

Health and Safety Assurance Report



Health and Safety Committee

January 2026



The purpose of this report is to provide the Health and Safety Committee (HSC) with an overview of health and safety across the Health Board.

This report provides information on topics including:

- The new Health, Safety and Security governance arrangements;
- Health and safety;
- Security;
- Violence and aggression.

These reports will evolve and improve with time. Future reports will also include:

- Operational Estates Maintenance - including electrical safety, water safety, ventilation, working at height, vibration, noise, confined spaces, asbestos, The Provision and Use of Work Equipment Regulations 1998 (PUWER), Lifting Operations and Lifting Equipment Regulations 1998 (LOLER) etc;
- Fire safety, medical gas pipeline systems, decontamination and radiation;
- Estates property management, building infrastructure, environmental and waste management;
- Facilities (including Catering and Domestic Services).

New H&S Governance Arrangements



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The Health and Safety Sub-Committee has now been disbanded and replaced with the Health and Safety Compliance Group (HSCG) which met for the first time in early December 2025.

The first new-format Health, Safety & Security Summary Reports were presented to the five main Clinical Care Groups (CCGs) in December 2025. The reports include compliance metrics for a range of health, safety, security and operational compliance functions.

The first phase of the Health and Safety dashboard is now live and has been shared with the main CCGs and other key stakeholders in November and December 2025. The second phase will bring an additional Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) module, which is expected to be live in early 2026.

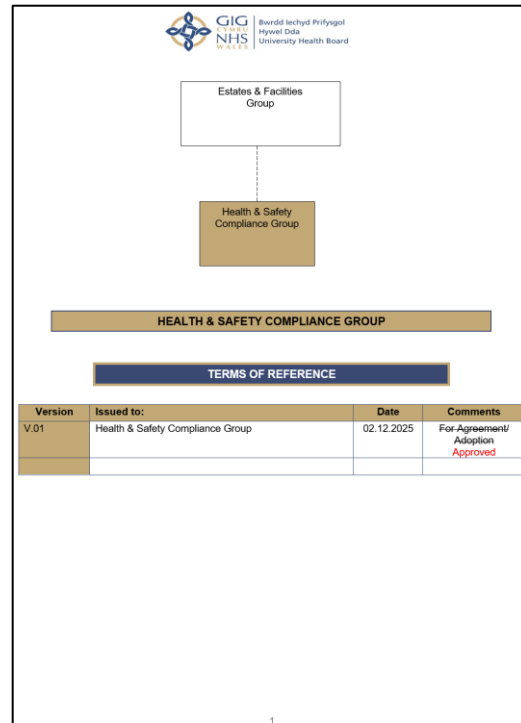
Health and Safety dashboard - Power BI
(internal only)

Health, Safety & Security Summary Report PC&SS CCG QHS December 2025

Prepared by the Health, Safety & Security Department in conjunction with Estates
Health and Safety dashboard - Power BI

Assure To note There is confidence that actions are robust and will be sufficient to address the issue or generally operating effectively. Routine monitoring.	Advise To monitor There are areas of concern where assurance has been taken on actions in place but requires close monitoring. An early warning of an emerging and potentially serious concern.	Alert May require discussion There is a lack of confidence that any action in place is sufficient to address the issue satisfactorily and/or within the scope of the operational team or executive to resolve. Engagement, action or intervention required.
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Regulations / Topic Area	Measures / Metrics Available		CCG Actions	AAA Rating
Management of Health and Safety at Work Regulations 1999 (MHSWR)	LI Health, Safety & Welfare Training Compliance: Overall 84.9%		CCG to confirm that risk assessments are in place for all individual disciplines within the H&S Regulation list. A full list of H&S regulations can be found in Appendix 1. Please direct all staff that have managerial responsibilities for staff and/or responsibility for incident investigation, including both Senior and Junior Managers, all Sisters, Team Leaders, Supervisors etc. to the: Manager's Health and Safety Induction Training (Isharepoint.com)	Advise
	Service / site	Headcount % compliance		
	Obstetrics and Gynaecology	106 61.3%		
	Orthopaedics, Trauma and Associated Services and Rheumatology	151 66.2%		
	General Surgery, Breast Care, ENT, Audiology and Urology	198 71.2%		
	Planned Care Management	61 80.3%		
	Women and Childrens Management	17 82.4%		
	Maternity Services	307 87.0%		
	Theatre Services, Anaesthetics and Critical Care	699 88.0%		
	Ophthalmology, Endoscopy, Bowel Screening, Derm and Neuro	225 88.0%		
	Child and Adolescent	318 88.1%		
	Sexual Health	50 90.0%		
	PH Prevention EY	283 90.5%		
	Oncology and Cancer Services	134 92.5%		
	Outpatient Services	97 95.9%		



Health and safety dashboard

Incidents

Reported incidents

Staff training

Health & safety e-learning

Manual handling training



Health and Safety



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Health & Safety E-learning Compliance (at 30/11/2025):

Health, Safety & Welfare:

Function	Headcount	% compliance
Executive Allied Health Professions and Health Sciences	2	100.0%
Finance	101	98.0%
Workforce and Organisational Development	267	95.9%
Digital	237	93.2%
Medical	142	93.0%
Chief Operating Officer Management	257	92.6%
Strategy and Planning	39	92.3%
Mental Health and Learning Disabilities	1361	92.1%
Operational Allied Health and Health Sciences	1381	90.9%
Public Health	164	89.6%
Community and Integrated Medicine	3770	88.8%
Primary Care, Community Strategy and Long Term Care	699	88.7%
Estates and Facilities	1036	87.5%
Nursing, Quality and Patient Experience	212	87.3%
Planned and Specialist Care	2650	84.3%
Chief Executive	95	83.2%

Display Screen Equipment:

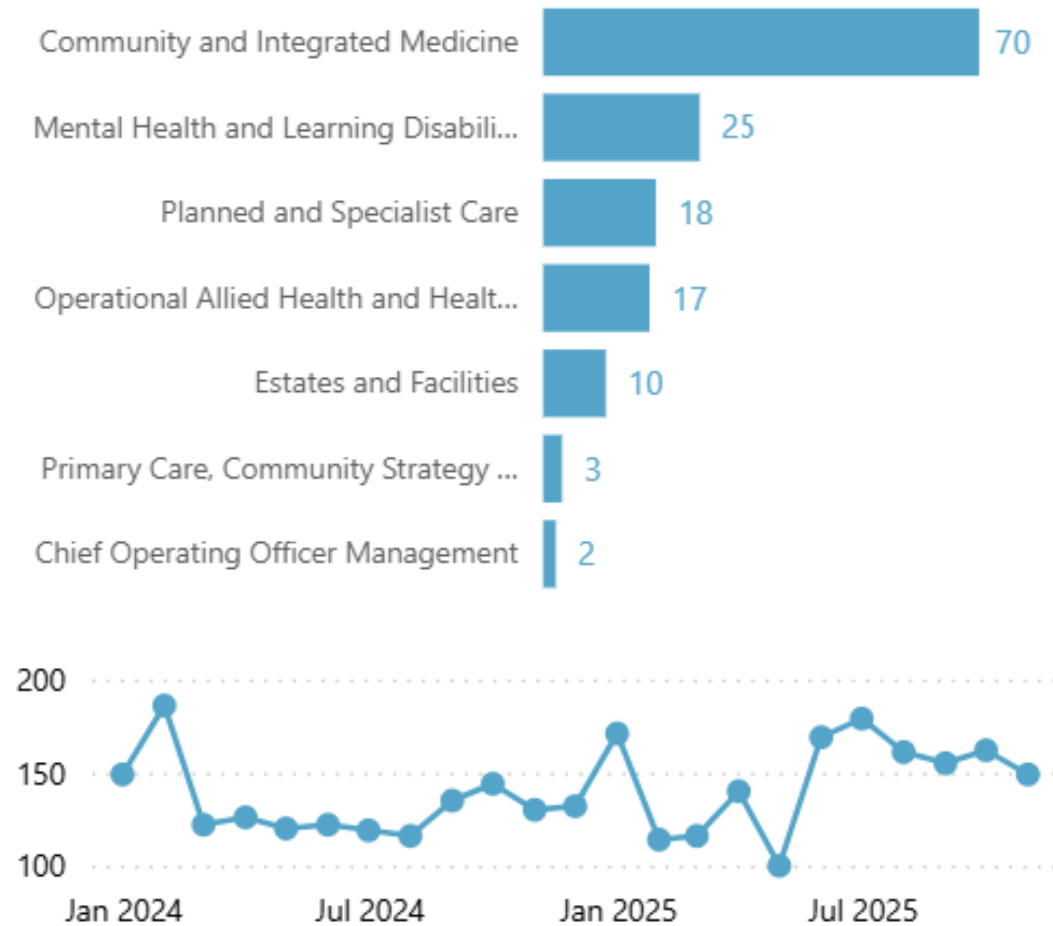
Function	Headcount	% compliance
Strategy and Planning	34	100.0%
Workforce and Organisational Development	218	99.5%
Mental Health and Learning Disabilities	172	99.4%
Finance	101	99.0%
Medical	89	98.9%
Chief Operating Officer Management	162	98.1%
Digital	226	97.8%
Primary Care, Community Strategy and Long Term Care	184	96.2%
Estates and Facilities	97	95.9%
Public Health	85	95.3%
Nursing, Quality and Patient Experience	123	95.1%
Community and Integrated Medicine	395	94.9%
Planned and Specialist Care	415	94.7%
Operational Allied Health and Health Sciences	132	93.9%
Chief Executive	90	87.8%

Violence & Aggression Module A:

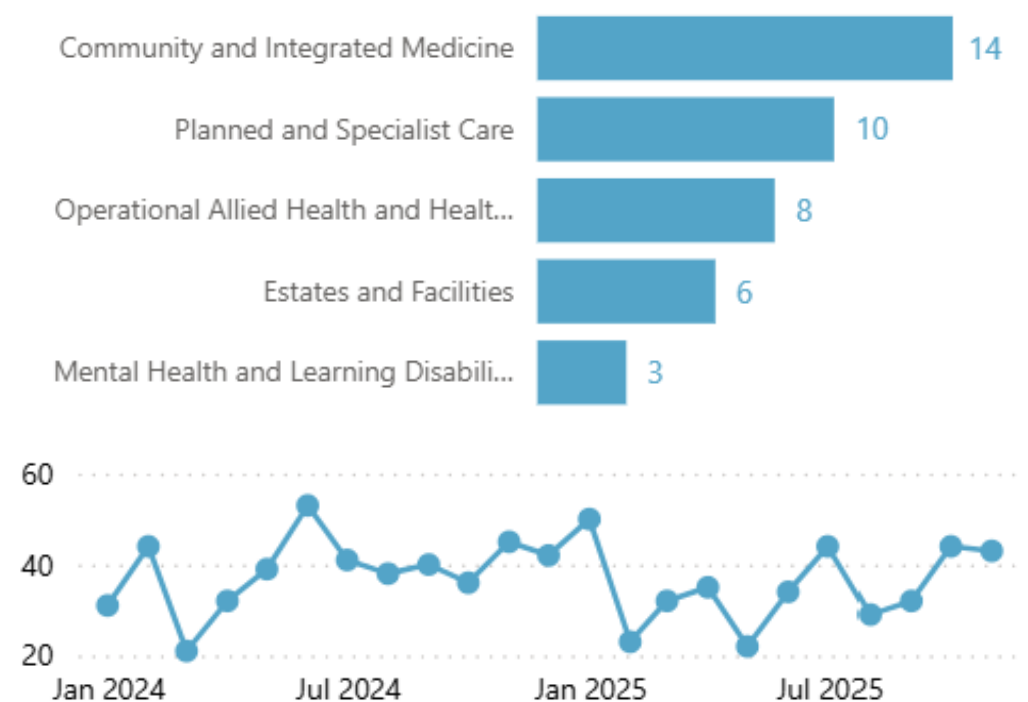
Function	Headcount	% compliance
Executive Allied Health Professions and Health Sciences	2	100.0%
Workforce and Organisational Development	267	99.6%
Medical	142	99.3%
Finance	101	99.0%
Chief Operating Officer Management	257	98.4%
Digital	237	97.0%
Nursing, Quality and Patient Experience	212	96.7%
Mental Health and Learning Disabilities	1361	96.5%
Public Health	164	96.3%
Operational Allied Health and Health Sciences	1381	95.7%
Strategy and Planning	39	94.9%
Primary Care, Community Strategy and Long Term Care	699	94.8%
Estates and Facilities	1036	94.5%
Community and Integrated Medicine	3770	93.5%
Planned and Specialist Care	2650	91.1%
Chief Executive	95	87.4%

Staff / Contractor Incidents Reported via Datix (at 30/11/2025):

All Staff / Contractor incidents in November 2025 (2+):



Accident/Injury Staff / Cont. incidents in Nov 2025 (2+):

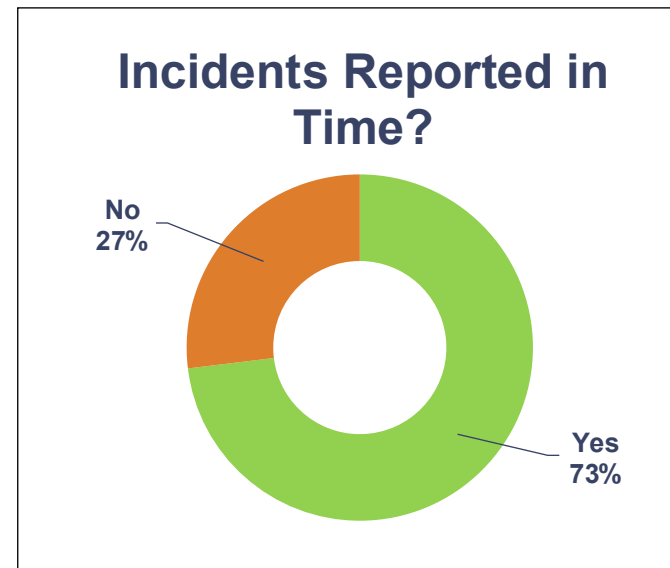
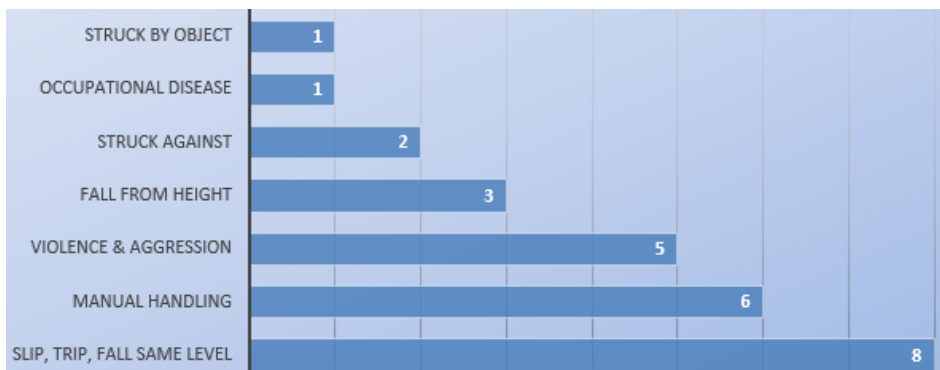
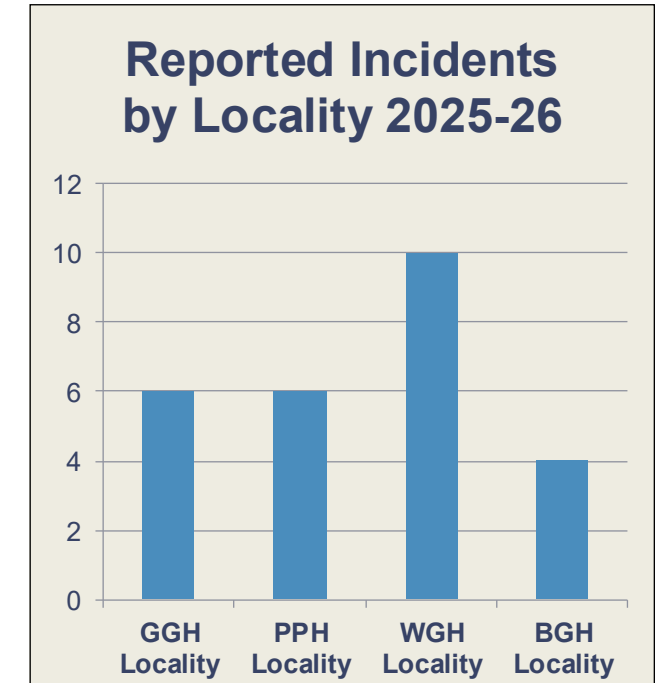


Incident rates have been fed back to the CCGs for their information.

RIDDOR Incidents Reported to the Health & Safety Executive (at 30/11/2025) for 2025-26 Year-to-Date:

Cause	No.	%
Slip, trip, fall same level	8	30.77
Manual Handling	6	23.08
Violence & Aggression	5	19.23
Fall from height	3	11.54
Struck against	2	7.69
Occupational Disease	1	3.85
Struck by object	1	3.85
Contact with electricity	0	0.00
Overflow/Leak/Vapour	0	0.00
Dangerous Occurrence	0	0.00
Burn	0	0.00
Needlestick	0	0.00
Electric shock	0	0.00
Another kind of incident	0	0.00
	26	

CCG / CSG / Other	No.
Community & Integrated Med.	15
Estates & Facilities	8
Allied Health & Health Sciences	2
Mental Health & Learning Dis.	1
Planned and Specialist Care	0
Primary Care	0
Other	0
	26



The CCGs currently reporting well against mandatory reporting timescales.

Manual Handling (MH) Compliance (at 30/11/2025):

Level 1 MH (Load Handling):

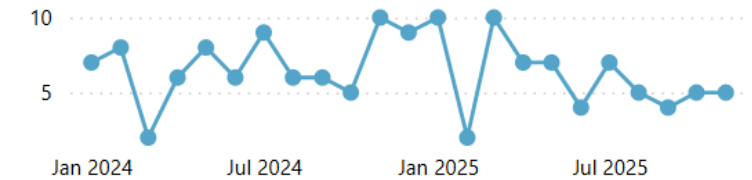
Function	Headcount	% compliance
Executive Allied Health Professions and Health Sciences	2	100.0%
Finance	101	96.0%
Chief Operating Officer Management	257	91.8%
Workforce and Organisational Development	267	91.0%
Medical	142	89.4%
Digital	237	89.0%
Public Health	164	87.2%
Chief Executive	95	85.3%
Nursing, Quality and Patient Experience	212	82.5%
Primary Care, Community Strategy and Long Term Care	699	81.7%
Operational Allied Health and Health Sciences	1381	79.9%
Estates and Facilities	1036	78.3%
Mental Health and Learning Disabilities	1361	78.0%
Strategy and Planning	39	76.9%
Planned and Specialist Care	2650	76.9%
Community and Integrated Medicine	3770	76.2%

Level 2 MH (People Handling):

Function	Headcount	% compliance
Chief Executive	2	100.0%
Workforce and Organisational Development	36	77.8%
Public Health	77	66.2%
Estates and Facilities	137	65.7%
Planned and Specialist Care	2130	62.2%
Community and Integrated Medicine	3218	57.6%
Operational Allied Health and Health Sciences	739	57.4%
Mental Health and Learning Disabilities	1023	54.8%
Digital	6	50.0%
Medical	32	50.0%
Nursing, Quality and Patient Experience	75	49.3%
Primary Care, Community Strategy and Long Term Care	147	42.9%
Chief Operating Officer Management	12	8.3%
Executive Allied Health Professions and Health Sciences	1	0.0%
Strategy and Planning	3	0.0%

Staff/Contractor MH Incidents (Datix):

By month of occurrence



November 2025 Staff/Contractor MH Incidents by Service (Datix):



November 2025 Staff/Contractor MH Incidents per 100 Staff (Datix):



The Manual Handling Team is working on a TNA and options appraisal to improve training compliance.

Work at Height (WaH) Compliance (Non-Estates) (at 30/11/2025):

A total of 132 WaH equipment inspections have been completed Health Board wide by the Health & Safety Team in 2025.

- 103 WaH equipment has been passed safe to use;
- 23 items have been isolated, awaiting disposal or have been disposed of;
- 6 items are quarantined, awaiting repair.
- Of note, 37% of inspected kick-steps (step-stools) have been quarantined.

Location	WaH Inspected
Bronglais	12
Glangwili	10
Prince Philip	15
Withybush	18
Total	55

Location	WaH Inspected
Wellfield Road	5
Aberaeron Integrated Care Centre	3
Bro Preseli Community Resource Centre	3
Canolfan Bro Cerwyn	1
Fishguard Health Centre	2
Gorwelion	4
Hafan Derwen	6
Haverfordwest Health Centre	6
Llandovery Cottage Hospital	9
Llys Steffan	3
Milford Haven Health Centre	5
Narberth Health Centre	2
Pembroke Dock Health Centre	2
Solva Surgery	5
South Pembrokeshire Hospital	10
Swn-y-Gwynt Day Hospital	1
Tenby Hospital	3
Tenby Surgery	3
Tregaron Hospital	4
Total	77

Face-Fit Train the Tester (COSHH):

Fit testers trained (or refreshed) in Qualitative Face-Fit Train-the-Tester Training (for RPE, Health Board wide, since the H&S Team started their new post-covid log in late 2024:

- Glangwili Hospital Locality 39
- Withybush Hospital Locality 27
- Bronglais Hospital Locality 22
- Prince Philip Hospital Locality 28

CCGs have been reminded to ensure their winter preparedness.

Manager's Health & Safety Induction:

A total of 713 managers and aspiring managers have completed the MH&SI. Compliance figures split by CCG are not currently available.

The proposal to make the MH&SI mandatory for certain staff was unsuccessful at the December Mandatory Training Group.

Absconding Patients (July-November 2025):

Incidents by Location	Number of Incidents
Prince Philip Hospital	
AMAU	1
Ward 1	2
Bryngofal (MHL D)	2
Glangwili	
A & E	5
CDU	1
Towy Ward	1
ICU	1
Morlais Ward (MHL D)	4
Withybush	
A & E	5
ACDU	1
Ward 4	1
Ward 7	2
Ward 8	1
Ward 11	3
Ward 12	2
Acute frailty unit	3
Bronglais Hospital	
EUCC	2
Bro Cerwyn	
St Caradog (MHL D)	10
Cwm Seren	
PICU (MHL D)	2
Total	49

Security Calls.

Porters were recorded as being called to 41 incidents at the time of occurrence to assist. These include dealing with absconding patients and searching hospital grounds and areas for patients.

Patient Returned by:	Number of Incidents
Ward/Unit Staff	16
Self-Return	2
Porters	7
Police	6
Relatives	9
Member of Public	3
Unknown	9
No Return +24h	7

Police

Police were recorded as being called on 24 occasions for absconding patient incidents on Datix. However, police information and intelligence reports are often dramatically different to the information on Datix.

Violence & Aggression

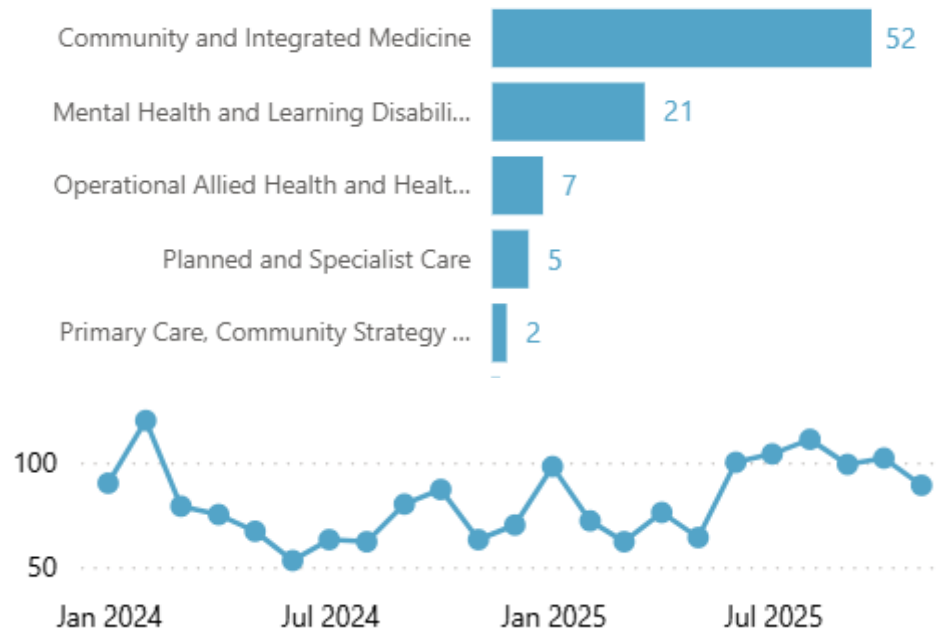


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Behaviour (inc. V&A) Staff / Contractor Incidents Reported via Datix (at 30/11/2025):

Behaviour (inc. V&A) Staff / Contractor incidents in Nov 2025 (2+):



Behaviour (inc. V&A) Staff/Contractor incidents in Nov 2025 per 100 Staff:



Although Community & Integrated Medicine recorded the highest number of V&A incidents in November 2025, when calculated as a rate per 100 staff for comparisons, MHLD comes out at the top.

Note: Behaviour (inc. V&A) incidents can also be reported as Patient incidents, or as incidents of Restrictive Physical Intervention (RPI), therefore not all incidents will be included in the figures above. The V&A Case Manager keeps a separate database of all V&A incidents, the figures from which are issued in monthly reports – one per acute site and a separate report for MHLD.

Reducing Restrictive Practice (RRP) Team training compliance (at 30/11/2025):

Mental Health / Learning Disabilities:

- Morlais 93%
- LSU 90%
- St Caradog 78%
- PICU 67% (December refresher bookings will take them to 85% if they all attend and complete the refresher).
- Bryngofal 45% (December refresher bookings will take them to 79% if they all attend and complete the refresher).
- Begelly 87%
- Enlli 79%
- St Non 76%
- Bryngolau 45%

Porter Training:

- PPH 100%
- GGH 82% (All out of date porters are booked in)
- BGH 81% (Recovery plan ongoing)
- WGH 64% (Recovery plan in place for the remainder)

The above should be noted as a marked increase in compliance in the last 3 months.

The RRP Team is currently working on an RRP and Violence Reduction Training Pathway for 2026 which looks to revolutionise training provision by introducing short, informative multi-media resources to compliment their existing training offering. Details to follow in early 2026.

Recommendations



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The Health and Safety Committee (HSC) is asked to note the contents of this report.

The Health and Safety Committee is asked to take assurance that processes are in place to review, monitor and improve health and safety regulatory compliance across the Health Board and that a communication mechanism between the Health, Safety and Security Team and the Clinical Care Groups has now been established.



Collation of this Health & Safety Assurance Report: Adam Springthorpe, Health & Safety Manager.

Sections:

1. Health and safety – Adam Springthorpe (AS), Health & Safety Manager
2. Security – AS / Charles Scarf, Security Advisor / Jon Arthur, Deputy Director of Health Sciences
3. Violence and aggression – AS / Brett Jenkins (V&A Case Manager) / Rachel Wood, RRP Lead Trainer