

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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	11 July 2022
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 the activities of the Health and Safety Team over the period May 2022 – July 2022. 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, COVID-19, Bariatric Update, Manual Handling, Personal Injury Update, Management of Violence and Aggression (PAMOVA)/Reducing Restrictive Practice, Reporting of Injuries Diseases, Dangerous Occurrences (RIDDOR), Policy updates.

Asesiad / Assessment

COVID-19 Health Board Guidance

With the Social Distancing restrictions being lifted in Wales the following will be completed across Hywel Dda University Health Board (HDdUHB) by 30th June 2022:

- One way barriers, adhesive floor stickers/signs in communal areas are being removed as well as signs and posters.
- Protective screens are to remain in place for main reception areas and protective screens within offices will remain if requested by occupants.
- Protective screens used in waiting rooms are to be removed where necessary but are being stored in case they are required to reinstate measures in the future..

Healthcare staff, patients and visitors no longer need to wear face masks or coverings in our healthcare premises with the exception of certain areas as determined by local risk management practices.

Bariatric Update/Weight Management Clinical Pathway

The HSC requested further clarification in relation to the development of an Healthy Weight Development Plan (HWDP) for 2022/23.

The following has been received from the Health Boards Weight Management Clinical Pathway Lead:

'An interim HWDP has been submitted to Welsh Government (WG) in April 2022. The plan centres around meeting the standards set out in the All Wales Weight Management Pathways with regard to the Adult Level 3 Weight Management Service, the development of services at level 2 of the adult pathway and the development of business cases to support the establishment of weight management services for children, young people and families and for maternity services.

The HSC also requested further information regarding the disparity in the levels of specialist weight management services offered across the three Counties and plans being developed to address this matter.

'Pre-pandemic the service only provided face to face weight management services, since 2020 all of our services are now delivered virtually either via Attend Anywhere or via MS Teams. The sole use of face to face delivery meant that the specialist Multi-Disciplinary Team weight management clinic was only delivered in Prince Philip Hospital and although patients from Ceredigion and Pembrokeshire were able to attend the clinic, the travelling distance was a barrier for many patients. The use of virtual platforms for delivery means that access to the full range of weight management services is now equitable across the three counties. As we function post-pandemic and begin to re-introduce some face to face service delivery, we plan to keep the virtual consultation alongside this to ensure the equity of access across the Health Board remains. For those who do not have internet access or are not comfortable with video conferencing, telephone appointments are offered'.

Manual Handling Update

The demand for induction training has certainly been intense and sustained in recent months and the following changes have been introduced to work as efficiently as possible.

- Expanding the scope of practice of the two Band 4 staff to support more people handling training, by offering them formal training.
- Increasing Withybush General Hospital (WGH) training capacity from 12 to 16 to accommodate any Carmarthen learners willing to travel.
- Delayed training risk assessment - this can be used in circumstances where recruits already have some existing knowledge or training but require an update/top up. This can be completed by managers to identify what they can safely do while training is awaited, therefore not delaying their clinical availability.
- Introduction of the 1 day minimal and emergency handling course. There were massive inefficiencies in bookings for 2 day training, as many attendees did not require the full course. In response to this a separate course has been developed to allow the 2 day course to be maximised for wards staff and reduce their wait. This is part of the new 4 tier approach recently shared with the Health & Safety Committee.
- Appraising and recording existing training competency of incoming staff, to identify any whose needs could be met by an update rather than a full course.

The primary function of the team is that of a nursing role and in addition to the training elements, they have an ever growing clinical commitment in assessing patients both in acute and

community settings and this demand has increased during the past two months, particularly around bariatric care.

The Carmarthen team recently relocated to Glien House, a facility shared with Workforce and Organisational Development colleagues. The ability to work more efficiently is hampered by not having a base within the Glangwili General Hospital (GGH) site. This would allow for far more effective clinical practice to be delivered when not delivering training courses.

Personal Injury

There are currently 36 open personal injury (PI) claims. The locations and breakdown of the four main types including violence and aggression, Accident/Injury, Equipment and Infrastructure are detailed in the table below.

Breakdown Type	No.
Accident/Injury	15
Behaviour (including violence and aggression)	10
Equipment/Devices	6
Infrastructure (including staffing, facilities, environment)	2

The HSC requested a breakdown of which departments are affected. The table below provides further clarification.

Physical Assault	Manual Handling	Slip Trip Fall	Health
Enlli Ward, Bronglais General Hospital (BGH)	Theatre, Prince Philip Hospital (PPH)	Acute Medical Assessment Unit (AMAU), PPH	Respiratory symptoms, PDHC
Morlais Ward, GGH	Ward 12, WGH	Car Park Hafan Derwen	Asbestos, WGH
Ward 3, WGH	Sunderland Ward, SPH	Ystwyth Ward, BGH	Electric Shock, Radiology Department, GGH
Bryngolau Ward, PPH	Acute Stroke Unit, GGH	Teifi Ward, GGH	Noise Induced Hearing Loss Special Care Baby Unit, GGH
Clinical Decisions Unit, GGH		Sunderland Ward, South Pembrokeshire Hospital (SPH)	
Ward 1, PPH		Carmarthen Showground	
Home Treatment Team, Ceredigion		Hospital Grounds, GGH	
Ward 6, PPH		A&E, GGH	
A&E, GGH		ACDU, WGH	
Meurig Ward BGH		Theatre, WGH	
		*Hospital Grounds, GGH	
		*Occupational Therapy, Patient home	
		*A&E WGH	

*Denotes patient visitor

Cut to leg – Hospital Grounds, PPH

Trapped in machinery - Laundry, GGH

Knee injury trolley collapse – Facilities, GGH

An estimation of the potential value of damages is £2,233,739.81.
Many of the claims will however be capable of defence or reduced settlement.

There is a requirement for the Health Board to provide assurance to the Welsh Risk Pool that actions have been taken to reduce the likelihood of these events occurring in future. Measures such as the following have been implemented:

- Promotion of early reporting of defects in the fabric or condition of buildings
- Cleaning technologies and changes to cleaning times
- Manual handling aids and training to staff.
- Asbestos surveys, monitoring and training of staff
- Warning signs in adverse weather and improved gritting of grounds

PAMOVA/Reducing Restrictive Practice (RRP)

WG Reducing Restrictive Practice Framework (RRP) has now been launched. A stipulation within this Framework is that the training provided to staff should be accredited.

Over the next 2 months the PAMOVA/RRP Team will be seeking accreditation with the Restraint Reduction Network Training Standards. This is a mandatory requirement for all NHS England Trusts providing RRP training and will be a first for any Health Boards in Wales.

An estimate based on figures from 2021 suggests that there are 1,600 staff in the Health Board requiring training ranging from 1 day to 4 day courses. The likelihood is that this figure is higher as this is based on responses to a Training Needs Analysis exercise.

The most striking advantage of the HDdUHB model, other than the ultimate sustainability of having HDdUHB trainers, is that our trainers are available for advice and clinical liaison with expert knowledge of our patients and the nuances that come along with each.

This is something that the team have worked on during the pandemic and have received positive feedback for the support provided.

Reporting of Injuries Diseases, Dangerous Occurrences (RIDDOR) 2021-22 Slips, Trips and Falls Incident Analysis

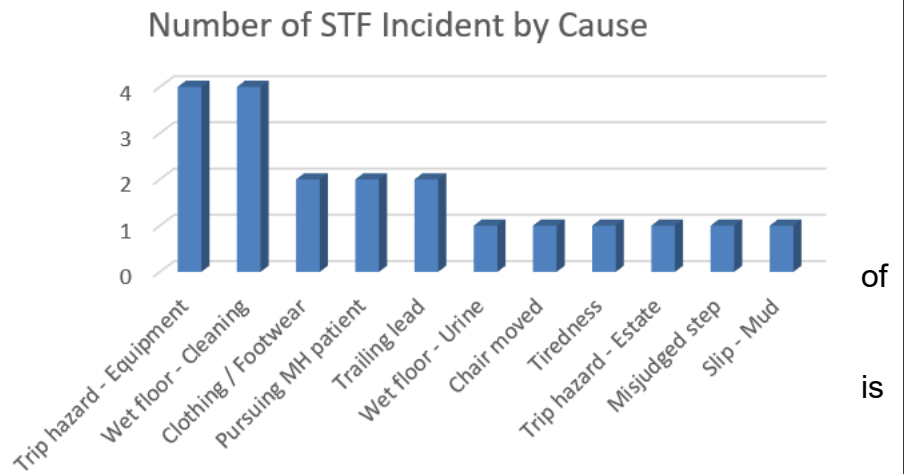
The end-of-year RIDDOR report presented to the Health and Safety Committee in May 2022 clearly showed that the greatest cause of RIDDOR reportable incidents in 2020-21 was slips, trips and falls (STFs) on the same level. It was therefore suggested that we interrogate these incidents to see if there are any patterns to inform future work on the topic.

The findings however show that there is no clearly distinguishable single cause of STF incidents in HDdUHB (from the RIDDOR data at least). The table below shows all STF incidents by cause.

Cause	No.
Trip hazard - Equipment	4
Wet floor - Cleaning	4
Clothing / Footwear	2
Pursuing MH patient	2
Trailing lead	2
Wet floor - Urine	1
Chair moved	1
Tiredness	1

Trip hazard - Estate	1
Misjudged step	1
Slip - Mud	1

The Health, Safety and Security Team will continue to raise awareness of STFs with managers with the dedicated section on the management workplace slips, trips and falls on the Manager's Health and Safety Induction. This training directly linked to the approved Workplace Slips, Trips and Falls Policy which contains information and guidance on the management of non-patient STF risks within HDdUHB.



Policy Update

The First Aid at Work Procedure (Procedure 696) has been revised and updated and is presented to the HSC for approval under agenda item 4. The update includes an amendment to the recommended levels of first aid qualification, and improved tools for managers to assess what level of first aid cover they require in their workplace.

The Display Screen Equipment (DSE) & Workstation Assessment Procedure (Procedure 463) is currently under review. It is anticipated that HSC approval for the Procedure will be sought in September 2022.

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 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:	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