Accident Survey Report – 01 April 2022 to 31 March 2023

Each year, the UK Flour Millers Health and Safety Committee relies on the support of the association's member companies in supplying accurate data on accidents. This helps us to identify trends in accidents and their possible causes, to help direct the Committee's work in helping the industry continue to provide a safe - and safer - working environment.

The Committee wishes to thank companies for their continued support and all those individuals who have given their time to complete the survey and hopes that this report generates discussion within safety committees and amongst senior management.

Summary

Since 2012, the overall accident rate for the industry has plateaued. Over the past year, 246 accidents were recorded, in line with the average from the past five years. However, the number of over 7-day accidents was lower than any point in the last ten years, indicating some slight improvement to the rate of more serious accidents. There was one major injury and no fatalities reported. There were no dust explosions, but three serious fires were reported.

Data on occupational health referrals and absences linked to occupational health issues indicate that musculo-skeletal and mental health issues continue to have a significant effect on staff absences.

The report features an **appendix** containing information from the more detailed written responses to the survey (anonymised). This section is for members who wish to read more about specific causes of accidents and other details such as action plans.

Contents

Introduction and participants

The annual accident survey asks members to detail accidents and their locations, as well as any objects involved and the occupation of the individual who suffered the accident. The survey also covers fires and dust explosions, as well as occupational health issues and absences associated with them. For the 2020/21 and 2021/22 editions of the survey, questions on Covid-19 impact on health and safety were included. These were removed from the 2022/23 survey.

Survey responses were received from 15 member companies, covering 33 sites and representing approximately 90-95% of industry by production volume. Whilst an excellent response rate, four fewer member companies covering five sites responded than in 2021/22. Based on response data from previous years, we believe the slightly smaller number of participants has not significantly affected the results or comparisons with previous surveys.

The survey reporting period was 12 months from 01 April 2022 to 31 March 2023.

This summary report presents the data from this year of the survey (2022/23) against previous years where the data are available. The 5-year average is comprised of data from across 2017/18 to 2021/2022.

A total of 2,485 staff were represented by the responses. Some members' data cover only mill staff, whereas others include a broader range of staff on the milling site. This is usually dependent on the internal accident reporting system used by that site.

If you have any questions, please contact Joe Brennan: JoeBrennan@ukflourmillers.org / 07801 479054

1) Over 7-day accidents

The number of over 7-day accidents was lower than any point over the past nine years. Slips/trips continue to account for the majority of over 7-day accidents. Manual handling and hit-by / struck-by accidents also account for a significant proportion of these accidents, as in previous years. There were no fatalities, but one major injury was reported.

Accident type	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	5-yr avg	2022/23
Slips / trips	8	3	9	12	6	5	6	10	10	7	6
Falls from height	0	4	2	1	2	2	3	2	3	2	0
Manual handling	3	2	4	3	2	2	5	6	3	4	2
Hit something / struck by	3	3	4	1	4	3	4	1	3	3	3
Moving machinery	1	3	2	1	5	3	2	1	1	2	0
Transport	1	2	0	1	0	1	0	0	0	0	0
Hazardous materials	1	0	0	1	0	0	0	0	0	0	0
Hand tools	0	3	0	1	0	0	0	0	0	0	0
Electrics	0	0	2	0	0	0	0	0	0	0	0
Hot surfaces	-	-	-	-	-	-	-	0	0	-	0
Other	-	-	-	-	-	-	-	1	1	-	1
Total >7 day accidents	**17**	**20**	**23**	**21**	**19**	**16**	**20**	**21**	**21**	**19**	**12**

Figure 1.1 Over 7-day accidents split by accident type.

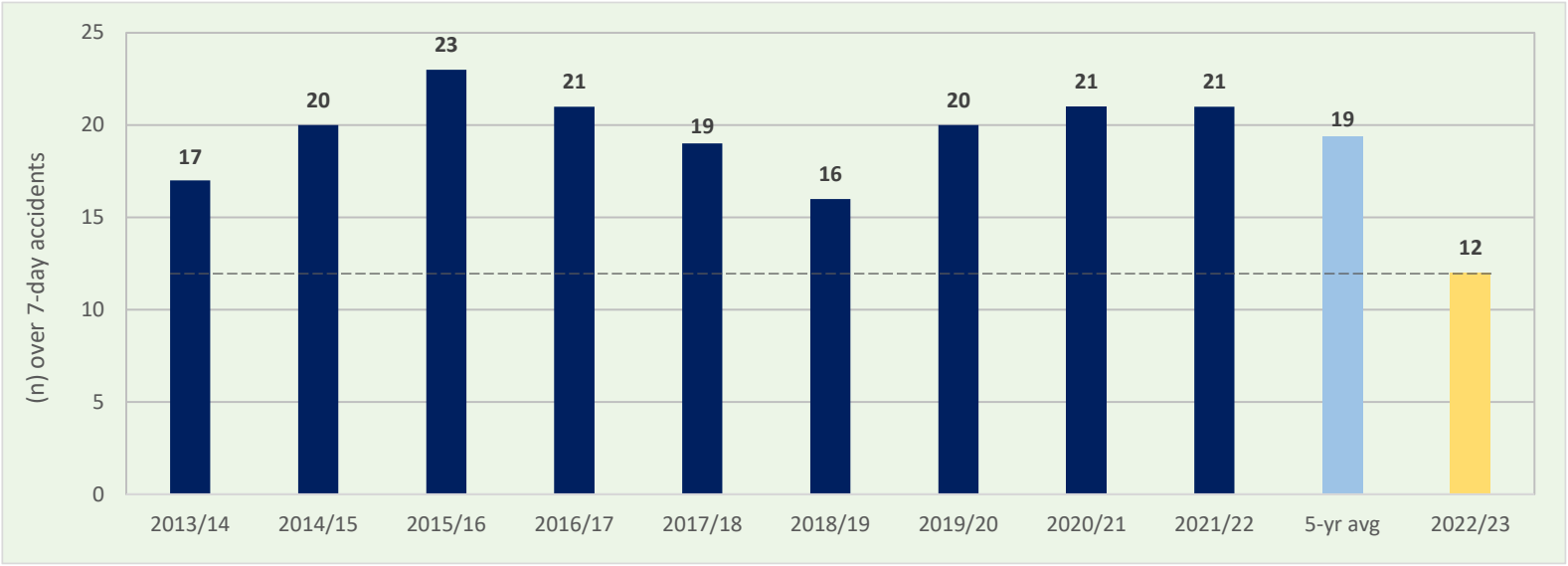

Figure 1.2 Total number of over 7-day accidents over the past nine years of accident surveys.

2) Total accidents (including over 7-day accidents)

The total accident figure includes the reportable over 7-day accidents as well as minor accidents. The figure for 2022/23 (246 accidents) is similar to the five-year average and this rate does not appear to be trending significantly upwards or downwards since 2012-13, although it is trending downward slightly from 2019/20.

Figure 2.3 shows the percentage breakdown of accidents by type. There does not appear to be a significant difference on previous years, with 'slips and trips', 'manual handling', 'hit something stationary' and 'struck by moving objects' accounting for the majority of accidents. The majority of 'Other' accidents reported by members were dust or other substances making contact with eyes, and cuts and abrasions to hands. Information on specific causes of accidents can be found in the **appendix**.

Total accidents	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	5-yr avg	2022/23
Slips / trips	81	62	64	75	60	74	61	73	65	67	64
Falls from height	14	17	12	10	13	8	11	11	12	11	5
Manual handling	48	33	47	37	37	29	56	53	49	45	41
Hit something stationary	41	39	43	46	42	42	53	35	30	40	46
Moving machinery	12	12	11	10	23	8	4	13	9	11	10
Transport	11	12	6	5	5	5	5	5	2	4	3
Hazardous materials	8	7	12	7	10	9	14	10	4	9	5
Hand tools	16	17	19	9	8	4	4	7	8	6	6
Struck by moving objects	26	42	37	33	39	29	47	31	55	40	42
Other	16	16	32	20	34	23	34	36	23	30	24
Total accidents	**273**	**257**	**283**	**252**	**271**	**231**	**289**	**274**	**257**	**264**	**246**

Figure 2.1 Total accidents (includes over 7-day accidents) split by type.

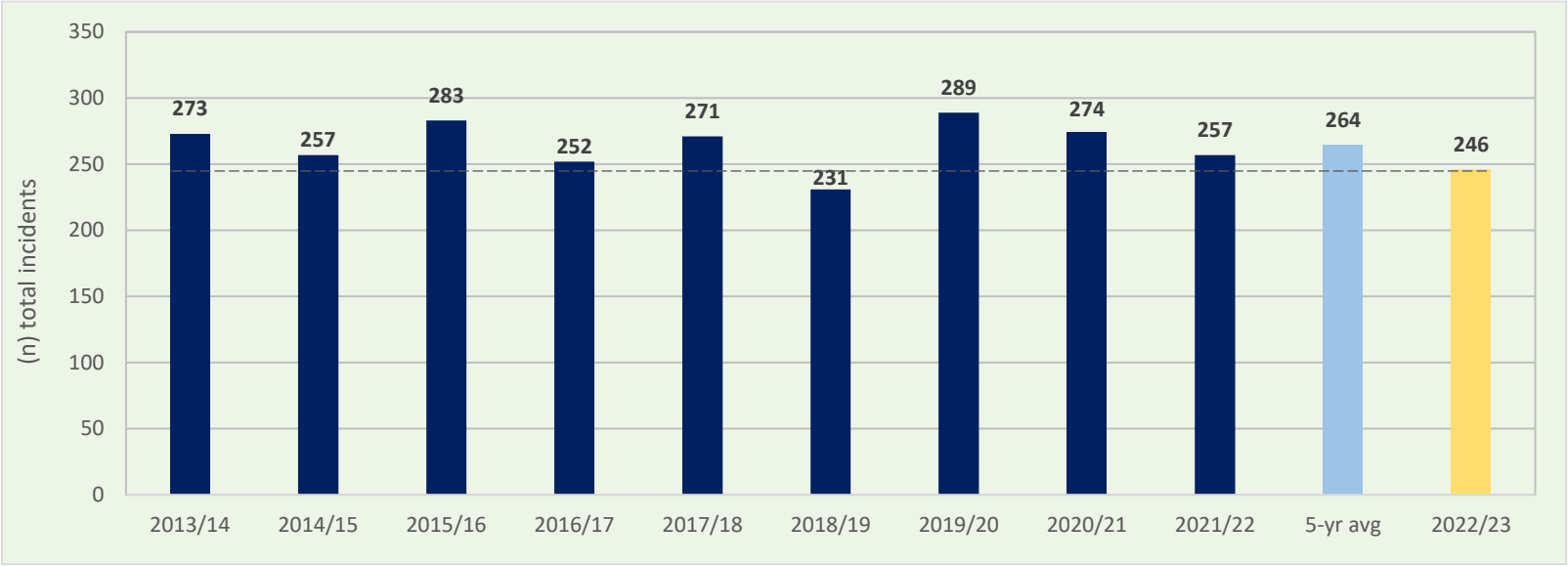

Figure 2.2 Number of total accidents over past nine years of accident surveys.

Total accidents (%)	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	5-yr avg	2022/23
Slips / trips	30%	24%	23%	30%	22%	32%	21%	27%	25%	25%	26%
Falls from height	5%	7%	4%	4%	5%	3%	4%	4%	5%	4%	2%
Manual handling	18%	13%	17%	15%	14%	13%	19%	19%	19%	17%	17%
Hit something stationary	15%	15%	15%	18%	15%	18%	18%	13%	12%	15%	19%
Moving machinery	4%	5%	4%	4%	8%	3%	1%	5%	4%	4%	4%
Transport	4%	5%	2%	2%	2%	2%	2%	2%	1%	2%	1%
Hazardous materials	3%	3%	4%	3%	4%	4%	5%	4%	2%	4%	2%
Hand tools	6%	7%	7%	4%	3%	2%	1%	3%	3%	2%	2%
Struck by moving objects	10%	16%	13%	13%	14%	13%	16%	11%	21%	15%	17%
Other	6%	6%	11%	8%	13%	10%	12%	13%	9%	11%	10%
Total accidents	**273**	**257**	**283**	**252**	**271**	**231**	**289**	**274**	**257**	**264**	**246**

Figure 2.3 Percentage breakdown of total accidents by type.

3) Absences associated with accidents

This section was added to the survey from 2021/22 onwards and covers the number of days of absences associated with the accident types. Absences for both over 7-day accidents non-reportable accidents are broken down in figures 3.1 and 3.2. As there is only one prior year of data to compare to, only the 2022/23 figures are presented in this report.

Over 7-day accidents	Accidents	Days absence	Range in absences	Avg. days absence per accident
Slips / trips	6	210	5 - 66	35
Falls from height	0	-	-	-
Manual handling	2	38	8 - 30	19
Hit something / struck by	3	83	16 - 67	28
Moving machinery	0	-	-	-
Transport	0	-	-	-
Hazardous materials	0	-	-	-
Hand tools	0	-	-	-
Electrics	0	-	-	-
Hot surfaces	0	-	-	-
Other*	1	18	18 - 18	18
Total	**12**	**349**	**5 - 66**	**29**

Figure 3.1 Absences associated with accidents (over 7-day accidents).

Non-reportable accidents	Accidents	Days absence	Range in absences	Avg. days absence per accident	% resulting in absence
Slips / trips	58	12	0 - 4	0.2	9%
Falls from height	5	4	0 - 4	0.8	20%
Manual handling	39	20	0 - 6	0.5	15%
Hit something stationary	46	8	0 - 4	0.2	11%
Moving machinery	10	6	0 - 6	0.6	30%
Transport	3	1	0 - 1	0.3	33%
Hazardous materials	5	0	0 - 0	0.0	0%
Hand tools	6	6	0 - 4	1.0	33%
Struck by moving objects	39	43	0 - 14	1.1	21%
Hot surfaces	4	0	0 - 0	0.0	0%
Electrics	2	0	0 - 0	0.0	0%
Other	17	1	0 - 1	0.1	6%
Total	**234**	**101**	**0 - 14**	**0.4**	**14%**

Figure 3.2 Absences associated with accidents (non-reportable accidents)

An average over-7 day accident resulted in 29 days of absence. Owing to the limited data, it is difficult to determine trends relating to absences and specific accident types. For non-reportable accidents, there was variation in the number of days of absence associated with some. When considering just the accident types for which there was a high number of accidents (n=20 or more), the data show falls from height and 'struck by moving object' accidents tend to result in a greater number of days of absence than slips/trips or hitting something stationary.

4) Site-by-site accident rates

Figure 4.1 sets out the site-by-site accident rate, i.e. the number of accidents divided by the number of staff at the site, expressed as a percentage. For example, a site with 100 members of staff that experienced 10 accidents over the year would have an accident rate of 10%. The figure could be expressed as "10% of staff on site experienced an accident", although of course it may actually be the case that the same members of staff accounted for multiple accidents.

The data show that there is a significant range in the accident rate across sites, with one site experiencing an accident rate of 39%, whereas others had 0%. There does not appear to be a significant correlation between the number of staff at a site and the rate of accidents, i.e. sites with more staff are not more likely to have accidents (per member of staff) than sites with fewer staff. The majority of sites have an accident rate within the range of 5 to 15%.

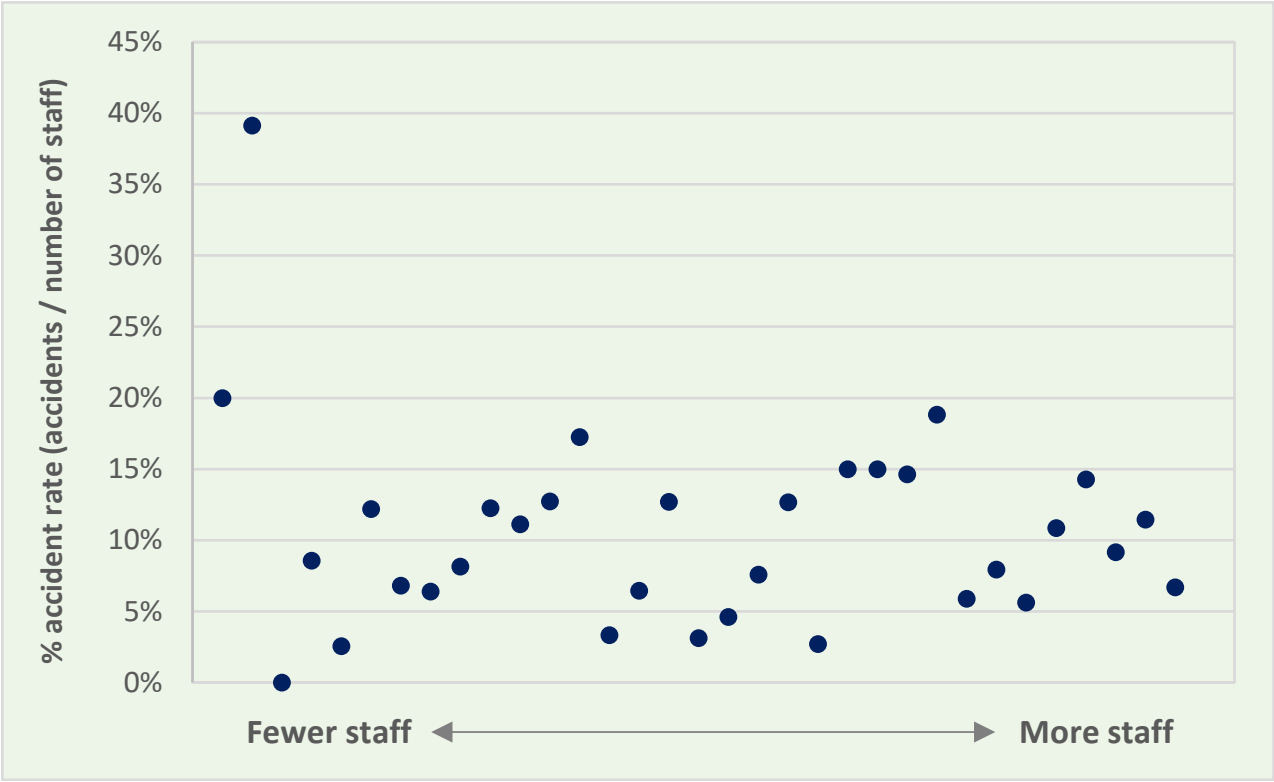

Figure 4.1 Site-by-site accident rate (per member of staff)

5) Accident locations

A greater proportion of slips, trips and falls occurred in the yard than in recent years. Otherwise the locations of these accidents were not significantly different from previous years of the survey. The locations of struck by / hit by accidents were broadly in line with previous years, although a slightly smaller proportion occurred in the site yard.

Slip, trip and fall locations	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	5-yr avg	2022/23
Yard	45%	48%	30%	21%	25%	32%	27%	27%	44%
Silo	5%	0%	6%	4%	2%	6%	5%	5%	2%
Mill	12%	21%	21%	40%	19%	17%	22%	24%	22%
Warehouse	9%	8%	4%	8%	0%	9%	8%	6%	11%
Packing	8%	8%	8%	9%	11%	13%	6%	9%	6%
Workshop	3%	2%	4%	4%	6%	1%	0%	3%	2%
Off-site	8%	6%	7%	9%	24%	9%	14%	13%	5%
Other*	10%	6%	19%	4%	13%	12%	17%	13%	9%
Accidents (n)	**76**	**85**	**73**	**82**	**72**	**84**	**77**	**78**	**64**

Figure 5.1 Location of slips, trip and fall accidents

Struck by / hit locations	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	5-yr avg	2022/23
Yard	27%	12%	23%	17%	29%	27%	32%	26%	16%
Silo	9%	4%	13%	3%	0%	7%	4%	5%	2%
Mill	36%	38%	25%	39%	26%	22%	27%	28%	21%
Warehouse	7%	22%	10%	14%	9%	5%	3%	8%	11%
Packing	8%	11%	11%	6%	11%	16%	9%	11%	21%
Workshop	1%	2%	4%	2%	7%	7%	4%	5%	4%
Off-site	4%	0%	0%	-	-	11%	5%	5%	11%
Laboratory	-	-	4%	8%	4%	2%	3%	4%	1%
Other*	8%	10%	10%	11%	14%	2%	13%	10%	12%
Accidents (n)	**80**	**79**	**81**	**71**	**100**	**66**	**85**	**81**	**81**

Figure 5.2 Location of struck by/hit by accidents

As in previous years, the yard, mill, packing and off-site locations were where the majority of manual handling accidents occurred.

Manual handling locations	2018/19	2019/20	2020/21	2021/22	4-yr avg	2022/23
Yard	16%	22%	18%	7%	16%	19%
Silo	4%	7%	4%	2%	4%	2%
Mill	48%	28%	24%	26%	31%	23%
Warehouse	16%	6%	18%	15%	14%	7%
Packing	16%	15%	7%	20%	15%	16%
Workshop	0%	4%	2%	2%	2%	5%
Off-site	0%	7%	20%	17%	11%	12%
Laboratory	0%	2%	-	2%	1%	5%
Other*	0%	9%	7%	9%	6%	12%
Accidents (n)	**29**	**56**	**53**	**49**	**47**	**43**

Figure 5.3 Location of manual handling accidents. There are fewer years of data than for the other accident types as these locations were not recorded in earlier rounds of the survey.

The proportion of falls occurring off ladders, stairs and bulk vehicles was broadly in line with previous years. However, there appears to be a decrease in the proportion of falls that occurred from bag delivery vehicles. A significant proportion of accidents were attributed to 'other' occurrence locations. These included: falls on the same level, wheat silos, walkways. It is likely that many of these were slips and trips rather than falls.

Fall occurrence	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	5-yr avg	2022/23
Ladder	33%	27%	0%	0%	12%	3%	10%	5%	12%
Stairs	7%	9%	41%	24%	17%	32%	10%	25%	21%
Mobile steps / platform	0%	9%	18%	12%	17%	0%	19%	13%	2%
Bulk vehicle	20%	9%	18%	8%	17%	11%	14%	14%	14%
Bag vehicle	7%	18%	6%	15%	17%	19%	19%	15%	5%
Grain vehicle	7%	0%	12%	0%	6%	3%	0%	4%	0%
Other vehicle	7%	9%	0%	8%	6%	8%	0%	4%	0%
Other	20%	18%	6%	35%	6%	24%	29%	20%	45%

Figure 5.4 Exact location of fall occurrence.

6) Objects involved in accidents

A third of manual handling accidents involved machinery, broadly in line with what has been seen in previous years. Full flour sacks continue to account for a significant proportion of manual handling accidents. 'Other equipment' also accounted for a significant proportion of accidents. Some of the objects listed under 'other' were delivery hoses and flour outloading socks, boxes in offices, feed bags, and a chain pulley.

Manual handling object	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	5-yr avg	2022/23
Machinery	20%	26%	21%	27%	26%	16%	25%	24%	48%	28%	33%
Pallets	10%	10%	9%	10%	3%	12%	15%	4%	7%	8%	5%
Full flour sacks	23%	19%	17%	7%	9%	16%	15%	39%	29%	22%	19%
Empty sacks/bags	0%	3%	2%	3%	3%	12%	9%	2%	2%	6%	5%
Other equipment	47%	42%	51%	53%	59%	44%	36%	31%	14%	37%	38%
Total manual handling accidents	**48**	**33**	**47**	**37**	**37**	**29**	**56**	**53**	**49**	**45**	**49**

Figure 6.1 Proportion of manual handling accidents linked to object categories.

It remains the case that the majority of struck-by / hit-by object accidents were linked to machinery or equipment. As was seen in 2021/22, a relatively small proportion of these accidents were linked to fork-lift trucks compared to years prior.

Struck-by hit-by object	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	5-yr avg	2022/23
Machinery / equipment	42%	49%	40%	39%	50%	50%	49%	46%	61%
Structure	14%	10%	7%	18%	9%	11%	3%	10%	10%
Fork-lift truck	9%	10%	7%	7%	9%	7%	1%	6%	1%
Other vehicle	12%	7%	10%	8%	6%	9%	11%	9%	5%
Door or similar	6%	7%	18%	14%	9%	9%	11%	12%	6%
Pallet	6%	6%	4%	1%	6%	5%	1%	3%	4%
Bag / sacks	3%	0%	0%	0%	0%	0%	1%	0%	1%
Other	9%	11%	14%	11%	12%	9%	21%	13%	10%
Number of accidents	**80**	**79**	**81**	**71**	**100**	**66**	**85**	**81**	**77**

Figure 6.2 Proportion of struck-by hit-by accidents linked to object categories.

7) Occupations

The breakdown by occupation of those involved in accidents was not significantly different on previous years and is in line with the 5-year average.

All accidents - occupation	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	5-yr avg	2022/23
Driver / mate	20%	24%	20%	19%	26%	22%	23%	22%	20%
Miller / production	21%	16%	16%	21%	15%	12%	16%	16%	13%
Maintenance	14%	14%	12%	13%	14%	9%	14%	13%	13%
Cleaner	8%	12%	10%	9%	9%	9%	4%	8%	7%
Warehouseman	11%	9%	9%	13%	11%	11%	13%	11%	13%
Packer	10%	8%	9%	10%	10%	19%	9%	11%	14%
Office / laboratory	7%	8%	12%	5%	6%	7%	9%	7%	8%
Contractor / other	9%	9%	13%	11%	9%	12%	12%	11%	12%
Total affected (assuming each are individuals)	**266**	**250**	**268**	**220**	**286**	**274**	**252**	**260**	**245**

Figure 7.1 Occupations of individuals involved in accidents. The 'total affected' figure does not always sum to the total accident figure in a given year, because not all sites report occupation data.

8) Fires and dust explosions

There were no dust explosions reported, as has been the case over the past eight years of the survey. There were three serious fires reported, which is roughly in line with the 5-year average.

Fires and explosions	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	5-yr avg	2022/23
Dust explosion	0	0	0	0	0	0	0	0	0	0
Serious fire*	1	2	1	2	2	2	0	4	2	3

Figure 8.1 Reported dust explosions and serious fires. *serious fires defined as those resulting in injury or more than 4 hours of lost production.

Details of the fires (serious and other) are given in the **appendix**.

9) Occupational health

The survey features two questions relating to occupational health, covering the number of referrals and the number of days of absence related to occupational health issues. This year, the survey clarified that responses should also include referrals made by the business to the occupational health service.

The number of reported occupational health referrals was lower than the previous year, which had showed a significant increase on the year before that. The increase in occupational health referrals in 2021/22 was thought to be due to a return to in-personal occupational health assessments and testing instead of assessments via video. The reduction in 2022/23 could be a return to a more typical year. Hearing loss, musculo-skeletal and high blood pressure continue to account for the majority of referrals. There was a marked decrease in referrals due to asthma, accounting for just 1% of referrals versus 20% in 2021/22. 'Any other occupational health issues' included: cancer, stomach issues, migraine conditions, neuralgia, vertigo, kidney stones, sinusitis, chronic obstructive pulmonary disease (COPD) and diabetes.

It is important to remember that not all referrals will necessarily lead to diagnoses and this could in part explain differences between referrals and days of absences linked to specific issues.

Occupational health referrals	2020/21		2021/22		2022/23	
Issue	**(n)**	**%**	**(n)**	**%**	**(n)**	**%**
Asthma	8	14%	28	20%	1	1%
'Long Covid'	-	-	3	2%	1	1%
Hearing loss	4	7%	33	23%	19	18%
Musculo-skeletal	11	20%	16	11%	17	16%
Dermatitis	0	0%	0	0%	4	4%
High blood pressure	-	-	16	11%	10	10%
Heart condition	-	-	4	3%	8	8%
Drug/alcohol-related	1	2%	2	1%	3	3%
Workplace stress	0	0%	7	5%	1	1%
Anxiety	-	-	7	5%	3	3%
Depression	-	-	6	4%	5	5%
Other mental health issue	13	23%	2	1%	1	1%
Any other occupational health issue*	19	34%	17	12%	31	30%
Total	**56**		**141**		**104**	

Figure 9.1 Total occupational health referrals. Data from years prior to 2020/21 are not available for comparison.

Days absence due to occupational health issues	2020/21		2021/22		2022/23	
Issue	**(n)**	**%**	**(n)**	**%**	**(n)**	**%**
Asthma	5	1%	14	1%	1	0%
'Long Covid'	-	-	75	3%	3	0%
Hearing loss	-	-	0	0%	0	0%
Musculo-skeletal	230	32%	1,205	47%	296	33%
Dermatitis	-	-	0	0%	0	0%
High blood pressure	-	-	4	0%	8	1%
Heart condition	-	-	20	1%	118	13%
Drug/alcohol-related	-	-	0	0%	58	6%
Workplace stress	10	1%	215	8%	34	4%
Anxiety	-	-	48	2%	49	5%
Depression	-	-	59	2%	24	3%
Other mental health issue	32	4%	196	8%	211	24%
Any other occupational health issue*	445	62%	729	28%	92	10%
Total	**722**		**2,564**		**894**	

Figure 9.2 Total days of absence due to occupational health issues. Data from years prior to 2020/21 are not available for comparison.

The days of absence associated with occupational health issues were down significantly on 2021/22 and were more in line with 2020/21 figures. The high figures seen in 2021/22 were in part due to long absences linked to health conditions that were not necessarily related to occupation, for example cancer, diabetes and dental issues. It is important to highlight that comparisons with 2020/21 figures for categories other than musculo-skeletal are difficult as many issues were reported under 'other occupational health issues' owing to a less detailed survey form at that time.

It remains the case that musculo-skeletal health issues account for a significant proportion of absences linked to occupational health. Mental health issues and workplace stress collectively accounted for 36% of absences, compared to just 20% in 2021/22, indicating a growing concern here. Mental health issues and workplace stress accounted for just 10% of referrals in 2022/23, suggesting this is a chronic issue.

Figure 9.3 shows the days of absence per member of staff. There is a significant range in how occupational health issues affect sites, with one site seeing as many as five days of absence per member of staff due to these issues. However, the majority of sites do not see significant numbers of absences linked to occupational health issues. This reflects the fact that in many cases, days of absence at a site are due to a small number of occupational health issues, or even a single issue, that result in a long absence, rather than a spread of less impactful issues across more members of staff.

Care should be taken when interpreting occupational health absence data, as some sites define occupational health issues as only those that arose within the workplace, whereas others define them as health issues that affect a workers ability to carry out their role. This likely explains some of the site-to-site variation in absence figures.

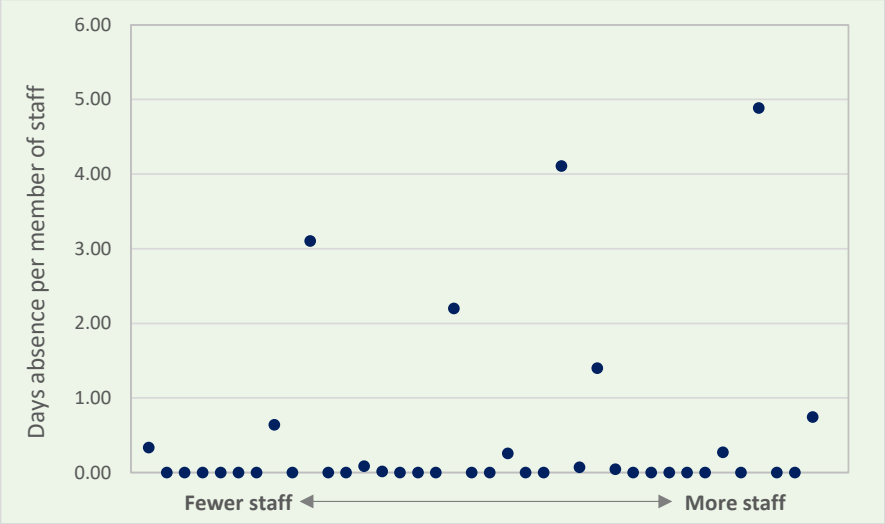

Figure 9.3 Days of absences per member of staff, due to occupational health issues. On a site-by-site basis.

The majority of members felt occupational ill-health issues were having a manageable or little to no impact on site productivity and performance and there was a slight improvement compared to the previous year.

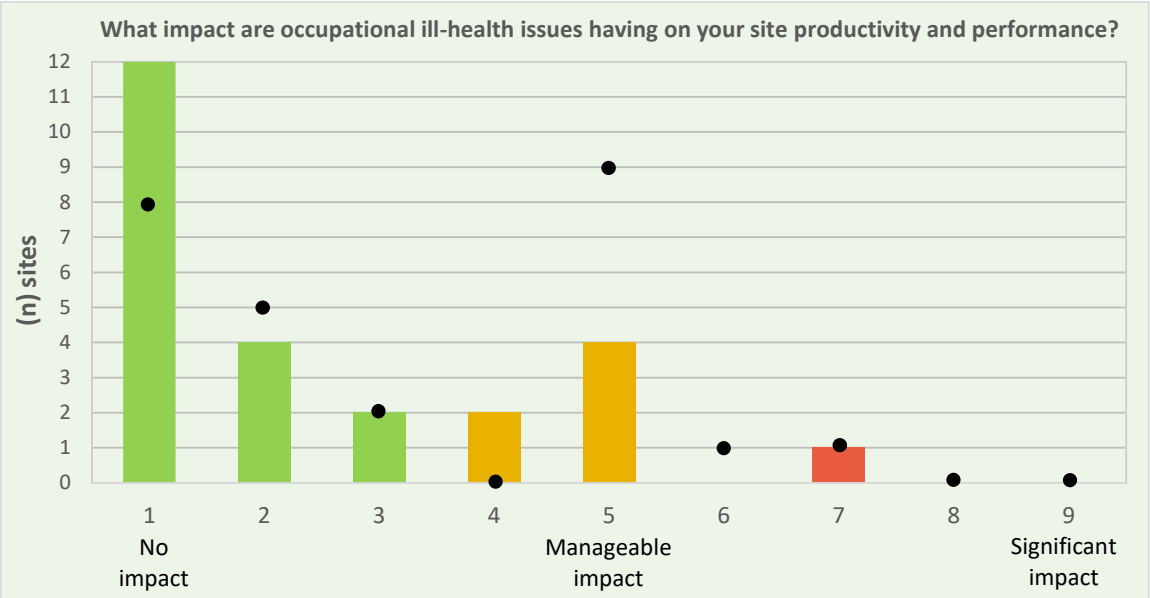

Figure 9.4 Responses to question on the impact of occupational health issues on site productivity and performance.

The black dots show the results from the 2021/22 survey.

29 out of 33 respondents (88%) had an action plan for improving occupational health and wellbeing. 20 out of 33 respondents (61%) had an action plan to reduce the incidence of musculo-skeletal disorders. Where specific comments on action plans were provided, these can be found in the **appendix**.

Figure 9.5 gives as breakdown of occupational health referrals by role. This was a new addition to the 2021/22 survey so there are limited comparable figures from previous years. These figures should be interpreted with caution as without an understanding of the proportion of staff belonging to each role, it is difficult to draw conclusions from 'total' figures. It is also important to contextualise a % figure with the total number of referrals, for drivers accounting for 100% of asthma referrals is not necessarily significant as there was only one asthma referral over the past year.

However, some potential trends do appear to be emerging. For example, packers accounted for a significant proportion of referrals for hearing loss in both 2022/23 (42%) and 2021/22 (33%). Likewise drivers accounted for a significant proportion of musculo-skeletal referrals in both 2022/23 (41%) and 2021/22 (19%), as well as referrals for high blood pressure.

As more years of data are gathered, these figures (coupled with intepretation by the Health and Safety Committee) can give us insight into how occupational health issues affect certain roles more than others and could help inform prevention and management strategies.

Referrals by role	**TOTAL**	**Not recorded**	**Driver**	**Warehouse**	**Lab**	**Miller**	**Packer**	**Office**	**Maintenance**	**Cleaner**	**Other**
Asthma	1	-	100%	-	-	-	-	-	-	-	-
'Long Covid'	1	-	100%	-	-	-	-	-	-	-	-
Hearing loss	**19**	-	-	21%	21%	-	42%	-	11%	5%	-
Musculo-skeletal	**17**	24%	41%	-	6%	-	-	-	12%	6%	12%
Dermatitis	4	-	-	-	-	75%	-	-	25%	-	-
High blood pressure	**10**	-	60%	10%	-	10%	-	-	10%	10%	-
Heart condition	8	13%	13%	13%	-	25%	13%	13%	-	13%	-
Drug /alcohol-related	3	33%	-	33%	-	33%	-	-	-	-	-
Workplace stress	1	-	-	100%	-	-	-	-	-	-	-
Anxiety	3	33%	-	-	-	-	-	33%	-	33%	-
Depression	5	40%	-	-	-	20%	-	20%	-	-	20%
Other mental health issue	1	-	100%	-	-	-	-	-	-	-	-
Any other occupational health issue	**31**	6%	6%	19%	10%	3%	26%	6%	10%	6%	6%
Total %	**100%**	**11%**	**18%**	**13%**	**8%**	**9%**	**16%**	**5%**	**9%**	**7%**	**5%**
Total (n)	**104**	**11**	**19**	**14**	**8**	**9**	**17**	**5**	**9**	**7**	**5**

Figure 9.5 Occupational health referrals by role. 2022/23 data only.

10) Actions taken / lessons learned

It remains the case that the majority of respondents considered their sites were slightly or significantly improving in terms of minimising accidents, although on average, fewer sites thought they were showing significant improvement compared to last year.

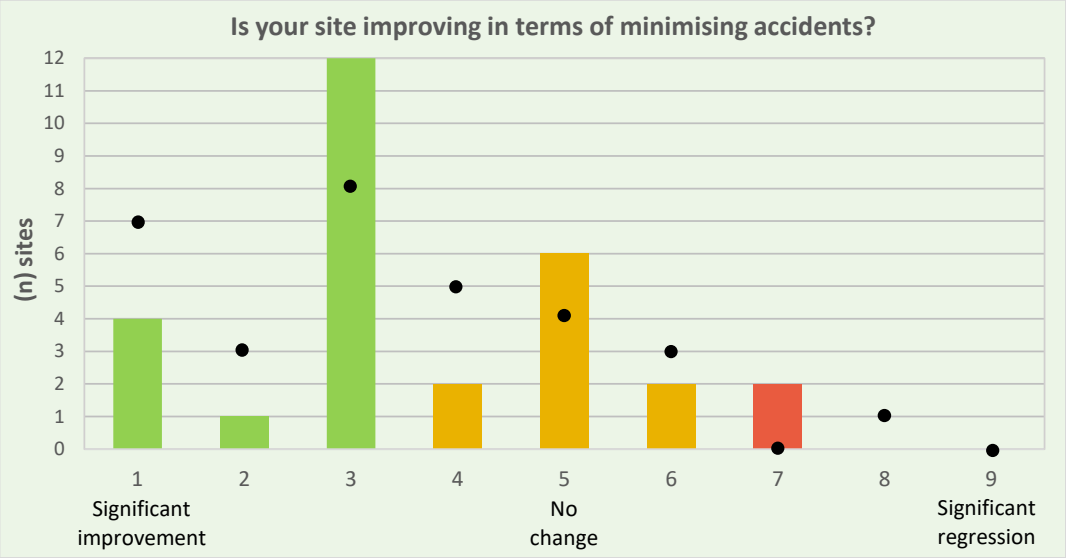

Figure 11.1 Responses to the question 'Do you consider that your site is improving in terms of minimising accidents?'. The black dots show the results from the 2020/21 accident survey.

Actions taken varied across respondents:

Actions taken and lessons learned	
1	All incidents are investigated as much as possible. The site introduced new platforms and equipment for working at height. Updated yard roadways with appropriate signage and directions for all entering and leaving the site. Also site orientation as regards production and employee welfare.
2	Introduction of a 'clock to clock' glove policy - higher standards of hand protection.
3	Lagging improved on hot pipes to protect against contact burns. Introduction of a 'clock to clock' glove policy to reduce cuts / hand injuries.
4	Documentation reviews and updates. PPE reviews and updates.
5	All nosings secured with glue on stairs were replaced with screw secured nosings. Replaced scaffold podium steps (unsecured) with Little Giant Safety Cage Ladders and JLG Peco/Nano lifts.
6	Correct selection of tool for maintenance task.
7	Annual refresher training. Risk assessments reviewed to ensure correct equipment is used for tasks.
8	All accidents fully investigated and root cause determined. If a process/method of working has highlighted risks/danger then we will always try to be proactive in adressing the issue in a sensible fashion, with no financial limitations. The management team in collaboration with the H&S comittee members are constantly applying dynamic risk assessments. Lessons learned- involve multiple people and people that are "hands on" in risk assessing. Be proactive - be preventative rather than reactive.
9	Allocation of sufficient time for training.
10	Good accident / dangerous occurrence analysis. Communication and feedback to staff.
11	Tool box talks and retraining individuals. Increased workplace inspections have taken place where unsafe behaviours are challenged.
12	Accidents were due to behavioural safety and people not paying attention when carrying out tasks. Behavioural safety is being addressed and emphasised.
13	Refresher training in use of PPE.
14	Closer monitoring of new starters and individuals working in new areas.
15	Understanding of incidents is only possible with good investigation. Each incident was thoroughly investigated but it is difficult to identify any individual lessons because of the diversity of the incident causes.
16	Value of refresher training and time to make observations of workplace behaviour and attitudes.

12) Priorities

As in previous years, members were asked for their health and safety priorities for both their companies and the industry. Where more detailed comments were provided by respondents, these are listed in the table.

Company priorities

Responses can be summarised as follows:

- Working at height and reducing falls
- Workplace transport risk assessment and action plan
- DSEAR management
- Fire safety
- Manual handling
- Mental health and wellbeing
- Protecting musculoskeletal health
- Slips, trips and falls
- Behavioural safety
- New starter training
- Cleaning to reduce asthma risk
- Health and wellbeing
- Learning from previous incidents
- Improving hazard reporting

Industry priorities

Responses can be summarised as follows:

- H&S culture
- Issues caused by equipment age
- Explosion prevention
- Working at height
- Traffic management
- DSEAR management
- Fire safety
- Dust
- Mental health and wellbeing
- Preventing workplace ill health
- Sharing best practice across the industry
- UKFM to produce posters on key H&S issues
- Behavioural safety
- Stress and mental health
- Bespoke industry specific learning topics

H&S priorities - Company	
1	Removing A-frame steps and ladders and installing mobile elevating work platforms (MEWPS), scaffolds, towers and fixed platforms where possible to prevent falls from height.
2	Ensuring appropriate training is carried out to ensure safe working practices.
3	Delivering the workplace transport risk assessment action plan.
4	Clock to Clock Glove policy - mandatory wearing of cut resistant gloves in most areas of site to reduce hand injuries.
5	Traffic management and segregation of workplace transport. Small site footprint.
6	Learning from incidents, particularly those causing most lost time.
7	More emphasis on proactive risk management.
8	Emphasis on health and wellbeing to keep staff healthy, safe and engaged.
9	Behavioural safety. The majority of incidents have been due to poor behaviours where employees are not thinking safety first.
10	Training and supervision of new starters, in part due to the shortage of skilled/competent workers.

H&S priorities - Industry	
1	Ingraining safe working practices and environmental awareness into the industry culture.
2	Ageing equipment and old mills (with sub-optimal, hereditary equipment position) has safety implications.
3	Working from heights, especially reducing chance of falls from curtain side trucks for flour delivery.
4	Ensure the industry is preventing workplace-related ill health.

APPENDIX

A number of responses featured written comments, which cannot easily be summarised in the main report, but may provide helpful information for Health & Safety managers and others. This appendix includes these comments, split by section. Not every accident reported included the specific cause. Additional information is provided on fires.

Specific causes of accidents

Specific causes of slip, trip and fall accidents	
1	Whilst discharging bulk flour tanker at customer site, driver slipped on wet ground.
2	Whilst moving elevator belt into wheat silo, operator fell backwards.
3	Driver with diesel on bottom of shoe slipped on truck step.
4	Contractor was rushing/walking too fast and tripped over own feet.
5	Warehouse operator tripped over corner of pallet - not paying attention.
6	Slippery surface caused by weather conditions.
7	Turned on stairs and slipped.
8	Slipped and tripped over pallets.
9	Tripped over ladder on the floor.
10	Restricted access due to portable heater placed in the area.
11	Slipped on ice in the yard.
12	Pot hole in the yard.
13	Cold morning arrival (early, 5am), on site before any treatments applied.
14	Individual not aware of surroundings.
15	Wet floor.
16	Employee carried out task whilst overseeing trainer was absent from the area.

Specific causes of manual handling accidents	
1	Poor lifting technique.
2	Awkward posture due to machinery / blow lines.
3	Engineer using a 'pry bar' to open a scraper. Due to poor manual handling, the bar slipped and hit the operator on the chin.
4	Manual handling box of wheatfeed out of a cupboard, did not realise how heavy the box was.
5	Chain pulley not secured correctly.
6	Sharp edges on pipe and no gloves worn.
7	Trailer door caught by the wind, driver attempted to stop it swinging.
8	Operator overexerted themselves trying to open machinery blocked with product.
9	Attemped to lift large volume of product into a mixer.

Specific causes of hit-by and struck-by accidents	
1	Operator not fully aware of surroundings, stood up and struck their head (they had removed their bump cap).
2	Digits being struck by a closing door. One time a malfunction in self-closer, the other a distracted individual.
3	No bump cap worn and bumped head on machinery.
4	Walked backwards into mill stones.
5	Warehouse operator bruised arm on conveyor guide when removing a badly stitched bag of flour.
6	Washing pallets, had removed safety boots to avoid getting them wet.
7	Finger hit by moving slide.
8	Hit by cardboard baler door.
9	Hit by discharge pipe.
10	Hit by conveyor inspection panel lid.
11	Hit by blower unit.

Further information on fires

	Fire 1	Fire 2	Fire 3	Fire 4	Fire 5
Serious* fire?	Yes	Yes	Yes	No	No
Source of fire	Platic in rollers	Metal on metal heat build up on rollers	Electrical Control Panel	Smoulder on brush	Overheating rolls.
Machinery involved	Roller Mill	Roll stand	Packing Lines	Rollermill	Roll stand.
Likely cause	Overheating	Uneven feed from feed gate	Overload	Rubbing too hard on cylinder	Automatic roll disengagement did not occur when mill was placed in suspend because this system was set to manual mode for previous maintenance work and not returned to automatic at the end of the work. This meant rolls were running together with no stock passing through to transfer heat away.
Prevention systems activated	Yes		Yes	Yes	Fire alarm and automated equipment shut down.
Time taken to extinguish fire	10 mins	30 minutes - Fire Service	2 mins	No fire just smoulder	~10 minutes
Any injuries	None	None	None	No	None
Damage caused	None	1 roll stand destroyed	The control panel	Only brush replaced.	Smoke damage to dust collector filters.
Estimated cost of the incident	None - just time lost	Lost production (customers were serviced from other sites) & clean up costs Equipment was replaced from own stock	£10,000	£200	~£1000
Any other information		Mill production stopped for 92 hours			A warning light was installed to let operatives see when the automatic suspend system was disengaged.

*serious fires defined as those resulting in injury or more than 4 hours' of lost production.

Detail on action plans to improve occupational health and wellbeing

	Action plan to improve occupational health and wellbeing - comments
1	Excluding non-essential personnel from the wheatfeed bay, which can be dusty.
2	Introduction of mental health first aiders. Ongoing Employee Assistance Programmes.
3	Periodic occupational exposure surveys are carried out for dust, noise and EMF with recommendations being evaluated and implemented if deemed a worthwhile improvement. Annual Health Surveillance is also carried out.
4	Always investigating new methods and following coporate guidance on health and well being.
5	Carry out periodic health surveillance and carry out periodic exposure surveys ensuring all recommendations are completed.
6	Implemented Mental Health First Aid support and has made mental health awareness training mandatory for all colleagues. Access to an Employee Assistance Program continues to be promoted.
7	Yearly check ups and assessments with occupational health. Offer a free Employee Assistance programme avaialbe 24/7 that provides advice on areas such as mental health, medical information, drug and alcohol issues and more.
8	Annual health surveillance conducted, trained mental health first aiders, signed up to Bupa helpline for all employees to get free confidental advice on a range of topics. Risk assessments conducted and annual tool box talks.
9	Annual health screening. Risk assessments, training and annual health screen.
10	We routinely provide health survillance for Lungs, hearing and respriatory condiitons and FLT medicals.
11	Restart services of Occupational Health provider and recommence monitoring.
12	All employees that are referred by occupational health are sent a company letter informing them that they have been referred and that they need to make a decision on what they would like to do (they have 1 month to decide). The choices they have are to arrange an appointment with their GP or sign off to say that they do not want to follow up their referral.
14	Annual occupational health appointments. Investigating in additional cleaning equipment to reduce flour dust exposure. Plan next year to raise awareness of Occupational Asthma.
15	Wellbeing plan in place, including mental health first aiders, employee assistance progammes, lots of free help and advice, all well publicised.

Detail on action plans to reduce incidence of musculo-skeletal disorders

	Action plan to reduce the incidence of musculo-skeletal disorders - comments
1	Annual manual handling refresher training, engineering out manual handling where reasonably practicable.
2	Manual handling avoided where possible and reduced to as low and frequent as necessary.
3	No history of issues but checks on this are completed during periodic health surveillance and any issues would be managed jointly by ourselves and our occupational health provider.
4	Reviewing all manual handling assessments and implementing approproate controls from L23 and INDG23.
5	Yearly check ups and assessments with occupational health. If musco-skeletal disorders are found at an early stage, we would provide reasonable adjustments for the employee in the role to prevent this from progressing.
6	Use of robot packers and training.
7	Regular manual handling training carried out.
8	Manual Handling training and regular surveillance with occupational health provider.
9	All staff watch video on manual handling and refesher training arranged where necessary. Active monitoring of staff. CCTV to ensure that manual handling training was being followed in case of accidents/incidents. Health and Safety posters across site.
10	Continual programme of manual handling assessments and training in place.
11	Yes, plan includes continuous review of manual handling risks, training programmes, manual handling instructor training, e-learning, consultation with employees
12	Continued consideration as new tech is released. We have recently installed robotic (conveyor to pallet) packer to reduce MSD concerns and increase productivity