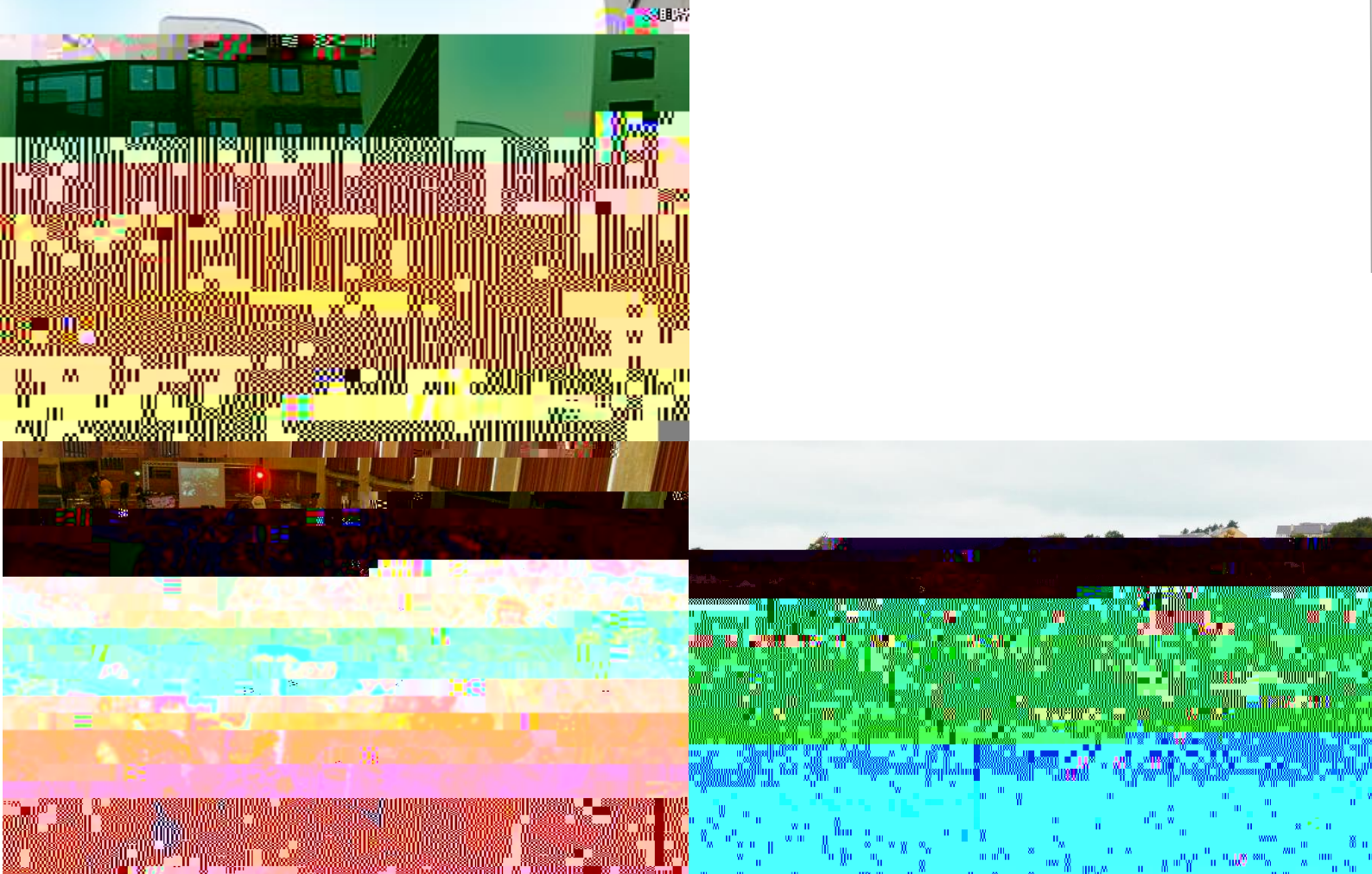




Health and Safety



Annual Report 2015/16

Notice: Higher Education Sector Injury Accident data has been updated on 17 April 2023 to correct an anomaly

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Health and Safety Documentation	Status/ value	NOTES
b) Annual Return: Service Departments	95%	One Service Department <u>did not</u> complete the Annual H&S Return.
c) Risk Assessment: Percentage of Colleges that have completed and reviewed their Overview Risk Assessment within last year	80%	One College is currently developing a new College Risk

Lack of vehicle inspections identified as significant issue. Driver License checks are not comprehensive.

The Review found the majority of Schools and Departments had a good understanding of vehicle maintenance and driver licence check requirements. However, a small number of areas fell well short of University Policy and expectations. Deficiencies primarily related:

- i. Not assessing (or not having a robust system to assess) 'driving licences' and not clearly authorising drivers to drive University owned / leased vehicles.
- ii. Not undertaking regular and recorded Vehicle Safety Inspections and not having robust systems to ensure vehicles remain in a roadworthy condition.

Action: Immediate improvement was required within one major Service Department. Subsequent to the Review, University documentation and information simplified, with requirements better reflecting statutory obligations. Spot-check assessments will be undertaken in 2016/17 to confirm improvements in key risk areas.

• BIOLOGICAL HAZARDS REVIEW

PERFORMANCE INDICATION	
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Good standards evident across Containment Level 2 Bio-Hazard facilities.

Controls on the use of biological agents classified as Hazard Group 2/3 (path0.32 842.04 reW*nBT/F16nQ0

During the year there were 146 recorded contractor "site inspections", this equates to a 23% reduction on inspections compared to 2014 (no223).

The percentage of Serious Breaches has increased by 1.48% (compared to 2014), with 'moderate' breaches also increasing by 5.38%.

4. ENFORCEMENT ACTION & STATUTORY INSPECTORATE(S) VISITS

No enforcement action was taken against the University in 2015/6.

Health and Safety Executive (HSE)

The HSE undertook no investigations of the University and there were no formal visits.

Home Office

The Home Office Inspectorate has visited a number of times to assess all licensed animal facilities, to confirm welfare of animals used for observational research. No significant actions were identified.

Natural Resources Wales (NRW)

The NRW Inspector visited in December 2015 to confirm the University is complying with relevant legislation relating to the use, storage, disposal and security of radioactive materials. No significant actions were identified.

- Risk Assessment.
- Fire Marshall.
- General Health and Safety Inductions.

For the first time in many years, the University now offers a certified 4-day 'Managing Safely' Course, run by internal staff or jointly with Aberystwyth University. In addition, this year online training has been introduced and it is hoped further courses can be offered through this medium in future.

- **COMPUTER USERS TRAINING**

____: *Computer Use Training (DSE) will be utilised as an Institutional KPI over the next 3-5 years. 2015/16 is the first year of reporting.*

PERFORMANCE INDICATOR	STATUS/VALUE	NOTES
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- ACCIDENT CAUSATION (all accidents)

The majority of the 78 injury-accidents involved either a handling incident or injury

_____ *It is not possible with the data available to identify any correlation between medical (illness) incidents and pre-existing ill-health conditions. At*

In 2015/16 80% (7,153 working days, adjusted for FTE) of all sickness absences were confirmed by a medical (doctor) certificate, with the remainder 20% (1,831 working days, adjusted for FTE) self-certified.

Long term absences, those greater than 20 days, accounted for 62% (5,561 working days absence, adjusted for FTE) of all the absence days reported in 2015/16, and showed a 3.33% increase on 2015.

The following table breaks down the total 8,984 working days lost to sickness absence into short, medium and long term absences. The total number of staff who took any absence in 2015/16 was 669.

Length of Absences (per category)			
	SHORT 1-7 days	MED 8-20 days	LONG 21 + days
Days Lost	1867 days	1556 days	5561 days
% of Total	20.78%	17.32%	61.90%
Instances	1045	186	110
Number of staff ¹	553	157	98

- SICKNESS ABSENCE TRENDING

CATEGORY	2014	15/16	TREND
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13. HEALTH PROMOTION EVENTS

Through tailored and targeted events and initiatives the University seeks to promote and support the health and well-being of Staff and Students. Events and campaigns are numerous and spread across the year. In 2015/16, they included:

- *Blood in Pee*: A University-wide toilet door poster campaign highlighted the symptoms of some infections, bladder or kidney stones or bladder cancer or kidney cancer.
- *Family Friendly*: Involvement in a number of family-friendly parental promotions, including setting up a Parent-to-Parent network to help support current and future working parents.
- *Food Bank*: The implementation, with the Students' Union, of a network of 20 food bank collection bins across the site, to encourage staff and students to donate food and toiletries to those in need in Bangor.
- *Physical Activity*: A number of opportunities were promoted to staff with local bike rides, golf society days and the promotion of bike loans. In addition, a number of free leisure centre vouchers were obtained for the School of Ocean Sciences. A group of staff and post-graduates also walked up Snowdon in July to raise money for T Gobaith.