

Health and Safety

Annual Report



PRIFYSGOL
BANGOR
UNIVERSITY

2022/2023

SUMMARY OF KEY PERFORMANCE INDICATORS

**NEW STAFF
(H&S) INDUCTION**

66.9%

(232 out of 347 new staff)

Behind target

COMPUTER USERS



50.7%

Completion of Training
and Self-Assessment

Behind target

INJURY ACCIDENTS TO STAFF



21.5

Accidents per 1000 Employees

In line with
historical
performance

**STAFF SICKNESS
ABSENCE RATE**



5.2

Days Lost per FTE Employee

0.7 days below
HE Sector

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1. H&S POLICIES & KEY DOCUMENTS

This section provides a summary of new, revised and revoked 'key' institutional health and safety documents that were introduced, removed, or modified during the year.

NEW & REVISED POLICIES

No new policies were introduced in 2022/23. The following policies were revised during the year, with no new responsibilities or accountabilities allocated:

- Electromagnetic Fields (EMF).
- Manual Handling Operations.
- Safety of Electrical Equipment.
- Safe Use of Artificial Optical Radiation.
- Risk Assessment.
- Minibus Safety.
- Non-Smoking.
- Safe Use of Computers (DSE).
- University Diving Projects.

REVOKED POLICIES

No health and safety policies were revoked in 2021/22.

2. AUDITS, PERFORMANCE, ANALYSIS

Summary of key performance indicators for institutional, College and Professional Services, and risk management aspects.

AUDITS & INSPECTIONS

The College and Professional Services audit schedule was not re-started. Audits and audit support are subject to discussion and planning for the future.

COLLEGE / SERVICES ANNUAL SUMMARY OF PERFORMANCE (SELF-EVALUATION)

Each College, and Professional Service, together with the Students' Union, MSParc and Management Centre, reported on their health and safety management arrangements for the year.



Previous year comparative performance in brackets, where applicable.

Item	%	Narrative
Documentation: H&S Policy	93% (85%)	All Colleges and 11 Services have a H&S Policy
Documentation: Overview Risk Assessment	93% (77%)	All Colleges and 11 Services have an Overview Risk Assessment
Dean/Director meets with H&S Officer/Coordinator	80% (85%)	<ul style="list-style-type: none"> ○ All College Heads and 9 Service Directors meet their H&S Officer/Coordinator ○ 4 (1) = weekly, 1 (1) = 2-weekly, 5 (2) = monthly, 2 = other frequency
H&S Committee / Body	100% (92%)	<ul style="list-style-type: none"> ○ 3 Colleges and 5 Services operate a H&S Committee ○ 7 Services operate without a H&S Committee, but other robust mechanisms exist to discuss H&S
Chair of H&S Committee / Body	100%	All Colleges / Services chaired by the Head of College or Director/Nominee
Consultation with Staff	93% (100%)	All Colleges and 11 Services state that they consult with staff on local h&s matters, where applicable
H&S Inspections	60%	<ul style="list-style-type: none"> ○ 2 (3) Colleges and 7 (9) Services confirmed Head / Director participated in H&S Inspections ○ 2 Services stated the H&S Coordinator carried out H&S Inspections ○ 1 Service is new with Inspections planned 2024
Staff H&S Induction	80% (73%)	12 stated all staff locally inducted, 3 stated some
Fire Safety	93%	All Colleges and 11 Services confirmed they have arrangements in place to inform staff and students what action to take in a fire alarm

Colleges and Services are indicatively scored using 13 measurements, which include policy, consultation and participation of Head and Director in H&S inspections. Previous year performance (against 18 measurements) is provided in brackets, where applicable.

College	% Performance
College of Medicine & Health	80% (90%)
College of Science & Engineering	87% (95%)

College of Arts, Humanities & Social Science	87% (95%)
Professional Service	% Performance
Campus Services	100% (89%)
Canolfan Bedwyr	100% (78%)
Digital Services	85% (94%)
Finance Services	46% (56%)
Human Resources	85% (89%)
Marketing, Recruitment and Communications	62% (50%)
Student Services	92% (89%)
Students' Union	92% (94%)
Management Centre	100% (100%)
VC's Office	77%
Strategy, Planning & Research	100%
Menai Science Park	85%

• BIOLOGICAL HAZARDS

The University Chemical and Biological Health and Safety Sub-Committee oversees health and safety aspects of Bio and GM work, with frequency of meetings now increased to twice a year.

There were no significant adverse biohazard incidents reported during the year.

Several inspections took place in 2023 with, in most areas, a good level of housekeeping being maintained, and appropriate arrangements in place. A marked improvement was also evident in laboratories which had previously raised concerns.

Several relatively minor, in bio safety terms, issues were identified with one research Lab, which was particularly attributable to lack of ownership for the day-to-day management of the facility. Follow-up action included unannounced visits by the College Manager and Head of School, the replacement of large equipment to increase space, and the appointment of local support. Bio Safety monitoring will continue in 2023/24 with regular visits and inspections of a wide selection of areas.

• RADIATION

The University's Radiation Health and Safety Sub-Committee oversees scientific radiation work, use of X-rays and use of higher-powered lasers. The frequency of meetings increased to two a year in 2023.

The University's specialist external Radiation Protection Adviser (RPA) visited all relevant (non-laser) areas during the year to confirm legislative and good practice requirements are met. There were no significant adverse findings.

The continued success of specialist research at the University is resulting in the volume of work with radioactive materials increasing, and this is likely to expand further over the coming years. In support of this, additional RPA and University officer oversight and support is being provided.

The University's Laser Safety Officer (LSO) oversees all health and safety aspects of the use of Class 3b and Class 4 lasers. The LSO has continued their oversight work, even throughout the pandemic, with no significant issues raised.

There has been 1 laser incident of note during the year where an interlock was overridden. There was no harm and the unauthorized action resulted in disciplinary action.

3. ENFORCEMENT ACTION & STATUTORY INSPECTORATE VISITS

No enforcement action was taken against the University in 2022/23.

• Health and Safety Executive (HSE)

The HSE made contact after a complaint that the University was not providing a suitable rest/kitchen area in a small office building. This was immediately investigated and resolved, and formally 'closed out' with the HSE in three days. No action was taken.

• Natural Resources Wales (NRW)

The NRW Inspector visited applicable research areas, where certain ionising radiation materials were housed and used, to confirm environmental risks are suitably controlled. No concerns were noted, and the facilities and management arrangements received

the best available performance indicator for compliance.

4. HEALTH AND SAFETY TRAINING

The academic year continued to increase ‘in-person’ health and safety training provision, and the use of online training for new staff and computer users.

In 2022/23 an increased number of courses were provided or facilitated through central Health and Safety team, including health and safety management training, such as the IOSH Managing Safely qualification, and Executive level health and safety briefings. Numerous members of staff have also obtained national awards of Certificate and Diploma in Health and Safety, provided through external bodies.

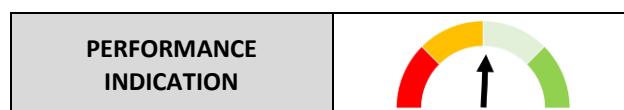
Year	No of Courses / Sessions	Staff/PG Students
2022/23	Total Participants	1,148
	<i>45 in-person training events</i>	161
	<i>DSE online</i>	755
	<i>New Staff H&S Induction online</i>	232
2021/22	Total Participants	408
	<i>31 in-person training events</i>	86
	<i>DSE online</i>	158
	<i>New Staff H&S Induction online</i>	164
2020/21	Total Participants:	2,898
	<i>8 in-person training events</i>	25
	<i>DSE online</i>	154
	<i>New Staff H&S Induction online</i>	125
	<i>Covid H&S Training online</i>	2594

There are no (centrally available) records of the health and safety training provided locally by Colleges and Services, or for training which is obtained through external providers. It is anticipated that Colleges, Services, and individuals will be able to

¹ This figure excludes some manual, hourly-paid and casual staff who receive local H&S inductions

record local H&S training from 2023/24, through the new record system.

• GENERAL STAFF INDUCTION(S)



General University Staff Induction is used as an Institutional Health and Safety targeted-KPI.

Target: The 2022/23 target of 90% was not achieved. **232** out of **347** new (as applicable) contracted staff completed the General University on-line Staff Induction. *The target for 2023/2024 will therefore remain at 90%.*

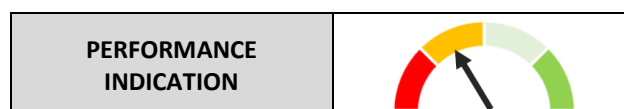
H&S is no longer included in the in-person New-Staff Induction and completion of the on-line H&S module is used as the measure for the KPI.

The roll-out of mandatory H&S on-line training in 2023/24 should alleviate the potential for staff to have not received any recorded h&s induction.

Target for 2022/23 was 90%		
PERFORMANCE INDICATOR	STATUS/VALUE	NOTES
Percentage of new Staff (invited) who completed the University on-line H&S Induction ¹	66.86%	Deterioration on 68.91% 20/21 performance

Note: Local (School / Service / Research Group) H&S Inductions are not recorded centrally and therefore not currently utilised as an institutional KPI.

• COMPUTER USERS TRAINING



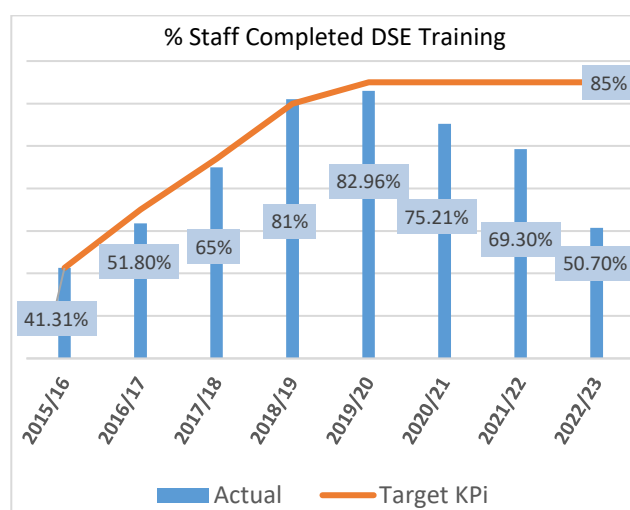
Computer User Training (DSE) is used as an Institutional health and safety targeted KPI. Relevant training is specifically required by the Display Screen Equipment Regulations.

Note: A Policy change in 22/23 now requires all staff to undertake a DSE Self-Assessment every 3 years, reflecting national standards. This change has impacted KPI performance as, previously,

performance was measured on assessment within past 4-7 years.

Target for 2022/23 was 85% of all DSE Users		
PERFORMANCE INDICATOR	STATUS/ VALUE	NOTES
Percentage of Computer (DSE) Users who have completed the on-line training and self-assessment within given period	50.7%	Downward trend --- 2023/24 target remains at 85% of DSE users with in-date assessments

During 2022/23, 755 (158 in 21/22) members of Staff completed the on-line Computer Users Training and Self-Assessment, culminating in around 50.7% of estimated Computer Users having completed the training within the 3 year period.



The decline in staff undertaking DSE training has been noted and additional promotion will be undertaken in 2023/24.

The following table shows % of 'computer user' Self-Assessments completed (completion rate) in each College, School, and Professional Service².

College/Service	% DSE
College of Arts, Humanities and Social Sciences	34%
College of Science and Engineering	61%
College of Medicine and Health	36%
Canolfan Bedwyr	59%
Digital Services	13%
Finance Services	66%
Human Resources	67%
Marketing, Communications and Recruitment	77%

² This data is based on staff employed on the 31st of July 2023

Campus Services	76%
Strategy, Planning and Research	95%
Student Services and Administration	62%
Students' Union	73%
Vice-Chancellor's Office	22%

COMPETENCY

Competency and Awareness levels are established for the various senior leadership and management roles and positions. The percentage of applicable staff who have attended or participated in stated H&S training is then used as a performance measure. The core competence and training expectations are:

Council: Attendance or Participation in a dedicated Briefing Session for Governing Body roles and responsibilities for health and safety.

Executive: Attendance or Participation in a dedicated Briefing Session for Executive roles and responsibilities for health and safety.

Directors of Professional Services: Attended Director level health and safety briefing or Director level Training, or relevant H&S management training.

Health and Safety Coordinators: A training level of NEBOSH, 'IOSH Managing Safely' or 'tailored course' has been established for each College/Service, dependant on their risk profile.

	Training Level Attained
Council	100%
Executive	92%
Directors Professional Services	77%
H&S Coordinator / Officer (13)	69%

5. ACCIDENTS & INCIDENTS

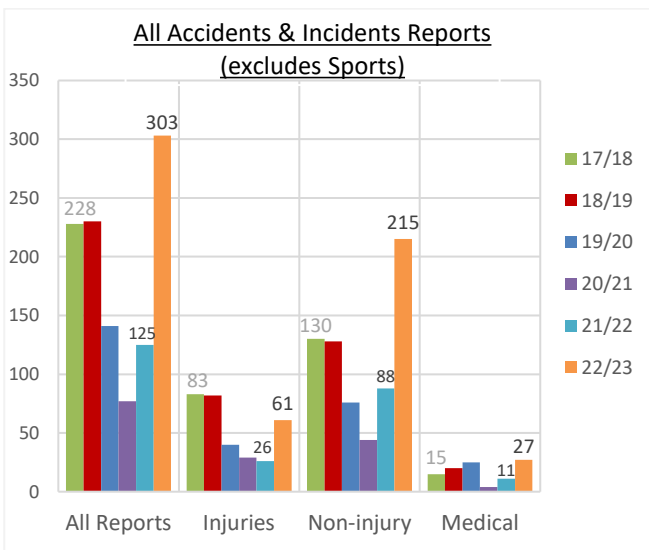


As anticipated, the total number of reported accidents and incidents increased in 2022/23. The first full year (since 2019) without some Covid restrictions.

During the academic year, **303** Incident Reports were received (excludes Sports related), exceeding the 125 reported in 21/22 and 77 received in 20/21, both being pandemic restricted periods.

The **303** total reports received is an increase on the **230** received in 2018/19, the last year unaffected by Covid, and possibly reflects the effort made to improve reporting. Many of the additional reports received for this period related to near misses and reports of potentially unsafe situations/practice, which may not have been reported in the past.

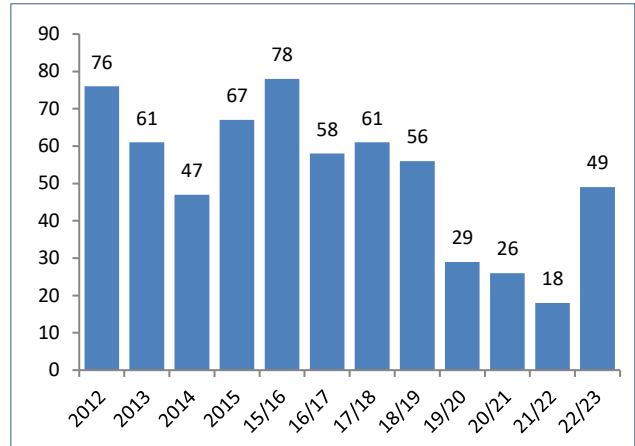
61 reports involved an ‘injury’ to staff, students, and authorised visitors (there were 26 2021/22), **215** reports referred to non-injury incidents (including, near miss, dangerous or unsafe situation, unsafe practice, fire alarm activations, lift entrapments, student related incidents outside of University control or direct influence). The remaining reports related to medical incidents (such as fainting, illness and convulsions).



• INJURY-ACCIDENTS TO STAFF AND STUDENTS

The number of injury-accidents to Staff and Students are showing a return to pre-pandemic.

Injuries to Staff and Students



The number of Staff and Student accidents reported in 2022/23, that involved injury and occurred because of their University activities or studies or on University property, was **49** (18 in 21/22). Of these, **43** (14 in 21/22) accidents related to Staff and **6** (4 in 21/22) to Students.

In addition to the Staff/Student injury-accident reports, a further **12** (8 in 21/22) Injury-Accident Reports were received for injuries to visitors and contractors. All were minor in nature.

• SPECIFIED (SERIOUS) INJURIES

There were no “specified injuries” (as defined by RIDDOR) during the year. Such would include fractures, scalding requiring hospital treatment, loss of consciousness, serious burns, etc.

• INJURY ACCIDENTS RATE (per 1000 at Risk)

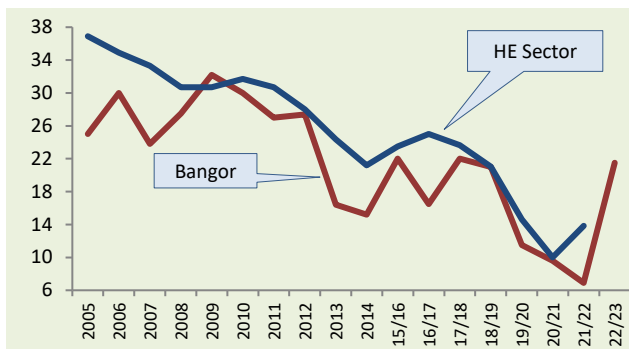
Staff

The Staff injury-accident ratio for 2022/23 was **21.5** accidents per 1,000 employees³. Although an increase from the **6.9/1000** reported in 2021/22, this is comparable to pre-pandemic years.

The National Rate for 2021/22 (last available data) was **13.85/1000** (headcount).

³ Based on 1,997 members of Staff during the year (headcount)

Sector and Bangor University Injury-Accidents averaged per 1000 STAFF Headcount (2005 – 2022/23)

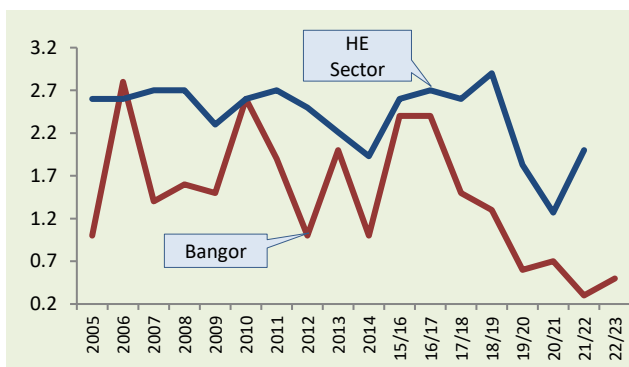


15/16	16/17	17/18	18/19	19/20	20/21	21/22	22/23
22.4	16.5	22	21	11.5	9.6	6.9	21.5
23.48	25	23.64	21.05	14.62	10	13.85	

Students

In 2022/23, there were 6 (4 in 21/22) Student injury-accidents as a direct result of their studies or University activity. Showing a ratio of 0.5 (0.3 in 21/22) accident per 1,000 Students⁴.

Sector and Bangor University Injury-Accidents averaged per 1000 STUDENTS (2005 – 2022/23)



15/16	16/17	17/18	18/19	19/20	20/21	21/22	22/23
2.4	2.4	1.5	1.3	0.6	0.7	0.3	0.5
2.6	2.7	2.6	2.9	1.83	1.27	2	

REPORTABLE ACCIDENTS (RIDDOR)

During 2022/23, there were 2 Health and Safety Executive (HSE) Reportable (RIDDOR) Accident / Incident. This equates to 0.08/1000 students.

1 RIDDOR related to a student suffering a cut finger after making contact with the band saw blade – the injury required treatment at hospital. The second RIDDOR was a member of staff who fell on steps in

icy weather which resulted in them taking more than 7 days off work as a result of their injury.

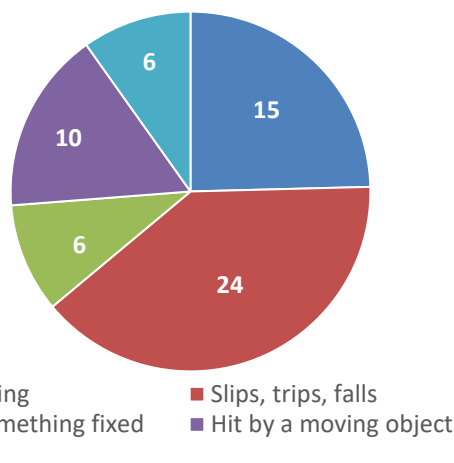
The Bangor University rate for this year for Staff RIDDOR incidents is 0.5/1000. In 2021/22 the rate was zero.

Year	Staff	Student	Visitor	Total
2022/23	1	1	0	2
2021/22	0	1	0	1
2020/21	1	1	0	2
2019/20	1	0	0	1
2018/19	5	1	1	7
2017/18	0	3	0	3
2016/17	1	1	0	2
2015/16	4	1	0	5
2014	7	1	0	8
2013	3	1	1	5
2012	0	2	0	2
2011	3	0	0	3
2010	3	3	1	7
2009	10	0	2	12

There were no Reportable Occupational Diseases or Reportable Dangerous Occurrences in 2022/23.

INJURY ACCIDENT CAUSATION (all accidents)

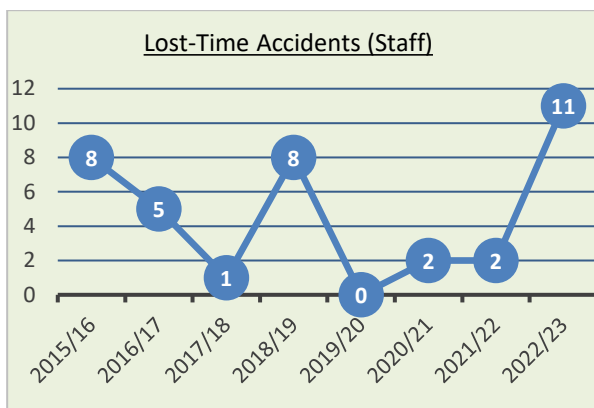
The majority of the 61 injury-accidents involved either a handling activity (15 = 25%), hit by a moving object (10 = 16%); a slip, trip or fall (24 = 39%); hit something fixed / stationary (6 = 10%); other (6 = 10%).



LOST-TIME ACCIDENTS & INCIDENTS TO STAFF

There were 11 recorded Staff lost-time incidents in 2022/23, a notable increase on historic figures.

⁴ Based on 12,070 Students during the year



The 11 lost-time incidents are as follows:

- 1 – gastrointestinal sickness after taking water samples at the beach which had been subject to a sewage alert.
- 1 – upper limb pain: the person stated was caused by their work furniture / set-up.
- 1 - fractured toe after dropping a fish measuring board onto it.
- 1 – lower back and hip pain: struck by door which was opened out onto them.
- 1 – bump to head after knocking against the side of a works vehicle.
- 1 – slipped on ice on external steps leading to serious ligament damage.
- 1 – wood fibre entered the eye.
- 1 – twisted ankle and pulled shoulder after tripping on a step whilst passing through a door carrying multiple personal bags.
- 1 – twisted ankle after a fall on stairs.
- 1 – neck and shoulder pain after putting a parcel, which had fallen off a trolley, back onto the trolley.
- 1 – pulled neck muscles after moving catering equipment.

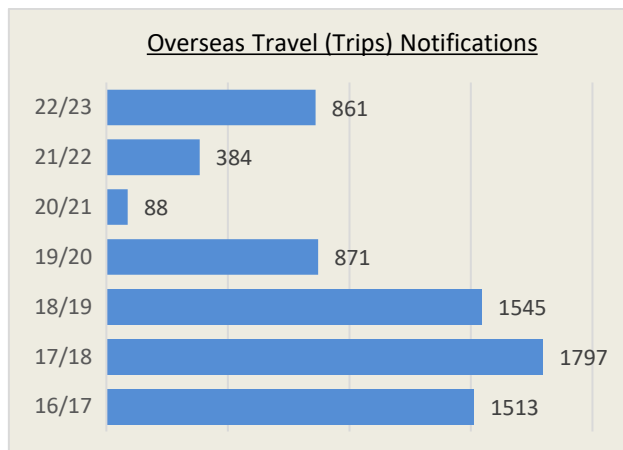
SPORTS RELATED INCIDENTS

There were **130** sports incident reports received (non-academic activities), primarily for injuries which inevitably occur when participating in some sports.

OVERSEAS TRAVEL & INCIDENTS

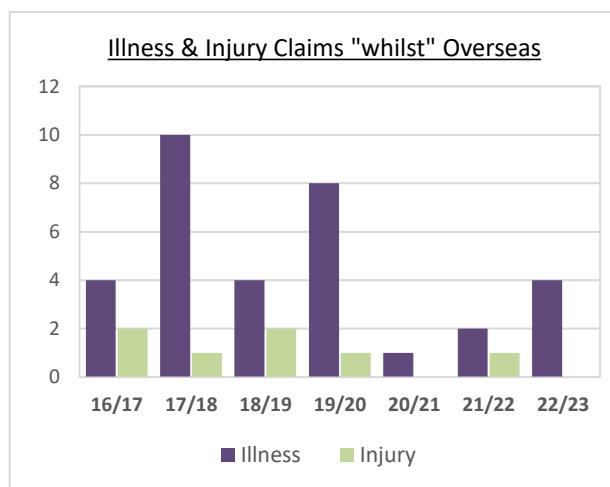
Staff and Students recorded **861** University-related overseas trips during 2022/23, a 124% increase on 2021/22 - which was a period still experiencing some COVID-19 travel restrictions.

It is noted that **861** overseas trips is still significantly lower than 2018/19, the last year unaffected by COVID-19 restrictions.



13 Overseas Travel ‘Insurance’ Claims were made in 2022/23, with **6** Medical or health related claims:

- 2 due to persons falling ill before travel and being unable to fly.
- 1 due to emergency costs after contracting typhoid and requiring hotel accommodation and meals whilst in quarantine.
- 3 due to general illness whilst overseas.



There were no injuries reported this year.

• **VEHICLE ACCIDENTS & INCIDENTS**

University (core) Hire Vehicles

This aspect of vehicle-use is evaluated as a risk indicator for ‘work-related driving’ using hire vehicles.

During the 2022/23, and using data from the core hire vehicle provider, there were **409 (290 in 2021/22)** separate car hires over a total of **1,124 (741 in 2021/22)** days.

Distance travelled totaled **123,801⁵ (93,753 miles in 21/22 and 255,090 in 17/18 the last full year before the pandemic).**

NOTE: The above data does not include the COVID Research Group which hires vehicles from across the country.

During this period, **4** insurance claims were made for minor damage by. These included a scuffed bumper, a broken wing mirror, a vehicle damaged by others.

No persons were hurt as a result of these incidents and no other injury was reported due to hire vehicle travel on University business.

Core Hire Vehicle Provider: Incident Rate ⁶					
2017/18		2021/22		2022/23	
Total Days	Total Miles	Total Days	Total Miles	Total Days	Total Miles
1,810	255,090	741	93,753	1,124	123,801
Inc./ Days	Inc./ Miles	Inc./ Days	Inc./ Miles	Inc./ Days	Inc./ Miles
4.4/ 1000 days	3.18/ 100k miles	9.4/ 1000 days	7.5/ 100k miles	3.56/ 1000 days	3.23/ 100k miles
TOTAL INJURIES		TOTAL INJURIES		TOTAL INJURIES	
0		0		0	

Note: this table relates only to the primary hire vehicle provider.

University Vehicle Fleet

Campus Services is the single largest vehicle operator at the University, operating 34 road-going vehicles in 2022/23. The remaining Colleges and Services operated a further 9 vehicles (this excludes the Students’ Union).

⁵ Data provided by the main University car hire supplier, Aberconwy Car Hire

⁶ Using total incidents (4) per **hire days and mileage** for one (hire) vehicle provider, excludes COVID Research Group

These **43** University owned/ leased vehicles travelled **137,316** miles during the year.

1 insurance claim made relating to vehicle damage after a collision with a post. There were no injuries reported.

Students’ Union (SU) Vehicles

The SU is a separate legal entity with different insurers. The SU ‘owns/leases’ 7 vehicles: namely, 4 minibuses, 2 MPVs and 1 transit type van.

There were **no** reported road traffic injuries or insurance claims for SU vehicles during the year.

The total mileage travelled for SU vehicles in 2022/23 was reported as **2,702.5**. Although higher than 2020/21 where Students’ Union vehicles travelled 1,441 miles, this is still significantly lower than the 35,074 travelled in 2019/20.

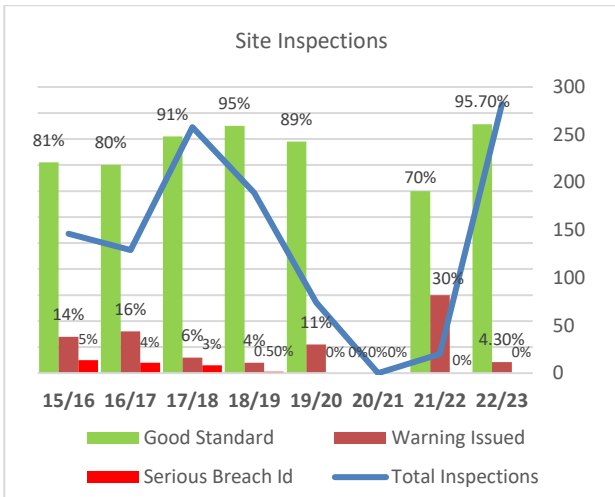
• **SITE-MONITORING (CONSTRUCTION & MAINTENANCE)**

In addition to day-to-day supervisory management activity, Campus Services staff will undertake formal Site H&S Inspections to confirm and monitor both Contractors and University maintenance staff are working in a safe manner.

These inspections seek to confirm no person is placed at risk because of Campus Services contractor or maintenance activities.

During 2022/23 **282** formal site inspections resumed a significant increase on 2021/22.

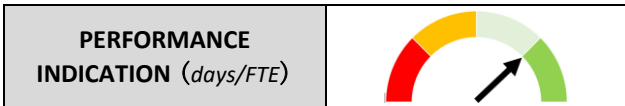
Accurate mileage records for the COVID Group were not available for this 12-month period, therefore their 4 incidents are not included in the rate



The above chart indicates the total number of Site Inspections carried out, and the % of these which observed a Good Standard, Warning Issued or Serious Breach.

Contractor’s staff are also required to undertake a specific Campus Services safety and work standards Induction, which may then be relayed to Contractor’s own employees and their sub-contractors. During 2022/23 142 Induction Sessions were provided (70 in 2021/22).

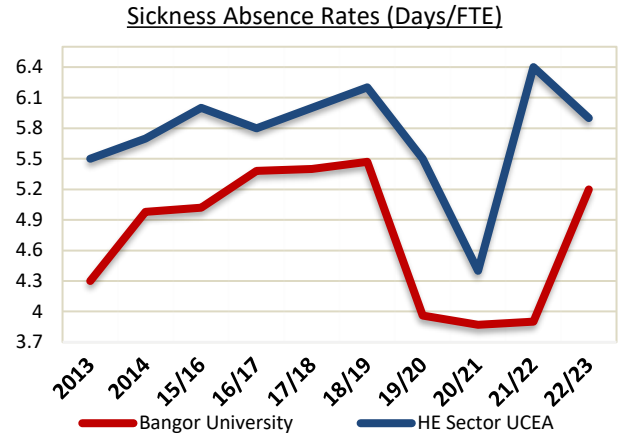
6. STAFF SICKNESS ABSENCE



Note: the 2022/23 Annual Report will be the last where detailed sickness absence information is included. This aspect will in future be reported through Human Resources. Summary absence causation data and rates will remain.

The headline sickness absence rate continues to rise towards pre-pandemic levels.

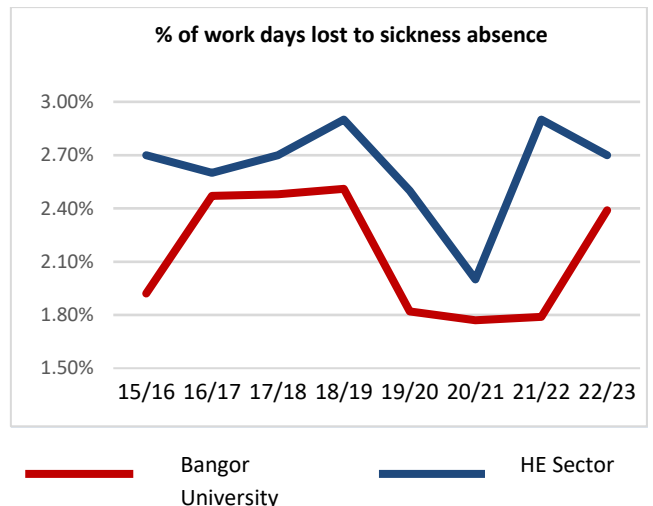
During 2022/23 a total of 8,584 working days were lost due to (reported) sickness absence. This equates to an annual Staff Sickness Absence rate of around 5.20 days per FTE employee⁷ (3.9 days in 2021/22). The National Sector Average in 2022/23 was 5.9 days, as reported by UCEA.



For context: Local comparators, Ynys Mon Council reported 9.15 days (FTE) for 2022/23. Further afield, the Welsh Civil Service reported a 9 day absence rate in 2021/22, UK Civil Service reporting 7.9 days, and CIPD report that the average rate of employee absence, across all employers in the UK, now stands at 7.8 days per employee per year.

The Office of National Statistics works on a % of time lost to sickness absence and estimates the UK rate, across the whole labour market, at 2.6% in 2022.

The Bangor University 2022/23 Sickness Absence rate of 5.20 days equates to around 2.39% of the available working time⁸ lost due to sickness absence. The rate in 2021/22 was 1.79%.



80.6% (6,919 working days, adjusted for FTE) of all sickness absences reported in 2022/23 were confirmed by a medical (doctor) certificate, with the

⁷ Based on an average FTE over 2022/23 of 1649.916

⁸ Based on an average of 260.715 working days per year

remainder 19.4% (1,665 working days, adjusted for FTE) being self-certified.

Long-term absences, those greater than 20 days working days, accounted for **63.97%** (5,491 working days absence, adjusted for FTE) of the total absence days reported, showing a **12.03%** increase on 2021/22.

Percentage of sickness absence that is long-term					
	18/19	19/20	20/21	21/22	22/23
Bangor	64.0%	56.7%	72.4%	57.1%	64.0%
Sector	54.6%	56%	62.1%	53.4%	54.9%

SICKNESS ABSENCE: % OF STAFF

509 members of Staff (headcount) reported an absence during the year, equating to around **25.49%** of Staff. In 2021/22 the rate was 20.5%, 18.14% in 2020/21, 26.23% in 2019/20 and 28.91% in 2018/19.

The University is therefore able to report that **74.51%** of employees did not report a single incidence of sickness absence during the year.

BENCHMARK SICKNESS ABSENCE TABLE (UCEA)

This section, referencing the UCEA **2022/23** benchmark report, provides an indicator of how Bangor University compares to the whole Sector, and to the subset of universities of the same **type** (Pre-92) and **size** (small).

UCEA define an institution as "small" if it has fewer than 2000 FTE employees. There are 14 institutions in the same 'subset' as Bangor University.

UCEA REPORT 2022/23		All (118) HE institutions		Pre-92, small HEIs (14)	
Measure (FTE)	Bangor (BU)	Benchmark	BU Rank	Benchmark	BU Rank
Average working days lost (days)	5.2	5.9	33	5.6	6
% of working days lost	2.4%	2.7%	36	2.6%	7
Average period of	8.5	6.1	104	6.1	13

absence (days)					
Short- & Medium-Term working days lost (days)	1.9	2.6	13	2.4	3
% long-term sickness absence	64.0%	54.9%	98	56.9%	12

The following is the sickness absence causation summary for **2022/23**, as provided by the UCEA benchmark report.

All Sickness Absence (short, medium, and long-term)			
Absence Category	BU	All (118)	Pre-92, small HEIs (14)
RESP - Asthma and other chest/respiratory problems incl. pneumonia, bronchitis, pleurisy	2.8%	3.9%	3.3%
CNCR - Cancers and tumours (Benign and malignant)	8.9%	3.9%	3.6%
COLD - Cold, cough, flu - influenza	9.8%	15.7%	13.5%
DEGP - Diabetes and other endocrine/glandular problems (e.g., diabetes, thyroid, metabolic)	0.1%	0.3%	0.3%
ENTD - Eye, ear, nose, throat and dental problems	3.2%	3.0%	2.5%
GNIT - Genitourinary and gynaecological disorders, excl. pregnancy	3.3%	1.4%	1.5%
MIGR - Headache, migraine and neurological/nervous system	5.9%	3.7%	2.9%
MENP - Symptoms of the menopause or perimenopause	0.0%	0.1%	0.0%
HEBL - Heart, circulatory and blood disorders	3.9%	2.5%	3.0%
OPER - Operation/ recovery/ medical appointment	5.4%	6.2%	6.7%
INBP - Injury, burns and poisoning	8.4%	3.4%	2.5%

MNTL - Mental health incl. exhaustion, fatigue, nervous debility, alcohol/drug abuse	28.5%	27.4%	26.9%
MUSC - Musculoskeletal incl. back/neck problems, carpal tunnel, tendonitis	7.2%	8.5%	10.1%
INFC - Other infectious diseases (e.g. shingles)	0.0%	1.2%	0.6%
PREG - Pregnancy-related disorders	0.4%	0.9%	0.9%
SKIN - Skin disorders	0.2%	0.4%	0.4%
STMC - Stomach/ digestive/ gastrointestinal problems (e.g. vomiting, gastroenteritis, diarrhoea)	6.3%	5.8%	4.9%
LCVD - Symptoms arising from a diagnosis of long Covid	4.6%	1.7%	1.4%
OTHR - Other known causes not covered by the UCEA categories	1.1%	5.6%	6.5%
UNKN - Unknown causes/not specified	0.0%	4.3%	8.5%

PERIODS OF LONG-TERM ABSENCE

The following table demonstrates the total absence period of all long-term ill health cases that concluded in 2022/23, compared to previous years.

It is noted that most (long-term) absences, **65%**, ended within a 2-month period.

Over 20-day absences that concluded in 2022/23 (comparator 2021/22, 2020/21, 2019/20, and 2018/19)					
Absence period in Months	Number of Instances 2018/19	Number of Instances 2019/20	Number of Instances 2020/21	Number of Instances 2021/22	Number of Instances 2022/23
≤2	67	55	53	49	67
≤3	8	21	17	11	19
≤4	6	5	5	5	8
≤5	7	2	2	2	2
≤6	9	3	3	2	4
≤7	2	1	5	2	1
≤8	2	0	2	2	1
≤9	0	0	0	0	0
≤10	0	0	2	0	0

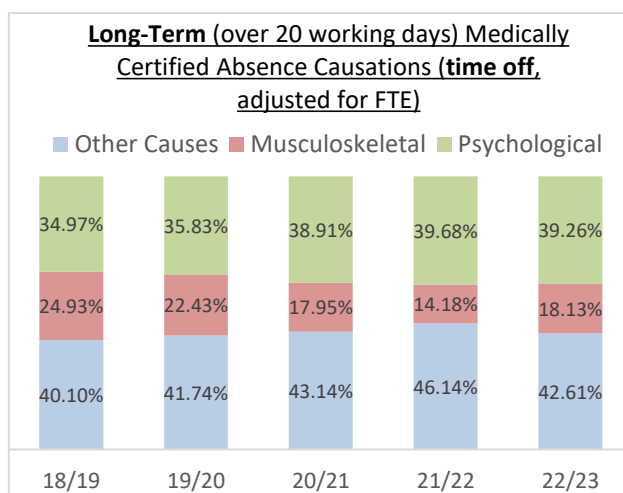
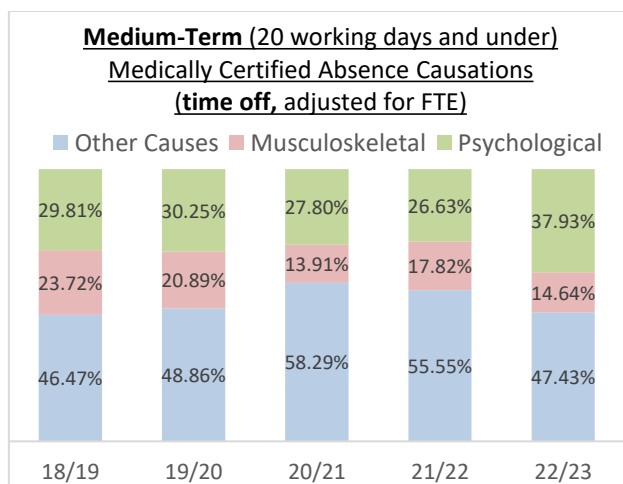
≤11	0	0	0	0	0
≤12	0	0	0	0	0

SICKNESS ABSENCE CAUSATIONS

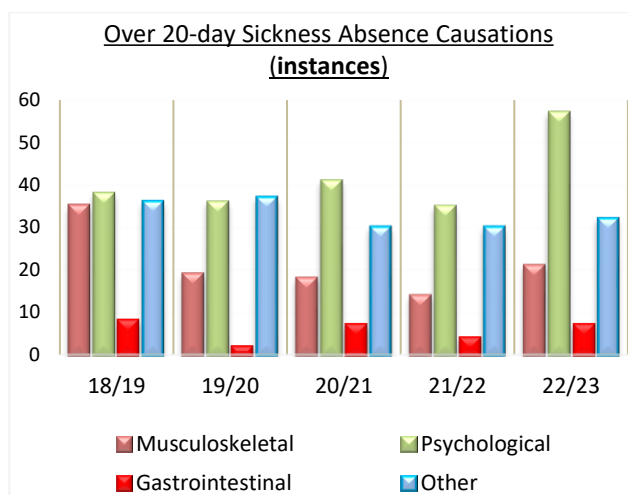
Note: Causation groups refer to Doctor/Medically Certified absence only, and do not include self-declared absence causations (Self-Certification).

It is again reported that psychological illnesses and musculoskeletal related absences account for the greatest percentage of absence causes during the year.

The distribution for the **days lost (time off)** for the primary absence causation categories are as follows.



Long-term absence causations (incidences/cases) were as follows:



COLLEGES & PROFESSIONAL SERVICES

The following table details the ‘Average Days’ sickness absence per FTE⁹ for each College and Professional Service, compared to the University average.

The method used for this measurement is for a ‘point in time’ and refers to those employed on a given day. Using this ‘point in time’ methodology, the University absence rate is found to be lower than the reported Annual FTE average rate of 5.2 days, primarily as it will exclude those members of staff who may have left the institution during the year.

College / Professional Service	RATE	RATE excl. long term
The University	5.14	1.85
Arts, Humanities, Social Science	2.69	1.04
Science & Engineering	2.43	0.81
Medicine & Health	2.94	0.88
Campus Services	10.65	3.81
Canolfan Bedwyr	2.51	2.51
Digital Services	13.81	4.72
Finance Services	6.14	2.87
Human Resources	12.25	1.45

⁹ This data is based on staff employed at a point in time, namely on the 31st of July 2023

Marketing, Comms., & Recruitment	3.10	1.17
Strategy, Planning & Research	0.14	0.14
Student Services & Administration	9.21	4.05
Students' Union	9.59	3.26
Vice-Chancellor’s Office	1.66	0.39

Note: Care should be taken when interpreting headline Days/FTE rate for smaller Services due to the statistics being adversely affected by long-term absences of very few staff. To aid our understanding the second column has been added, which excludes long-term absence.

COVID-19 SICKNESS ABSENCE

A total of **757** days, adjusted for FTE, were reported lost to COVID-19 related sickness absence, affecting **102** members of staff.

3 recorded cases were longer-term (over 20 days) COVID-19 related during the year, which accounted for **372.9** days absence.

A total of 1,018 days’ absence were attributed the previous year (2021/22) to all COVID-19 cases affecting **137** members of staff.

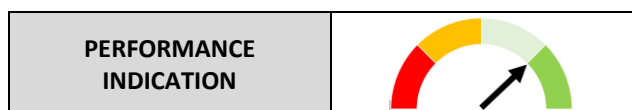
HEALTH SURVEILLANCE

Health Surveillance was undertaken for around 107 members of Staff to confirm their work is not causing harm to health.

Surveillance, of various types, is provided to Staff who are regularly exposed to vibrating equipment and high intensity noise levels, and to several research scientists, technical and grounds staff, shift workers, contracted drivers, and animal handlers.

Health Surveillance is primarily provided to confirm certain workplace risks are not adversely impacting their health. No adverse work-related health-impacts were identified during 2022/23.

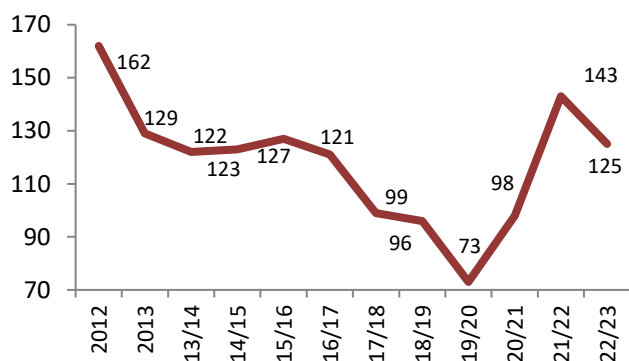
7. FIRE ALARM ACTIVATIONS



The University’s estate consists of more than a hundred buildings, with most of these protected by automatic fire detection and alarm systems. There are approximately 9,000 smoke/heat detectors installed across the estate.

During 2022/2023 there were 125 fire alarm activations in University buildings, a **13%** decrease on the 143 in 2021/22.

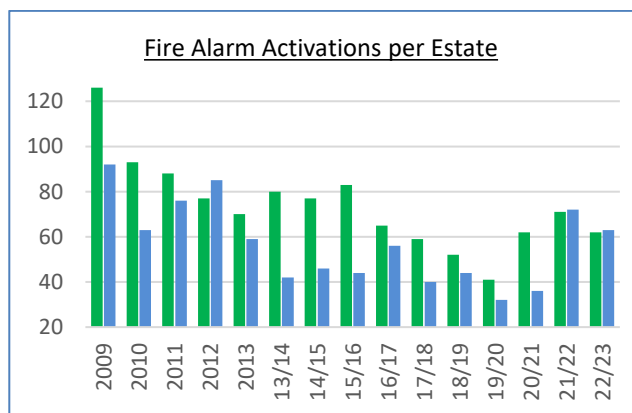
Fire Alarm Activations 2012 – 22/23



The North Wales Fire & Rescue Service attended **22** times, the same as 20/21. **17** of these (*27 in 21/22*) attendances were to Halls of Residences during the evening and early hours (8pm and 8am).

Total activations (125) are sub-divided to identify activation rates for Residential and Academic/Admin buildings that form most of the University estate.

Fire Alarm Activations per Estate



— Halls of Residences
— Academic & Admin

¹⁰ Based on 4335 detectors in Halls
¹¹ Based on 4630 detectors in Academic Buildings

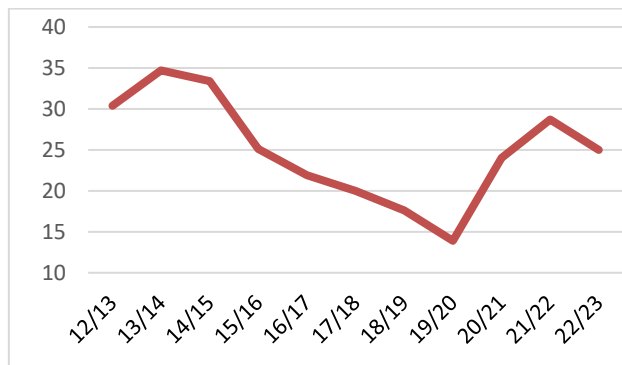
Fire alarm activations within Academic and Admin buildings decreased to **63** in 2022/23 from 72 (21/22). Fire alarm activations within Halls of Residences decreased to **62** in 2022/23 from 71 in 21/22, 62 in 20/21, 41 in 2019/20, 52 in 2018/19, 59 in 2017/18.

There were 9 malicious activations in 2022/23 (11 in 21/22).

Fire Alarm Activation Rate / 1000 detectors

Estate	22/23	Trend
Halls of Residences ¹⁰	14.3/1000	Downward
Academic & Admin ¹¹	13.6/1000	Downward

Fire Alarm Activations per 1000 Study Bedrooms - Bangor¹²



	14/15	15/16	16/17	17/18	18/19	19/20	20/21	21/22	22/23
Bangor	33	25	22	20	17.6	13.9 ¹³	24	28.7	25

*National comparator data is no longer available

• FIRES

There was 1 fire in a Hall of Residence that related to a student’s own electric blanket which started to smolder whilst on the bed and which started to scorch/burn the bed. The incident was dealt with locally by the Security Team. It is noted all Halls mattresses are rated fire-retardant.

There were 13 ‘near-miss’ fires, defined as an incident “involving only smoke and without flames”. 11 of these were in Halls, 10 because of cooking incidents and 1 caused by smoking in a corridor. The 2 in Academic buildings were caused by burnt toast.

¹² Based on 2471 study bedrooms
¹³ In 2019/20 the figure of 2960 study bedrooms was used

There were 3 fires at Academic/Admin buildings. 1 after vagrants attempted to burn logs in College Park. The second in Bar Uno caused by grease on the underneath of a fryer, which subsequently was found to be a leaking component, catching light and which was reported on to the Executive. The third, a large metal bin outside the Nuffield lab going on fire after a BBQ was put in it. At the time the bin was publicly accessible, it has since been removed.

A further fire also occurred adjacent to a University building. A homeless person started a fire close to the front of Thoday, smoke entered the building triggering the fire alarm. The Fire Service attended to extinguish the fire.

8. CIVIL CLAIMS (H&S / INCIDENT RELATED)

In 2022/23 there were 2 Public Liability Claims. The first relates to a member of staff claiming eye damage following an incident where wet wood fibres entered the eye area. The second, a member of staff who fell at work.

9. WEBSITE STATISTICS

In 2022/23 there were 19,652 (-22%) unique page views to the publicly available Health and Safety Webpages, with the top 4 most popular pages visited:

- A-Z index
- Risk Assessments
- Laser Calculators
- Swimming.

In addition, there were 9,013 visits to the MyBangor H&S Webpages (8,981 in 21/22) that is only accessible to Bangor staff and students.

End.