



# Health & Safety Annual Report 2010/2011



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## Executive Summary (2009/2010 figures in brackets)

- Redrow Homes awarded our second Gold Medal by RoSPA for achieving six consecutive Gold Awards



- The total number of accidents recorded was 168 (167)
- There were 142 (125) first aid accidents this represents a 14% increase
- There were 29\* (14) reportable accidents, this represents a 107% increase
- 18 (11) were over 3 day injury accidents, this represents a 64% increase – 5 (3) employees and 13 (8) contractor's employees
- 11 (3) were major injury type accident, this represents a 267% increase – 5 (0) employee and 6 (3) contractor's employees
- There were no (1) reportable accidents to members of the public.
- Group Accident Incidence Rate (AIR) is 685 (426) this represents a 60% increase; HSE provisional figure for construction is 735 (781), our AIR is 7% below the construction industry level
- The HBF "all builder average" AIR for 2010-11 is 552 (528), our AIR of 685 is 19% above this figure
- There were no (2) dangerous occurrences notified

**\* Please note these figures are provisional, they include accidents notified up to June 30<sup>th</sup> 2011**

Front cover

Top left to right

Use of automatic fire alarm    Group H&S Director with RoSPA Gold Medal    New electrical isolation process

Bottom left to right

School talk with Buster & H&S Manager

LEV in use

Face fit testing by Assistant H&S Manager

- Main causes of first aid accidents was injured while handling, the same as last year, the following table provides a breakdown of the main causes of accidents:

Causes	2010/11		2009/10	
	Numbers	Percentage	Numbers	Percentage
Injured while handling	81	58	72	58
Slips & trips	37	26	22	18
Hit something fixed	13	9	10	8
Hit by moving object	3	2	7	5
Falls from height	3	2	7	5
Other	5	3	7	6
Total	142		125	

- HSE enforcement - There was 1 Prohibition Notice issued to one of our sites in South Midlands

- Cost of accidents:

First aid	£17,750	(£15,625)
Over 3 day	£27,900	(£17,050)
Major injury	£49,500	(£13,500)
Total	£95,150	(£46,175)

- Accident Potential Rate (APR) average 2 (2) remained the same as the previous year. All Divisions were below the target set which was 10.
- The number of APR penalty awards for serious breaches of health and safety decreased from 3 in 2009/2010 to 1 in 2010/2011.
- Majority of our sites achieved four stars or more under the "Safe Six" campaign
- Improved Health & Safety information provided via Redroweb
- 248 (290) man days of ST-CRED training involving 229 members of staff
- Continued to work in partnership with HSE on their Safety & Health Awareness Days (SHAD's) and as part of Working Well Together (WWT)

## Introduction

The following report covers health & safety matters within Redrow Homes from July 2010 to June 2011. This is our tenth report in this format and we can continue to report with confidence that the statistics contained in this report are a fair reflection of our performance over the past twelve months.

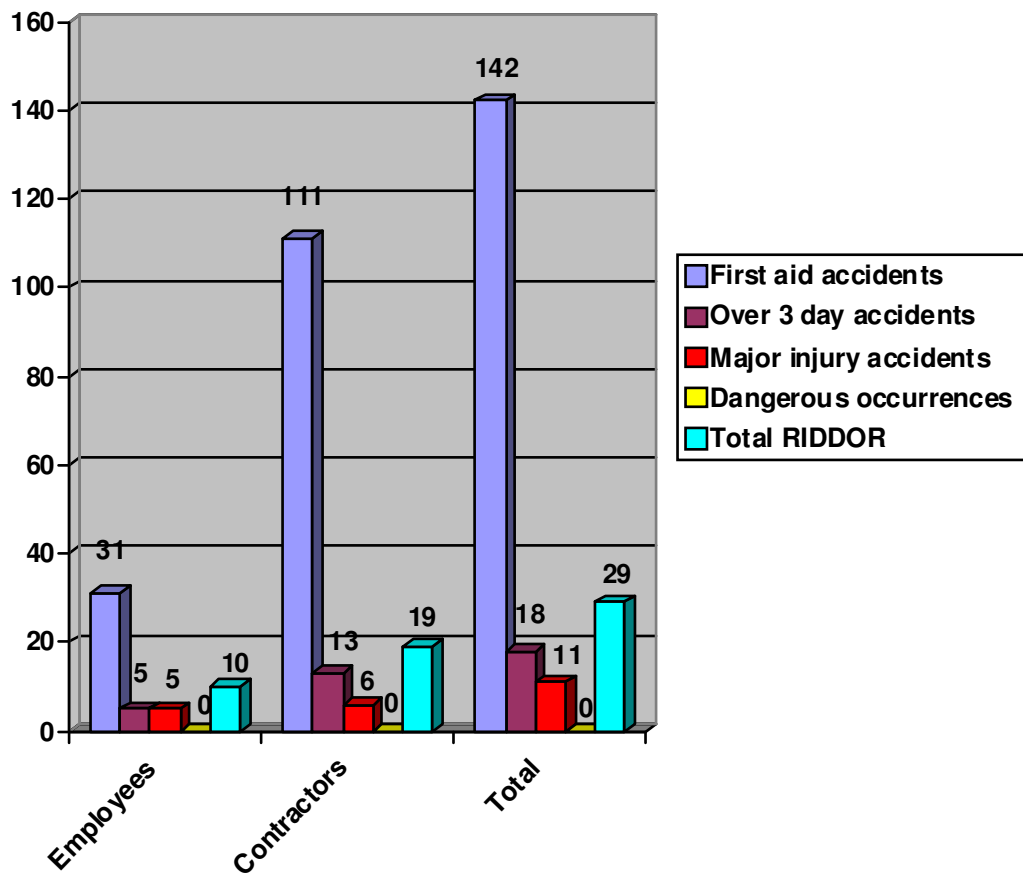
## Accident information

The information on the following pages provides a breakdown of the Group's key performance indicators on our health and safety performance, statistics and incidence rates. Detailed breakdowns for each Division can be found in the appendices to this report.

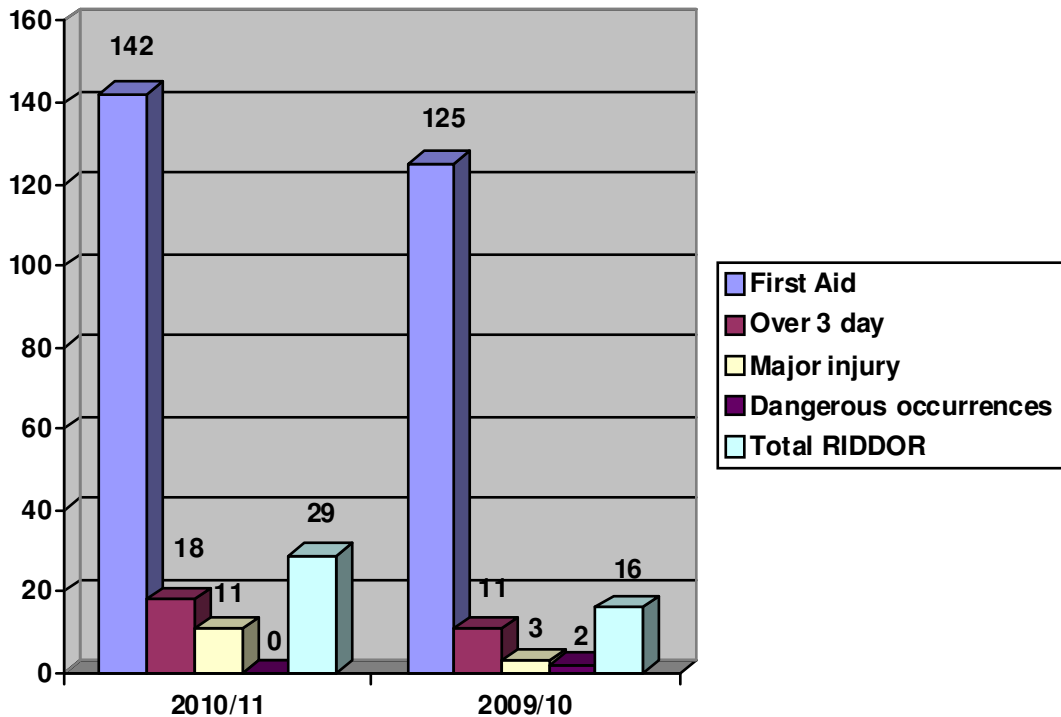
## Group accident statistics 2010 - 2011

The following tables show the number of accidents occurring during the period from 1<sup>st</sup> July 2010 to 30<sup>th</sup> June 2011. The details are based on the definitions contained in the Reporting of Injuries, Diseases & Dangerous Occurrences Regulations (RIDDOR) which represents those incidents that are notified to the Health and Safety Executive (HSE) under RIDDOR.

## Number of accidents/incidents 2009/2010



## Comparisons with 2010 - 2011 accident statistics



	Employee		Contractor		Total	
	09/10	10/11	09/10	10/11	09/10	10/11
First aid	19	31	106	111	125	142
Over 3 day	3	5	8	13	11	18
Major injury	0	5	3	6	3	11
Dangerous occurrences	N/A				2	0

The figures show:

- for the tenth consecutive year we had no fatal injury accidents
- first aid accidents were up by 14%
- RIDDOR reportable accidents were up by 107%
- over 3 day accidents were up by 64%
- major injury accidents were up by 267%

Although there has been significant increases in our accident figures these accidents are being compared to previous years when the house building sector was experiencing a slowdown in construction activities. To put these figures into some sort of context our Build output during this reporting period increased on the previous year by 5% and we commenced work on a significantly higher number of new sites.

## RIDDOR Accidents for each Division

Division	Employees		Contractors		Total
	O3D	MI	O3D	MI	
NW	-	2	2	-	4
Lancashire	2	1	-	1	4
Yorkshire	-	-	-	-	-
Scotland	2	-	-	2	4
Midlands	-	-	2	1	3
South Midlands	1	-	3	-	4
Eastern	-	1	1	1	3
London	-	-	-	-	-
South West	-	-	4	-	4
South Wales	-	1	1	1	3
<b>Total</b>	5	5	13	6	29

Although the overall picture shows increased numbers of reportable accidents when you consider the upturn in our Build output, all our other KPI's (see following) and what we are seeing during our site inspections we still believe that we are continuing to deliver a genuine improvement in the key aspects of health and safety management.

We once again managed to maintain our Group accident potential rate (APR) which is our internal measurement of health and safety performance to below our target of 10. The average Group APR for the year was 2 (2), even though we continue to award 20 APR penalty points to significant risks identified during site inspections by the Health and Safety Team. All our Divisions average APR scores were also below the target set.

In addition, the Group Accident Incidence Rate (AIR) of 685 for 2010/2011 is 7% below the latest figure published by the HSE.

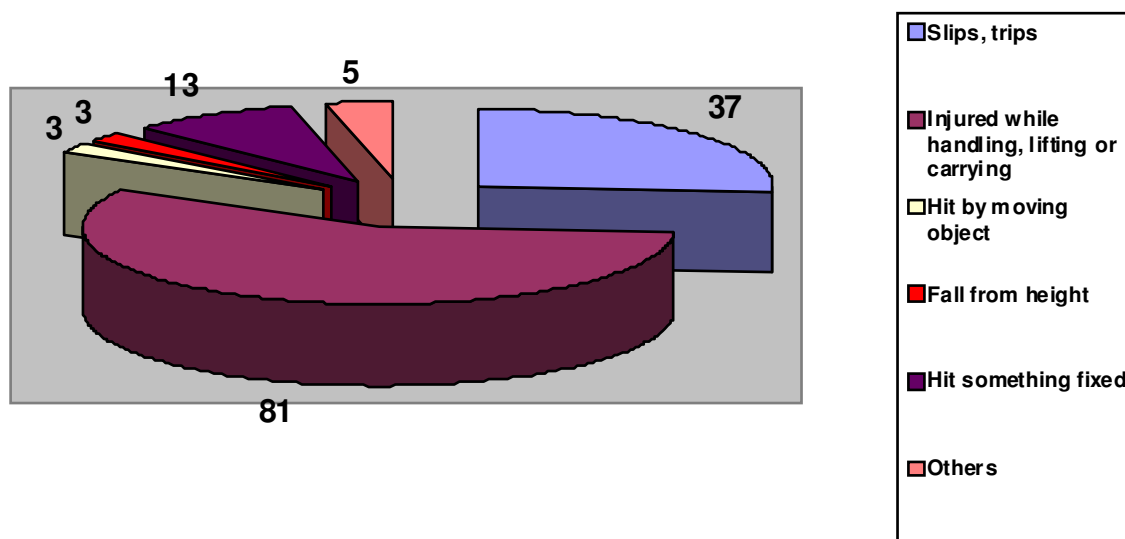
Unfortunately, our AIR is above the Home Builders Federation's (HBF) all builder average for this period, this is the first time this has happened in the five years HBF have been providing sector figures.

We had no (3) reportable accidents involving members of the public on our current developments.

Despite our increased accident statistics the Health and Safety Team are confident the health and safety culture in Redrow Homes is still continuing to head in the right direction as regards increased awareness of this essential part of its business operations.

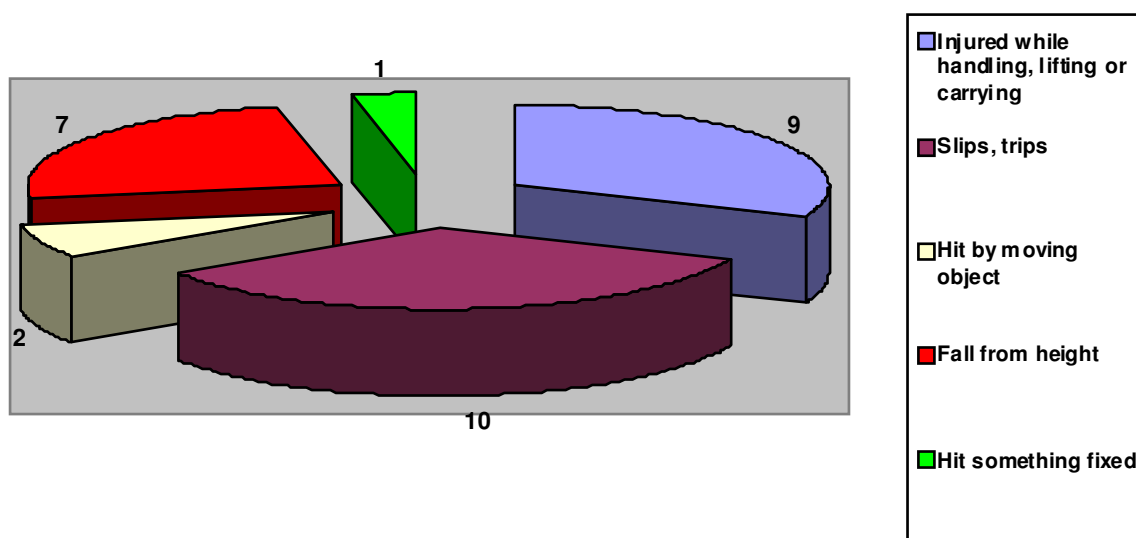
### Causes of accidents

The table below shows the main causes of first aid accidents for 2010 - 2011.



The nature of accidents remain very much in line with the experience of previous years in terms of cause and their incidence with injured while handling and slips, trips being the principal causes, this is very much in line with the figures published by the Home Builders Federation (HBF).

The table below shows the main causes of “reportable” accidents:



## Response to accidents

It is our policy in relation to all “reportable” incidents to review the circumstances and to undertake appropriate action such as training, coaching, short briefings, H&S Alerts and campaigns focusing on the relevant issues such as permits to work, fall prevention and slips & trips.

We also promoted our “tool box” talk initiative through the construction management teams to ensure that relevant talks were given each month on every site.

## Accident incidence rate (AIR)

The AIR measures accident statistics. This is a calculation based on:

$$\frac{\text{Number of “notifiable” accidents}}{\text{Number of persons at risk (includes employees \& contractors)}} \times 100,000$$

This is the calculation that HSE and most companies use to measure their accident rate. By providing this figure we can benchmark ourselves against our “competitors” and the industry. Figures from the Home Builders Federation (HBF) for the major homebuilders were published recently as part of the HBF Health and Safety Charter (see following chart for comparison).

For the AIR to be meaningful our labour figures need to be accurate. The labour figures are recorded on site each week and all Divisions send the monthly results to our Group Health & Safety Director.

## Group AIR

Calculation for Group AIR

$$\frac{29 \text{ notifiable accidents}}{4233 \text{ (3287 in 2009/10)}} \times 100,000 = 685$$

Year	Group AIR	Performance	Sector AIR from HSE	HBF All builder average (ABA)
2008-2009	460.0	- 50%	906.0	561.0
2009-2010	426.0	- 7%	781.0	528.0
2010-2011	685.0	+ 60%	735.0	552.0

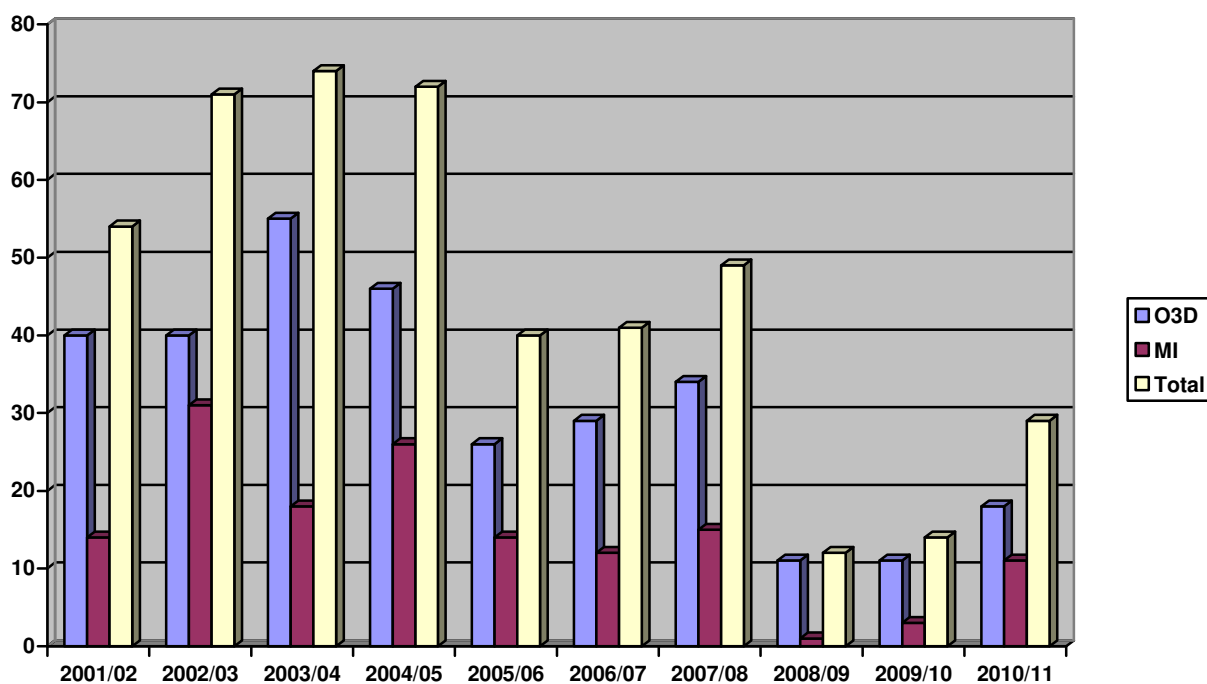
It is disappointing that there has been this significant increase in the number of reportable accidents. However, the Group AIR of 685 is 7% below the current HSE’s construction industry figure.

The increase in reportable accidents is disappointing but when you consider that we have been collating accident data now for ten years (see below) we think it is important to look at the big picture and note the trend until recently has always been downwards.

We believe that this may just be a blip given the other KPI's and the Gold Medal from RoSPA. However, we recognise the need to continue to look for improvements in our accident rates and intend in the coming year to promote more robustly our Work Safe - Home Safe campaign with new posters and renewed vigour.

In addition, it may be worth considering implementing a people based behaviour type safety initiative. However, given this is the first major rise in accidents this may be something for future development considering the current level of build activity.

### RIDDOR accidents from 2001 - 2011



### Dangerous occurrences

There were no (2 in 2009/2010) notifiable dangerous occurrences during the year.

## HSE activity and enforcement

### Prosecutions

During this period we had no prosecutions (none in 2009/10); this is the tenth consecutive year that we have had no prosecutions.

### Prohibition Notices

One Prohibition Notice was issued by an HSE Inspector during the year. The Notice was issued on one of our sites in South Midlands because the fall prevention was missing from the first floor stairwell. Although no one was working there at the time the Notice was issued, there was evidence that bricklayers had been working there.

### Improvement Notices

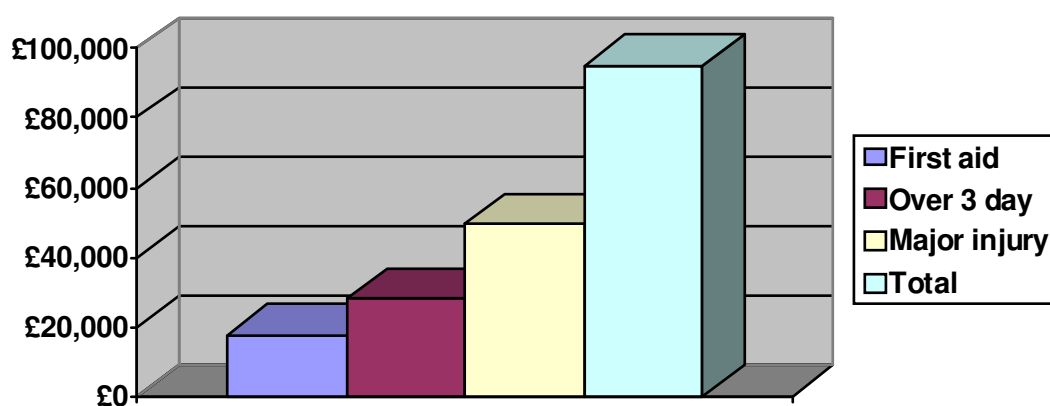
There were no Improvement Notices issued, this is the fifth consecutive year that we have not been issued with an Improvement Notice.

### Cost of accidents

The British Safety Council (BSC) averaged out the cost of accidents; the cost for each type of accident was calculated:

First aid accidents	£125
Over 3 day accidents	£1,550
Major injury accidents	£4,500

Based on these figures the Group cost of accidents for 2010 - 2011 was:



These figures show that the overall cost of accidents increased from £46,175 to £95,150, this represents a 106% increase in the cost of accidents.

## **Review of Standard Processes**

### **Health and Safety Awards**

We are delighted to report that the Group was awarded a Gold Award for the sixth year running for Occupational Safety from RoSPA, as this was our sixth consecutive Gold Award we received our second Gold Medal.

The Gold Award for the sixth consecutive year follows on from the Silver and Bronze Awards in 2004/2005 and 2003/2004 respectively it demonstrates that we are continuing to deliver real improvements in our management of health and safety matters. Redrow is the only one of the major House Builders to secure a RoSPA Gold Medal Award this year.

### **Accident Potential Rate (APR)**

The APR is our internal measurement used by the Health and Safety Team to assess how our sites are performing in terms of health and safety.

It is further good news that we were able to maintain our Group average APR in single figures at 2 which is the same as the previous year. This is well below the target of 10 set for the year and is all the more impressive considering we continue to award penalty APR points of 20 for any work that has to be stopped while carrying out our site inspections. All Divisions were below this figure; this is the third year this consistent performance has been achieved by all Divisions.

In terms of the incidence of more serious issues requiring work to be stopped during inspections we are pleased to note that in 2010/2011 we carried out a total of 876 APR inspections and we only issued one site with a penalty award of 20 APR; this compares with 3 instances in 785 site inspections in 2009/2010.

### **Health, Safety and Environmental Policy**

The Health and Safety Team are currently undertaking a review of our 2010 version of our Health, Safety and Environmental Policy. The updated version will be published during August 2011.

## Health & Safety Standards

### Construction

During the year we updated 17 sections of the Construction H&S Standards, this included the following sections:

- Accident reporting
- CDM
- Circular saws
- Debris chutes
- Dust & fumes
- Electricity
- Excavations
- Fire prevention on site
- Fork lift trucks
- LPG
- Mobile plant
- MEWP's
- PPE
- Scaffolding
- System scaffolding
- Training
- Work at height

Our Construction Health & Safety Standards are now only available on the Redroweb intranet. If hard copies are required these are provided by the Divisions.

### Sales

A review of the Sales H&S Standards was undertaken and an updated version was published in January; copies are available on the Redroweb intranet.

### Customer Services

A review of the Customer Services H&S Standards was undertaken and an updated version was published in October; copies are available on the Redroweb intranet.

### Offices

A review of the Office H&S Standards was undertaken and an updated version was published in March; copies are available on the Redroweb intranet.

## **Site Documentation**

### Pre construction information

This was updated in July to include additional information relating to the H&S File. The new version 3 format is available on the Redroweb intranet.

### Site health and safety plan

This was updated in July to include additional checks in the Monitoring, Method Statement Sections and a new Fire Plan process was included. The new version 16 is available on the Redroweb intranet.

### Health and Safety Compliance Registers

No updates were required.

### Contractors' health, safety and environmental rules booklet

This booklet was reviewed and a number of minor changes made in June, the new version 9 is distributed with the tender documents sent to all contractors; copies are available from the Health and Safety Team and the Redroweb intranet.

## **Trade specifications**

All relevant trade specifications were reviewed and updated where necessary this included changes to our Scaffolding Trade Specification to incorporate the National Access & Scaffolding Confederations (NASC) new guidance documents. We also made changes to our Electrical Trade Specification to improve the processes for the safe isolation of low voltage systems.

## **Training**

### ST-CRED scheme

The Health and Safety Team carried out 248 (290) training days during the year and 229 members of staff attended courses as part of our Safety Training Credit Scheme (ST-CRED).

### Briefings

Briefings were delivered to the heads of departments and site staff in all Divisions; this included information on face fit testing, permits to work, site fire precautions, electrical isolation, temporary works, scaffolding and control of contractors.

Coaching sessions on the need to use permits to work more effectively were also delivered to all site staff.

## **Health and Safety Committees**

The Health and Safety Committees both at Divisional and Group continues to go from strength to strength highlighting issues and providing solutions. The Health and Safety Team would like to thank everyone who has been involved for their contributions.

## **Communication**

### Health and Safety Alerts

The Health and Safety Team circulated five Health and Safety Alerts during 2010/11. These are issued when there is a need to advise staff of major problems that have happened or to warn of potential issues.

These included this year information on:

- Learning points from two tragic child fatalities involving electrically powered access gates on finished developments (not Redrow Homes).
- A general warning regarding public protection especially children during school holidays etc
- The need to be more vigilant when digging near underground services and the importance of permits to work.
- The need to securely cover manholes.
- The learning points from the Prohibition Notice issued in South Midlands.

### Safety Law in Action – Circular

We issued four ‘Safety Law in Action’ circulars which are distributed via email to all site staff and published on the Redroweb intranet for all staff to access.

The ‘Safety Law in Action,’ reports on cases which are relevant to our business. For example cases which involve house builders or construction companies and involve our top hazards eg CDM, falls from height, manual handling and workplace transport etc.

The aim of ‘Safety Law in Action,’ is to highlight cases to detail the errors made and the consequences eg the fines the companies were issued with. Each article then has a link to the relevant Health and Safety Standard which is applicable to the case to provide the site with advice and guidance on the issues involved in the case and to learn from their mistakes.

## **Contractors competence**

The process to enable the Health and Safety Team to audit both the software and the hardware of contractors classified as high risk to ensure they are competent in health and safety terms continues. The results of these audits are now available to the Commercial/Technical Teams via the Group's internet. This information is important as it enables our Commercial Teams to check that we are employing competent contractors when placing orders.

We have decided, in line with other HBF members, that for CDM Stage 1 competency we will accept that contractors are competent if they have been successfully audited by members of Safety Schemes in Procurement (SSIP). By accepting this route it will provide a consistent approach, avoid duplication and reduce bureaucracy for us and our contractors.

## **School talks**

The Health and Safety Team continue to carry out safety talks at primary schools adjacent to our developments. We used "Buster" and the "Buster packs" (when available) in these talks to engage the children in the process. During the year we carried out nine school visits and over 950 children attended.

## **Safe Six Campaign**

During the year the Health and Safety Team continued to develop the "Safe Six Campaign". The areas that we focused on when carrying out our site inspections continued during the year and included:

- work at height
- pedestrian segregation
- public protection
- housekeeping
- health
- welfare

For each of the above activities we have set "high wire" standards that the sites must achieve. These will include both "hardware" and "software" issues. Those sites that achieve FOUR to SIX stars for a period of three months are awarded a plaque to display in a prominent position outside the site offices to indicate the achievement of high health and safety standards on site.

Any site that scores less than four stars is highlighted in the monthly Executive Board Pack. If the score remains below four stars for three consecutive months the site must produce an action plan to remedy the problems. During the year no sites were in this situation but on 22 (21) occasions sites scored less than four stars.

## **Initiatives introduced during 2010/2011**

### **Visual good practice guide**

To further enhance our written Health & Safety Standards we developed a visual good practice guide which was circulated to all sites. The guide contained thirty pages of good practice photographs taken from around our sites and included good examples of fall prevention, traffic management, public protection, fire safety, site set up, health issues etc.

### **Medicals for fork lift truck operators**

In conjunction with our HR Team we arranged for our fork lift truck operators that were aged over forty to have medicals to ensure they were fit to drive. Fifty one operators were medically examined and all were passed fit by the external specialists.

### **Face fit testing**

Respiratory Protective Equipment (RPE) needs to fit the wearer's face well in order to work correctly and provide the expected protection. As faces come in all shapes and sizes, each wearer needs to be supplied with a facepiece which matches their face. Face fit testing demonstrates how well a facepiece matches the individual's face; it is used to select a facemask which is a good match for them. HSE's relevant Approved Codes of Practice (ACOP) require that face fit testing be carried out by competent people as part of the initial RPE selection process, to ensure that the wearer has the correct facepiece.

To ensure the RPE provided to our site staff is suitable, two members of the Health & Safety Team were trained by the Health and Safety Laboratory to carry out face fit testing. The two Health and Safety Managers carried out face fit testing during the year, thirty operatives were tested. Face fit testing will be an on going continuous process.

### **Apprentice Training**

During the year we updated our apprentice programme to include a full day's Apprentice Training as part of their induction to Redrow. The aim of this training is to cover:

- Redrow's Strategy – Each apprentice has more than one regional contact. Apprentice's now have a dedicated Apprentice Manager and Administrator as well as a local Coordinator.
- Day to day work – Apprentice's can now be placed with a contractor providing they have fulfilled the Insurance/Health and Safety criteria. This will enable the apprentices to work with the same contractor each day instead of changing contractors to suit who is on site.

- Apprentice Safety Awareness – The awareness section covered;
  - The need for health and safety which addressed the moral, economical and legal reasons for health and safety.
  - Accident statistics which highlighted the major cause of accidents (falls from height, work place transport etc).
  - Risk assessments in which the group were divided into small syndicate groups and asked to carry out risk assessments based on a number of working practices from construction sites.
  - Employees duties which covered employees duties under the Health and Safety at Work etc Act 1974 and the Company’s Health, Safety and Environmental Policy.
  - Health and safety hazards were then discussed. This covered; safe plant and equipment, work at height, fire precautions, welfare facilities, first aid, manual handling, personal protection and harmful substances eg silica.

## **Initiatives for 2011/2012**

### **Work Safe – Home Safe campaign**

We recognise the need to continue to look for improvements in our accident rates and intend in the coming year to promote more robustly our Work Safe – Home Safe campaign with new posters and renewed vigour.

Throughout this year we will be developing the campaign, which is aimed at site operatives and will focus on four areas:

- ❑ Pedestrian safety
- ❑ Falls from height
- ❑ Slips, trips and falls
- ❑ Manual handling

The story line in each of the short films is “work safe – home safe” and deals with the positive side of health and safety eg working as a team, getting safety issues put right etc. Not the normal “gloom and doom” format. We will be promoting a celebration of people working safely together.

The stories feature four different tradesmen working together; we see them at work and home. Each film explores the above topics, showing good practice but towards the end we see a scenario for a potential accident but in each case colleagues “put it right” and prevent the incident. We then are left with the consequences of what if this incident had happened to one of the tradesmen, they would not have gone home.

The films (CD-ROM format) will be delivered on site by the Health & Safety Team and will form just part of the campaign. Posters and leaflets will also be available to support each storyline.

## **Audits**

We have developed an audit process called a Health and Safety Improvement Scheme (HASIS) which we will use to evaluate the effectiveness of our H&S management systems and include planning for any improvements. It is hoped that all Divisions will be audited during the year.

## **Safety Awareness Day's with Directors**

This initiative will be re-established as it enables the Health and Safety Director to spend quality time with our business leaders to discuss and highlight key issues. A timetable for 2011/2012 will be put in place for safety awareness days with Managing Directors.

## **Safety Training Credit Scheme (ST-CRED)**

We will review the Divisions compliance with the ST-CRED process and arrange the relevant courses to ensure all Divisions are up to date with the agreed training programme.

## **Home Builders Federation (HBF) Health and Safety Charter**

The work on developing the industry Charter continues. The Action Plans, which support the overall aim of the Charter, should begin to deliver meaningful results with many of the outcomes being published on the HBF website over the next few months.

## **Redroweb**

We will continue to update and improve the Health and Safety Teams information and knowledge bank available on the Redroweb intranet.

## **Safety, Health Awareness Days (SHADs)**

HSE organise SHAD's in partnership with the construction sector. We are involved in these both corporately and by individual members of the Health and Safety Team. Presently this partnership is developing across the Midlands, South East, South West, South Wales, North East and North Wales as this evolves we will look to participate in other parts of the country.

## **Health & Safety Team**

It is pleasing to announce that as well as me, three other members of the Health & Safety Team, Robin Scoot, Steve Sayers and Dave Ford all have now been with Redrow Homes for ten years.

**Finally, as Group Health and Safety Director I would like to thank all of our employees and the members of the Health and Safety Team for your help and support during the last twelve months as well as the contractors with whom we work to deliver new homes for our customers on safe construction sites.**

**I and my colleagues in the Health and Safety Team remain convinced that working with the support of the rest of the Redrow Team we can look forward to further improvements in this important aspect of our business.**

**Report compiled by:**

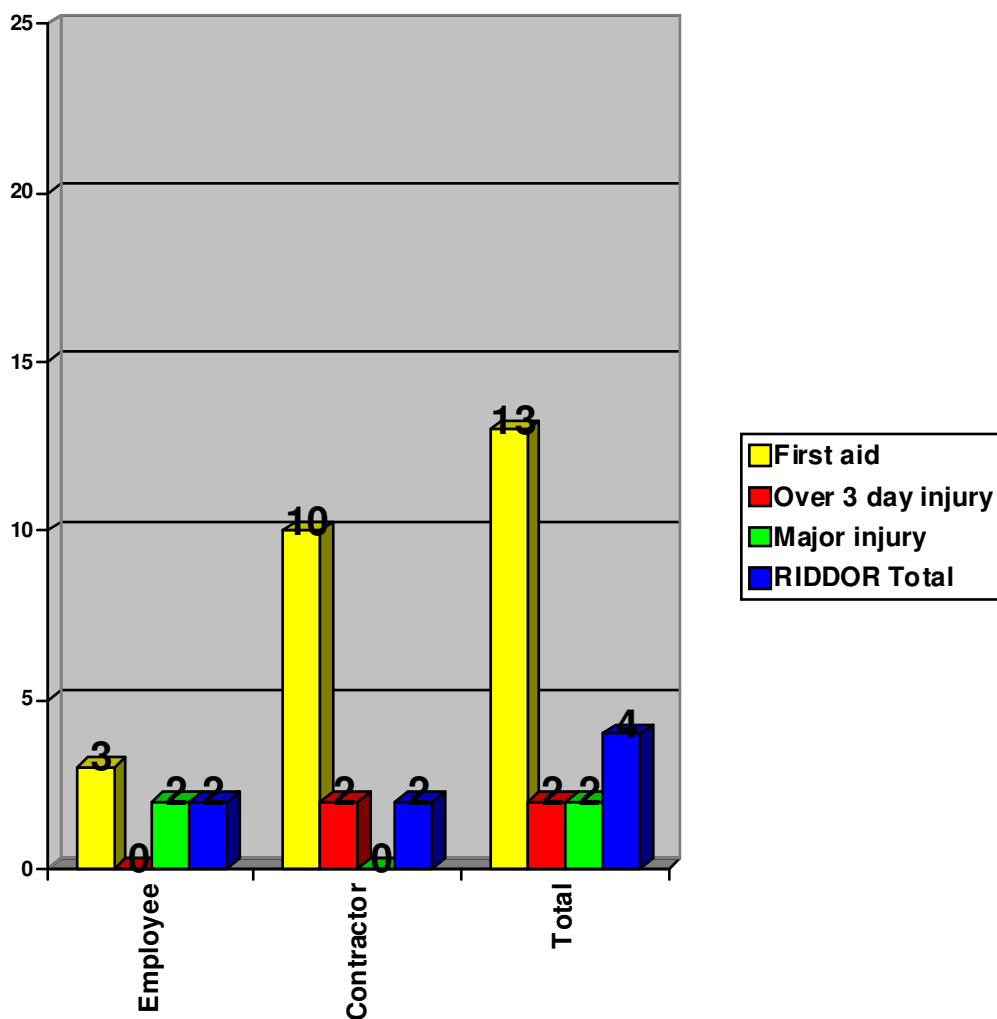
**R W Sayers  
Group Health & Safety Director**

**(Friday, 26 August 2011)**

# Appendix 1

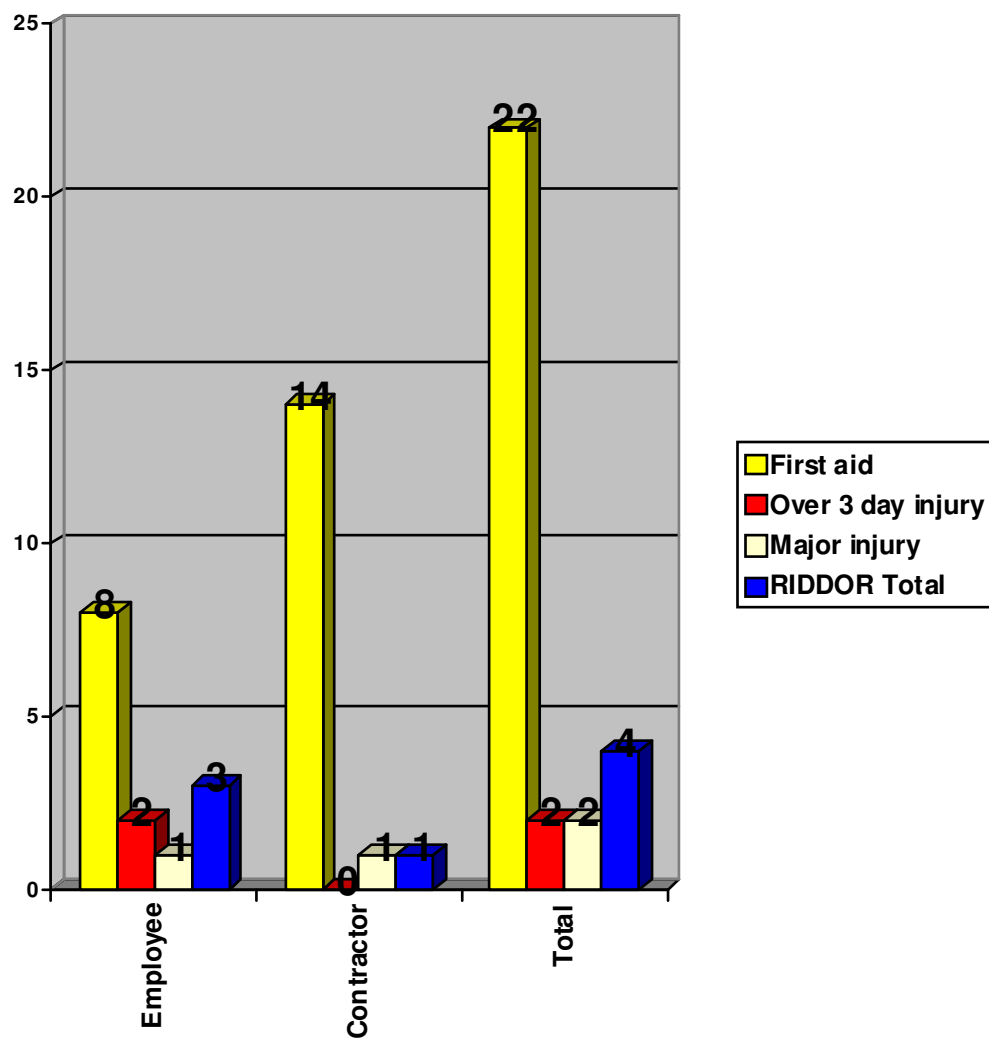
## Subsidiary Accident Statistics

## Accident Statistics - NW



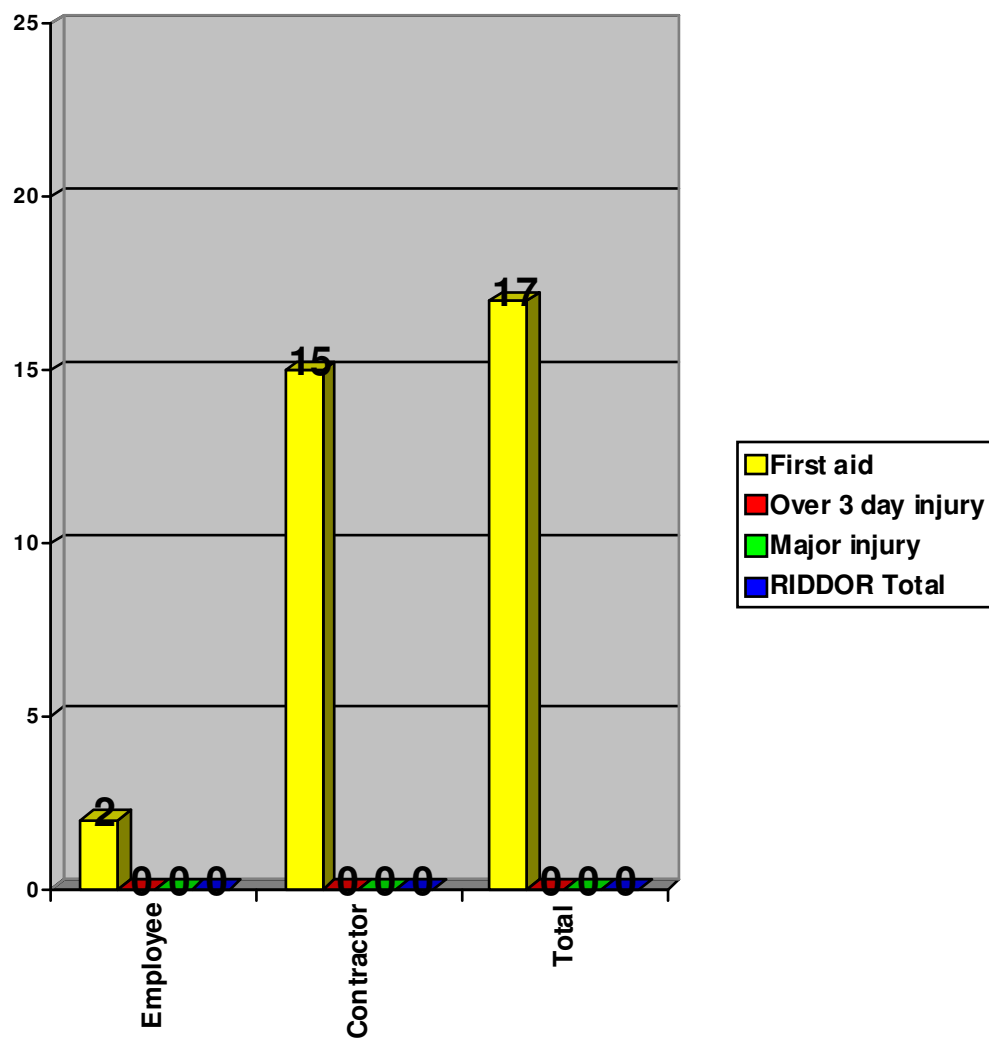
	Employee		Contractor		Total	
	09/10	10/11	09/10	10/11	09/10	10/11
First aid	1	3	4	10	5	13
O3D	0	0	0	2	0	2
Major injury	0	2	1	0	1	2
<b>RIDDOR Totals</b>	0	2	1	2	1	4

## Accident statistics - Lancashire



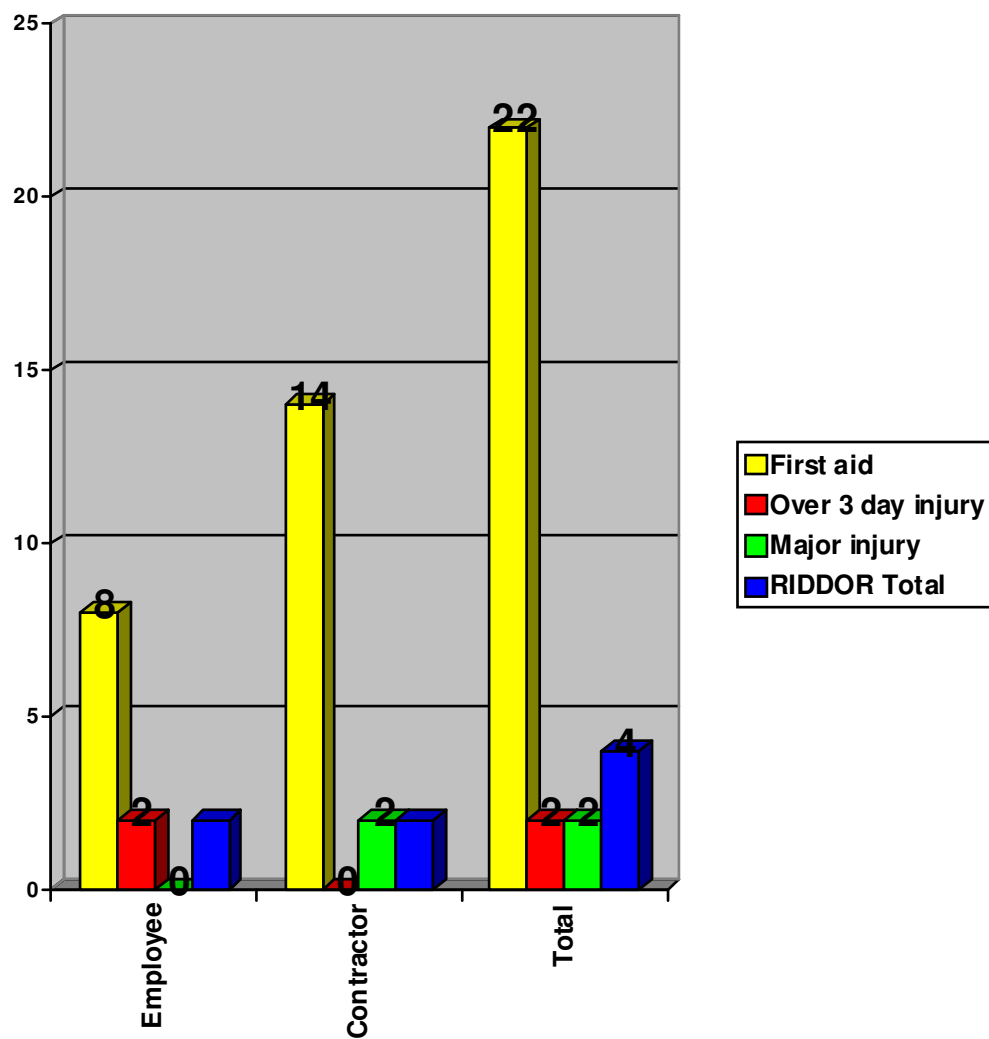
	Employee		Contractor		Total	
	09/10	10/11	09/10	10/11	09/10	10/11
<b>First aid</b>	2	8	13	14	15	22
<b>O3D</b>	0	2	1	0	1	2
<b>Major injury</b>	0	1	0	1	0	2
<b>RIDDOR Totals</b>	0	3	1	1	1	4

## Accident statistics - Yorkshire



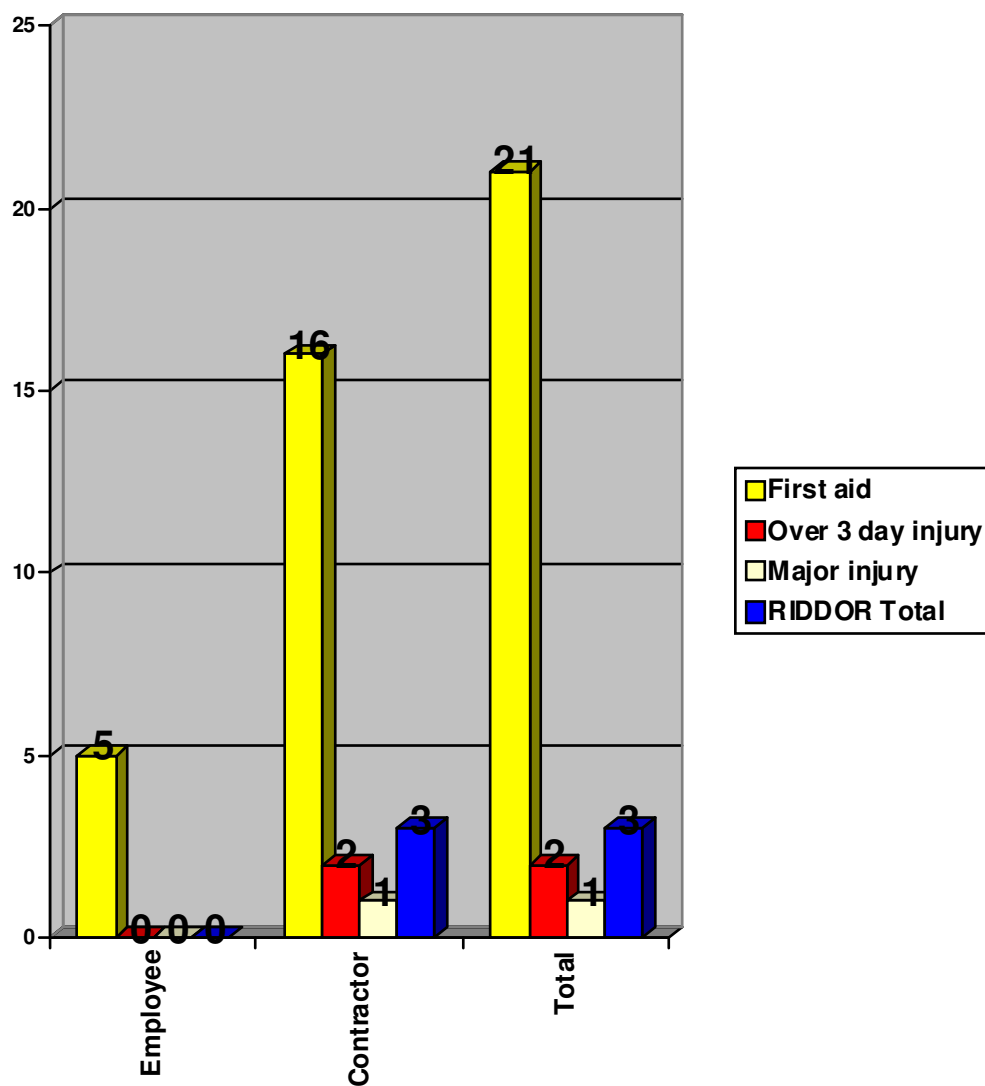
	Employee		Contractor		Total	
	09/10	10/11	09/10	10/11	09/10	10/11
<b>First aid</b>	1	2	11	15	12	17
<b>O3D</b>	1	0	1	0	2	0
<b>Major injury</b>	0	0	1	0	1	0
<b>RIDDOR Totals</b>	1	0	2	0	3	0

## Accident statistics - Scotland



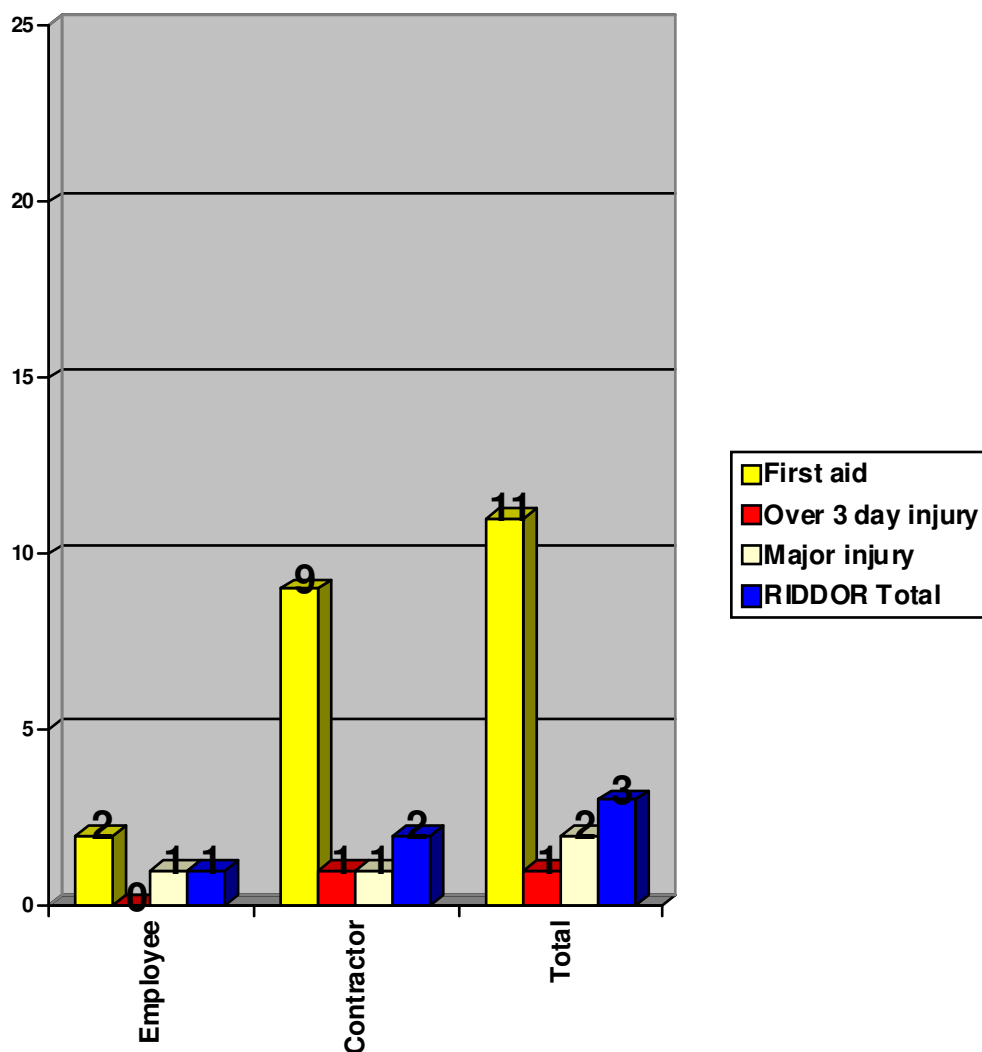
	Employee		Contractor		Total	
	09/10	10/11	09/10	10/11	09/10	10/11
First aid	7	8	9	14	16	22
O3D	0	2	1	0	1	2
Major injury	0	0	1	2	1	2
RIDDOR Totals	0	2	2	2	2	4

## Accident statistics - Midlands



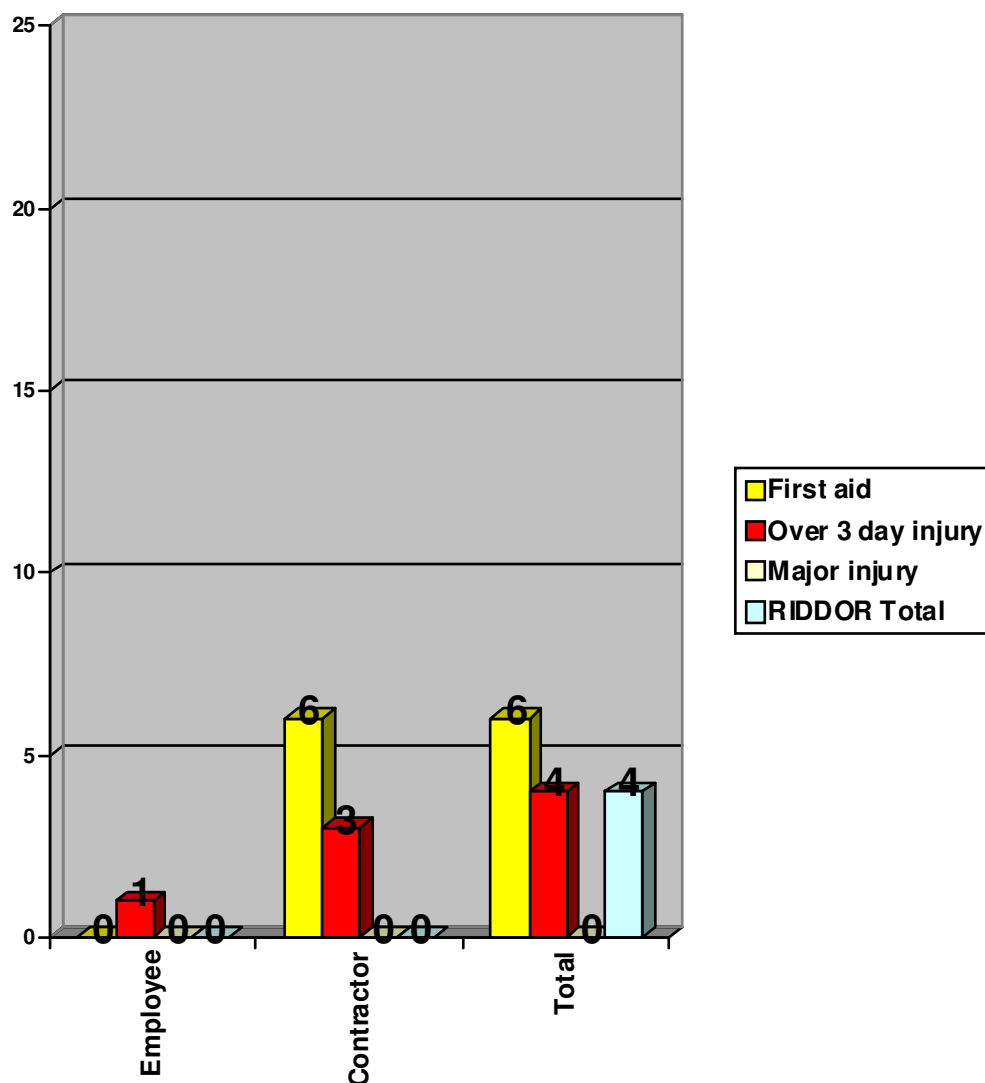
	Employee		Contractor		Total	
	09/10	10/11	09/10	10/11	09/10	10/11
<b>First aid</b>	0	5	18	16	18	21
<b>O3D</b>	0	0	2	2	2	2
<b>Major injury</b>	0	0	0	1	0	1
<b>RIDDOR Totals</b>	0	0	2	3	2	3

## Accident statistics - Eastern



	Employee		Contractor		Total	
	09/10	10/11	09/10	10/11	09/10	10/11
First aid	2	2	21	9	23	11
O3D	1	0	1	1	2	1
Major injury	0	1	0	1	0	2
<b>RIDDOR Totals</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>3</b>

## Accident Statistics - South Midlands



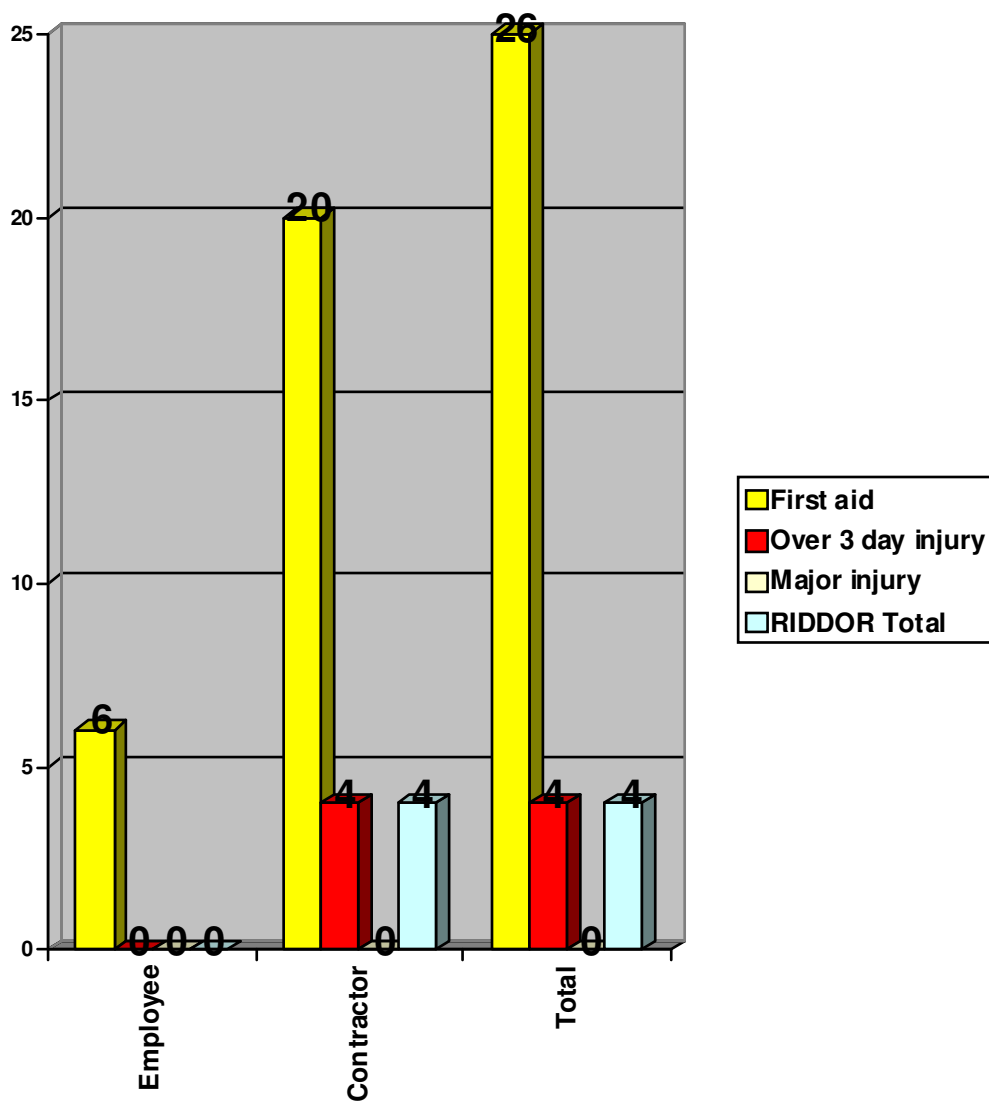
	Employee		Contractor		Total	
	09/10	10/11	09/10	10/11	09/10	10/11
<b>First aid</b>	1	0	8	6	9	6
<b>O3D</b>	0	1	0	3	0	4
<b>Major injury</b>	0	0	0	0	0	0
<b>RIDDOR Totals</b>	0	1	0	3	0	4

## Accident Statistics - London



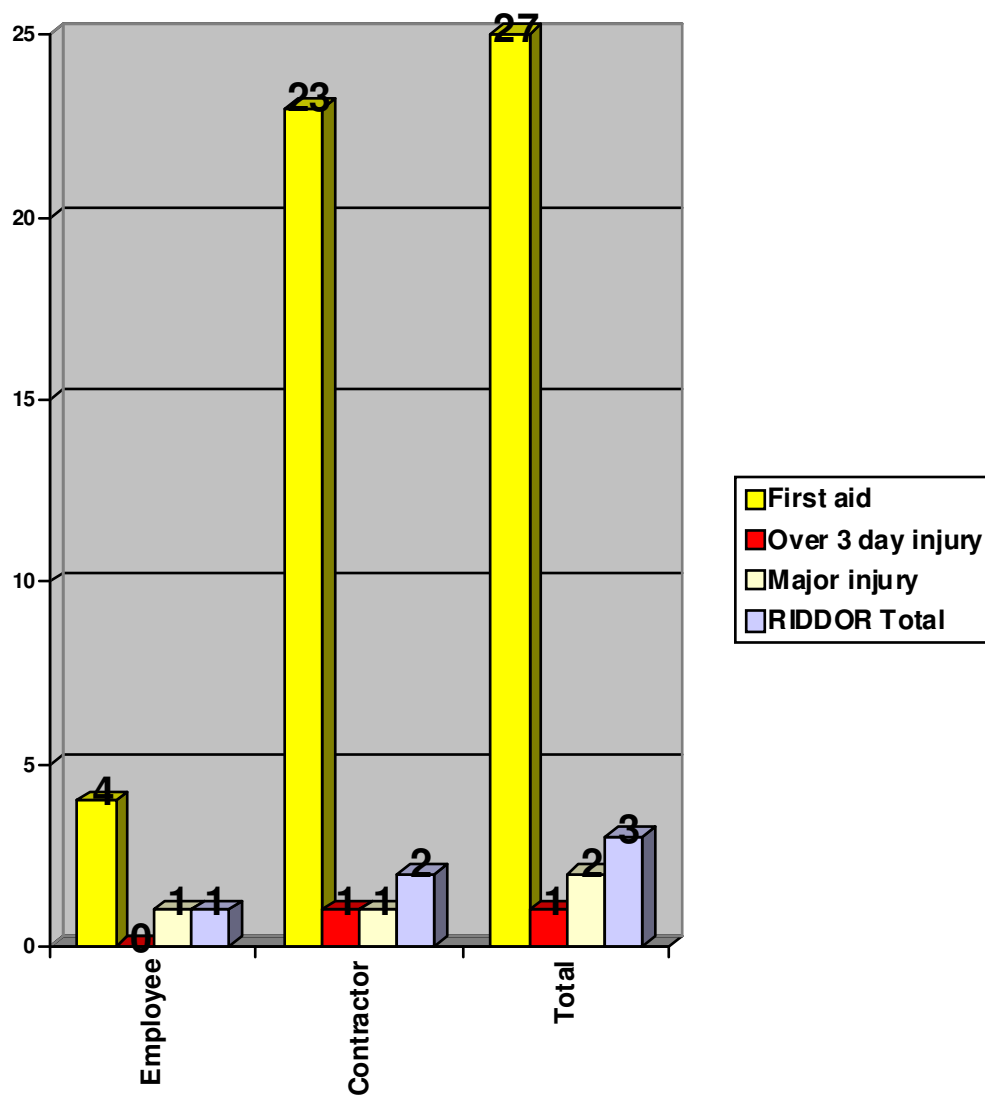
	Employee		Contractor		Total	
		10/11		10/11		10/11
First aid		0		1		1
O3D		0		0		0
Major injury		0		0		0
<b>RIDDOR Totals</b>		0		0		0

## Accident statistics - South West



	Employee		Contractor		Total	
	09/10	10/11	09/10	10/11	09/10	10/11
First aid	4	6	28	20	32	26
O3D	0	0	0	4	0	4
Major injury	0	0	0	0	0	0
RIDDOR Totals	0	0	0	4	0	4

## Accident statistics - South Wales



	Employee		Contractor		Total	
	09/10	10/11	09/10	10/11	09/10	10/11
<b>First aid</b>	5	4	18	23	23	27
<b>O3D</b>	0	0	3	1	3	1
<b>Major injury</b>	0	1	0	1	0	2
<b>RIDDOR Totals</b>	0	1	3	2	3	3

# Appendix 2

## Subsidiary Accident Incidence Rates (AIR)

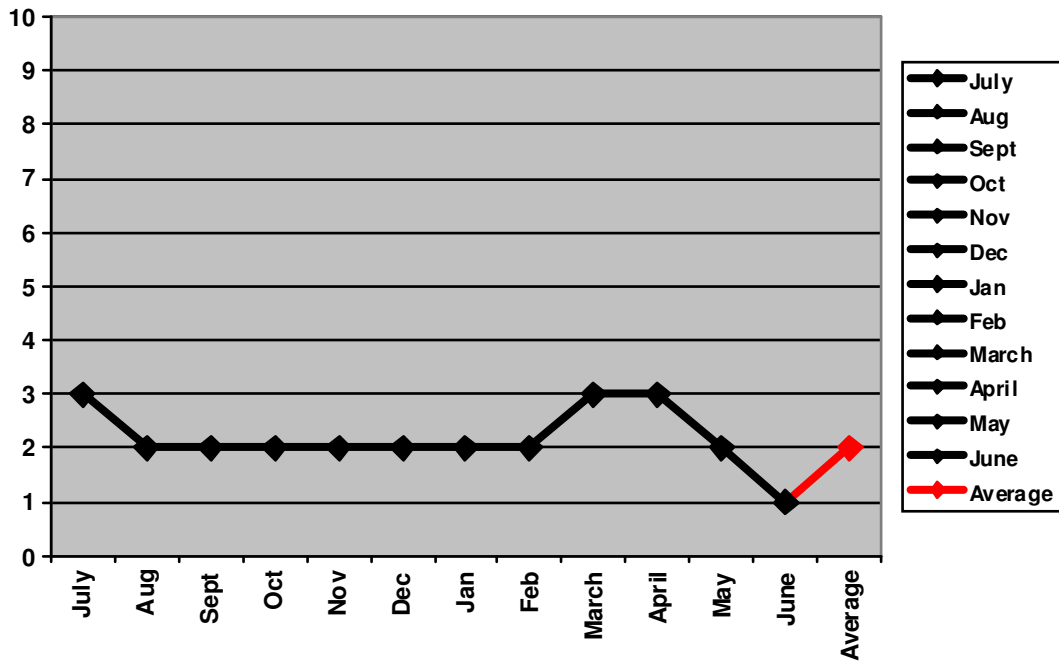
Subsidiary	Accident Incidence Rate (AIR)	
	HSE figure for construction = 735.6	
	HBF "All builder average" = 552.0	
London	0000	
Yorkshire	0000	(931.6)
South Wales	594.0	(458.0)
Eastern	657.9	(527.7)
Midlands	666.6	(727.3)
South West	888.9	(0000)
Lancashire	835.0	(230.4)
Scotland	898.9	(611.6)
North West	1204.8	(440.5)
South Midlands	1250.0	(0000)
Group	685.0	(426.0)

# Appendix 3

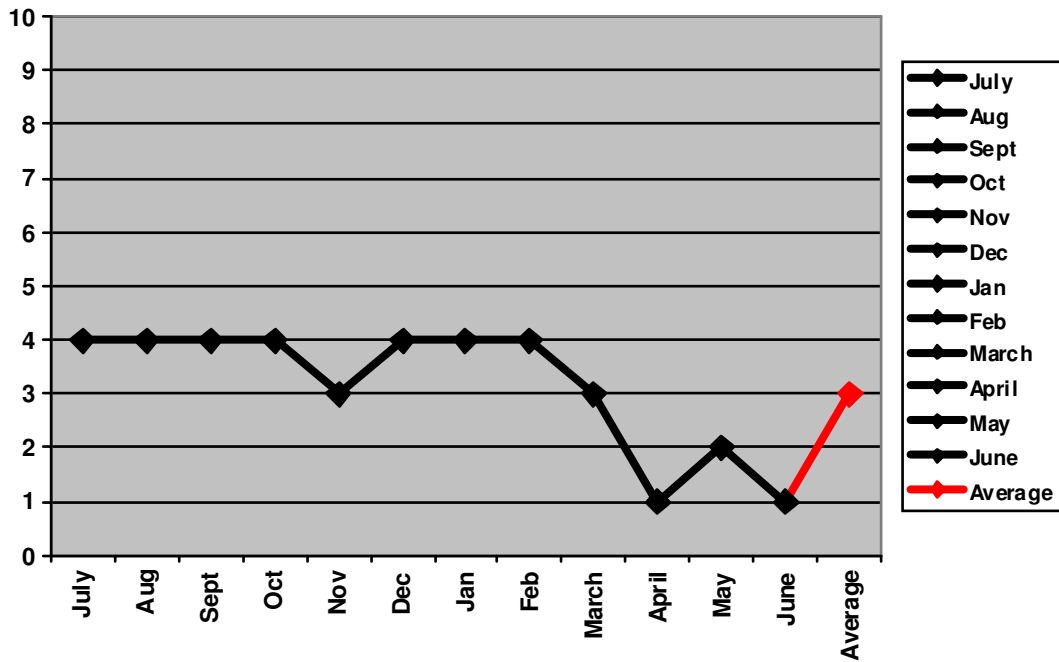
## Accident Potential Rates (APR)

### Monthly Average APR (current target set at 10)

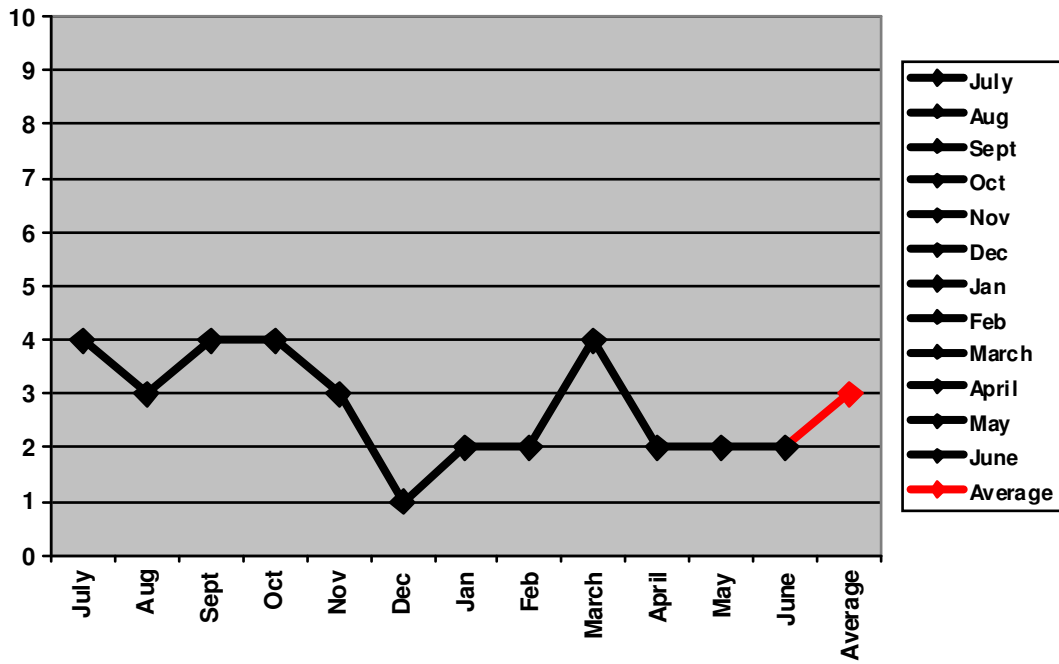
#### Group (current target set at 10)



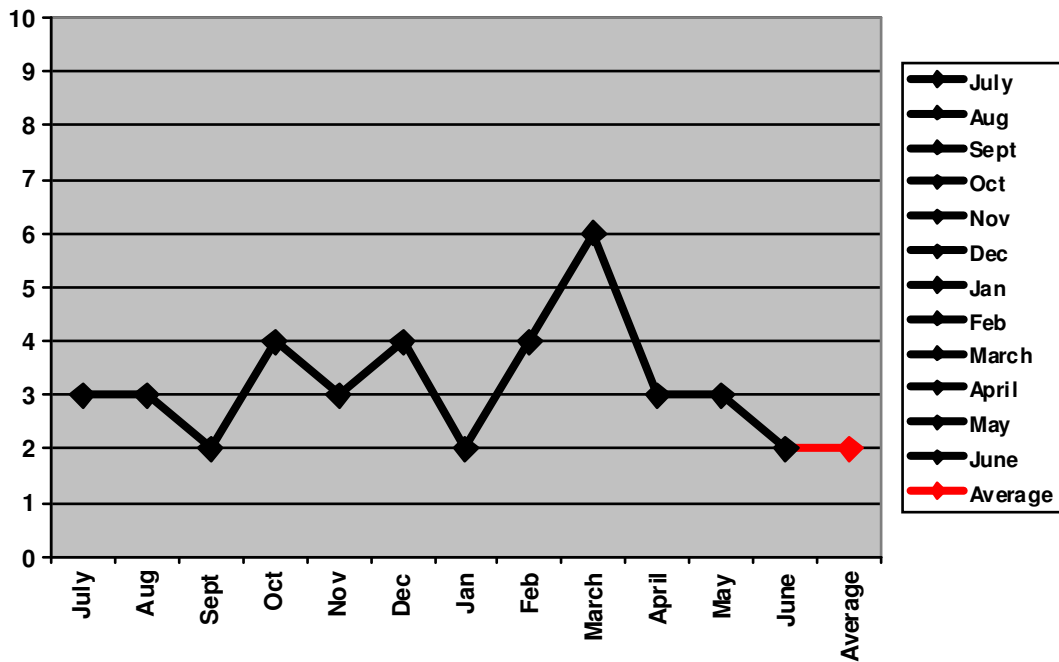
#### Lancashire (current target set at 10)



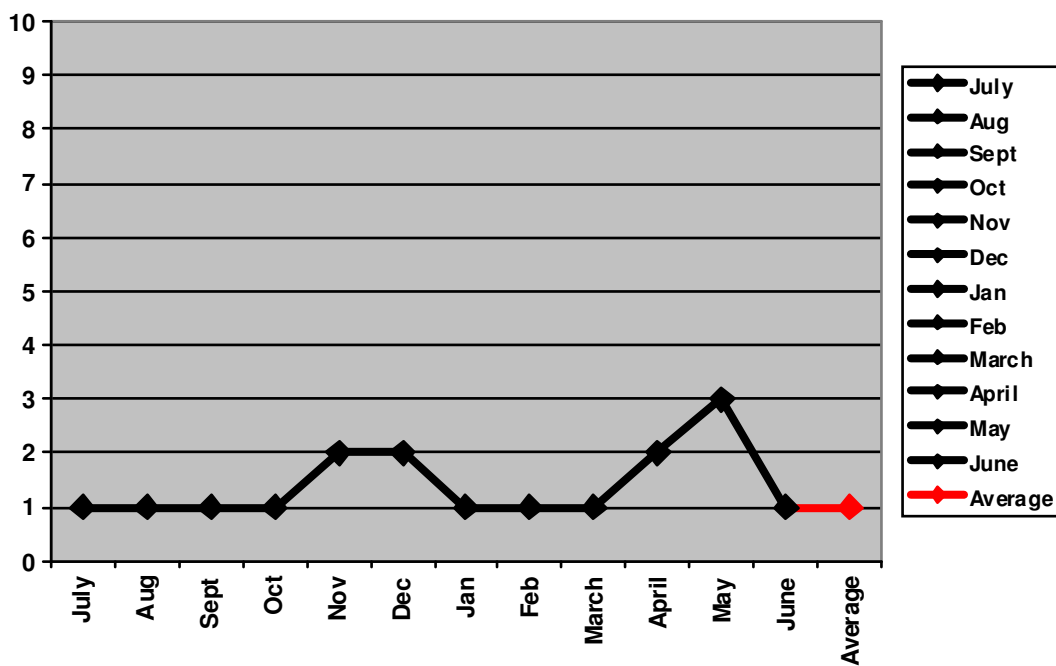
NW (current target set at 10)



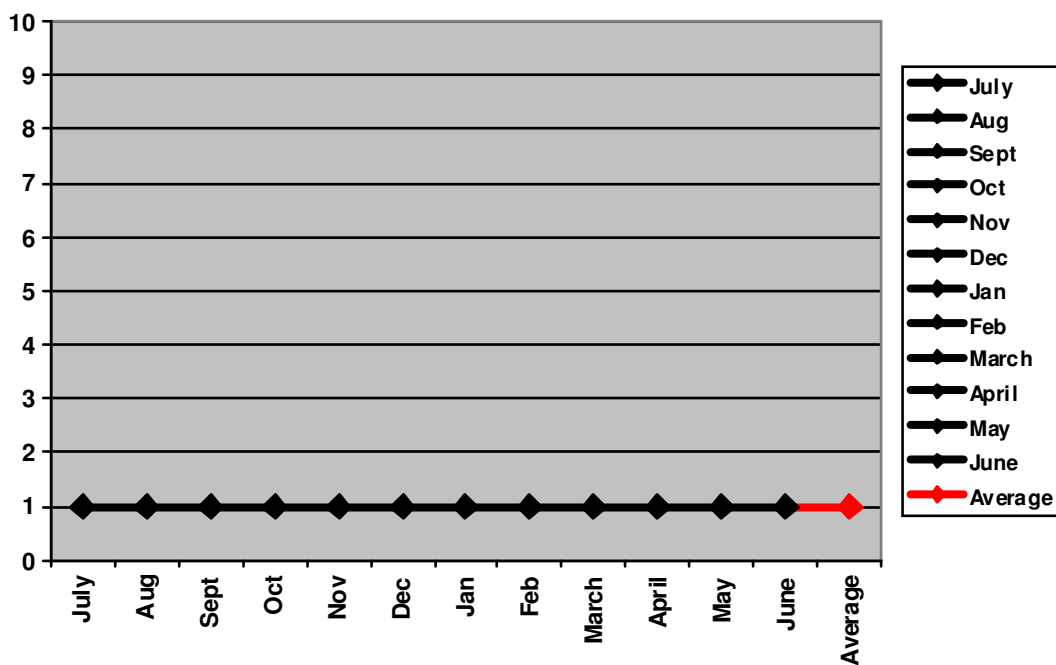
Yorkshire (current target set at 10)



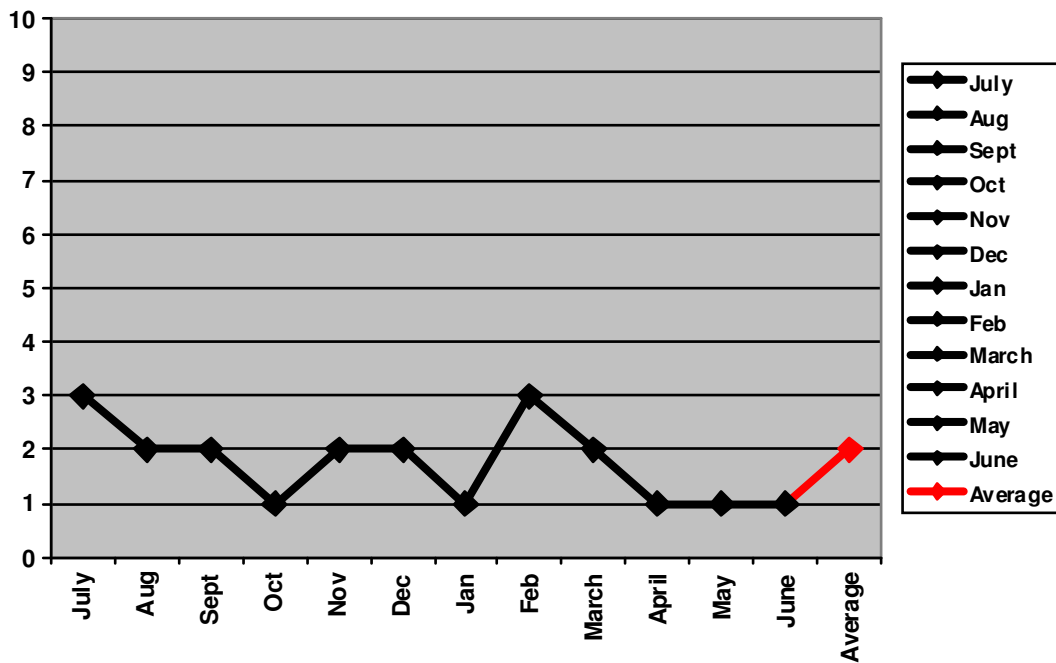
### Scotland (current target set at 10)



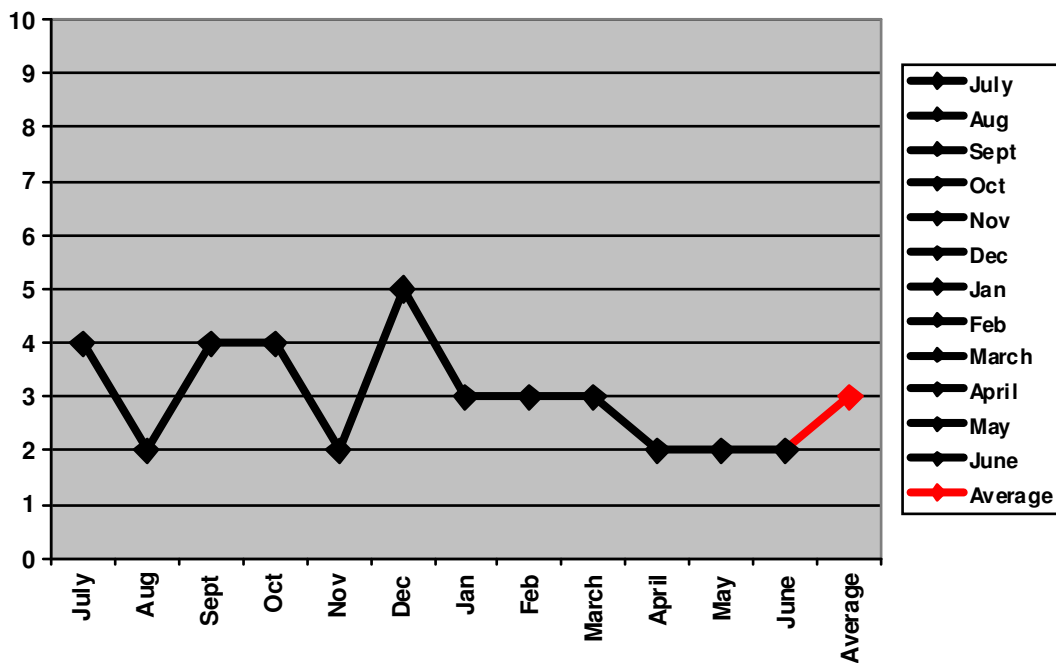
### Midlands (current target set at 10)



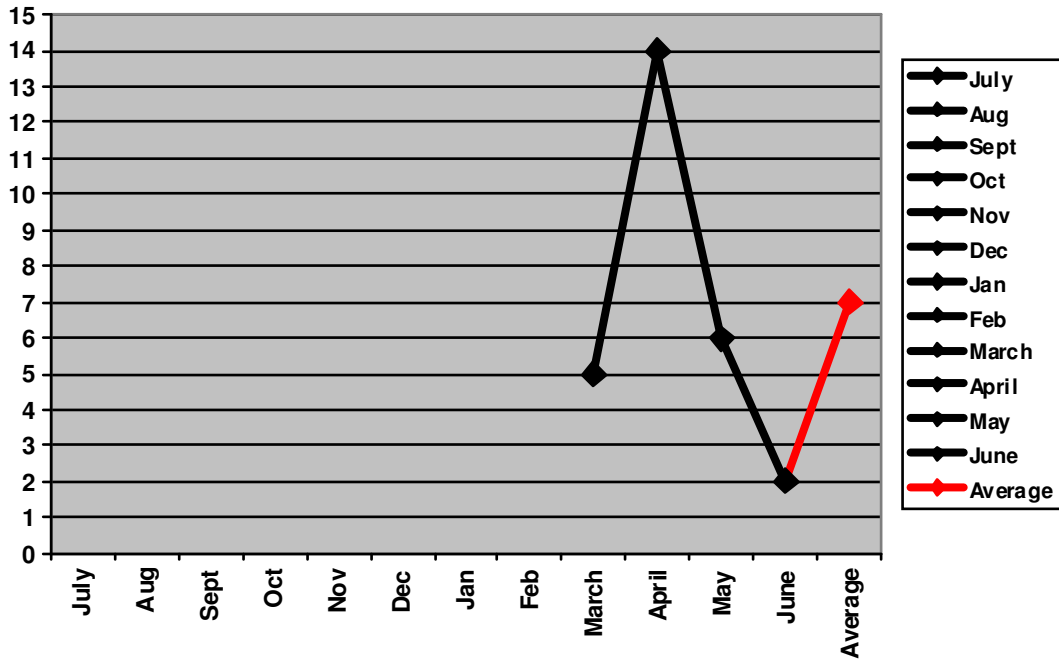
### South Midlands (current target set at 10)



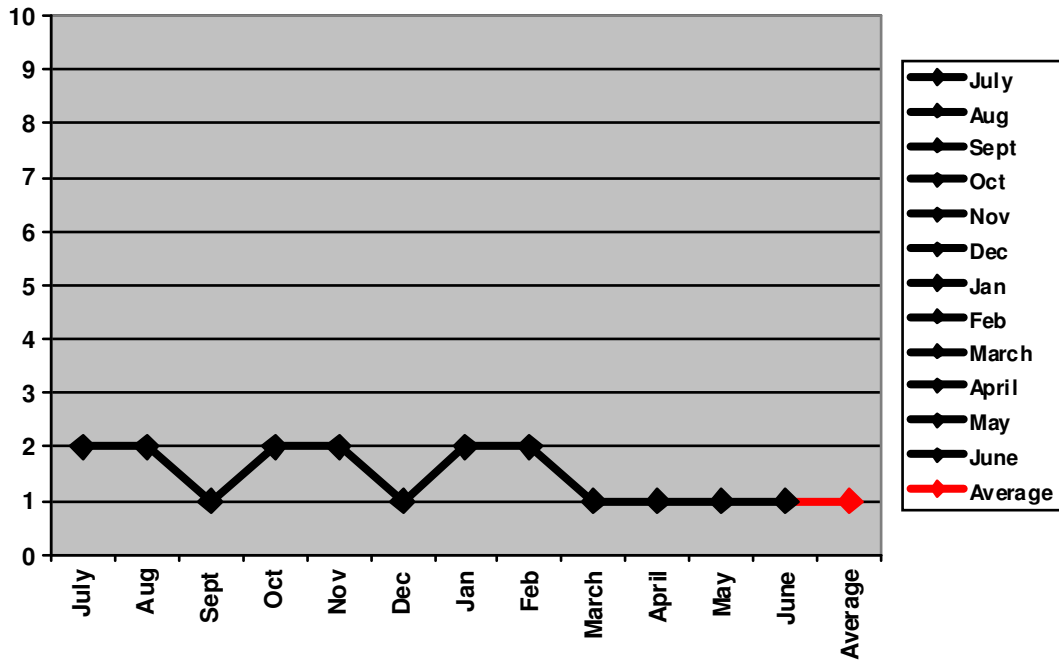
### Eastern (current target set at 10)



London (current target set at 10)



South West (current target set at 10)



# South Wales (current target set at 10)

