



## PWYLLGOR IECHYD A DIOGELWCH HEALTH & SAFETY COMMITTEE

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	05 May 2026
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Health and Safety Assurance Report
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	James Severs, Executive Director of Allied Health Professions and Health Science
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	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 Health and Safety Assurance Report is presented to the Health and Safety Committee (HSC) to provide an update on the following topics:

- Contemporaneous issues;
- Health and safety metrics.

#### Cefndir / Background

##### **Contemporaneous Issues**

The work of the Health, Safety and Security (HSS) Team is wide ranging, from providing expert specialist and professional advice to senior management throughout Hywel Dda University Health Board (HDdUHB) to investigating serious incidents, monitoring regulatory requirements, and working with managers to ensure safe environments for staff, patients, and visitors.

##### **Health & Safety Metrics**

The HSS Team designed and developed a Health and Safety (H&S) Dashboard in conjunction with the Performance and Datix teams which launched in late 2025 and is available to all internal staff via the intranet. The majority of the metrics within this section of the report are taken from the dashboard, with additional information provided by the Violence and Aggression, Security and Reducing Restrictive Practice Teams.

#### Aseiad / Assessment

Please see the accompanying Health and Safety Assurance Report.

#### Argymhelliad / Recommendation

The Health & Safety Committee is asked to:

##### **TAKE ASSURANCE**

- from the contemporaneous issue updates and the health and safety metrics outlined in the Health and Safety Assurance Report.

<b>Amcanion: (rhaid cwblhau)</b> <b>Objectives: (must be completed)</b>	
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 <a href="#">Quality and Engagement Act (sharepoint.com)</a>	1. Safe
Galluogwyr Ansawdd: Enablers of Quality: <a href="#">Quality and Engagement Act (sharepoint.com)</a>	6. All Apply
Amcanion Strategol y BIP: UHB Strategic Objectives:	Not Applicable
Amcanion Cynllunio Planning Objectives	1 Workforce Stabilisation 9 Digital plan
Amcanion Llesiant BIP: UHB Well-being Objectives: <a href="#">Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022</a>	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS

<b>Gwybodaeth Ychwanegol:</b> <b>Further Information:</b>	
Ar sail tystiolaeth: Evidence Base:	Contained within the body of the report and associated Health Board policies.
Rhestr Termiau: Glossary of Terms:	Contained within the body of the report.
Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Ansawdd lechyd a Diogelwch: Parties / Committees consulted prior to Health and Safety Committee:	<ul style="list-style-type: none"> <li>Health and Safety Compliance Group</li> </ul>

**Effaith: (rhaid cwblhau)**

<b>Impact: (must be completed)</b>	
<b>Ariannol / Gwerth am Arian: Financial / Service:</b>	No direct costs.
<b>Ansawdd / Gofal Claf: Quality / Patient Care:</b>	There is a positive impact on staff and patient safety, health and wellbeing through compliance with health and safety regulations.
<b>Gweithlu: Workforce:</b>	Potential for adverse future staffing impacts if health and safety legislation is not complied with as they relate to employee safety.
<b>Risg: Risk:</b>	Risk to health and safety management.
<b>Cyfreithiol: Legal:</b>	A breach of health and safety regulations, such as the Workplace (Health, Safety and Welfare) Regulations 1992, could result in the issue of prohibition or improvement notices or criminal proceedings.
<b>Enw Da: Reputational:</b>	Prosecutions and claims due to breaches in legislation or personal injury claims can lead to negative publicity.
<b>Gyfrinachedd: Privacy:</b>	Not Applicable.
<b>Cydraddoldeb: Equality:</b>	No evidence gathered to indicate a negative impact on any protected group/s.

# Health and Safety Assurance Report

**Health and Safety Committee**

May 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 the following topics:

- Contemporaneous issues;
- Health and safety metrics.

Notes:

- Please see agenda item 2.2 for the 2025/26 year-end report on Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) compliance.
- Please see agenda item 2.4 for the current position of the risk stratification exercise.

## Appointment of a New Head of Health and Safety

It can be confirmed that the new Head of Health and Safety will be joining Hywel Dda University Health Board (HDdUHB) on 01 June 2026 following successful interview. The new appointee will bring a wealth of knowledge and experience to the Health, Safety and Security Team in HDdUHB, having served as Associate Director of Health, Safety, Fire and Security and Head of Health, Safety and Security in recent roles within the NHS.

## HSE Improvement Notice – Successful Sign-Off

It has been confirmed that the Improvement Notice served in 2025 against the Microbiology Laboratory has now been fully signed off by the Health and Safety Executive. A fantastic effort by all those involved.

## Ceredigion Training Venue (Thomas Parry Building)

The Ceredigion training venue currently utilised by the Manual Handling team has been extended until mid-July 2026, at which point it has been confirmed that HDdUHB must vacate. It is hoped that the Learning and Development Department can confirm a new training venue soon to minimise the impact on Ceredigion-based staff requiring face-to-face training.



# Health and Safety Metrics



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Hywel Dda  
University Health Board

## Health and Safety Mandatory Training E-learning Compliance (at 31/03/2026):

### Health, Safety & Welfare Level 1

Function	Headcount	% compliance
Digital	370	96.2%
Finance	102	96.1%
Medical	141	95.0%
Workforce and Organisational Development	263	93.9%
Mental Health and Learning Disabilities	1375	93.0%
Strategy and Planning	57	91.2%
Nursing, Quality and Patient Experience	208	90.9%
Operational Allied Health and Health Sciences	1389	90.5%
Public Health	167	89.2%
Community and Integrated Medicine	3912	88.0%
Estates and Facilities	1043	87.8%
Chief Operating Officer Management	132	87.1%
Primary Care	320	86.3%
Pharmacy and Medicines Management	274	85.8%
Planned and Specialist Care	2678	83.3%
Chief Executive	93	82.8%

### Display Screen Equipment (DSE)

Function	Headcount	% compliance
Finance	102	100.0%
Medical	87	100.0%
Pharmacy and Medicines Management	17	100.0%
Workforce and Organisational Development	216	99.5%
Mental Health and Learning Disabilities	176	98.9%
Digital	358	98.3%
Strategy and Planning	49	98.0%
Estates and Facilities	86	97.7%
Public Health	94	96.8%
Nursing, Quality and Patient Experience	122	96.7%
Primary Care	136	96.3%
Community and Integrated Medicine	425	96.2%
Operational Allied Health and Health Sciences	135	94.8%
Planned and Specialist Care	407	93.6%
Chief Executive	88	88.6%
Chief Operating Officer Management	38	86.8%

### Violence & Aggression Module A

Function	Headcount	% compliance
Workforce and Organisational Development	263	99.6%
Medical	141	99.3%
Finance	102	99.0%
Digital	370	97.8%
Mental Health and Learning Disabilities	1375	97.6%
Nursing, Quality and Patient Experience	208	97.6%
Operational Allied Health and Health Sciences	1389	96.6%
Chief Operating Officer Management	132	96.2%
Estates and Facilities	1043	95.3%
Public Health	167	95.2%
Strategy and Planning	57	94.7%
Community and Integrated Medicine	3912	93.8%
Pharmacy and Medicines Management	274	93.4%
Planned and Specialist Care	2678	92.0%
Primary Care	320	91.6%
Chief Executive	93	87.1%

## Manual Handling (MH) Compliance (at 31/03/2026 and 31/01/2026 for comparison):

### Level 1 MH (Non-Patient Handling) at 31/01/2026:

Function	Headcount	% compliance
Executive Allied Health Professions and Health Sciences	2	100.0%
Finance	100	96.0%
Medical	141	92.9%
Workforce and Organisational Development	264	92.8%
Digital	366	91.3%
Public Health	166	89.8%
Primary Care	332	83.7%
Chief Operating Officer Management	128	83.6%
Nursing, Quality and Patient Experience	211	82.9%
Strategy and Planning	57	82.5%
Pharmacy and Medicines Management	278	82.4%
Chief Executive	96	82.3%
Operational Allied Health and Health Sciences	1388	81.8%
Estates and Facilities	1037	78.7%
Mental Health and Learning Disabilities	1376	78.5%
Community and Integrated Medicine	3874	76.6%
Planned and Specialist Care	2667	76.4%

### Level 1 MH (Non-Patient Handling) at 31/03/2026:

Function	Headcount	% compliance	
Executive Allied Health Professions and Health Sciences	2	100.0%	=
Workforce and Organisational Development	263	93.9%	+ 1.1%
Digital	370	93.5%	+ 2.2%
Finance	102	93.1%	- 2.9%
Medical	141	92.9%	=
Public Health	167	88.6%	- 1.2%
Strategy and Planning	57	84.2%	+ 1.7%
Nursing, Quality and Patient Experience	208	84.1%	+ 1.2%
Chief Executive	93	82.8%	+ 0.5%
Chief Operating Officer Management	132	82.6%	- 1.0%
Pharmacy and Medicines Management	274	82.1%	- 0.3%
Operational Allied Health and Health Sciences	1389	81.8%	=
Primary Care	320	80.6%	- 3.1%
Estates and Facilities	1043	80.4%	+ 1.7%
Mental Health and Learning Disabilities	1375	79.2%	+ 0.7%
Community and Integrated Medicine	3912	77.7%	+ 1.7%
Planned and Specialist Care	2678	76.6%	+ 0.2%

Increases noted for most functions.

## Manual Handling (MH) Compliance (at 31/03/2026 and 31/01/2026 for comparison):

### Level 2 MH (Patient Handling) at 31/01/2026:

Function	Headcount	% compliance
Workforce and Organisational Development	35	80.0%
Public Health	75	70.7%
Estates and Facilities	136	66.9%
Planned and Specialist Care	2150	60.7%
Medical	31	58.1%
Operational Allied Health and Health Sciences	737	57.7%
Community and Integrated Medicine	3292	57.6%
Mental Health and Learning Disabilities	1034	54.4%
Pharmacy and Medicines Management	4	50.0%
Nursing, Quality and Patient Experience	74	44.6%
Primary Care	83	44.6%
Digital	7	42.9%
Chief Operating Officer Management	12	8.3%
Chief Executive	1	0.0%
Executive Allied Health Professions and Health Sciences	1	0.0%
Strategy and Planning	3	0.0%

### Level 2 MH (Patient Handling) at 31/03/2026:

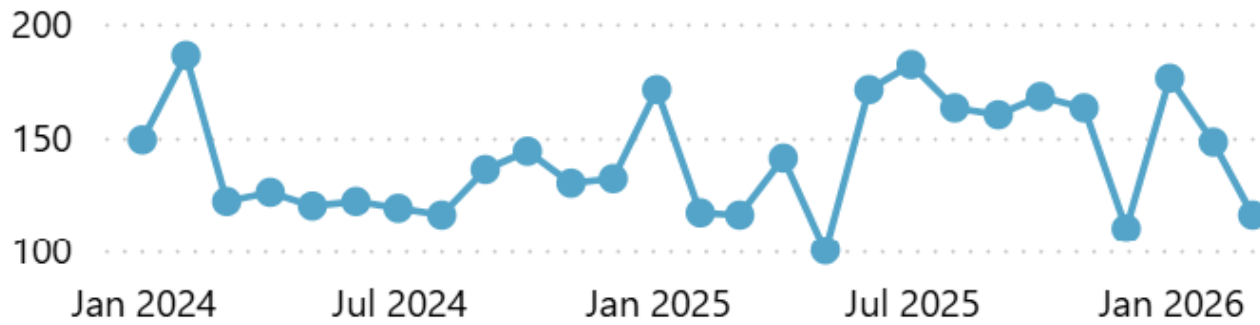
Function	Headcount	% compliance	
Workforce and Organisational Development	36	80.6%	=
Public Health	71	77.5%	+ 6.8%
Estates and Facilities	141	69.5%	+ 2.6%
Planned and Specialist Care	2168	60.9%	+ 0.2%
Operational Allied Health and Health Sciences	736	59.2%	+ 1.5%
Community and Integrated Medicine	3313	59.2%	+ 1.2%
Medical	33	57.6%	- 0.5%
Digital	7	57.1%	+ 14.2%
Mental Health and Learning Disabilities	1034	54.6%	- 0.4%
Pharmacy and Medicines Management	4	50.0%	=
Nursing, Quality and Patient Experience	73	49.3%	+ 4.7%
Primary Care	77	42.9%	- 1.7%
Chief Operating Officer Management	12	8.3%	=
Chief Executive	1	0.0%	=
Executive Allied Health Professions and Health Sciences	1	0.0%	=
Strategy and Planning	3	0.0%	=

Increases noted for many functions.

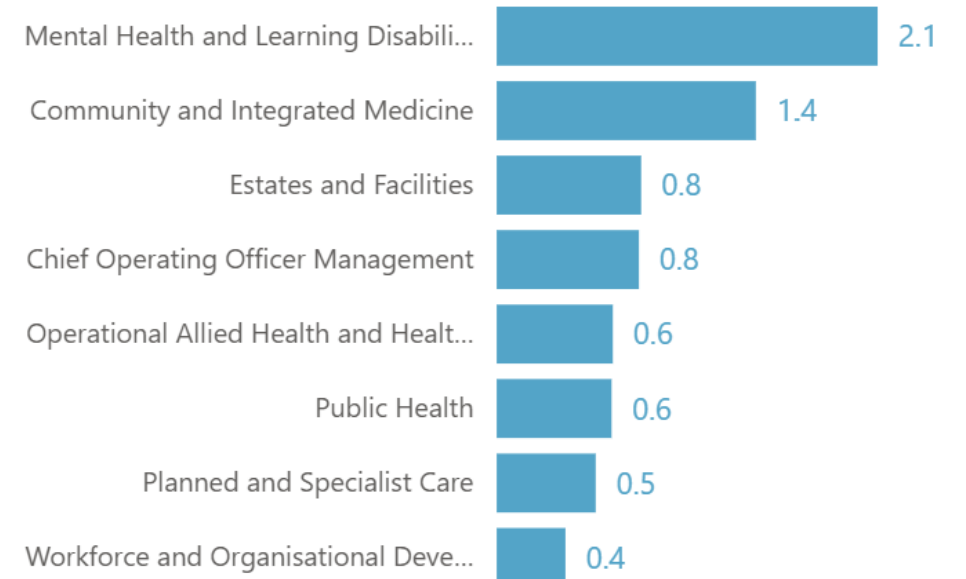
The Health and Safety Dashboard has been well received by the Clinical Care Groups (CCGs) and other key stakeholders.

All staff can access the dashboard here (internal only): [Health and Safety dashboard - Power BI](#)

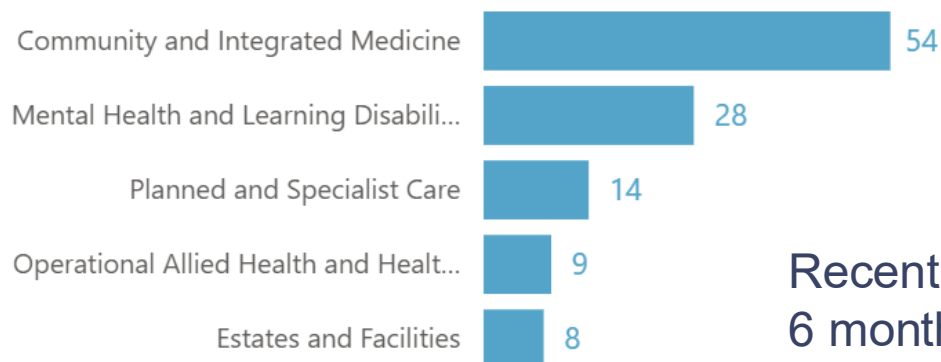
### Staff / Contractor Incidents Reported via Datix (at 31/03/2026):



### Staff / Contractor incident rate per 100 staff by CCG in March 2026:



### All Staff / Contractor incidents in March 2026 (2+):

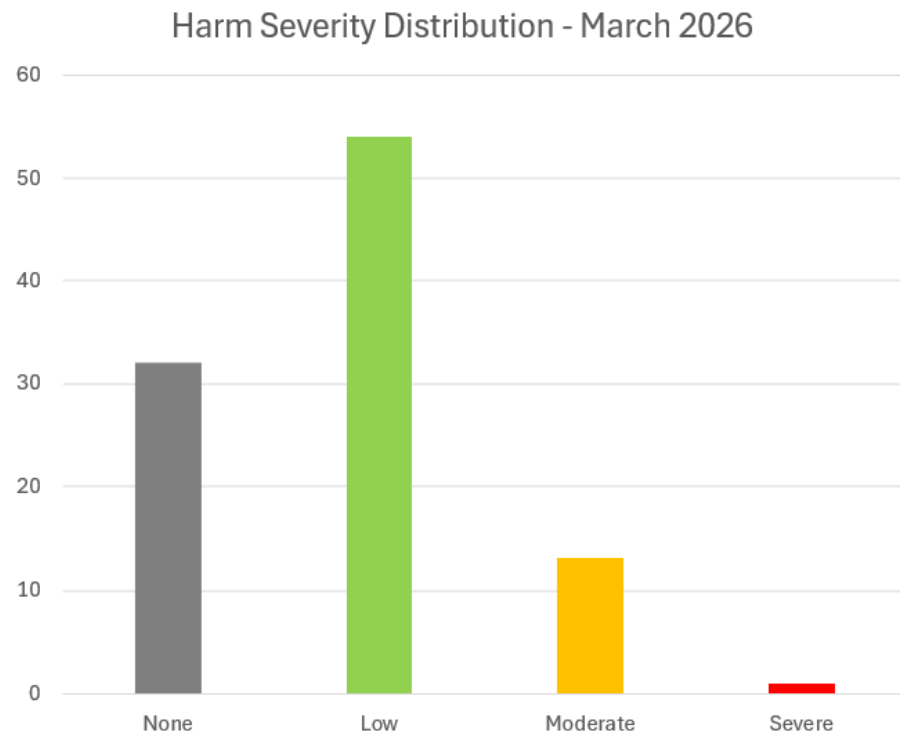


Recent months have seen some lower incident rates than the previous 6 months. This predominantly relates to a reduction in violence and aggression incidents in the Community and Integrated Medicine CCG (see slide 7). Incident rates have been fed-back to the individual CCGs for their information and analysis.

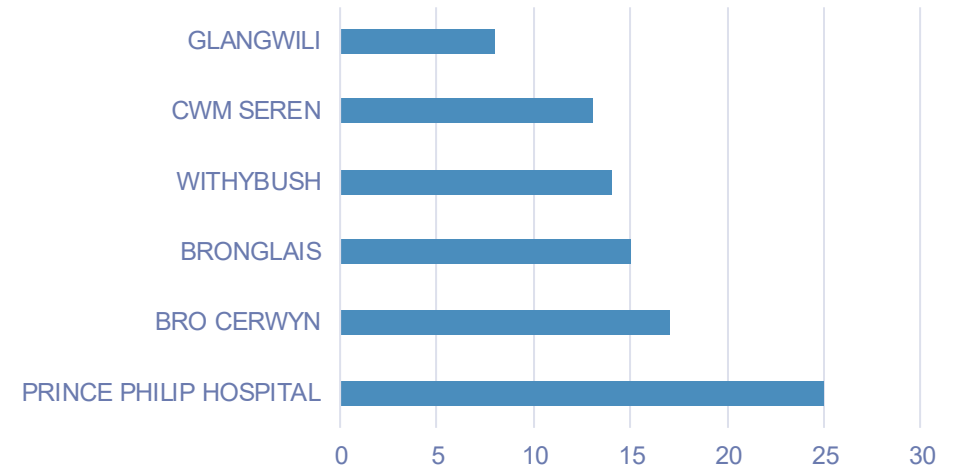
# Behaviour (inc. Violence & Aggression (V&A)) Staff / Contractor Incidents Reported via Datix (at 31/03/2026):

## V&A Incident Summary for March 2026:

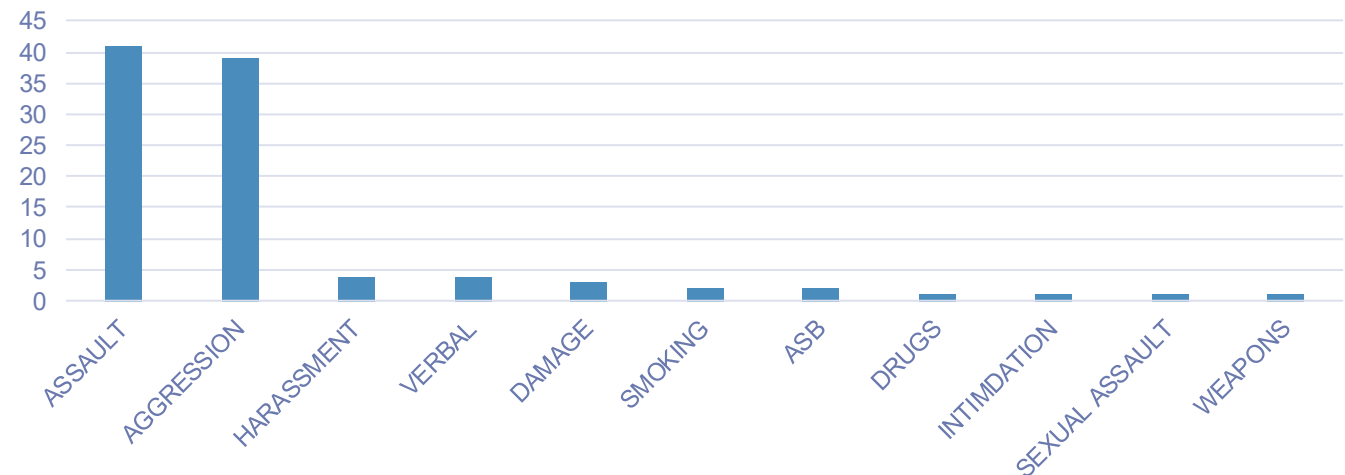
- **Total incidents:** 100 across 12 sites;
- **Service groups (CCG):** MHL D 50, CIM 47, AHS 2, PSC 1;
- **Harm:** None 32, Low 54, Moderate 13, Severe 1;



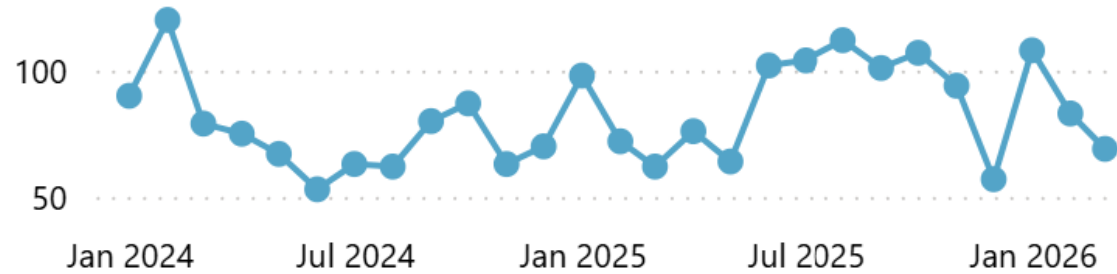
## V&A Incidents by Site (5+ Incidents Only)



## Violence & Aggression Incidents by Type - March 2026



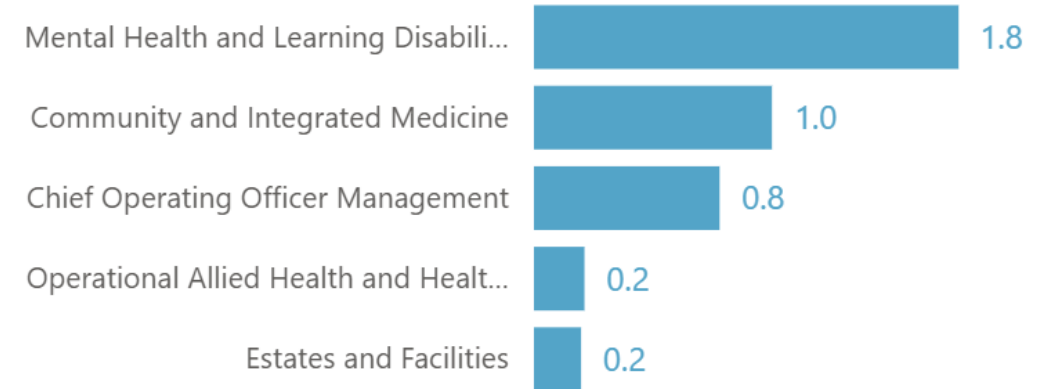
## Staff / Contractor Behaviour Incidents Reported via Datix (at 31/03/2026):



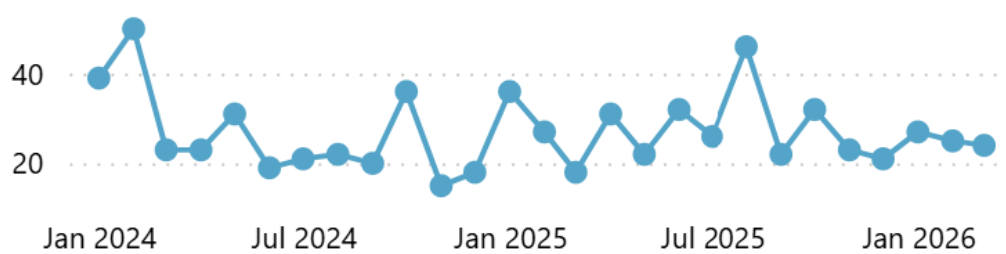
### All Staff / Contractor behaviour incidents reported via Datix in March 2026 (5+):



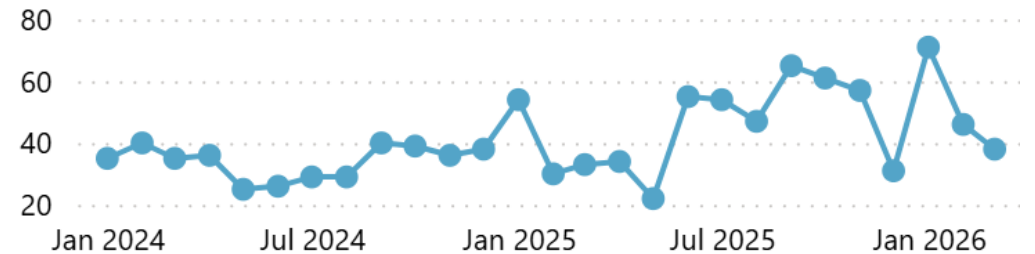
### Staff / Contractor behaviour incident rate per 100 staff by CCG in March 2026:



### Mental Health / Learning Disabilities (MH/LD) CCG behaviour incidents reported via Datix by month:



### Community and Integrated Medicine (CIM) CCG behaviour incidents reported via Datix by month:



MH/LD behaviour incidents remain relatively stable, whereas CIM incidents vary widely dependent on the current patient cohort. The majority of CIM incidents relate to medical confusion / older mental health.

## Reducing Restrictive Practice (RRP) Team training compliance (at 09/04/2026):

### Mental Health / Learning Disabilities:

- Morlais 100% **(Up 3%)**
- Low Secure Unit (LSU) 57% **(Down 15%)**
- St Caradog 82% **(Up 7%)**
- Psychiatric Intensive Care Unit (PICU) 84% **(Up 11%)**
- Bryngofal 93% **(Up 5%)**
- Begelly 87% =
- Enlli 35% **(Down 43%)**
- St Non 77% **(Down 11%)**
- Bryngolau 51% **(Up 13%)**

### Porter Training:

The percentage of Portering staff that have completed the Restraint Reduction short course (Module D) for acute sites:

- Prince Phillip Hospital (PPH) 84% **(Down 16%)**
- Glangwili Hospital (GGH) 86% **(Up 3%)**
- Bronglais Hospital (BGH) 93% **(Up 6%)**
- Withybush Hospital (WGH) 88% **(Up 28%)**

### Absconding Patients:

A total of 5 absconding patient incidents have been recorded January-March 2026.

# Recommendations



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Hywel Dda  
University Health Board

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 from the contemporaneous issue updates and the health and safety metrics presented.