



## PWYLLGOR IECHYD A DIOGELWCH HEALTH & SAFETY COMMITTEE

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	09 January 2023
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Health and Safety Update
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Mandy Rayani, Director of Nursing, Quality and Patient Experience
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	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 evidence the Personal Injury (PI) cases between April 2021 and March 2022. The data presented has been collated with assistance from Legal and Risk Services.

Alongside the data, the report provides narrative around the proactive work undertaken by the Health, Safety and Security Team and Directorates in attempting to reduce the number of incidents and subsequent number of civil claims being submitted against Hywel Dda University Health Board (HDdUHB).

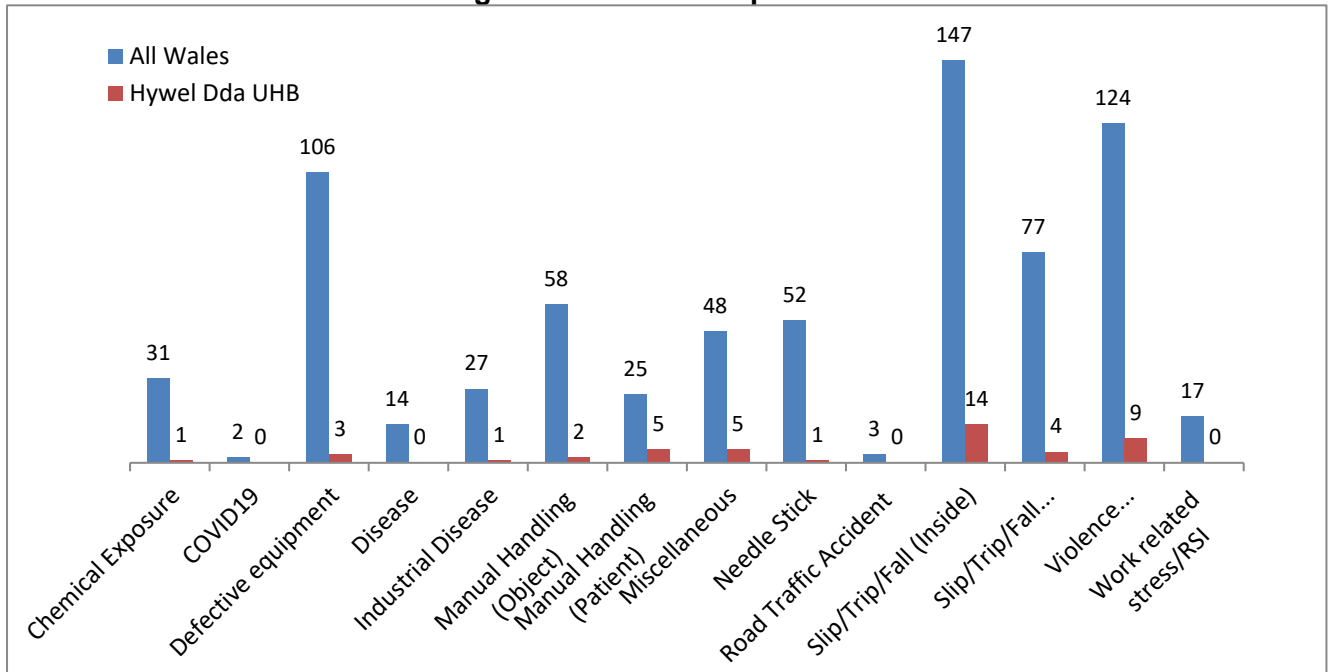
#### Cefndir / Background

The current number of confirmed PI claims include the following:

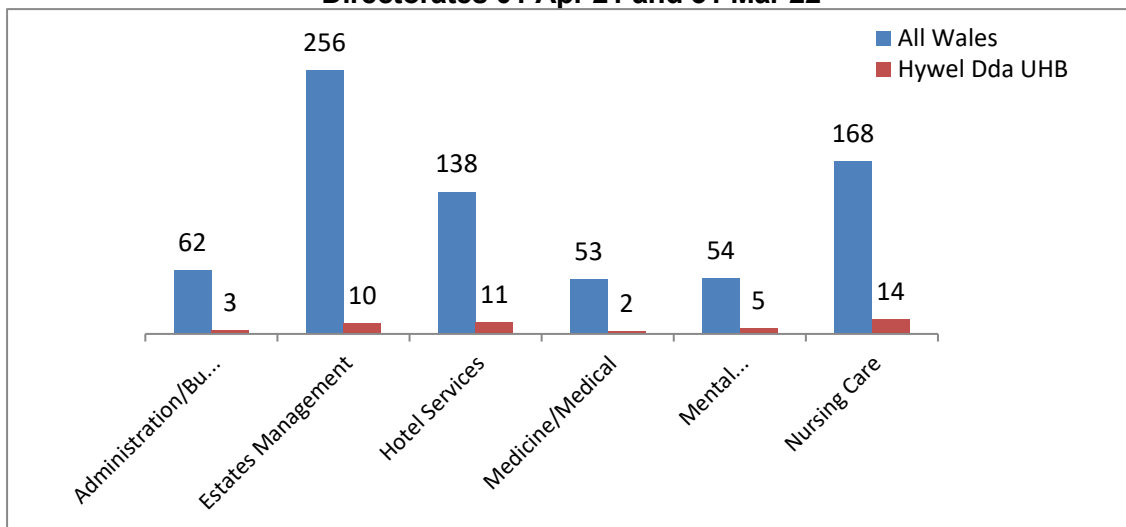
Slip/trip/falls	14	Relating to posture (i.e. bending/twisting)	2
V&A	11	COSHH (exposure to mould)	1
Manual handling	5	Relating to manual handling and equipment	1
Relating to equipment	5	Exposed to noise	1

## Aseiad / Assessment

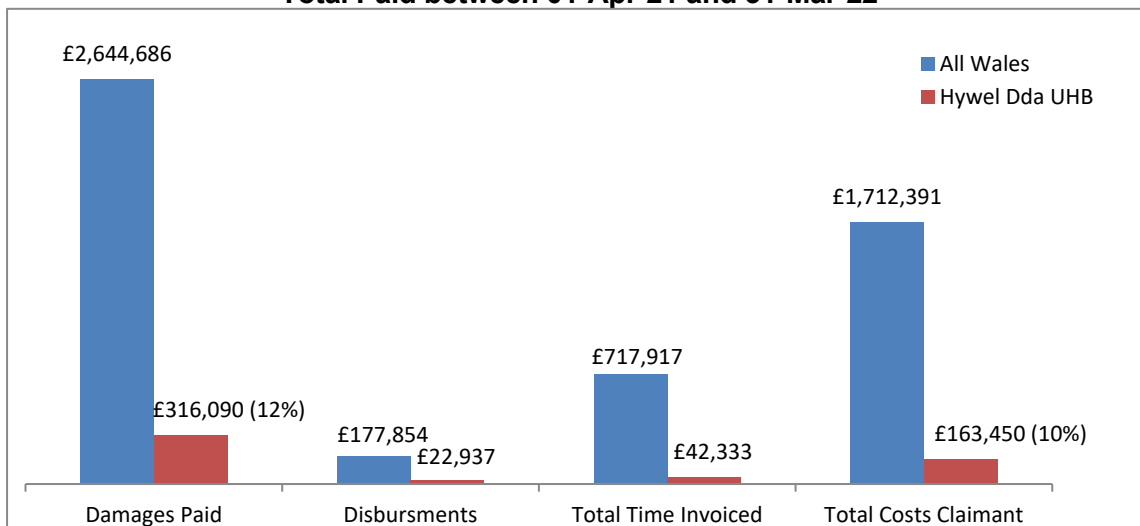
### Case Categories between 01 Apr 21 and 31 Mar 22



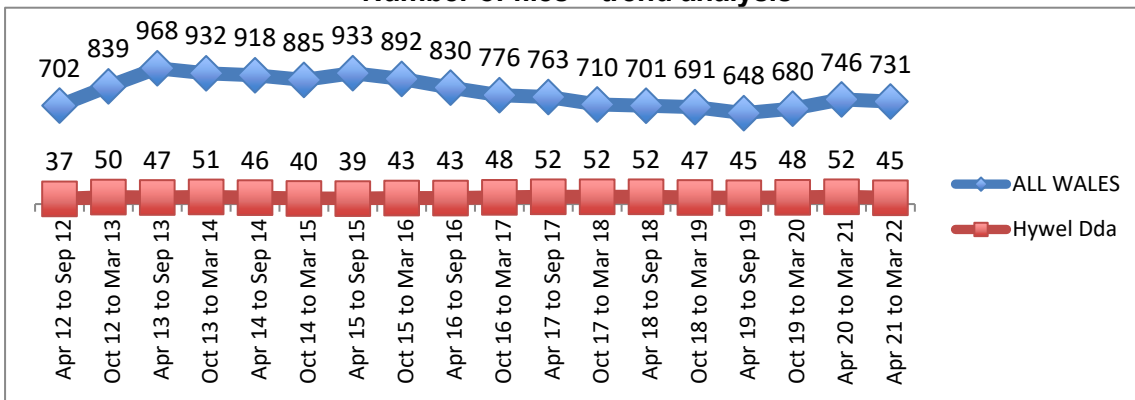
### Directorates 01 Apr 21 and 31 Mar 22



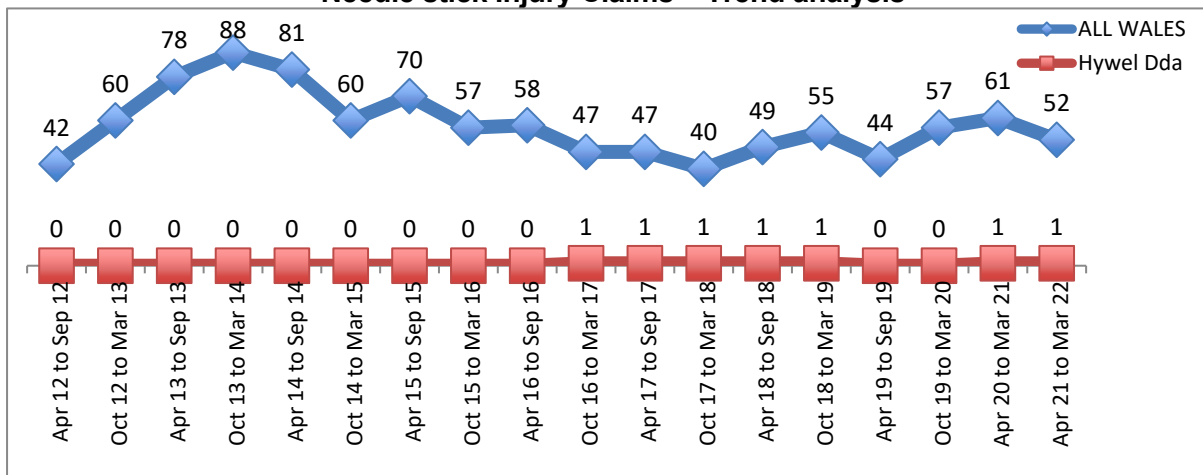
### Total Paid between 01-Apr-21 and 31-Mar-22



### Number of files – trend analysis

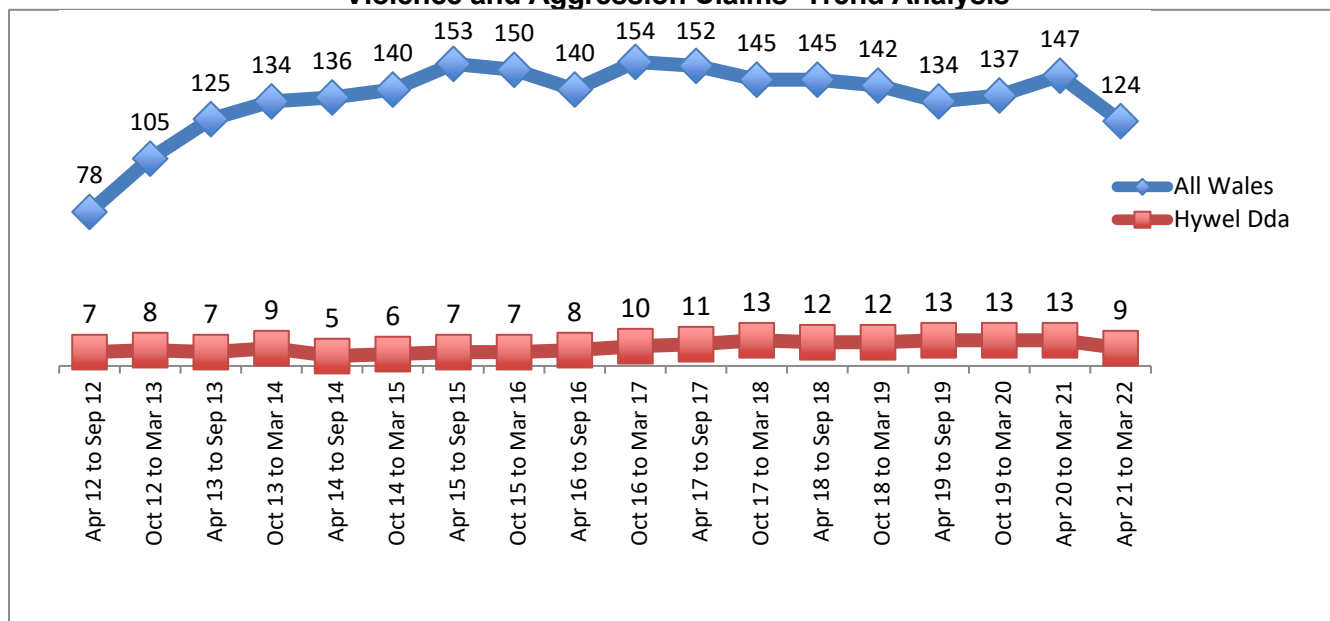


### Needle stick Injury Claims – Trend analysis



Over the past two years, each needle stick/sharps incident has been followed up by the Health and Safety Officer and support provided to the injured person. 98 in total have been reported from January 2022 to date, 4 clean with the rest used or unknown incidents. The Sharps Safety Group continues to meet on a quarterly basis where safety sharps risk assessments are reviewed and lessons learned are discussed. The Health and Safety Officer is also informing those areas where discarded needles have originated to be more careful at disposal stage.

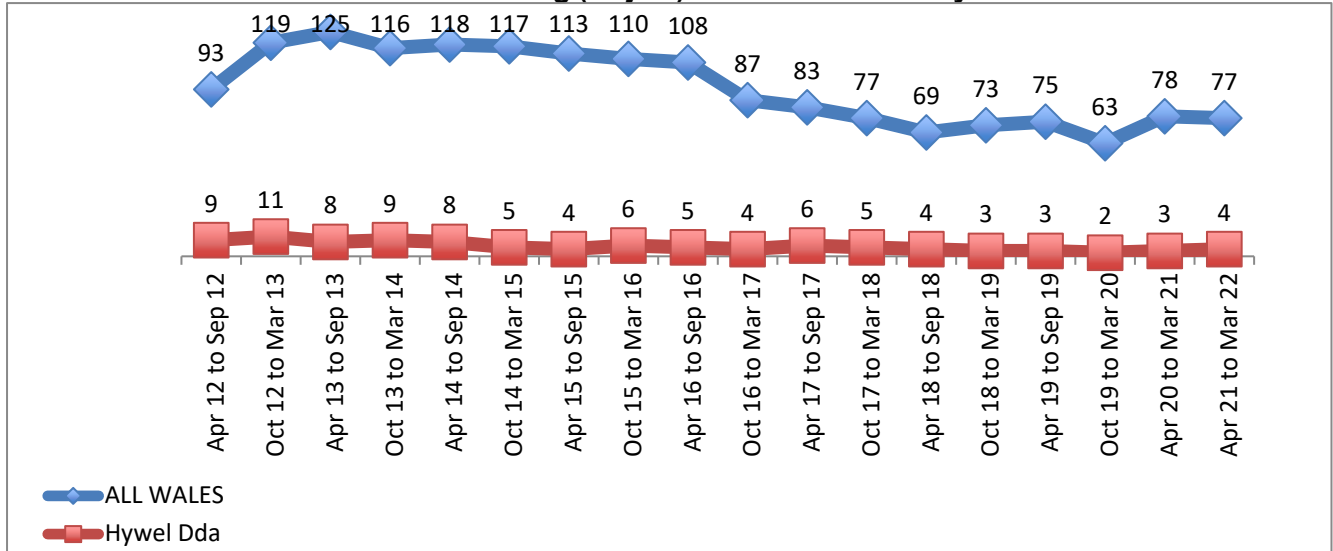
### Violence and Aggression Claims -Trend Analysis



It is encouraging to see a reduction in claims being made related to violence and aggression. The Violence and Aggression Case Manager supports each individual member of staff involved in the incidents that are reported. Violence and aggression risk assessments are being requested by departments and these are reviewed following incidents when they arise. Risk

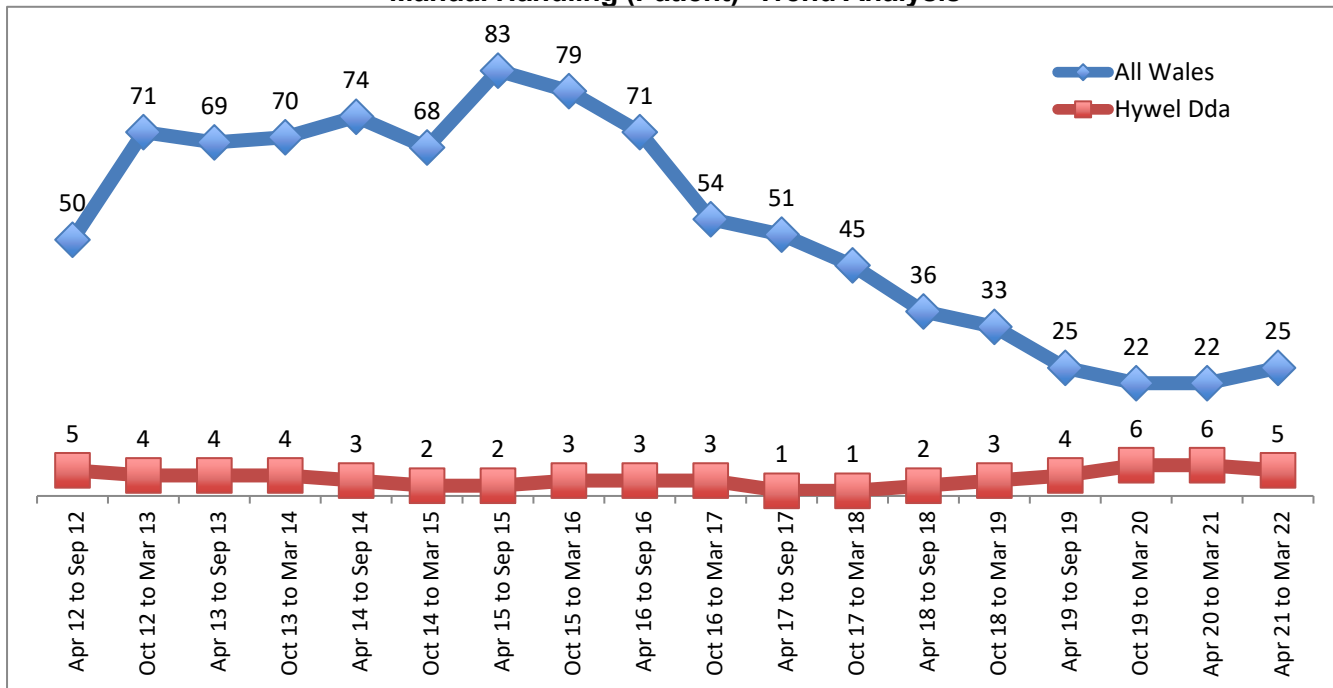
assessments are also being used to determine the allocation of Lone Working Devices and this process is being monitored by the Violence and Aggression Case Manager.

### Manual Handling (Object) Claims -Trend Analysis



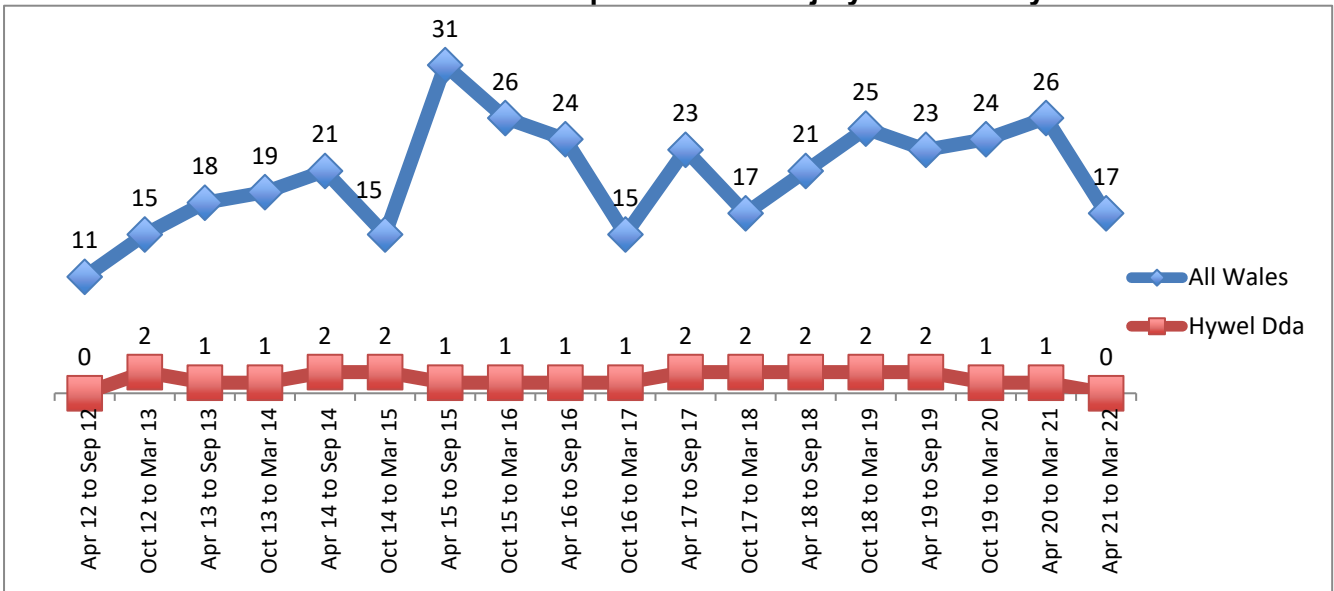
The number of claims relating to both object handling and patient handling remains consistently lower than all other Health Boards in Wales. Improvements in equipment design, risk assessing tasks before they are completed, training and advice from the Manual Handling Team are all helping to manage this well-established healthcare risk.

### Manual Handling (Patient) -Trend Analysis



This graph shows the overall decline in the number of patient handling claims received against NHS Wales organisations, and HDdUHB has been proactive in regards to this particular risk for many years, supporting staff in demonstrating the most appropriate manual handling techniques available. The Health Board has invested in providing specialist equipment such as hover jacks, hover mats, pat slides, transfer boards, orbit system for placing patients in the prone position, which have all contributed in reducing the risk to staff from long term disability; all to commonly experienced by Nursing staff employed pre manual regulation.

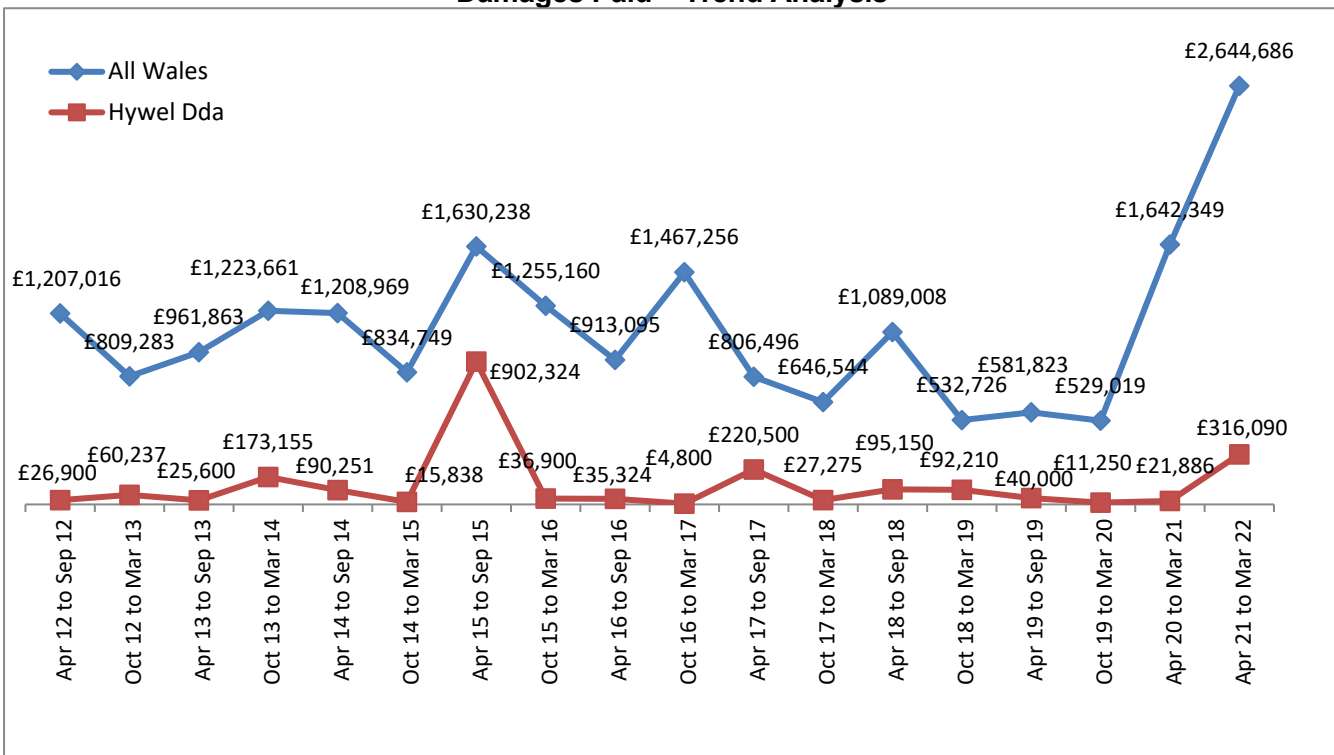
### Work Related Stress/ Repetitive Strain Injury -Trend Analysis



Whilst it is encouraging to see a consistently low number of civil claims relating to this topic, it would be amiss to suggest that this particular risk is being entirely well-managed, given the current pressures experienced by a large number of staff. Concerns are inevitably being raised by Trade Union and Managers alike.

The Health Board does, however, have a robust Stress Management Policy in place based upon the HSE Stress Management Standards. Many staff have completed the self-assessment stress risk assessment and have reported to the Health and Safety Team that they have found it to be extremely useful in pinpointing specific stressors, enabling them to make adjustments to assist in managing certain situations and tasks.

### Damages Paid – Trend Analysis



The graph above unfortunately shows a significant increase in damages awarded in 2021/22. This is primarily due to one PI case being settled at £170,000.

## Argymhelliad / Recommendation

The Health & Safety Committee is asked to take assurance that HDdUHB is consistently receiving and settling fewer civil claims than other Health Boards and Trusts across Wales and that where improvements have been made to the Health and Safety management, there is a correlation to the number of claims received. Also, that where claims are received, certain of these are able to be defended successfully.

<b>Amcanion: (rhaid cwblhau) Objectives: (must be completed)</b>	
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

<b>Gwybodaeth Ychwanegol: Further Information:</b>	
Ar sail tystiolaeth: Evidence Base:	Not applicable.
Rhestr Termau: Glossary of Terms:	Contained within the body of the report.
Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Iechyd a Diogelwch: Parties / Committees consulted prior to Health and Safety Committee:	Staff Partnership Forum

<b>Effaith: (rhaid cwblhau) Impact: (must be completed)</b>	
<b>Ariannol / Gwerth am Arian: Financial / Service:</b>	Not applicable.
<b>Ansawdd / Gofal Claf: Quality / Patient Care:</b>	Potential for quality of patient care to be compromised if large numbers of staff are affected by COVID-19 themselves.
<b>Gweithlu: Workforce:</b>	There is an impact on staff health and wellbeing as well as safety for non-compliance with COVID-19 management arrangements.
<b>Risg: Risk:</b>	Directorate Risk Registers have highlighted a number of the topics covered within this report.
<b>Cyfreithiol: Legal:</b>	A breach of health and safety regulations can result in the issue of prohibition or improvement notices or criminal proceedings.
<b>Enw Da: Reputational:</b>	Prosecutions and claims due to breaches in legislation or personal injury claims can lead to negative publicity.
<b>Gyfrinachedd: Privacy:</b>	Not applicable.
<b>Cydraddoldeb: Equality:</b>	Has EqIA screening been undertaken? No