

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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	06 March 2023
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**

Sefyllfa / Situation

This report is presented to the Health and Safety Committee (HSC) to provide an update on health and safety activities over the period January 2023 – March 2023. The work undertaken encompasses a variety of health and safety topics, which will be detailed in turn.

Cefndir / Background

The report focuses on the following topics, Pregnancy Risk Assessment, Manual Handling Training, Management of Violence and Aggression (PAMOVA)/Reducing Restrictive Practice, Points of ligature assessment on Health Board Sites.

Asesiad / Assessment

Questions arising from meeting 9 January 2023

Action Log Reference HSC(23)10

To examine the data in greater detail to ascertain the number of multiple incidents generated by single individuals.

Response:

The Violence and Aggression Case Manager currently records relevant data on a dedicated database. Quarterly reports are generated and not only are multiple incidents attributed to single persons and identified, repeat reporters or victims information can also be recovered. The Database allows integrity and the recovery of data relating to service, location, severity, incident type or person information. This has recently been expanded to include assault types and the body parts affected. Hywel Dda are currently the only Health Board in Wales to capture this information.

To interrogate data with a view to establishing whether work undertaken on dementia matters, cognitive impairment, and frailty Same Day Emergency Care (SDEC) patients may be impacting numbers.

Response:

As above, the database records all incidents that are attributable to patient condition such as dementia, medical confusion etc. These are reflected by Datix codes to patient clinically challenging behaviours and event type. It has been observed that clusters of incidents do occur in Older Adult Mental Health due to the complex nature of the conditions and treatment.

To follow up with the People, Organisational Development & Culture Committee (PODCC), sickness levels caused by violence and aggression

Response:

Discussions taking place with the Head of Culture and Workforce Experience in order to provide feedback to the PODCC.

To share the definitions held in Datix with the Committee.

The table below shows the violence and aggression definition codes within the Datix system relating to **'Behaviour including violence and aggression' (V&A)**

Sub-type	Sub-sub type
Absconding or missing patient/service user	Actual
Absconding or missing patient/service user	Attempted
Absconding or missing patient/service user	Missing patient/service user
Absconding or missing patient/service user	Failure to return from authorised leave
Absconding or missing patient/service user	Absconding or missing patient/service user - Other
Self-harm / self-injurious behaviour	Suspected self-harm / self-injurious behaviour
Self-harm / self-injurious behaviour	Actual self-harm / self-injurious behaviour
Equality and diversity policy / guidelines	Failure to adhere to equality and diversity policy/guidelines
Restrictive practices	Physical restraint event - Care planned
Restrictive practices	Physical restraint event - Not care planned
Restrictive practices	Chemical restraint event - Care planned
Restrictive practices	Chemical restraint event - Not care planned
Restrictive practices	Seclusion or enforced isolation - Care planned
Restrictive practices	Seclusion or enforced isolation - Not care planned
Restrictive practices	Environmental restraint event - Care planned
Restrictive practices	Environmental restraint event - Not care planned
Restrictive practices	Mechanical restraint event - Care planned
Restrictive practices	Mechanical restraint event - Not care planned
Restrictive practices	Long term segregation - Care planned
Restrictive practices	Long term segregation - Not care planned
Restrictive practices	Coercion and other forms of social and psychological restraint
Restrictive practices	Restrictive practices - Other
Inappropriate behaviour / attitude	Staff attitude to patient/service user, visitor, public
Smoking	Smoking on NHS premises
Abduction	Abduction - Infant/child
Abduction	Abduction - Adult
Privacy and dignity for the patient	Failure to ensure privacy and dignity for the patient
Inappropriate use of social media	Patient/service user to staff
Patient clinically challenging behaviour	Verbal assault to patient/service user
Patient clinically challenging behaviour	Inappropriate sexual behaviour to patient/service user
Patient clinically challenging behaviour	Physical assault to member of the public
Sexual assault	Staff to patient/service user/service user
Protest	Patient/service user protest
Anti-social behaviour	By a member of the public/visitor

Anti-social behaviour	By a patient/service user
Physical assault (physical contact)	Staff to patient/service user physical assault
Verbal assault (gender/sexual orientation)	Patient/service user to patient/service user
Verbal assault (gender/sexual orientation)	Staff to patient/service user
Verbal assault (racial abuse)	Patient/service user to patient/service user
Verbal assault (racial abuse)	Staff to patient/service user
Verbal assault (swearing etc.)	Patient/service user to patient/service user
Verbal assault (swearing etc.)	Staff to patient/service user
Aggressive/threatening behaviour	Staff to staff
Anti-social behaviour	Engaging in threatening behaviour in large groups
Anti-social behaviour	Anti-social behaviour / noise nuisance
Anti-social behaviour	Substance use on NHS premises
Anti-social behaviour	Drinking alcohol on NHS premises

Improved Access to Pregnancy Risk Assessment

Following feedback that the New and Expectant Mothers / Birthing Parents Procedure and associated risk assessments do not come up in an intranet search since corporate policies were relocated to the Internet site, the Health and Safety team have been working with the Communications Team to rectify this. As such there is now a new collaborative page on the Occupational Health intranet site which provides information for pregnant workers and includes both the Procedure and quick links to both of the Pregnancy Care Plan risk assessment forms.

Manual Handling Update

The Manual Handling Team have been actively working with the Pembrokeshire Local Authority Releasing Time To Care (RTTC) and Manual Handling lead to introduce the concept of Single Handed Care (manual handling) training to Health Board staff. The Team are now integrating the principles and practice of single handed care into all manual handling across health board sites with a particular focus on new staff being taught during foundation training.

The model is aimed at improving safe discharge from hospital without unnecessary delay.

The joint working is recognising a single-handed care focus will support a whole systems approach to right sizing care in both community and acute settings.

Other acute settings and local authorities (e.g. Royal Berkshire Hospital, Dudley Council, North Lincolnshire Council) have shown that the provision of an appropriate Occupational Therapy resource and a change in culture around Manual Handling practice can reduce the pressure on both health and social services and improve patient flow through acute hospital settings.

There are a few barriers for this model to be fully successful as follows: Working against existing culture and practice; staff access to Welsh Nursing Care Record to view handling plans; availability of single handed care equipment and storage in acute settings

The challenges above are being considered and solutions are being explored.

A recent update from the RTTC lead has stated the project is going well and the first client has been discharged from acute setting. The patient had been waiting for (Community/Social Care) double-handed care since 19 October 2022. If single-handed care had been recommended at the beginning of her journey, the patient could have been discharged around 14 November 2022. Ninety-eight bed days could have been saved and countless more if she continued to wait for double-handed care.

Prevention and Management of Violence and Aggression (PAMOVA) Reducing Restrictive Practice (RRP) Team

The team have been promoting the 'Behaviours That Challenge' courses and have had an increase in the numbers of staff attending these courses. The lead presented the work of the department and in particular the importance of staff attending their courses to the Senior Nurse Management Team meeting. The presentation was well received which has already generated interest amongst staff.

The Team are unique in comparison to their peers across Wales in that they cover the entire Health Board rather than delivering a service to the Mental Health and Learning Disabilities Directorate. While there are benefits, this also causes challenges in the delivery and sustainability with the current limited workforce. The Head of Health, Safety and Security, with the support of the Director of Nursing, Quality and Patient Experience is reviewing the current structure and resource of the Team.

Prevention of Self Harm Final Internal Audit Report

Considerable progress has been made by the Mental Health and Learning Disability Directorate, supported by the Health and Safety Team to address the previous Internal Audit report findings. The Audit and Risk Assurance Committee in 2023 February were assured of the progress made in particular by the approval of the Assessment and Management of Environmental Ligature Risks within Mental Health and Learning Disabilities procedure, points of ligature (POL) audits and action plans produced. Training has been developed and provided to all appropriate staff and improved monitoring of any remedial and urgent actions identified have been introduced.

Trade Union Health and Safety Group

At the February 2023 meeting a number of potential concerns were raised. These are as follows:

- Staff pressures and stress. The Trade Union representatives have reported a general theme with staff feeling pressured over recent months due to the workload and impact on patient flow.
- 136 Suite Trade Union members have raised concerns that Police escorting persons into certain 136 suites are leaving the premises before the outcome of assessment has been reached. Effectively leaving persons in the care of Mental Health who may not be suitable to be detained. Another concern relates to the front door access into Gorwellion and the need to make it more secure and safe for both patients and staff.
- Traffic management on site and affecting the surrounding area of the three acute hospital sites

It was agreed that this type of concern needed to be formally raised with the respective Directorate responsible in the first instance via the respective Quality and Safety Groups. The Health and Safety Team have escalated the above points with the appropriate Directorate lead.

Argymhelliad / Recommendation

For the Health & Safety Committee to gain assurance that work has progressed, and improvements have been made in relation to the 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 Cynllunio Planning Objectives	3L Review of existing security arrangements
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:	Has EqlA screening been undertaken? No