

**Committee and Date**Cabinet
19th November 2025

Item

Public



Annual Health & Safety Performance Report 2024/25

Responsible Officer:	Sam Williams/Tim Tearle		
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Cabinet Member (Portfolio Holder):	Councillor Roger Evans		

1. Executive Summary of Main Report

1.1. Key points within Occupational Health & Safety for 2024/2025:

Health & Safety

- No formal enforcement action from the HSE however they issued a Notification of Contravention against the Council relating to management of Hand Arm Vibration. HSE were content with Action Plan of remedial measures.
- Accidents: There is an increase in the number of RIDDOR (The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) accidents, compared to last year, from 10 to 16 the main reason is still Slips, Trips and Falls.
- Minor Incidents have seen an increase from 491 to 570. The main causes this year are:
1. Physical Violence 2. Slips/Trips/Falls and 3. Manual Handling related injuries.
- New categories have been included to record hate crime incidents – Sexual / Homophobic / Racism.

- Service review undertaken and some posts deleted across the services, with some scheduled for 2025/26.
- Training gap currently on Health & Safety Management training, being rectified in 2025/26.

Wellbeing

- With reference to high numbers of stress and anxiety absence figures, Stress Management Task and Finish Group implemented to review support and resources related to stress management, including e-learning modules, Policy and toolkit.

Occupational Health

- Slight reduction in referrals. Team has had some capacity issues this year.

2. Recommendations

Note the contents of the report, particularly noting:

Good progress has been maintained during 2024-2025 on managing health safety and wellbeing across the Council.

Internal Targets for 2025-2026:

- Auditing/compliance checks across Directorates.
- Procurement and delivery of Management Training course.
- Review and respond to changes that arise from restructure of teams in light of the Resizing programme.
- Staff Protection Register – implementation of corporate system to coordinate and collate risk information relating to Potentially Violent Persons and premises of concern relevant to service areas.

3. Risk Assessment and Opportunities Appraisal

The Health and Safety Policy, associated arrangements and risk assessments are the key process in managing the Council's Health and Safety Risks.

4. Financial Implications

Procurement needed for management training and ongoing licence costs for the Cardinus DSE system.

5. Climate Change Appraisal

The report has no direct effect on climate change outcome.

6. Background

In line with best current practice and other councils, the council is reporting on its health and safety performance, providing information on challenges facing the council, progress with work plans and key priorities for the coming year. In line with the Shropshire Plan, our key objectives are aligned to the four key tenets of the Shropshire Plan as outlined in Appendix One.

7. Additional Information

Refer to Appendix of supporting documentation:

Appendix 1 Annual Health and Safety Performance Report 2024-2025

8. Conclusions

The report shows that in 2024/25, in spite of challenges and a period of significant change we have endeavoured to maintain our business-as-usual approach to Health & Safety as a priority. The service review process has meant streamlining of the team and managing these redundant posts out while maintaining the service has been difficult and some training has been paused. We have focussed on key statutory elements but the areas lacking focus this year will need to be reinstated in 2025/26, in particular the new management training course to embed a defined level of competency and consistency of approach across areas.

List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information)

Local Member: *All*

Appendices [Please list the titles of Appendices]

Appendix 1 – Annual Health and Safety Performance Report 2024-2025