

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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	07 July 2026
TEITL YR ADRODDIAD: TITLE OF REPORT:	Community and Integrated Medicine Clinical Care Groups Health & Safety Assurance Report
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Peter Skitt, Clinical Care Group Service Director
SWYDDOG ADRODD: REPORTING OFFICER:	Anna Chiffi, Assistant Director of Nursing, Patient Safety, Quality

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 provides the Committee with an overview of Community & Integrated Medicine (CIM) performance against statutory health and safety requirements, informed by the June 2026 metrics dataset. It highlights areas of improving performance alongside emerging risks and limitations in reporting capability that impact the organisation's ability to provide full assurance.

The Committee is asked to take assurance on the current position, recognising both areas of progress and those requiring further strengthening, particularly in relation to incident trends, workforce safety, and governance oversight.

Cefndir / Background

The Health Board is required to demonstrate compliance with a range of statutory frameworks, including the Management of Health and Safety at Work Regulations, Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR), Control of Substances Hazardous to Health (COSHH), Manual Handling Regulations, and Violence & Aggression arrangements. The monthly reporting dataset provides an overview of compliance across these domains, including incident reporting, workforce training, and risk controls.

The data also reflects the current maturity of reporting systems. There are known limitations in the ability to extract and align data across systems such as Datix and Electronic Staff Record (ESR), resulting in gaps where compliance cannot be fully evidenced. As a result, some areas are reported as non-compliant or unquantifiable, and require narrative escalation and ongoing development to strengthen assurance

Asesiad / Assessment

The overall incident profile demonstrates a continued increase in reporting activity across the period, with both total incidents and the rate per 100 staff rising month on month. While this indicates sustained exposure to operational risk, it also provides positive assurance that

reporting culture is strengthening, with staff increasingly confident to report incidents, enabling better visibility of risk and opportunity for learning.

There are specific areas of concern where incident trends are increasing. Violence and aggression incidents have risen, alongside an increase in needlestick injuries and restrictive practice-related incidents. These trends represent direct risks to workforce safety and require sustained focus on preventative measures. However, there is assurance in the organisation's ability to identify, track and respond to these risks through established Datix reporting mechanisms and escalation processes, ensuring that incidents are visible and subject to governance oversight.

There are also areas demonstrating improvement. Manual handling incidents have reduced following a peak, and slips, trips and falls incidents show a downward trend. In addition, compliance with RIDDOR reporting timescales has improved, despite static numbers of reportable incidents. This provides clear assurance of strengthening regulatory compliance and improved responsiveness in statutory reporting, indicating that improvement actions in this area are having a positive effect.

Governance and oversight present a more mixed position. There is an increasing number of incidents awaiting review beyond 30 days and a sustained backlog of outstanding actions from internal health and safety inspections. This reflects a reduced level of grip in parts of the system and introduces a risk that learning is not consistently translated into timely improvement. Notwithstanding this, there is assurance that no catastrophic risks are currently identified through inspection processes, and that action tracking systems are in place, albeit requiring strengthening to improve timeliness and completion rates.

Workforce training compliance continues to provide a mixed level of assurance. Overall health and safety training compliance remains above interim targets, although it is showing a downward trend. Manual handling compliance remains below target across both Level 1 and Level 2, while violence and aggression training compliance remains high but slightly declining. Display Screen Equipment (DSE) compliance continues to remain stable and above target. This provides partial assurance that core safety training frameworks are in place and largely embedded and highlights the need for renewed focus on compliance in high-risk training areas linked to incident prevention.

A consistent and material issue within the dataset is the limitation in reporting capability, which impacts the overall assurance position. Several key indicators, including overdue Datix actions and compliance with a range of risk assessments, cannot currently be quantified. Additionally, data relating to health and safety-related sickness absence and manager induction compliance is not available within the current reporting framework. This limits the organisation's ability to demonstrate comprehensive assurance. However, there is assurance that these gaps have been identified and are being progressed through system development and improved data alignment, including work to strengthen integration between reporting systems and the development of future metrics.

Overall, the position indicates a developing assurance landscape, with evidence of improvement alongside areas requiring continued focus. There is clear evidence of a strengthening reporting culture, improving compliance in specific regulatory areas, and established governance frameworks. However, this is balanced by increasing incident trends in key risk areas, backlogs in review and action management processes, and continued limitations in data maturity. These factors require sustained executive oversight and targeted improvement to ensure that risks are effectively mitigated and that full assurance can be demonstrated to the Committee.

Argymhelliad / Recommendation

The Committee is asked to:

- **Take assurance** from the current position with the Community and Integrated Medicine Clinical Care Groups Health & Safety Assurance Report, noting the improvements in reporting and compliance arrangements, while recognising that risks remain in relation to increasing incident trends, backlogs within incident management processes, and existing limitations in reporting capability.
- **Note** the continuation of the improvement programme, recognising the focus on strengthening Datix governance and oversight, enhancing workforce training compliance, and improving the maturity and alignment of reporting systems.

Amcanion: (rhaid cwblhau)

Objectives: (must be completed)

Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	3.1.3 Receive bi-annual assurance reports from each Clinical Care Group Service Director on their individual Clinical Care Group health and safety arrangements.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Not Applicable
Parthau Ansawdd: Domains of Quality Quality and Engagement Act (sharepoint.com)	7. All apply
Galluogwyr Ansawdd: Enablers of Quality: Quality and Engagement Act (sharepoint.com)	6. All Apply
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable
Amcanion Cynllunio Planning Objectives	Not Applicable
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022	10. Not Applicable

Gwybodaeth Ychwanegol:

Further Information:

Ar sail tystiolaeth:
Evidence Base:

Contained within the body of the report.

Rhestr Termau: 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:	Not Applicable

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	Not Applicable
Ansawdd / Gofal Claf: Quality / Patient Care:	Not Applicable
Gweithlu: Workforce:	Not Applicable
Risg: Risk:	Not Applicable
Cyfreithiol: Legal:	Not Applicable
Enw Da: Reputational:	Not Applicable
Gyfrinachedd: Privacy:	Not Applicable

**Cydraddoldeb:
Equality:**

Not Applicable