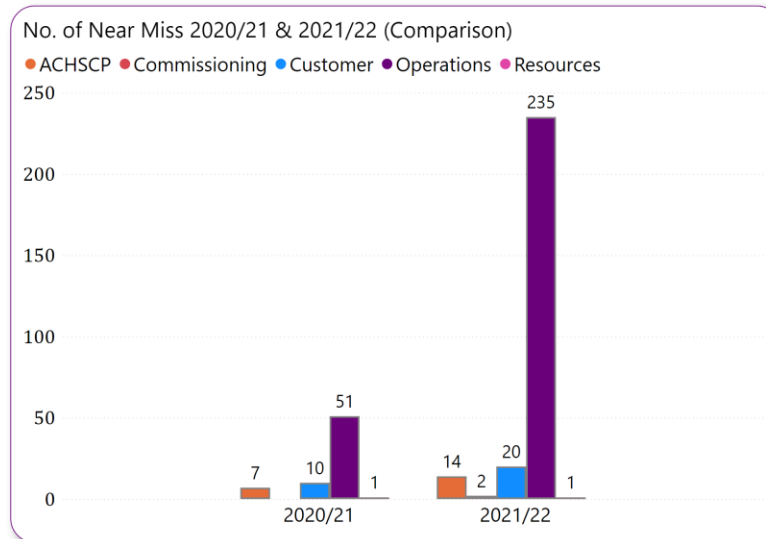
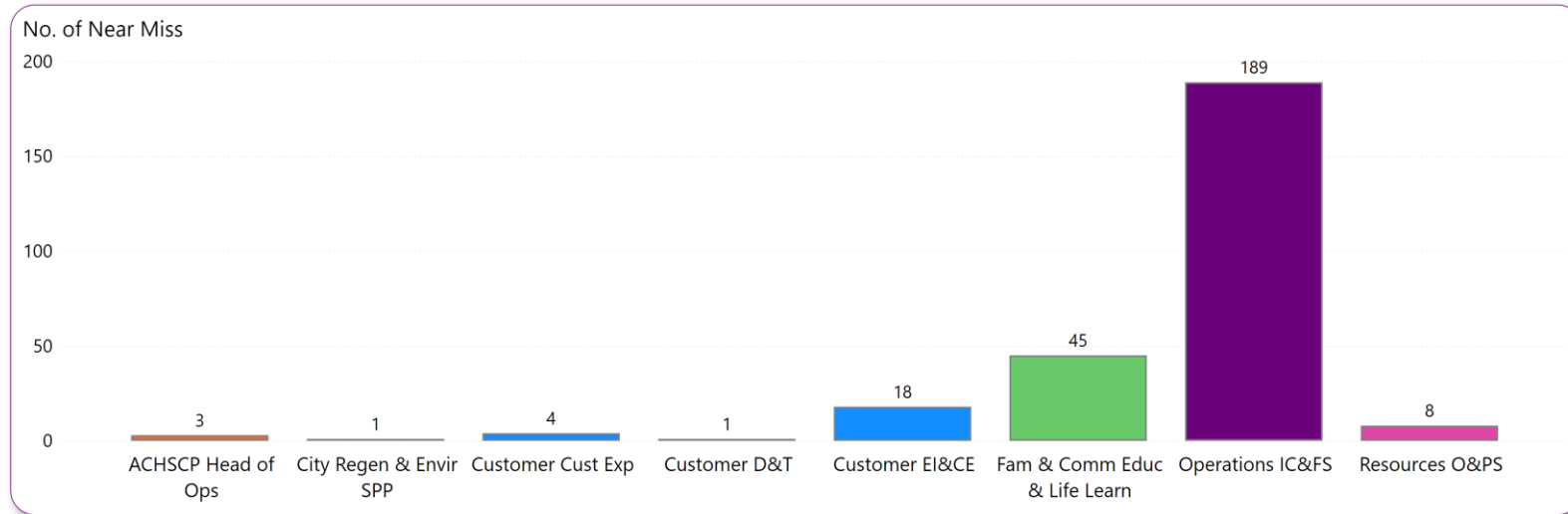


Injury Cause														
Externalising behaviour	Fall from Height	Inappropriate Communication/abuse	Lifting and handling injuries	Misuse of equipment	Other	Physical assault	Property, equipment or plant failure	Slip, Trip, Fall Same Level	Struck against	Struck by object	Threatening behaviour	Unacceptable behaviour	Vehicle incident	Total
107	1	2	1	4	9	241	2	18	4	11	2	49	2	453

## Reported H&S Near Miss Between Jan to Mar 2024

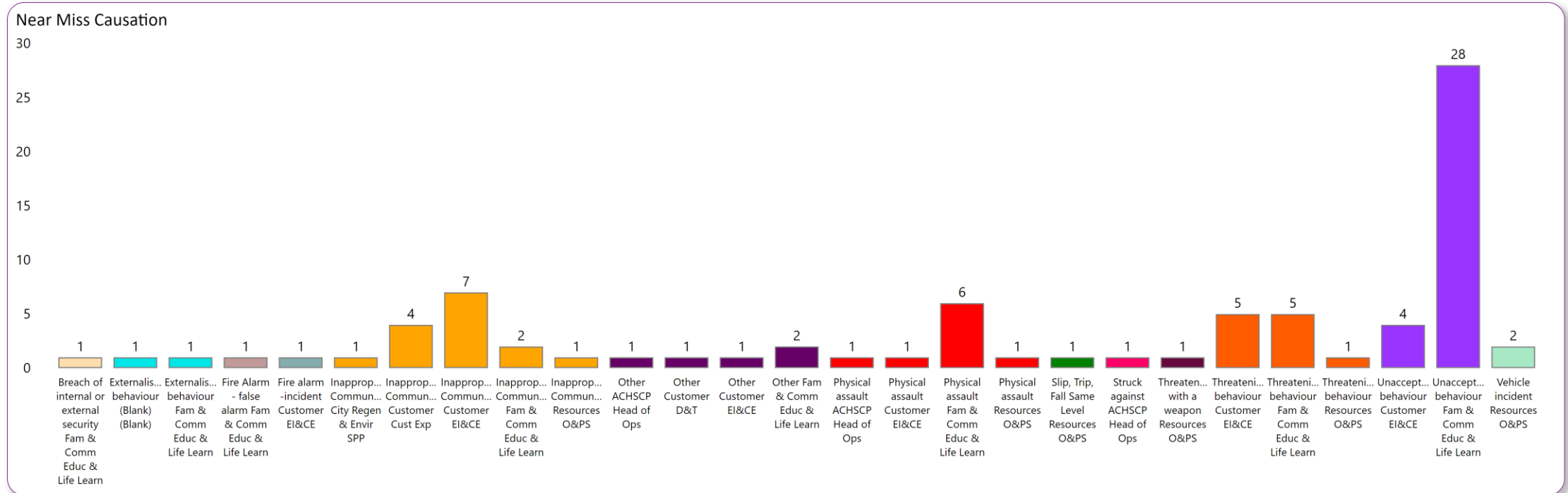
The tables below show information in relation to employee and non-employee Near Misses.

Top table: Total Near Misses for this reporting period for each Cluster. Bottom tables: quarter 4 comparison of Near Misses for each Function from 2020/21 to 2022/23.



## Reported H&S Near Miss (Causation) Between Jan to Mar 2024

The table below shows information to a Function and Cluster level for employee and non-employee Near Misses apart from Operations, which is covered in the next page.



Near Miss Cause													
Breach of internal or external security	Externalising behaviour	Fire Alarm - false alarm	Fire alarm -incident	Inappropriate Communication/abuse	Other	Physical assault	Slip, Trip, Fall Same Level	Struck against	Threatened with a weapon	Threatening behaviour	Unacceptable behaviour	Vehicle incident	Total
1	2	1	1	15	5	9	1	1	1	11	32	2	82

### Near Miss

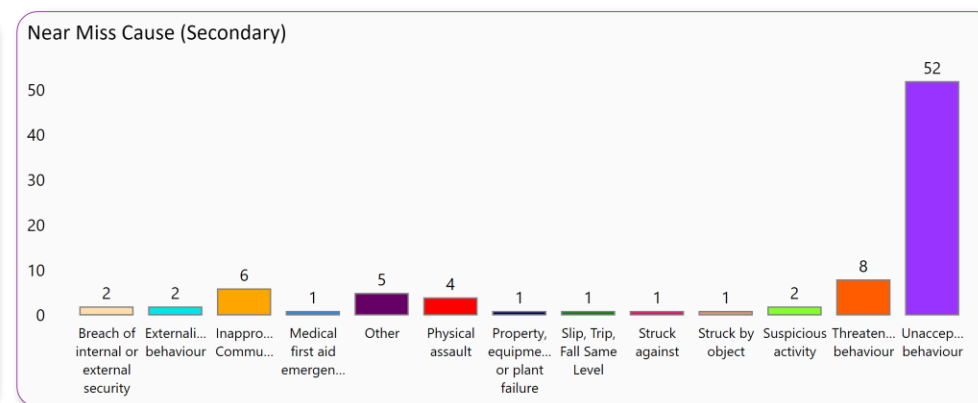
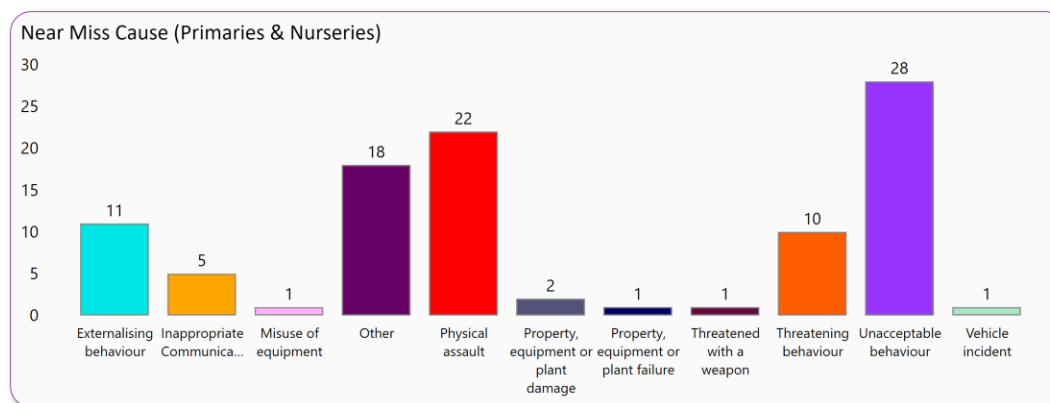
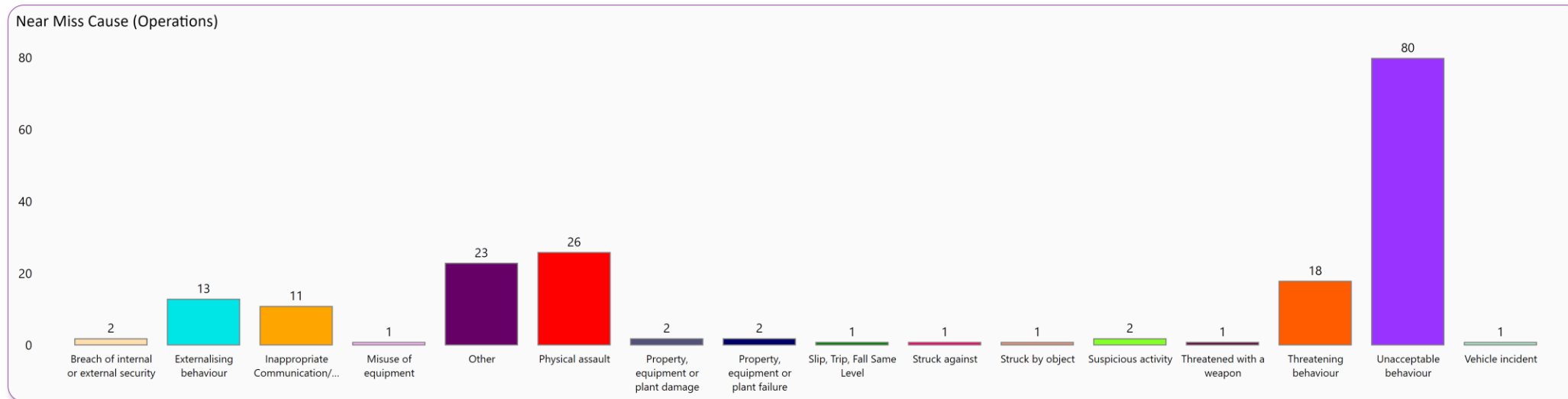
The number of near misses reported have decreased when compared to the statistics from the previous 3 years. This may appear odd given the increase in injury incidents and one reason may be that staff do not place the same importance on a near miss and therefore do not report.

Some possible reasons why staff may not report a near miss are: lack of awareness or training; inconvenience or hassle; belief that it is not important; fear of blame or punishment.

With most incidents and near misses occurring in Education they are undertaking a training and awareness programme with all reporting officers to educate them on the reporting system and the importance of recording all near misses to address these 4 reasons.

## Operations IC&FS reported H&S Near Miss Between Jan to Mar 2024

The following tables give a breakdown of **Operations** Near Miss.



Near Miss Cause																
Breach of internal or external security	Externalising behaviour	Inappropriate Communication/abuse	Misuse of equipment	Other	Physical assault	Property, equipment or plant damage	Property, equipment or plant failure	Slip, Trip, Fall Same Level	Struck against	Struck by object	Suspicious activity	Threatened with a weapon	Threatening behaviour	Unacceptable behaviour	Vehicle incident	Total
2	14	12	1	23	27	2	2	1	1	1	2	1	18	80	6	193

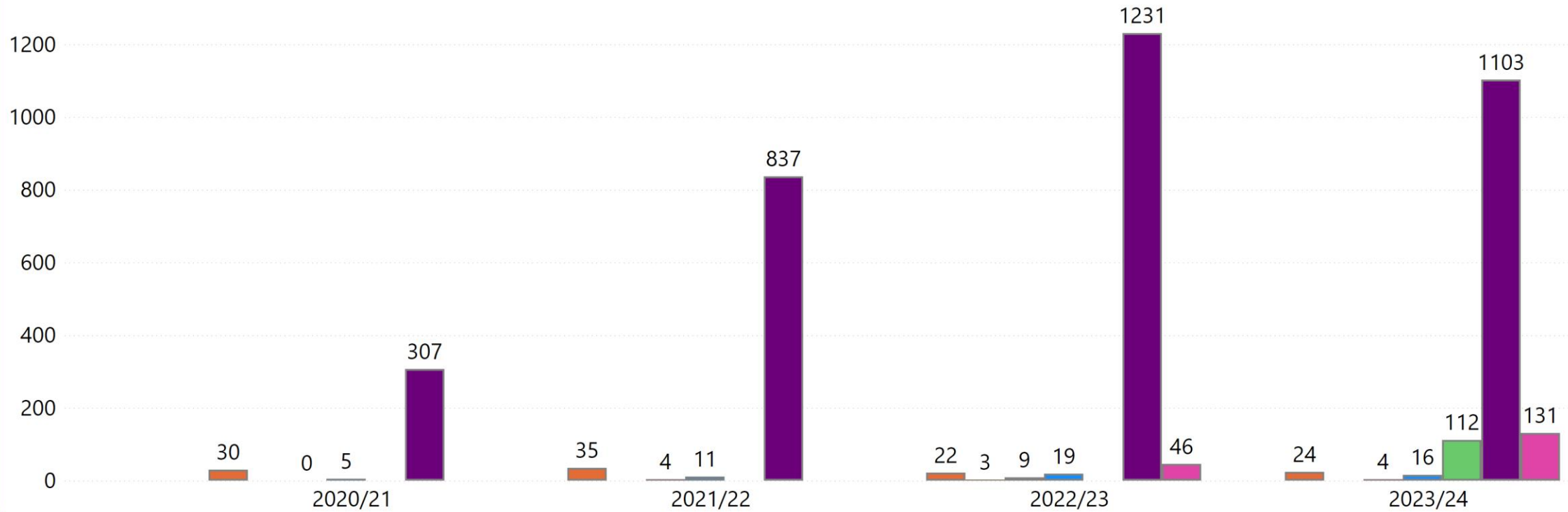


## Reported Incidents From 2020/21 to 2023/24

The table provides information on the **total number** of incidents for the last four reporting years to Function level.

No. of Reported Incidents

● ACHSCP ● Children's & Family Services ● Commissioning ● Customer ● Families & Communities ● Operations ● Resources



## Reported Near Miss From 2020/21 to 2023/24

The table provides information on the **total number** of near miss for the last four reporting years to Function level.

No. of Reported Near Miss

● ACHSCP 
 ● Children's & Family Services 
 ● City Regen & Envir 
 ● Commissioning 
 ● Customer 
 ● Families & Communities 
 ● Operations 
 ● Resources

