

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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	14 November 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
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**ADRODDIAD SCAA
SBAR REPORT**

<p><u>Sefyllfa / Situation</u></p> <p>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 September 2022 – November 2022. The work undertaken encompasses a variety of health and safety topics, which will be detailed in turn.</p>
<p><u>Cefndir / Background</u></p> <p>The report focuses on the following topics, Manual Handling, Personal Injury Update, Management of Violence and Aggression (PAMOVA)/Reducing Restrictive Practice, Policy updates.</p>
<p><u>Asesiad / Assessment</u></p> <p>Electrical Safety Awareness Sessions Update 'In recent months the Health and Safety Team have visited selected Health Board departments to raise awareness of electrical safety with regards to the use of Medical Devices and safe use of domestic equipment.</p> <p>As part of the electric safety awareness initiative, over 165 staff have engaged with the campaign including Team Leaders and Managers.</p> <p>The awareness has been well received and further visits planned over the next few months.</p> <p>Manual Handling Update The demand for induction training continues and to assist the recruitment process with multiple additional dates being added for foundation training, including accommodating International Nurses and Apprentices.</p> <p>Despite the mitigation there is still a concern regarding the backlog of incoming staff accessing Patient Manual Handling (MH) training and the impact it has on starting dates. Alternative training rooms are currently being considered in Carmarthen and Llanelli. If a larger suitable</p>

venue can be found, the training capacity will increase significantly, resulting in improved recruitment waits and acceptable recruitment timescale.

Manager's Health & Safety Induction Update

The success of the Manager's Health & Safety Induction training course continues with almost 500 managers having now completed the course. The course is aimed at 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. The course is moving to bi-monthly from 2023 and new dates have been released and advertised for the full year ahead.

Display Screen Equipment (DSE) Guidance documents

New Display Screen Equipment (DSE) guidance documents have been developed through the collaboration of the Health and Safety Team, Manual Handling, Occupational Health, Digital Services and Procurement to give employees the knowledge to better set up their workstations and managers the tools to help their staff achieve comfort in the workplace without the need for external assistance. A new webpage has also been created within the Health and Safety Intranet site dedicated to DSE to coincide with the launch of the new guidance.

The new documents include:

- DSE Employees Guide
- DSE Managers Guide
- Common Equipment Guide

Violence and Aggression Case Management

There have been some particularly challenging situations with regards to violence and aggression within Hywel Dda directorates over the past two months including a number of incidents on Intensive Care Units, Midwifery Unit, Wityhush Accident and Emergency and a number of our Mental Health and Learning Disability wards.

Unscheduled care: 1 patient brain injury violent, 2 patients with dementia violent awaiting placement with protracted stays.

When guided the above areas have completed accurate risk assessments and these have been shared with staff and managers. This has not only achieved a degree of compliance but helped structure information sharing and consideration and implementation of control measures.

The response from some senior nurses was excellent with risk assessments and risk scores being reviewed and increased by themselves without prompting by the Violence and Aggression Case Manager. This process is evolving but has been highlighted as the correct approach to put the needs of the patient, staff safety and ward functions as priorities.

The assessments have highlighted the need for ward staff to receive the Behaviours that Challenge training but this has been extremely difficult to receive due to clinical pressures.

Relaunch of Anti Violence Collaborative (AVC)

The role of the AVC group is to assist the Police, NHS and Crown Prosecution Service in Wales to implement the Obligatory Response to Violence in Healthcare (ORV) effectively and to comply with the reporting requirements set out within the Welsh Health Circular WHC/2021/012. The WHC relates to the implementation and an agreed approach to preventing Violence and Aggression towards NHS staff in Wales.

[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 EqIA screening been undertaken? No