

Corporate Governance Committee – 23 March 2009

TRAINING ACCIDENT REPORT

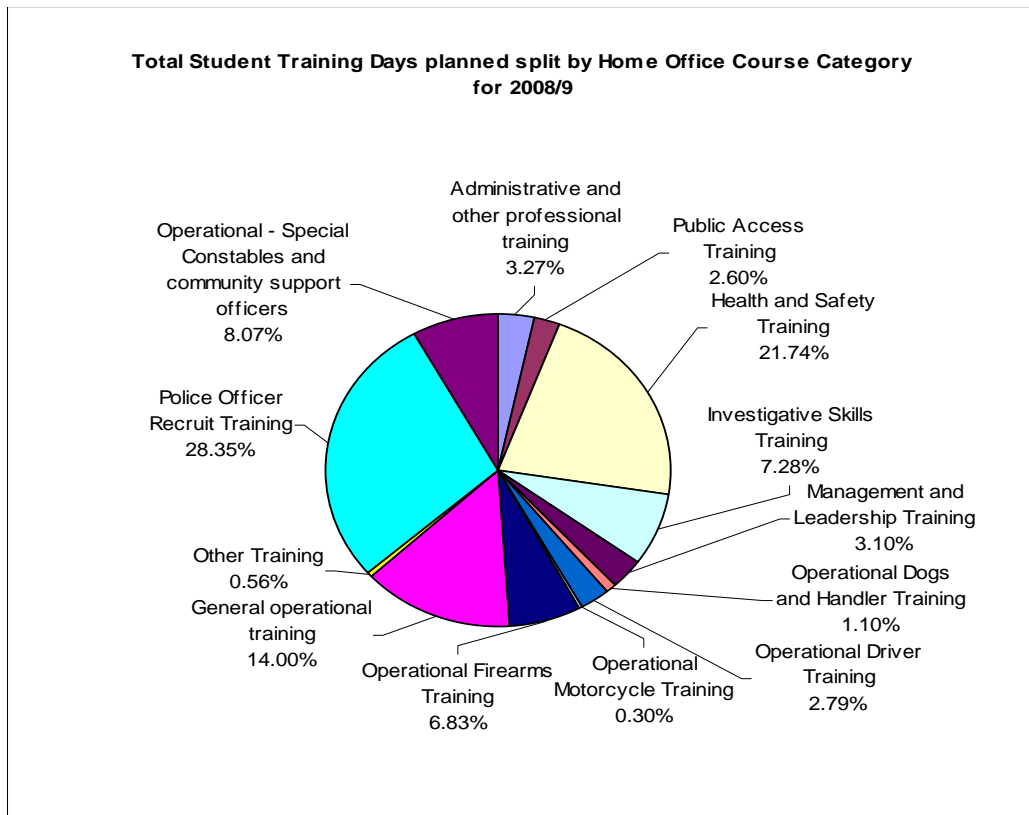


Figure 1: Student training day for 2008/09 by Home Office Training Categories

OFFICER SAFETY TRAINING REPORT

Background

1. Owing to the percentage of accidents associated as occurring during officer safety training the Officer Safety Training Unit has provided a supplementary report on the role of the unit and OST.
2. Officer Safety Training (OST) is mandatory training within the MPS and has been since 1995. The CO11 Officer Safety Unit, Public Order Branch is the Portfolio holder for this training.
3. The CO11 Officer Safety Unit consists of two sergeants and 17 constable trainers based at Croft Gymnasium, Peel Centre. The team is supervised by 2 Inspectors and 1 constable, based at NSY, who have additional policy and ACPO secretariat responsibilities.
4. The aim of OST is to provide Metropolitan police officers and staff with the necessary skills and knowledge to police London lawfully, safely and effectively. Officer safety training is both theory and practically based and the content and intensity of that training is dependent on the role of the officer or member of police staff. The topics included are:
 - The officer safety model;
 - Use of force;
 - Tactical communications;
 - Medical implications;
 - Good practice – stop and search of people and vehicles;
 - Empty hand skills;
 - Batons;
 - CS spray;
 - Handcuffs;
 - Multi-officer tactics;
 - Specialist training (dependant on role within the service).

OST Standards

5. Every police officer or member of police staff identified as requiring officer safety training must pass a foundation course upon joining the Metropolitan Police Service. (Depending upon the role, this will vary from five days to two days training). The CO11 Officer Safety Team provides this training.
6. Every police officer and member of the Metropolitan Police Special Constabulary (MSC) (up to and including chief inspector) must then complete a minimum of 12hrs refresher training per year, as per the CO11 Officer Safety Unit Standard Operating Procedures.
7. Every PCSO, dedicated detention officer (DDO) and other member of police staff who are identified as requiring officer safety training must then complete a minimum of 6 hrs refresher training per year, as per the CO11 Officer Safety Unit Standard Operating Procedures.

8. The CO11 Officer Safety Unit delivers refresher training to approximately 500 BOCU/OCU officer safety trainers for one day, three times per year. Having been assessed and re-authorised to teach officer safety training at (B)OCU level, they then deliver the refresher training to the 38,000 plus officers and members of police staff across the service. It should be borne in mind that these officers/staff are part time trainers in the majority of cases.
9. The CO11 Officer Safety Unit teach approximately 80 new BOCU/OCU officer safety trainers per year on a 15-day course. This is necessary to maintain the 500 current authorised BOCU/OCU officer safety trainers, due to officers taking career breaks, promotion and natural wastage.
10. Prior to physical officer safety training students are put through a warm-up that enables the instructors to screen their students for suitability to train. This CO11 prescribed warm up has a verbal health and safety check at the beginning which gives students the ability to declare any injury/illness and identify if they are fit to participate taking into consideration their individual needs. Every member of MPS staff has the individual responsibility to take care of their own health and safety. This will include the removal of jewellery, body piercing and chewing gum, for example, prior to activity.
11. The warm up sequence then follows:
 - mobility pulse raiser;
 - walking stretches;
 - static stretches;
 - final pulse raiser;The activities completed under these sections may vary according to the training to follow and the student's abilities.
12. The warm up is intended to take between 10-12 mins and should cater for an individual's needs, being adapted as necessary. All (B)OCU instructors have been taught this warm up and are required to show competency in teaching this when they complete their officer safety trainer foundation courses.
13. When students undertake officer safety training, whether with the CO11 Officer Safety Unit or local BOCU/OCU trainers they take a personal responsibility for their own and their colleague's health and safety whilst practising the physical techniques. Instructors have a responsibility to manage the training and identify where control measures are required. A constant dynamic risk assessment of any session should be ongoing and where necessary the training should be stopped, changed or student removed to prevent injuries occurring. It should be recognised however that during any physical training exercise an individual student's decision to limit their strength or dynamic actions according to the activity is not within the direct control

of the instructors. Often warnings for limiting the power for strike exercises are given, but not always heeded. Whether because of horseplay, peer pressure or lack of skill, on occasions the technique(s) being practised has caused injuries. By the physical nature of the training involved it could be suggested that impact injuries from strikes and joint injuries from restraint techniques are more likely to occur.

Number of students trained by CO11 Officer Safety Unit 2008

14. The figures for January to December 2008 for the number of officers and police staff the CO11 Officer Safety Unit have delivered officer safety training to are as follows:

Type of Training	Numbers of individuals	Training days per course	Total number of days trained
Recruit Constables	1930	5 days	9650
MCS Police staff	780	4 days	3120
MSC non staff	380	4 days	1520
PCSO	546	2 days	1092
CPC	50	10 days	500
Trainer Foundation	84	15 days	1260
Trainer Development	969	1 day	969
Forensic Retrieval	16	2 days	32
DDO	28	3 days	84
SCD4	29	2 days	58
CADRES	119	2 days	238
RPO	24	10 days	240
Conversion Course	9	10 days	90
Other training	170	1 day	170
TOTALS	5134		19,023

15. As can be seen by these figures, CO11 as a unit delivered training to 5134 individuals providing 19,023 training days for 2008.

Number of injuries reported by CO11 Officer Safety Unit 2008

16. During 2008 there were 19 RIDDOR reports recorded (major and over three day) regarding injuries sustained by students whilst completing officer safety training taught by the CO11 Officer Safety Unit. A summary of these reports is as follows:

Recruit Constable Students = 10

- Sprain/strain to stomach - Met Air PO/6/08
- Sprain/strain to back – Met Air PO/10/08
- Sprain/strain to right knee - Met Air PO/15/08
- Sprain/strain to right hand - Met Air OSS/9/08
- Sprain/strain to right shoulder - Met Air PO/41/08

- Bruised chest – Met Air PO/43/08
- Pain left wrist (no visible signs) – Met Air CO11/170/08
- Sprain/strain right wrist – Met Air CO11/184/08
- Sprain/strain left wrist – Met Air CO11/183/08
- Sprain/strain right thigh – Met Air CO11/191/08

MSC students = 4

- Bruise and swelling right leg – Met Air PO/1/08
- Sprain/strain right knee – Met Air OSS/10/08
- Bruise and swelling left ankle – Met Air PO/36/08
- Dislocation of left shoulder – Met Air PO/52/08
(Met Air PO/52/08 occurred when the student was acting as a stooge whilst his colleague practised wrist releases).

Instructor Development Training = 4

- Bruised chest – Met Air PO/29/08
- Sprain/strain chest/stomach – Met Air CO11/169/08
- Dislocation right shoulder – Met Air PO/20/08
(This dislocation occurred whilst the officer was acting as a stooge for colleagues to practice the multi officer shoulder locks technique. The officer had completed a warm up prior to the lesson.)
- Fractured index finger left hand – Met Air DCC10(4-1)/37/08
(This injury was subsequently reported. The student was participating in blocking drill; pad caught her on the left hand to cause injury. Pain felt at the time but not reported.)

Other training = 1

- Sprain/strain right ankle – Met Air PO/31/08

17. CO11 Officer Safety Unit trained 5134 individuals in this 12-month period, with an exposure rate to training of 19,023 days and 19 reported injuries.

Corporate risk assessments

18. Corporate Risk Assessments and lesson plans have been completed for all core OST activities. OST trainers are instructed to incorporate the safe systems of work from the corporate risk assessments within their training and dynamically risk assess training activity during delivery.

Number of staff trained across the MPS 2008

19. From the work force planning figures for the service in December 2008 the number of officer safety training days delivered across the service for January to December 2008 can be estimated as following (this is based on the MPS policy that every police officer and member of the MSC must receive two days refresher training per year and every PCSO and other member of police staff identified as requiring the training must receive one day's refresher training per year).

Rank/Role	Numbers of individuals	Training days per course	Total number of days trained
Chief Inspector	231	2	462
Det Chief Inspector	198	2	396
Inspector	1186	2	2372
Det Inspector	625	2	1250
Sergeant	3878	2	7756
Det Sergeant	1704	2	3408
Constable	19194	2	38388
Det Constable	4451	2	8902
MSC	2530	2	5060
PCSO	4166	1	4166
SCD4	500	1	500
TOTALS	38,663		72,660

20. These figures do not include all of the members of police staff requiring the refresher training such as DDOs, custody nurses, reception staff, etc. However it identifies that over 38,000 individuals received training, with that training reflecting over 72,000 training days for 2008 (these figures are based on the assumption that the MPS has achieved 100% officer safety training attendance throughout the service)

Corporate review and oversight of (B)OCU trainers by CO11

21. The CO11 Officer Safety Unit assess every (B)OCU trainer when they attend development training in their core officer safety techniques. This includes, empty hand techniques (strikes, restraints and releases), handcuffs, CS spray and batons. Reassessments and remedial action plans are implemented to assist learning.
22. The officer safety theory is evaluated by means of knowledge tests for these trainers. Should an individual fail these knowledge tests an action plan is set. As previously mentioned the trainers are required to attend three one-day courses throughout the year to maintain their authority to teach at a local level.
23. As well as being re-assessed, the trainers receive new training in topics that have been identified as mandatory by CO11. These may be theory based such as 'use of force and accountability' exercises or practically based such as 'gun disarms'. The CO11 Officer Safety Unit is responsible for the design and implementation of the Trainer Training and in doing so ensure they meet the needs of the organisation, the public, the instructors and the students.
24. The CO11 Officer Safety Unit also has a responsibility to monitor the training delivered at (B)OCU level. Every borough and department should be visited throughout the year and the training delivery

assessed. In 2008, 73 monitoring visits were conducted throughout the MPS to 59 (B)OCUs assessing 160 individuals were assessed.