

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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	14 January 2025
TEITL YR ADRODDIAD: TITLE OF REPORT:	Health and Safety Regulations Overview
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 (HSC) provides an overview of governance arrangements for health and safety related regulations. There has been a standing item on the agenda of the HSC for a number of years now to receive information on Hywel Dda University Health Board's (HDdUHB) compliance with Health and Safety Regulations. With the development of HDdUHB's governance structures, a request was made by the HSC for clarity on monitoring arrangements and reporting channels for the health and safety regulations that the HSC oversees, along with information on the training needs associated with each set of regulations for the workforce throughout HDdUHB.

Cefndir / Background

The Health and Safety at Work etc Act 1974 (HSWA) is the primary piece of legislation covering occupational health and safety in Great Britain. This sets out the general duties which employers have towards employees and members of the public, and employees have to themselves and to each other. The HSWA is an enabling act beneath which there are many statutory instruments (Regulations).

Asesiad / Assessment

Each set of regulations that sit beneath the HSWA that are relevant to the activities of HDdUHB have been considered. Please see Appendix 1 of this report for a comprehensive Health and Safety-Related Regulation Compliance table. The table includes:

- Relevant regulations;
- Details of the overseeing group for each set of regulations (in the new Governance structure);
- Date(s) when the regulations have been included on papers to the HSC;
- Training requirements, and how these are currently met;
- Whether the regulations are covered in the Manager's Health and Safety Induction Course (MH&SI);
- Details of policies or procedures in place for each set of regulations, if required.

The table also includes important topic areas that do not specifically have their own set of regulations, such as violence and aggression, security, decontamination and lifts etc. The monitoring arrangements, training provision and policy arrangements have been considered for these topics too.

Monitoring Arrangements

Having detailed the monitoring arrangements for each set of regulations on the table in Appendix 1, three points of note have become apparent.

1. Estates lead on a number of Health and Safety related regulations, but these do not have a reporting mechanism to the HSC structure. At present these regulations are monitored by the Compliance and Site Operations Monthly Meeting within the Estates Department. These include:
 - Confined Spaces Regulations 1997 (CSR);
 - Control of Asbestos Regulations 2012 (CAR);
 - Construction (Design and Management) Regulations 2015 (CDM);
 - Topic: Lifts.

2. A number of Health and Safety led regulations which have previously reported into the Health and Safety Advisory Group (HSAG) do not now have a group to report into except directly to the new Health and Safety Sub-Committee (HSSC). Note: The HSAG was disbanded in December 2024 to be replaced by the HSSC. These include:
 - Management of Health and Safety at Work Regulations 1999 (MHSWR);
 - Workplace (Health, Safety and Welfare) Regulations 1992 (WHSWR);
 - Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR);
 - Manual Handling Operations Regulations 1992 (MHOR);
 - Health and Safety (Display Screen Equipment) Regulations 1992 (as amended) (DSE);
 - Control of Substances Hazardous to Health Regulations 2002 (as amended) (COSHH);
 - REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) (Amendment) Regulations 2023;
 - Dangerous Substances and Explosive Atmospheres Regulations 2002 (DSEAR)
 - Work at Height Regulations 2005;
 - Provision and Use of Work Equipment Regulations 1998 (PUWER);
 - Control of Vibration at Work Regulations 2005;
 - Control of Noise at Work Regulations 2005;
 - Lifting Operations and Lifting Equipment Regulations 1998 (LOLER);
 - Health and Safety (Safety Signs and Signals) Regulations 1996.

3. Two sets of regulations and an approved code of practice will report into both the HSSC and the Infection Prevention Strategic Steering Group (IPSSG). These are:
 - Personal Protective Equipment at Work Regulations 1992 (PPE);
 - Health and Safety (Sharp Instruments in Healthcare) Regulations 2013;
 - Approved Code of Practice L8 – The Control of Legionella Bacteria in Water Systems.

The Health and Safety Manager is working with the Corporate Governance team to ensure that suitable and sufficient arrangements are in place for all health and safety legislation and associated topic areas. Progress for the three points above include:

1. Consideration is being given to creating a reporting route from the Compliance and Site Operations Meeting to the new HSSC.
2. The Terms of Reference for the new HSSC have been reviewed and it has been confirmed that they do allow for the compliance of the listed regulations to be monitored directly by the HSSC. The format for such monitoring will need to be determined.
3. The Terms of Reference for the HSSC and the IPSSG are to be revised to allow for interconnection and the sharing of information between the two groups. Similar arrangements are being pursued for other groups, including the Decontamination Safety Group which potentially reports via multiple routes and also the two medical gas-related groups.

Training

The Health and Safety at Work etc Act 1974 (HSWA) is the main piece of legislation for health and safety in Great Britain. Section 2 of HSWA states that it shall be the duty of every employer to ensure '(2)(2)(c) *the provision of such information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of his employees*'. This is a general requirement over-arching all other statutory instruments (the regulations), therefore suitable and sufficient training is a general requirement for all regulations beneath HSWA.

In the training requirements column of the table in Appendix 1, known gaps in our current compliance have been highlighted in red. Highlighting these gaps will allow the Health, Safety and Security Department to focus their efforts in 2025 to close these gaps.

Improving the Level 1 Health and Safety E-learning Provision

The Level 1 Health and Safety e-learning course is mandatory for all staff to completed on a three-yearly basis. The course gives a general overview of many pieces of health and safety legislation, as shown in the dedicated column on the table in Appendix 1, but the course could be refreshed and improved.

The Health and Safety Manager has been liaising with the Assistant Director of Health, Safety and Fire from Cardiff and Vale University Health Board who is leading a project to with the All-Wales Health and Safety Advisors Group to review and update the existing Level 1 course to see if HDdUHB can contribute to developments and influence the future content to help strengthen the training package for the staff at HDdUHB.

Policy Arrangements

The table highlights three regulation / topic areas for which HDdUHB do not currently have any formal policies or procedures in place. These include:

- Control of Noise at Work Regulations 2005;
- Electromagnetic Fields at Work Regulations 2016;
- Lifts (Estates-led).

As with training, this knowledge will allow the Health, Safety and Security Department and the Estates Department to focus their efforts in 2025 to close these gaps in compliance.

Argymhelliad / Recommendation

The Health & Safety Committee is asked to:

TAKE ASSURANCE

- That the Health Board is taking steps to ensure that its monitoring arrangements for Health and Safety legislation and associated topic areas is being strengthened.
- That gaps in training and policy compliance have been identified which the Health, Safety and Security Department can utilise to focus their efforts in 2025.

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.
Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Ansawdd Iechyd a Diogelwch: Parties / Committees consulted prior to Health and Safety Committee:	The Health and Safety Advisory Group whose membership includes: <ul style="list-style-type: none"> • Health, Safety & Security Department; • Moving & Handling Department; • Occupational Health; • Health Board Legal Team.

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:	Potential for enforcement action including Improvement Notices/Prosecutions and claims due to breaches in legislation.
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.

Appendix 1: Health and Safety Related Regulation Compliance

Key: H&S Level 1 (L1) - Mandatory training via ESR (All staff, 3 yearly)

MH&SI - Manager's Health and Safety Induction Course (Aimed at all Managers, Supervisors, Team Leader, Sisters, Ward Managers etc (4 x 0.5 days, currently recommended, not mandatory)

WHTMs - Welsh Health Technical Memoranda

Regulations	Overseeing Group	Regs Paper(s) to HSC	Training Requirement	On H&S Level 1?	On MH&SI Course?	Policy?
Management of Health and Safety at Work Regulations 1999 (MHSWR)	H&S Sub-Committee	May-21	- All staff - General overview (On H&S L1). - Managers - Risk assessment knowledge required. Included in MH&SI. - Risk assessment training is also available via the Risk and Assurance Team.	Yes - 5 Slides	Yes	Covered by the general Health & Safety Policy
Workplace (Health, Safety and Welfare) Regulations 1992 (WHSWR)	H&S Sub-Committee	Jul-22	- All staff - General overview (On H&S L1). - Managers - Workplace Requirements. MH&SI teaches about workplace assessment in line with these Regs.	Yes - 1 Slide	Yes	Covered by the general Health & Safety Policy
Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)	H&S Sub-Committee	Every 6 months	- All staff - General overview (On H&S L1). - Managers - Reporting requirements. Included in MH&SI.	Yes - 2 Slides	Yes	The RIDDOR Reporting Decision Flowchart is on the Corporate Policies page. RIDDOR is covered by the over-arching Incident, Near Miss and Hazard Reporting Procedure (Owned by Patient Safety).
Electricity at Work Regulations 1989	Electrical Safety Group (ESG) (A reporting group of the H&S Sub-Committee)	Mar-22, Sep-22, Sep-23 & Nov-24 (Estates LV) Mar-24 & May-24 (Cable management)	- Partially covered in Level 1&2 - General Fire Safety Training. For all staff, repeated annually. - Request made to Mandatory Training Group for all staff to undertake specific mandatory Electrical Safety e-learning. An e-Learning course is available, but not mandated. - Competent Person and Authorised Person training for specific Estates staff for both High-Voltage and Low-Voltage electricity in line with WTHMs.	No	No	Electrical Safety Policy (Low Voltage)

Personal Protective Equipment at Work Regulations 1992 (PPE)	H&S Sub-Committee & Infection Prevention Strategic Steering Group (IPSSG)	Jul-21	<ul style="list-style-type: none"> - All staff - NHS Wales Infection Prevention & Control Level 1 Mandatory Training (All staff, 3 yearly) and General overview on H&S L1. - PPE Users - Staff that need to use PPE must be trained in safe and correct usage. - Additional training via NHS Wales Infection Prevention and Control - Level 2 Mandatory Training (Specified staff, yearly). 	Yes - 1 Slide	Partially i.e. COSHH / Needlesticks	COSHH Policy and Procedure Fit-Testing for RPE Procedure Personal Protective Equipment (PPE) Policy & Procedure Asbestos Policy
Manual Handling Operations Regulations 1992	H&S Sub-Committee	Nov-21 (Deep-dive) Mar-24 (Bariatrics) Sept-24 (Bariatrics)	<ul style="list-style-type: none"> - General - NHS Wales Level 1 Manual Handling Mandatory Training (All staff, 2 yearly). - Additional training delivered for all inanimate load handlers and people handlers in line with the All-Wales Manual Handling Passport. (Various courses dependent on role - repeated periodically). - Training for designated Workplace Assessors. - Management arrangements covered on MH&SI. 	Mentioned briefly (Not required as other mandatory general training in place)	Yes	Manual Handling Policy
Health and Safety (Display Screen Equipment) Regulations 1992 (as amended) (DSE)	H&S Sub-Committee	Jul-24	<ul style="list-style-type: none"> - All staff - General overview (On H&S L1). - DSE Users - ESR Mandatory DSE Training (All 'Admin & Clerical' staff, No repeat). Module is also available to DSE Users that fall outside of this category, however not mandatory. - Managers - Covered in detail on MH&SI. 	Yes - 2 Slides	Yes	Display Screen Equipment (DSE) and Workstation Assessment Procedure

Control of Substances Hazardous to Health Regulations 2002 (as amended) (COSHH)	H&S Sub-Committee	Jan-22 May-23 Jul-24	<ul style="list-style-type: none"> - All staff - General overview of COSHH and Latex (On H&S L1). - RPE Fit Testers - Training via H&S Team. - RPE Users - Appropriate use - cascade via fit testers. - Chemical users must receive training on safe use. <li style="padding-left: 20px;"><u>Advanced Users:</u> - Hotel Services staff trained in use of DiffX. - HSDU - Annual COSHH & Spill Training via supplier. - Catering - COSHH training via supplier. - Estates - Require session tailored to the chemicals they use. This is being explored with Ops Compliance. <li style="padding-left: 20px;"><u>Other Users:</u> - Exploring creating a COSHH awareness course for lower-risk end users to supplement the H&S L1. - Managers - COSHH for Managers - Training via MH&SI. Exploring creating a supplementary guidance course on practical COSHH assessment to assist managers in addition to their MH&SI learning. 	Yes 1 Slide COSHH 1 Slide Latex	Yes, COSHH & Latex	Overarching Control of Substances Hazardous to Health Policy and Procedure , plus: - Fit-Testing for RPE Procedure - Latex Policy
REACH (Amendment) Regulations 2023	H&S Sub-Committee	No	Specific training required for isocyanate users (limited to Plaster Room Technicians & Estates Carpenters). Short course for low-risk users in development.	No	No	Referred to in Control of Substances Hazardous to Health Policy and Procedure
Dangerous Substances and Explosive Atmospheres Regulations 2002 (DSEAR)	H&S Sub-Committee	No	DSEAR practical basics will be covered by the COSHH Awareness course which is currently being explored.	No	No	Referred to in Control of Substances Hazardous to Health Policy and Procedure . Ideally this will eventually have its own Policy.
Work at Height Regulations 2005	H&S Sub-Committee (& currently a Work at Height / HAVS / Noise Working Group).	Nov-23	<ul style="list-style-type: none"> - Formal training for Estates Staff. - Formal training for ladder inspectors. - Guidance & Team Brief available for all low risk / short duration users via the Policy. 	No	Part - Role of RP	Safe Working at Height Policy

Control of Vibration at Work Regulations 2005	H&S Sub-Committee (& currently a Work at Height / HAVS / Noise Working Group).	Mar-23	- In-House training sessions delivered to all Estates staff.	No	No	Control of Vibration Policy
Control of Noise at Work Regulations 2005	H&S Sub-Committee (& currently a Work at Height / HAVS / Noise Working Group).	No	- None at present.	No	Not Specifically	No Policy yet.
Health and Safety (Sharp Instruments in Healthcare) Regulations 2013	H&S Sub-Committee & Infection Prevention Strategic Steering Group (IPSSG)	Sep-21	<ul style="list-style-type: none"> - Sharps users require training. - HCWSs - An introduction is provided through skills to Care Clinical Induction via IP&C. This is consolidated should staff go on to further training, cannulation, blood glucose monitoring etc. - Registered Professionals - Safe handling of sharps is part of their initial training, then refreshed via mandatory infection control sessions. - IP&C Level 2 for staff with direct patient contact (Yearly via e-learning, face-to-face every 3 years). - Management arrangements covered on MH&SI. 	Mentioned briefly	Yes	Exposure Management including Needlestick (Sharps) Injuries Policy and Procedure
Health and Safety (First Aid) Regulations 1981	H&S Sub-Committee	No	<ul style="list-style-type: none"> - First Aiders Require Training - Staff requiring this go external for training to become a first aider - no training available internally. - Management arrangements covered on MH&SI. 	Yes – 1 Slide	Yes	First Aid at Work Procedure
Confined Spaces Regulations 1997	Compliance and Site Ops Monthly Meeting (To become a reporting group of the HSSC)	No	- Formal training for Estates Staff, both entrants and rescuers.	No	No	Confined Space and Restricted Access Space Policy

Control of Asbestos Regulations 2012	Compliance and Site Ops Monthly Meeting (To become a reporting group of the HSSC)	Nov-22	<ul style="list-style-type: none"> - Formal training for Estates Staff. - Additional training for asbestos samplers and non-licensed work. - Basic Asbestos Awareness e-learning module available to all staff via the L&D course catalogue. 	No	No	Asbestos Policy
Construction (Design and Management) Regulations 2015 (CDM)	Compliance and Site Ops Monthly Meeting (To become a reporting group of the HSSC)	Jan-23 & Jan-24 (Both contractor control)	<ul style="list-style-type: none"> - Specific training for those within Estates involved in CDM projects. 	No	Part - Role of RP	Contractor Control Policy
Provision and Use of Work Equipment Regulations 1998 (PUWER)	Compliance and Site Ops Monthly Meeting (To become a reporting group of the HSSC)	No	<ul style="list-style-type: none"> - One overview slide in NHS Wales Level 1 Manual Handling Mandatory Training (All staff, 2 yearly). - Training for all Estates staff on equipment safety and PUWER delivered by Operations Compliance. 	Mentioned briefly	Part - MH	Referred to in the Manual Handling Policy and Medical Devices Policy . Also, covered by the Operational Maintenance Policy , but not expressly mentioned.
Lifting Operations and Lifting Equipment Regulations 1998 (LOLER)	H&S Sub-Committee	Mar-22 Jul-23	<ul style="list-style-type: none"> - One overview slide in NHS Wales Level 1 Manual Handling Mandatory Training (All staff, 2 yearly). - Note: Regulatory Maintenance Provision and LOLER Checks are all undertaken via contracted services. 	No	Part - MH	Referred to in the Manual Handling Policy . Also, covered by the Operational Maintenance Policy , but not expressly mentioned.
Regulatory Reform (Fire Safety) Order 2005 (RRO)	Fire Safety Group (A reporting group of the H&S Sub-Committee)	Regular Fire-related papers to HSC	<ul style="list-style-type: none"> - Level 1&2 - General Fire Safety Training. For all staff, repeated annually. - Level 3 - Fire Response Team Specialised Training. Specified staff, repeated annually. - Level 4 - Fire Safety Warden Training. Specific staff. Repeated annually. - Level 5 - Fire Training for Managers. All 8B+ staff. This is also the MH&SI Fire Module. No repeat. - Training for specific Estates staff in line with WTHMs. Plus training to conduct Fire Door Checks. 	No (Not required as other mandatory general training in place)	Yes	Fire Safety Policy

Ionising Radiation Regulations 2017 & Ionising Radiation (Medical Exposure) Regulations 2017 (IR(ME)R)	Radiation Protection Group (A reporting group of the H&S Sub-Committee)	No	- Radiographer training, or local training for non-professional staff. If staff have modality there is additional training (CT/Fluoro). - Non-radiographers encouraged to undertake eIRMER on ESR. Non-medical referrers undertake eIRMER to be able to refer. Medical staff encouraged to attend also (but technically do not need to as they have an automatic right to refer). - Specific training for Radiation Protection Supervisors (RPS).	No	No	Ionising Radiation Safety Policy
Electromagnetic Fields at Work Regulations 2016	Radiation Protection Group (A reporting group of the H&S Sub-Committee)	No	- None at present.	No	No	No Policy at present.
Health and Safety (Safety Signs and Signals) Regulations 1996	H&S Sub-Committee	No	- None at present. Covered in general by many other existing courses.	No	No	Covered by the general Health & Safety Policy
Safety Representatives and Safety Committees Regulations 1977	TU H&S Group (A reporting group of the H&S Sub-Committee)	No	- TU Safety Reps undergo training via their Trade Union.	No	No	Covered by the general Health & Safety Policy
Health and Safety (Consultations with Employees) Regulations 1996		No				Covered by the general Health & Safety Policy

Other Topic Areas (Without Direct Regulations)

Topic Area	Overseeing Group	Paper(s) to HSC	Training Requirement	On H&S Level 1?	On MH&SI Course?	Policy?
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Violence & Aggression (Inc: Emergency Workers Act 2017)	Security Management Group (A reporting group of the H&S Sub-Committee)	Regularly on H&S Update Paper	<ul style="list-style-type: none"> - General - NHS Wales Violence & Aggression Modules A&B (All staff on commencement, Currently not refreshed - in line with the All Wales Passport, Module B should be refreshed periodically for patient facing staff, with the frequency dependent on role.) - All Wales Violence and Aggression Passport (Modules A-C) (A&Es, MIUs, Estates, Community any other lone workers). - Restraint Reduction Full Course 3 days (Modules A-D) (Mental health inpatient services, CAMHS Crisis team, LD Liaison and porters). - Restraint Reduction Short Course 2 days (Modules A-D) (Paeds, general acute staff and those approved through training needs analysis i.e., community staff needing clinical holding procedures). - Refresher courses for each of the above. - Identifying Restrictive Practice and Care planning- Teams course (This is new, in response to an Ombudsmen report. It will need to be completed by all patient facing staff.) - The management of V&A is on the MH&SI. 	Mentioned briefly (Not required as other mandatory general training in place)	Yes	Violence and Aggression Policy Lone Working Policy Violent Patient Marker Policy Security Management Policy Reducing Restrictive Practice Policy
Security	Security Management Group (A reporting group of the H&S Sub-Committee)	Regularly on H&S In- Committee Papers	<ul style="list-style-type: none"> - Restraint Reduction Full Course 3 days (Modules A-D) (Porters). - Management arrangements covered on MH&SI. 	No	Yes	Security Management Policy CCTV Policy and Documentation
Medical Laser Safety	Radiation Protection Group (A reporting group of the H&S Sub-Committee)	No	<ul style="list-style-type: none"> - Laser Protection Supervisors & Laser Users - Require training to undertake roles. Provided externally. 	No	Yes - Small Section	Medical Laser Safety Policy

Medical Gas	Medical Gas And Pipeline Systems Safety Group & the Medical Gas Cylinder Group (Reporting groups of the H&S Sub-Committee)	No	<ul style="list-style-type: none"> - General management requirements - Covered briefly by the MH&SI course. - Partially covered in Level 1&2 - General Fire Safety Training. All Staff, repeated annually. - Competent Person and Authorised Person training for specific Estates staff in line with WTHMs. 	No	Yes - Small Section	Medical Gas Policy
Ventilation Covered by COSHH	Ventilation Safety Group (A reporting group of the H&S Sub-Committee)	No	<ul style="list-style-type: none"> - General management requirements - Covered briefly by the MH&SI course. - Competent Person and Authorised Person training for specific Estates staff in line with WTHMs. 	No	Yes - Small Section	Estates Ventilation Policy
Water Safety Covered by COSHH & MHSWR	Water Safety Group (A reporting group of the H&S Sub-Committee)	No	<ul style="list-style-type: none"> - General management requirements - Covered briefly by the MH&SI course. - Competent Person and Authorised Person training for specific Estates staff in line with WTHMs. 	No	Yes - Small Section	Water Safety Policy
Decontamination Covered by COSHH	Decontamination Safety Group (A reporting group of the H&S Sub-Committee)	No	<ul style="list-style-type: none"> - Competent Person and Authorised Person training for specific Estates staff in line with WTHMs. 	No	No	Decontamination Policy
Lifts	Compliance and Site Ops Monthly Meeting (To become a reporting group of the HSSC)	No	<ul style="list-style-type: none"> - Note: Regulatory maintenance provision and LOLER checks are all undertaken via contracted services. No internal AE, AP or CPs in line with WHTMs as all required work is via external contracts. - Training for specific Estates staff to release trapped passengers (This training is booked, commencing soon). 	No	No	No Policy at present.