

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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	14 January 2025
TEITL YR ADRODDIAD: TITLE OF REPORT:	All-Wales Benchmarking - Reporting of Injuries, Diseases and Dangerous Occurrence Regulations 2013 (RIDDOR)
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	James Severs, Executive Director of Allied Health Professions and Health Science
SWYDDOG ADRODD: REPORTING OFFICER:	Adam Springthorpe, Health & Safety Manager

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 to the Health and Safety Committee provides information from the recent All-Wales Reporting of Injuries, Diseases and Dangerous Occurrence Regulations 2013 (RIDDOR) benchmarking exercise which was led and compiled by Hywel Dda University Health Board (HDdUHB).

Cefndir / Background

RIDDOR places a duty on employers and people in control of work premises to report certain serious workplace accidents, occupational diseases and specified dangerous occurrences to the Health and Safety Executive (HSE). The paper presented to the Health and Safety Committee in May 2022 gave a detailed overview of the requirements of Regulations 1-9 of RIDDOR, including key definitions and reporting categories.

RIDDOR also sets timeframes within which the HSE should be notified of certain work-related incidents. For most types of incidents including accidents resulting in the death of any person, specified injuries to workers, non-fatal accidents requiring hospital treatment to non-workers and dangerous occurrences. The responsible person must notify the HSE without delay, and a report submitted within 10 days of the incident. For accidents resulting in the over-seven-day incapacitation of a worker, the HSE must be notified within 15 days of the incident.

Asesiad / Assessment

For the third year running, HDdUHB volunteered to lead an All-Wales RIDDOR benchmarking exercise as an action item for the NHS Wales Health and Safety Management Steering Group. Each Health Board /Trust in Wales were asked to state how many RIDDOR reports were submitted to the HSE in the period 01/04/23-31/03/24 by both RIDDOR category and accident category. The figures were then collated by the HDdUHB Health and Safety Manager. The following table shows the number of incidents reported per RIDDOR Category by all the Welsh Health Boards / Trusts (Redacted and sorted in descending order by total reports in all categories).

Organisation	Over 7 Days	Specified Injury	Total (all Categories)
Redacted - Other HB / Trust	100	3	103
Redacted - Other HB / Trust	78	9	96
Redacted - Other HB / Trust	57	23	90
Redacted - Other HB / Trust	62	10	73
Hywel Dda University Health Board	42	9	59
Redacted - Other HB / Trust	16	12	49
Redacted - Other HB / Trust	32	7	44
Redacted - Other HB / Trust	10	2	12
Redacted - Other HB / Trust	7	1	10
Redacted - Other HB / Trust	1	1	2

Although interesting to see what the other Health Boards/Trusts are reporting, to be truly comparable the staff numbers should be considered and accident rates established. Therefore, please see the following table for RIDDOR rates for each Health Board per 1000 employees (redacted and sorted in descending order by total reports in all categories).

Organisation	No of Staff	Over 7 Day RIDDORs per 1000 Staff	Specified Injury RIDDORs per 1000 Staff	Total RIDDORs per 1000 Staff (all Categories)
Redacted - Other HB / Trust	4329	23.1	0.69	23.79
Redacted - Other HB / Trust	15658	3.64	1.47	5.75
Redacted - Other HB / Trust	17500	4.46	0.51	5.46
Redacted - Other HB / Trust	13500	4.59	0.75	5.41
Redacted - Other HB / Trust	2315	4.31	0.86	5.18
Hywel Dda University Health Board	12171	3.45	0.8	4.85
Redacted - Other HB / Trust	2484	2.81	0.4	4.03
Redacted - Other HB / Trust	13500	2.37	0.52	3.26
Redacted - Other HB / Trust	17000	0.94	0.71	2.88
Redacted - Other HB / Trust	1822	0.55	0.55	1.1

With a RIDDOR reporting rate of 4.85 per 1000 staff across all reporting categories, it is felt that HDdUHB can take assurance that it is not under reporting RIDDOR incidents when compared to similar organisations across Wales. Our rate in HDdUHB is fairly consistent with previous years, having been 5.18 in 2021-22 and 5.70 in 2022-23.

The figures for RIDDORs per accident category were also analysed and a similar reassurance can be taken from the National picture. Slips/trips/falls, manual handling and violence and aggression were consistently the top three reported accident categories across Wales, as they are in HDdUHB.

Number of RIDDOR Incidents Reported on Time 01/04/23-31/03/24

As mentioned in the background section, RIDDOR sets mandatory timeframes within which the HSE should be notified of certain work-related incidents. Each Health Board / Trust was asked to supply details of how many of their RIDDORs were reported to the HSE within the mandatory reporting timescales. The chart and table below show the results:

Organisation	Total RIDDORs	Number of RIDDOR Incidents Reported on Time	% on Time	% on Time 2022-23 for Comparison
Redacted - Other HB / Trust	2	2	100.0%	No data
Redacted - Other HB / Trust	12	10	83.3%	81.8%
Redacted - Other HB / Trust	90	61	67.8%	49.4%
Redacted - Other HB / Trust	96	63	65.6%	62.3%
Hywel Dda University Health Board	59	38	64.4%	62.7%
Redacted - Other HB / Trust	103	65	63.1%	42.9%
Redacted - Other HB / Trust	73	29	39.7%	No data
Redacted - Other HB / Trust	49	19	38.8%	22.2%
Redacted - Other HB / Trust	44	17	38.7%	66.0%
Redacted - Other HB / Trust	10	3	30.0%	50.0%

HDdUHB can take assurance from the above that they are consistently reporting in terms of timeliness in line with the better performing Health Boards / Trusts across Wales. (It should be noted that the two exceptional reporting Health Boards / Trust have reported a relatively low number of RIDDORs overall, therefore not a fair comparison).

The wider findings of the benchmarking exercise were presented to the NHS Wales Health and Safety Management Steering Group on 21 November 2024.

Argymhelliad / Recommendation

The Health & Safety Committee is asked to:

TAKE ASSURANCE

- That the Health Board is operating in compliance with the Reporting of Injuries, Diseases and Dangerous Occurrence Regulations 2013 (RIDDOR).

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:	N/A
Parthau Ansawdd: Domains of Quality Quality and Engagement Act (sharepoint.com)	1. Safe
Galluogwyr Ansawdd: Enablers of Quality: Quality and Engagement Act (sharepoint.com)	6. All Apply
Amcanion Strategol y BIP: UHB Strategic Objectives:	1. Putting people at the heart of everything we do 4. The best health and wellbeing for our individuals, families and communities 5. Safe sustainable, accessible and kind care
Amcanion Cynllunio Planning Objectives	Not Applicable
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS

Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	<ul style="list-style-type: none"> • The Health and Safety at Work etc. Act 1974; • All subordinate Health and Safety legislation; • Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR); • HSE Approved Codes of Practice; • HSE Guidance; • EU Directives.
Rhestr Termiau: Glossary of Terms:	Contained within the body of the report.

Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Ansawdd Iechyd a Diogelwch: Parties / Committees consulted prior to Health and Safety Committee:	<ul style="list-style-type: none"> • Health and Safety Advisory Group • All-Wales Health and Safety Management Steering Group
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Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	Not applicable.
Ansawdd / Gofal Claf: Quality / Patient Care:	There is a positive impact on staff and patient safety, health and wellbeing through compliance with health and safety regulations.
Gweithlu: Workforce:	Not directly.
Risg: Risk:	Risk to health and safety management.
Cyfreithiol: Legal:	It should be noted that a failure to report within the timescales set by RIDDOR is technically a contravention of the regulations and that it is therefore an offence under Section 33(1)(C) of the Health and Safety at Work etc. Act 1974. The Health and Safety Executive who receive these reports will on occasion be critical of the delays in reporting and could seek assurance from the Health Board that improvements will be made.
Enw Da: Reputational:	Potential for political or media interest if compliance or enforcement action is served.
Gyfrinachedd: Privacy:	Not Applicable
Cydraddoldeb: Equality:	No evidence gathered to indicate a negative impact on any protected group/s.