



**HEALTH & SAFETY ASSURANCE COMMITTEE
PWYLLGOR IECHYD A DIOGELWCH**

DYDDIAD Y CYFARFOD: DATE OF MEETING:	15 November 2021
TEITL YR ADRODDIAD: TITLE OF REPORT:	Health and Safety Update
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Mandy Rayani, Director of Nursing, Quality and Patient Experience
SWYDDOG ADRODD: REPORTING OFFICER:	Tim Harrison, Head of Health, Safety and Security

Pwrpas yr Adroddiad (dewiswch fel yn addas) Purpose of the Report (select as appropriate)
Er Sicrwydd/For Assurance

ADRODDIAD SCAA SBAR REPORT
<u>Sefyllfa / Situation</u>
This report is presented to the Health and Safety Committee (HSC) to provide an update on the activities of the Health and Safety Team from the period September - November 2021. The work undertaken encompasses a variety of health and safety topics which will be detailed in turn.
<u>Cefndir / Background</u>
The report contains an update concerning manual handling, violence and aggression (V&A), lone working devices, prevention and management of V&A, social distancing arrangements and medical sharps safety.
<u>Asesiad / Assessment</u>
Manual Handling Update
<ul style="list-style-type: none"> • A suitable Manual Handling Training facility in Ceredigion has been resourced from Aberystwyth University. Manual Handling training sessions will be undertaken week commencing 1st November 2021. • Two Manual Handling training days are being provided to approximately 45 newly appointed Healthcare Support Workers who are being employed under the Domiciliary Care Bridging model to work within the home care environment. This is an initiative working in partnership with the three Local Authorities to attempt to improve the transition from hospital in-patient care to domiciliary care. • The Manual Handling Team recently assisted Swansea Bay University Health Board (SBUHB) by providing advice and hands on instruction with a bariatric patient admitted to Morriston Hospital, Swansea. The staff and management team were extremely grateful for the support provided.

Violence and Aggression Incident Update

Types of incidents reported during August/September 2021	
Physical Assault	53
Aggressive/Threatening behaviour	51
Verbal Abuse	20
Psychological abuse/Harassment/Social media/ Malicious/telecommunications	4
Hate content	3 Racial
Weapons	1
Threats to kill	1
TOTAL	133

The trends relating to violence and aggression incidents are as follows:

- A number of incidents relate to patients remaining in hospital beds for protracted periods of time, many with complex needs who are awaiting domiciliary care placement, with their diagnosis and condition resulting in some of the incidents within acute ward settings. The incidents relate to both verbal and physical assault. This continues to present a challenge for the duration of the pandemic and at the current time.
- When providing support to staff following incidents, one observation/trend is the number of staff who appear to be suffering the effects of the pandemic psychologically. This particularly relates to tiredness, resulting in them being less tolerant to situations they would ordinarily be able to cope with.
- Occasionally, service design, location and care delivery have been required to change, which has at times been implemented without fully assessing certain risks. A recent example relates to an increased number of incidents at Ty Bryn Mental Health care facility, Carmarthen, involving assaults on staff and absconding patients. The building design is not ideal in terms of managing this behaviour and provides opportunity for patients to abscond. Advice has been provided to Senior Management together with a timeline to address areas of concern.
- Hotspots are regularly identified, and it is clear that incidents reported tend to be centred on one or two key individuals responsible for a large number of incidents.

Peoplesafe Lone Working Devices

The following Teams/Individuals have been allocated Peoplesafe devices:

Mental Health/Learning Disabilities Directorate (7 teams in total)	Bronglais General Hospital Intensive Care Unit
Palliative Care	Ceredigion - Specialist Children's Community
Acute Response Teams (ART)	Pembrokeshire Community Team
Argyle District Nursing Team	Mortuary
Milford Haven– District Nursing Team	Tenby Walk in Centre
The Care at Home Team	Intermediate Care Team
Ceredigion Community & ART	8 individually issued (as a result of personal threats/domestic violence)

Currently, 280 devices have been issued with over a hundred in process, to be delivered to teams and staff that require them. By mid-November 2021, approximately 400 devices will be issued.

100 devices remain to be allocated and of those, a reserve will be retained by the Health and Safety Department to issue in response to incidents. 8 devices have been issued to staff as a result of personal threats being made or as a result of reported domestic violence.

The company have introduced an e-learning training package with 47 staff to date having completed it. They also continue to provide excellent support to individuals and are assisting in encouraging usage. Management engagement sessions have also been held during the past two months. Usage has increased, resulting in staff having a better understanding of the device.

Reducing Restrictive Practice – Prevention and Management of Violence and Aggression Team

- 86 staff trained since 1st September 2021, including staff from Mental Health & Learning Disabilities, Apprentices and Portering.
- Supported Ty Bryn with V&A risk assessment and training requirements following recurring incidents, which had led to an increase in restrictions for an individual patient.
- Additional training offered to both Ty Bryn and the Psychiatric Intensive Care Unit (PICU), based on increased clinical need.
- Ongoing consultation for general sites who are supporting older adults who present with behaviours that challenge due to clinical factors.
- Draft Reducing Restrictive Practice Policy being prepared.
- Prevention and Management of Behaviours that Challenge in Older Adults theory content benchmarking exercise currently underway to ensure they comply with Restraint Reduction Network Training Standards.

Social Distancing

Following guidance from the Deputy Chief Medical Officer and the Interim Chief Nursing Officer (at the time), the following changes are being considered:

- Continue with a cautious approach to mitigate the risks of COVID-19 infection within health and social care settings.
- Changes to the seating arrangements in patient waiting areas can be scoped to include installation of screens between chairs.
- Reducing the current 2 metre distance to 1 metre in office areas to enable additional staff to be accommodated.

Each Management Team is required to review their existing COVID-19 (social distance) risk assessments in light of the above advice.

Visiting arrangements will inevitably change during the coming months in line with the levels of community infection and risks associated with nosocomial transmission of COVID-19 within health care settings. There are some key principles which will continue to be applied as and when visiting is restricted, however the following remain permitted:

- Visiting will be pre-booked in advance to ensure adherence with social distancing measures and restrictions.
- All face-to-face visits are subject to approval from the clinician/nurse in charge.
- An agreed time slot for the visitor to attend the ward.
- One daily visitor during the specified time slot.
- All visitors should wear a Fluid Resistant Surgical Face Mask when visiting.

Visiting to hospital in-patient areas may require suspension whenever the level of risk associated with community and/or nosocomial transmission is such that additional precautions are considered necessary. At this time, only essential visits will be advocated, aligned to patient emotional well-being, last days of life support or as determined appropriate by the multi-disciplinary team (MDT), based upon risk assessment.

- The Health & Safety Team is currently liaising with Park Prison, Bridgend, regarding restrictive physical intervention for a patient being transferred to our services who has physical health needs.

Sharps Safety

67 sharps incidents were reported via RLDatix from 1st April - 13th August 2021:

Used/contaminated	42
Clean/unused	10
Found (with no injury)	8
Unknown source	6
Logged as a sharps injury (not a sharps injury/incident)	1

Of these incidents, 52 incidents involved needles and 12 involved non-needle sharps. Non-needle sharps users included Estates, Dermatology, Outpatients, Community, Theatre, and Podiatry.

Domestic assistants are at risk of sharps injuries when cleaning. If patients self-administer medication and do not have access to a sharps bin, the needle can incorrectly be disposed of and may be masked/hidden amongst other items. Two injuries have resulted from the handling of mops used to clean floors.

The table below shows data manually retrieved from the RLDatix system on the occupational groups of each member of staff involved in a sharps incident for the period 1st April – 29th October 2021:

Occupational Group	No. of Datix
Nurse	37
Doctor	14
Estates and Ancillary Worker	7
AHP	6
Vaccinator	4
Hospital Sterilisation and Disinfection Unit (HSDU)	4
Healthcare Support Worker (HCSW)	3
Student	2
Midwife	2
Radiographer	2
Pharmacy	1
Health Worker	1
Security	1
Podiatry	1
Unknown	1

Argymhelliad / Recommendation

For the Health & Safety Committee to gain assurance from the report that work has progressed, and improvements have been made in relation to the various health and safety themes as detailed within the report.

Amcanion: (rhaid cwblhau)

Objectives: (must be completed)

Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	2.1 Provide assurance around the UHB arrangements for ensuring the health, safety, welfare and security of all employees and of those who may be affected by work-related activities, such as patients, members of the public, volunteers, contractors etc.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	718 Health and Safety Management
Safon(au) Gofal ac Iechyd: Health and Care Standard(s):	1. Staying Healthy 2. Safe Care 2.1 Managing Risk and Promoting Health and Safety
Nodau Gwella Ansawdd: Quality Improvement Goal(s):	No Avoidable Deaths Protect Patients From Avoidable Harm From Care Focus on What Matters to Patients, Service Users, Their Families and Carers, and Our Staff
Amcanion Strategol y BIP: UHB Strategic Objectives	2. Living and working well.
Amcanion Llesiant BIP: UHB Well-being Objectives:	10. Not Applicable

Gwybodaeth Ychwanegol:

Further Information:

Ar sail tystiolaeth: Evidence Base:	Not applicable.
Rhestr Termiau: Glossary of Terms:	Contained within the body of the report.
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Iechyd a Diogelwch: Parties / Committees consulted prior to Health and Safety Committee:	Partnership Forum meetings.

Effaith: (rhaid cwblhau)

Impact: (must be completed)

Ariannol / Gwerth am Arian: Financial / Service:	Not applicable.
Ansawdd / Gofal Claf: Quality / Patient Care:	Potential for quality of patient care to be compromised if large numbers of staff are affected by COVID-19 themselves.

Gweithlu: Workforce:	There is an impact on staff health and wellbeing as well as safety for non-compliance with COVID-19 management arrangements.
Risg: Risk:	Directorate Risk Registers have highlighted a number of the topics covered within this report.
Cyfreithiol: Legal:	A breach of health and safety regulations can result in the issue of prohibition or improvement notices or criminal proceedings.
Enw Da: Reputational:	Prosecutions and claims due to breaches in legislation or personal injury claims can lead to negative publicity.
Gyfrinachedd: Privacy:	Not applicable.
Cydraddoldeb: Equality:	<ul style="list-style-type: none"> • Has EqIA screening been undertaken? No