

# Staff and Pensions Committee

9 December 2024

## Warwickshire Fire and Rescue Service - Health, Safety and Wellbeing Annual Report 2023-24

### Recommendation

That the Committee consider and comment upon the Warwickshire Fire and Rescue Service (WFRS) Health, Safety and Wellbeing Report.

### 1.0 Introduction

- 1.1 This is the annual Warwickshire Fire and Rescue Service (WFRS) Health, Safety and Wellbeing Report for the year ending March 2024. The report covers performance against several key Health, Safety and Wellbeing indicators and measures to identify any emerging themes.
- 1.2 WFRS's Health & Safety department consists of three posts; a Senior Health and Safety Advisor who works three days per week, a Watch Manager and a part time Business Support Officer who joined the team in February 2024.

WFRS continue to very work closely with their five regional partners to share learning and best practice to improve health, safety and wellbeing standards across the region. Within the regional partnership, we carry out peer reviews against each Service as part of our assurance role. This year we were part of the team that reviewed Hereford & Worcester Fire and Rescue Service in November 2023. Findings from this report will be shared regionally and used to share best practice and learning outcomes.

Warwickshire County Council as the Fire Authority has a statutory duty to ensure the health, safety and wellbeing of their employees so far as is reasonably practicable. A breach of these duties can result in fines for the Authority, and in extreme circumstances, custodial sentences for responsible individuals.

- 1.3 The main requirements which the Service must meet are set out in several complementary pieces of legislation and guidance which include: -
- 1.4 **The Fire & Rescue Services Act 2004**

The Act states that Fire Authorities must make provision for dealing with

fires, road traffic accidents and other emergencies and identifies the need for adequately trained and equipped personnel.

### **1.5 Fire and Rescue National Framework for England**

Reviewed in May 2018, this framework places a duty on Fire and Rescue Authorities to consider the health, safety and wellbeing principles set out by the National Fire Chiefs Council. The framework identifies that Fire and Rescue Authorities have an important role in helping to ensure their firefighters remain fit and are supported in remaining in employment.

### **1.6 The Health & Safety at Work Act 1974**

This applies to the Fire Authority as to any other employer, but it is more complex in its application to an emergency service.

In addition, there are multiple pieces of operational guidance which set out expected best practice which the Service must comply with or demonstrate good reason why it is not complying. These cover virtually every aspect of fire and rescue operations from firefighting and breathing apparatus operations through to water rescue, incident command and multi-agency response to terrorist incidents. This guidance includes:

### **1.7 National Operational Guidance (NOG)**

NOG continues to be an essential guide to the safe systems of work needed at an incident and is aimed at policy writers in each fire and rescue service, to support them in producing local guidance, policy and procedures. The guidance provides details of specific hazards and effective control measures, which will support a fire and rescue service to deliver an effective, assertive and safe incident command structure.

WFRS has an established team, working in close collaboration with training and development centre staff, to adopt and incorporate NOG guidance into the service. This involves reviewing all our existing policies and, wherever possible, bringing the service into line with national guidance

It is important to note that NOG applies equally to all fire and rescue services, ranging from the large metropolitans to smaller shires. Each Service is required to assess how best and to what extent the national guidance can be applied locally with the resources available. Whilst WFRS always strives to align itself with national guidance this is not always possible; in such cases the WFRS NOG implementation team will record the reasons for divergence, and they will be agreed at an appropriate level within the Service.

### **1.8 The Health and Safety Framework for the Operational Environment**

This Framework which was produced by DCLG (Department for Communities and Local Government) in June 2013 continues to

assist Fire and Rescue Authorities in balancing risks, specifically in their wider role to protect the public and property, while meeting their health and safety at work duties to protect their staff and others. The Framework also focuses on the operational and training environments that are unique to firefighters and does not replace or replicate other health and safety guidance that applies to more routine activities.

### **1.9 Striking the Balance between Operational and Health and Safety Duties in the Fire and Rescue Service**

This HSE (Health and Safety Executive) publication is intended to clarify how the Fire & Rescue Service should comply with health and safety at work duties within their operational work. The statement and subsequent guidance should assist Fire & Rescue Authorities in balancing risks, particularly in their wider role to protect the public and property, while meeting their health and safety at work duties to protect their staff and others. The HSE recognises that firefighters and managers face difficult moral dilemmas and must make decisions in what are sometimes extremely hazardous, emotionally charged, and fast-moving situations. The HSE initiated joint work with Fire & Rescue Service leaders to clarify how Fire and Rescue Authorities can strike the balance between their operational and health and safety duties.

### **1.10 The Operational Environment and the need for Realistic Training**

For the purposes of the legislation cited above; the incident ground is our “workplace,” and we have a duty of care alongside our colleagues in other services who respond to emergency incidents to as far as reasonably practicable ensure staff and the public are not harmed by our acts or omissions.

Our approach on the incident ground is in accordance with JESIP (Joint Emergency Service Inter-Operability Principles). The principles for joint working should be used during all phases of an incident, whether spontaneous or pre-planned and regardless of scale. It is also worth highlighting that any action taken in these circumstances normally involves accepting a level of risk that would not be seen as “reasonable” in a normal workplace.

This combination of limited information and the expectation to act quickly in a dynamic, hazardous environment explains why the Service puts such emphasis on realistic operational training and the broader “safe person concept” promoted within a good health and safety culture.

As part of the development of the WFRS distributed training model, it is good news to report that the completion of the WFRS’s Training and Response Point at Paynes Lane Rugby has now started, with good progress being made. With completion due in October 2024 ready for internal hot fire breathing apparatus training taking place. This new hot fire training facility

will help to improve operational response by our crews with realistic training being carried out by our own instructors.

Completion of the WFRS's Training and Response Point will complement the existing training centres at Kingsbury and Stratford Fire Station. Placing WFRS in a good position to move forward in protecting our communities and firefighters with the best training possible.

Water Rescue Training continues to be carried out at Llangollen in North Wales.

## **2.0 Purpose and Scope of this Report**

- 2.1 The purpose of this report is to provide an annual position statement of the management and performance of Health, Safety and Wellbeing within WFRS. It summarises the key Health, Safety and Wellbeing (HSW) activities from 1 April 2023 to 31 March 2024.
- 2.2 Please note this report does not include any information or data related to the rest of Warwickshire County Council (WCC).
- 2.3 In WFRS, the Health and Safety and Occupational Health functions are two separate departments managed by the Group Manager for Resilience. The overall strategic management is provided by the Service Manager for Resilience.

## **3.0 Background**

- 3.1 The information within the report relates to WFRS employees and activities for which we have statutory HSW responsibilities.

## **4.0 Health, Safety and Wellbeing Communication and Consultation**

- 4.1 WFRS Health, Safety and Wellbeing (HSW) information is presented and communicated routinely at the Health, Safety and Wellbeing Committee Meeting held every 8 weeks. This statutory meeting is chaired by the Assistant Chief Fire Officer. Members of the recognised representative bodies (FBU -Fire Brigades Union), (FOA - Fire Officers Association), (FRSA - Fire and Rescue Services Association) and UNISON are invited to attend. This allows timely sharing and discussion of HSW related information and encourages early positive action to be taken in response to identified concerns by all parties.
- 4.2 **Fee for Intervention (FFI)**

Under the Health and Safety and Nuclear (Fees) Regulations 2022, those who break health and safety law are liable for the recovery of the HSE's related costs. The current fee is charged at £166.00 per hour if the HSE

deem an employer to be in 'material breach' of Health and Safety legislation. It is positive to be able to report that to date, WFRS have not received any FFI charges.

#### **4.3 National Fire and Rescue Service Significant Adverse Events**

A serious vehicle collision involving a fire engine in Derbyshire occurred during this reporting period. Learning from this event has been received and where needed, applied in Warwickshire.

#### **4.4 Legislation Updates / Regulatory Intervention**

New legislation for 2023-24 includes the following, these may have an impact on the way Warwickshire Fire & Rescue Service work:

##### **Check your fire safety responsibilities under Section 156 of the Building Safety Act 2022 – in accordance with Regulatory Reform (Fire Safety) Order 2005:**

In October 2023 the above safety act brought into force the requirement for all non-domestic (single occupancy) premises to appoint a responsible person/s to carry out and record a full fire risk assessment for their building / business. This record is to capture all fire hazards and not just those deemed significant. This full fire risk assessment should now be completed irrespective of the number of employees. The previous guidance was to record a full fire risk assessment for five or more employees. Where a building has 2 or more sets of domestic premises, fire safety information is required to be shared in an easy-to-understand format.

This should have a positive impact for Warwickshire Fire and Rescue Service along with our communities due to the improved recording and awareness of fire hazards and safety information in places of employment or multi-occupancy domestic settings. Improving fire safety and reducing the likelihood of serious fire events breaking out.

#### **4.5 HSE**

WFRS did not receive any visits from the HSE in 2023-24.

The HSE are continuing their planned visits to 10 different FRS's across the country as part of an educational remit into Contaminants. They have been working with the National Fire Chiefs Council (NFCC) around contaminants which is currently on the local, regional, and national agenda. They will be looking at best practices and accepted lines in relation to training practices, decontamination post incident for crews and flexi duty officers along with risk assessments.

### **5.0 Key Areas of Health and Safety Improvement in WFRS**

It is very encouraging to report that health and safety continues to be

integrated into all WFRS activities. During 2023/24, the areas included:

#### **5.1 New Staff Induction Process:**

In early 2024 a new staff induction process and recording system was launched after many months of collaboration with all departments and stakeholders within WFRS. The new induction process has been designed and built to encapsulate all new staff to WFRS either in an operational or no operational role, to also include transfers from other Services or WCC departments. Health & Safety was a key factor with this new process, ensuring that our staff are fully aware their Health & Safety responsibilities including reporting procedures for adverse events.

#### **5.2 NEBOSH General Certificate:**

This year WFRS ran a NEBOSH general certificate course lead by KeyOstas, training provider. The course was attended by 13 managers and key personnel from various departments from across the organisation. This further enhances our commitment to ensuring that WFRS has a strong and robust Health & Safety culture going forward. These candidates will now become members of the WFRS health & safety practitioners group, we meet on a regular basis to support the health & safety function of the Service.

#### **5.3 Manual Handling Risk Assessors:**

One of our key areas for development this year was to enhance our manual handling risk assessments within service. As part of this work stream the health & safety department have reviewed and re-written the manual handling risk assessment policy to bring it in line with the HSE's tools and guidance. We plan to run a new bespoke manual handling risk assessor course later in 2024 for 12 key members of staff from across the service, this will enable a full refresh of our manual handling risk assessments in all departments.

#### **5.4 Control of Post Fire Contaminants:**

This subject continues to be high on the NFCC Agenda both regionally and nationally.

WFRS have and are continuing to implement good working practices, awareness, and education in this area. A control of contaminants working group has now been established with stakeholders from across the service. This group meets every 6 weeks to work on improving our culture and practices around the control of contaminants encountered during operational incidents and realistic hot fire training. It is a positive that so many stakeholders are keen to move this area forward as it impacts so many operational and training

members of staff with a wider impact on our families and communities' health.

The National Fire Chiefs Council (NFCC) Control of Contaminants is working closely with the HSE and Home Office along with academic institutes to try to understand how we can best improve our practices, PPE, buildings, vehicles and culture to reduction our exposure and cross contamination of harmful toxins.

The independent report from the University of Central Lancashire, commissioned by the FBU (FIRE Brigades Union) was published in November 2020. It aims to help protect firefighters' health by highlighting the risks and common sources and suggesting preventative measures for minimising exposure to contaminants. It provides background information, statistics, resources, and actions vital for improving firefighters' health and well-being, keeping them safe and preventing the contamination which otherwise could lead to potential serious health conditions resulting in either life-changing problems and/or premature death.

## 5.5 Health and Safety Training

To drive continuous improvements of the health and safety culture within WFRS, the following training took place:

- 6 members of the fire leadership team completed the IOSH Safety for Executives or Directors training.
- 22 WFRS managers completed the IOSH managing Safely and Risk Assessment training.
- All newly promoted Watch Managers receiving adverse event investigation training.
- 13 managers that attended a NEBOSH General Certificate course.

To ensure operational personnel remain competent in role, the risk critical areas of training have continued this year, to ensure WFRS could meet their statutory duties set out in the Fire Services Act. This training includes:

- Incident Command
- Emergency Response Driving
- Breathing Apparatus
- Safe Working at Height
- Water Rescue & Flood Response Module 2
- Hazardous Materials Course
- Road Traffic Collison
- New Recruits

- First Responder Emergency Course

The Health and Safety Department supported the Training and Development Department in carrying out the risk assessment for the training courses to ensure safe working practices.

Health and safety training has been booked in for 2024-25 with the following courses scheduled.

- Specialist Accident Investigation (SAI) for 8 managers, these include newly promoted Station Managers and selected Watch Mangers from across the service to support flexi duty Station Managers.
- Manual Handling Risk Assessors: A cohort of 12 members of key personnel will undertake a bespoke training course to enable them to complete manual handling risk assessments for all significant pieces of equipment or processes.

## 5.6 Health and Safety Inspections/Audits

The programme of inspections continued on WFRS workplaces during 2022-23. These were conducted by Lisa Smullen from WCC alongside WFRS's Health and Safety team. This program ran alongside quarterly Health and Safety reviews of each station, conducted by Station Managers to ensure safe working environments are maintained for all our staff.

### **Regional Health and Safety Peer Review Audits**

As part of the West Midlands Regional Health and Safety Business plan, peer review audits are carried out every three years.

In November 2023 members of WFRS's health & safety team took part in the peer review of Hereford & Worcester Fire & Rescue Service. The audit took place over 3 days and was led by a team from West Midlands Fire Service health & safety department. The audit covered the areas of Breathing Apparatus (BA) and Personal Protective Equipment (PPE), taking in visits to numerous station and departments across the service.

Finding from the audit are reported back to the host service with learning points shared amongst the regional partners.

Warwickshire are due to be audited by our regional peers in November 2024, in preparation for this audit, the health & safety committee will discuss select areas of the service to be reviewed. The health & safety team will then complete a pre-audit questionnaire for the lead Service, which is Shropshire Fire and Rescue Service.

## 5.7 HMICFRS Inspection

WFRS were inspected by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service in April 2023. The below extract from the report



and highlights the improvements made within WFRS in regard to health & safety and risk assessments. This is a very positive step forward and one that we shall continue to work towards to ensure the safe working practices we embody.

*“The service has improved how it manages health and safety”.*

*In our last inspection, we identified the following area for improvement: “The service should ensure that recommendations from workplace accidents are monitored and actioned appropriately and in a timely manner.” We also identified the following area for improvement: “The service should ensure it has a robust system in place to review and update its risk assessments.” Since then, the service has reviewed its policy for managing risk assessments and communicated this to staff. We found that the service had reviewed the capacity of the health and safety team and provided temporary resources to manage its backlog of health and safety reports. In our staff survey, 98 percent (120 out of 123) of staff agreed the service has clear procedures to report all accidents, near misses and dangerous occurrences. We also found that the service had provided additional training and guidance to staff. We found that the service provided accredited health and safety management training to managers at all levels. The service should make sure that it continues to manage its risk assessments and health and safety reporting effectively and that it continues to have the capacity to do so.*

## **5.8 Health and Safety Team Plan 2023/2024**

Work has now commenced on the team plan for 2023-24 in the following areas:

- Manual Handling risk assessors to be trained and become competent to carry out specific manual handling risk assessment on relevant equipment and practices. Service policies and risk assessments to be updated and published.
- Control of Contaminants group formed and in progress. Multiple departments involved in updating equipment policy and culture.
- Noise measurements and subsequent risk assessments required by a competent person on specific equipment vehicles and processes.

## **5.9 WFRS Health and Safety Practitioners Group**

This group continues to work effectively, the members include both operational and non-operational managers who are NEBOSH and IOSH qualified and represent departments of the Service. The group is chaired and managed by the Senior Health and Safety Advisor. The Practitioners' roles and responsibilities are to support the Service and their individual departments as well as promote good/best health and safety practices throughout the Service.

This group now proactively moves around the stations. Each meeting is

held at different Station / Department to allow for the meetings to be opened up to all of the service to improve transparency and clarity of matters relating the Health and Safety. The input from the stations is welcomed and can be used to improve our practices.

## 6.0 Health and Safety Monitoring/Performance Data

### Accidents/Incidents (Adverse Events) Statistics - Trend Analysis

Type of Adverse Event	2021-22	2022-23	2023-24
RIDDOR - Dangerous Occurrence	0	3	1
RIDDOR - Specified Injuries	2	1	0
RIDDOR - Injuries (over 7 days)	3	0	3
RIDDOR – Nonfatal injury non worker	0	0	1
Near Misses	72	66	70
Personal Injury	29	40	30
Vehicle Incident	41	51	61
Violence and Aggression	1	6	4

The reporting and recording of near miss incidents within WFRS has remained consistent over the last 3 years, this shows a good awareness by our staff to report safety concerns in the correct manner for investigation. We promote active reporting of near misses to enable the service to learn and progress with its practices and equipment.

Personal injuries are down on 2022-23 by 25% to levels previously recorded in 2021-22. There were now significant trends in the nature of personal injuries this year although a large proportion were sustained during operational training either on stations or on courses ran by training and development centre. These have all been investigated fully with recommendations being communicated out to all sections of the service to re-enforce pre-training safety briefings. All staff with ongoing injuries are referred to occupational health and the fitness advisors for additional support.

Vehicle incidents has increased from the previous year by almost 20%. This breaks down as 27 vehicle collisions (45%) with 34 operational vehicle defects (55%). The recorded number of vehicle collisions has shown a positive decrease over the last 12 months. This may be attributed to new learning material produced around driving and piloting at slow speeds along with an increase in the duration of our internal driving courses, giving instructors more time to covers these topics in detail. With 55% of the recorded vehicle incidents falling into the operational defect category, this highlights the importance of our transport and workshops team working to maintain our fleet. With 3 new Volvo fire engines coming on the run this year, this see's the start of our vehicle replacement program with another 6 ordered for the coming year.

Of the 27 vehicle collisions, only 2 were deemed significant. One of these involved 2 firefighters being involved in a road traffic accident on their way to a training course in a service car, both firefighters were taken to hospital for

precautionary checks with no major injuries suffered. The second involve a member of our support staff being involved in a road traffic accident with a van in the Rugby area. Emergency services were called to the scene, but thankfully no major injuries occurred and the WFRS member of staff was cleared by paramedics on scene. In both of these incidents, no members of the public suffered any injuries. Both of these service vehicles sustained a sizable amount of damage and were subsequently written off.

The number of violence and aggression incidents have decreased against the previous year, but we are still seeing these incidents occurring. With 2 of the 4 reported incidents of violence or aggression being aimed towards our Fire Control staff during either emergency or hoax calls. All staff that encountered violence or aggression towards them in their operational roles were offered support from our Wellbeing Ambassadors and managers. If crews or control staff experience this type of incident, police are notified and attend if deemed necessary.

As with all adverse events, the aim is to have zero reporting with the exception of near miss reporting, as a service we do have an effective health and safety management system which in turn leads to a positive health and safety culture, includes the identifying and frequency of reporting near misses. The Health and Safety Department with support from the Health and Safety Practitioners will spend time raising awareness and educating personnel, highlighting the benefits of near miss reporting.

#### **6.1 The Reporting of Injuries, Diseases and Dangerous Occurrence Regulations (RIDDOR)**

There was one reported dangerous occurrence in the last 12 months, this was related to a breathing apparatus set. This has all been investigated and verified by a third party. The findings of the third-party investigation were communicated to the relevant departments with actions. These actions have been completed with new maintenance schedules and procedures in place.

This year has seen no recorded “Specified Injuries” with in the Service that would be required to be reported under RIDDOR.

There were three reported Over 7-day injuries this year. These were all musculoskeletal and sustained during operational incidents or training. All injuries were fully investigation with the assistance of the health & safety team. All three injured persons were referred to our Service Doctor and occupational health to assist them in their recovery and recuperation.

In December we had an incident where an off-duty member of staff was injured on a perimeter fence after a night out, the injuries required hospital treatment with an operation to clean and close up a serious laceration. The member of staff has since fully recovered and returned to work. This injury was reported to the HSE under RIDDOR regulations as a non-fatal injury non-work.

These events were all reported to the Health and Safety Executive under the

RIDDOR regulations relating to the Health and Safety at Work Act 1974. To date we have not received a response from the HSE regarding any request for further information or their intention to investigate, and subsequent Fee for Intervention (FFI).

## 6.2 Common Identified Causes

Causes	2021-22		2022-23		2023-24	
	Half Year	Year End	Half Year	Year End	Half Year	Year End
Personal Injury	14	29	19	24	14	28
Manual Handling	5	9	4	5	2	4
Slips, Trips & Falls	1	5	2	3	1	5
Hit by moving, flying or falling object	2	3	4	5	4	4
Hit something fixed or stationary	2	5	2	4	2	3
Burns - Operational	0	0	4	4	0	0
Burns - Training	2	2	2	2	1	3
RIDDOR Major Accidents	1	2	1	1	0	0
RIDDOR Over 7 Day Accidents	1	3	0	0	2	3
RIDDOR Dangerous Occurrences	0	0	0	0	0	1
Near Misses/Hits	37	72	38	66	35	70
Acts of aggression to Operational Staff	0	1	2	5	1	3
Acts of aggression to Non-Operational Staff	0	0	0	1	1	1
<b>No. Employees</b>	<b>443</b>	<b>487</b>	<b>476</b>	<b>473</b>	<b>461</b>	<b>449</b>

## 7.0 Occupational Health Departmental Update 2023/2024

### 7.1 Occupational Statistics for period 1 April 2023 – 31 March 2024

#### Spectrum/Employee Assistance Programme (EAP) Platform Use

Service	Total	Comments
Accessing Platform	498	380/478 Wellbeing 175/498 Digital gym
Use of EAP	12	

#### Service Medical Advisor

Appointment Type	Total	Comments
Referrals/Reviews	162	Key themes – musculoskeletal injuries/post-surgery, neurodivergence, mental health
LGV	33	1 referral for high blood pressure
Asbestos	96	
New Recruit Medicals	23	
Case Conference	16	Reviews of long-term absence/ill-health retirement
DNA	5	
Flu Vaccine	0	

#### Occupational Health and Wellbeing Manager/Coordinator

Appointment Type	Total	Comments
3 Yearly Medicals	37	
LGV	33	1 referral for high blood pressure
BAI	17	
New Recruit Medicals	23	
Fitness Tests	24	Return to work following long term absence and annual fitness tests
Case Conference	8	Assist Service Medical Advisor
DNA	5	
Flu Vaccine	27	
Code 97-99	60	
Debriefs held	21	

### Private Treatment/Referrals

Treatment/Referral	Total	Cost
MRI	1	£495.00
External Counselling	41	£7604.00
Physio	29	£2675.00
Bolle	N/A	£1717.04

### Training

Course	Total	Cost
Wellbeing Ambassador Initial Training and Refresher	11 new	£2390.00
Active Listening Refresher for existing ambassadors (one-off)		£595.00
Trauma Support Team Initial Training and Refresher	5 new	£2390.00

## 7.2 General update and new activities during this period

During the last 12 months we have undertaken a number of initiatives to support our staff and the work of the Occupational Health Department as follows:

- The Service Fitness Advisors commenced their new roles including bi-monthly meetings with the Occupational Health and Wellbeing department. They have added induction forms to Redkite and carried out gym inventories and risk assessments in all 18 station gyms. This led to the development of a Gym Equipment Working Group to assess the most effective method to replace and standardise the gyms on all stations. There were a few issues with fitness testing last year, which led to changes being implemented for the next testing window. These include new dated paperwork, updated fitness policy, refresher training for all station fitness testers and limiting those who can sign off a test as completed.
- WFRS welcomed the new administrator and co-ordinator to the team. They have been updating Wellbeing boards on all 18 stations with the relevant ambassador, trauma support and Spectrum information. The team have spoken to personnel on stations regarding Spectrum and any general issues they felt were arising. The co-ordinator has received accredited training in the use of all relevant medical equipment.
- The Wellbeing Ambassadors received refresher training and welcomed 11 new members to the team following an expression of interest. There are currently 30 Ambassadors spread across the service. Quarterly meetings have continued with discussions on how to promote the team, planning wellbeing walks, suicide prevention training, signposting, and team

building. The training has now been added to Redkite as it is recognised as an official course.

- The Trauma support team received refresher training. Expressions of interest were sent out and 5 new Trauma support members were trained to get the team to full strength. Quarterly meetings continued with discussions on streamlining the debrief process, updating the Mental Health and Wellbeing policy, training of officers, ensuring the lines between Wellbeing Ambassadors and the Trauma Support team did not get blurred. The training has now been added to Redkite as it is recognised as an official course.
- Following a tender process, WFRS have onboarded with a new EAP called Spectrum. The platform provides a whole range of information and activities as well as counselling/advice. We have started receiving reports on the platform which shows promising utilisation.
- Pro Health Analytics (PHA) is the health and fitness platform we began to utilise this year and are now able to analyse data to aid in our planning of health promotion workshops.

### **7.3 Forthcoming Initiatives**

- In order to complete proactive health promotion initiatives, the co-ordinator role hours have been increased to full time for 12 months with a goal of arranging and providing workshops surrounding various health and wellbeing topics. The Samaritans and a company called PMAC have been booked to speak about mental health, stress, and anxiety.
- Reports will be run following the fitness testing window to identify areas of improvement, and these will be shared with the service.
- Reports will be regularly run following 3 yearly screenings so we can compare data to decide where the health promotion activities are needed.
- Reports will be run monthly on the utilisation of the EAP and platform.
- The Wellbeing Ambassadors are visiting all stations to promote their support and signpost as necessary.
- The overarching Occupational Health Service order will be completed.

## 8.0 Financial Implications

None

## 9.0 Environmental Implications

None

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The report was circulated to the following members prior to publication:

Local Member(s): not applicable

Other members: Councillors Crump, Dahmash, and Gifford