



HEALTH & SAFETY ASSURANCE COMMITTEE PWYLLGOR ANSAWDD IECHYD A DIOGELWCH

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| DYDDIAD Y CYFARFOD: DATE OF MEETING: | 10 May 2021 |
| 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

ADRODDIAD SCAA

SBAR REPORT

Sefyllfa / Situation

This paper is presented to the Health and Safety Assurance Committee (HSAC) in order to provide an update on the activities of the Health and Safety Team from the period February - April 2021. The work undertaken encompasses a variety of health and safety topics which will be detailed in turn.

Cefndir / Background

As well as covering all aspects of general health and safety, the Health, Safety and Security Department covers security, Violence and Aggression (V&A), case management and now also incorporates both the Manual Handling Team and the Prevention and Management of Violence and Aggression (PAMOVA) Team.

The Teams continue to support the Health Board and individual departments with all aspects of COVID-19 management arrangements, including social distancing, training, respiratory protection advice etc. whilst continuing Health and Safety Executive compliance work.

This report contains an update on Manual Handling, details of the Social Distancing audit, progress of the roll-out of the Skyguard/ Peoplesafe lone working devices, and updates on the Managers Health and Safety Induction, PAMOVA, violence and aggression, health and safety audits and the Team's support for the new Datix system.

Asesiad / Assessment

Manual Handling

The Manual Handling Team has successfully facilitated the delivery and exchange of 190 *Medstrom* beds into Prince Philip Hospital (PPH) from the field hospital stock. This exercise has removed many out-dated beds for which parts are increasingly difficult to source and provides consistency across the site. The modern *SidHill* beds that were removed from PPH will be delivered to Glangwili General Hospital (GGH) at a later date to update their bed stock.

The Team has also facilitated the delivery of a number of bariatric chairs for portering at each acute site together with some new bariatric treatment chairs for each site, all of which will assist towards safe manual handling activities associated with plus-size patients in Hywel Dda.

A total of 654 staff have completed face-to-face Manual Handling training between 1st April – 23rd April 2021, including classroom sessions for new COVID-19 related staff and load handling competency assessments in the workplace for several departments, including Medical Records and Clinical Engineering.

The vacancy of Manual Handling Manager has gone out to advert with interviews set for 12th May 2021. The retiring manager has returned part-time to work on special projects and support the team with complex assessments until the new manager is in post.

Social Distancing Audit

At the request of the Director of Nursing, Quality and Patient Experience, a Health Board-wide audit of social distancing compliance is being undertaken as a joint exercise between the Health and Safety Team and the Quality, Assurance and Safety Team. The audit is looking at a selection of acute and community settings, based on the outbreak list and information from the Infection Prevention Team. The areas/ sites included within the audit are listed in the table below:

| GGH | PPH | WGH | BGH | Community |
|-------------|-------------|-------------|-------------|---------------|
| A&E | AMAU | A&E | Ceredig | Aberaeron ICC |
| Cadog | Bryngolau | CCU | Dyfi East | Amman VH |
| CCU | MIU | Outpatients | Enlli | Cardigan ICC |
| Cleddau | Outpatients | Radiology | EUCC | Cwm Seren |
| Dewi | Phlebotomy | Ward 1 | Iorwerth | Gorwelion |
| Merlin | Radiology | Ward 3 | Meurig | Llandovery CH |
| Outpatients | Ward 3 | Ward 5 | Outpatients | S. Pems Hosp |
| Radiology | Ward 4 | Ward 7 | Radiology | St. Nons etc |
| Steffan | Ward 5 | Ward 8 | Y Banwy | Tenby CH |
| Teifi | Ward 6 | Ward 10 | Ystwyth | Tregaron Hosp |
| Towy | | | | |

The audit programme continues until mid-May 2021. Findings of the audits are reported back to both local managers and the relevant General Manager/ Head of Nursing together with suggested actions where necessary.

Roll out of Skyguard/ Peoplesafe Lone Working Devices

Initial progress has been made in the roll out of the lone working devices, with the first 100 devices being issued. These are currently in use amongst the Carmarthenshire Community staff including Acute Response Teams, District Nursing and Palliative Care teams & Pathology.

A further 50 **devices** have now been issued to other Directorates, including Pembrokeshire and Ceredigion Community staff. Completed user templates from Mental Health and Estates are awaited in order to issue the remaining devices. A small number will be retained with the Health, Safety and Security Department to respond to incidents and need.

Managers Health and Safety Induction

Six training courses have now been completed with a total of 139 managers attending. The next four courses are all fully booked, and 6 new dates are in the process of being booked for September to December 2021. Work is also underway with Learning and Development to look at moving enrolment arrangements onto the Electronic Staff Record going forwards.

| Date | Delegates |
|------------------|-----------|
| Pilot - Oct 2020 | 10 |
| Nov-Dec 2020 | 15 |
| Jan 2021 | 19 |
| Feb 2021 | 29 |
| March 2021 | 35 |
| April 2021 | 31 |
| Total Completed | 139 |

Prevention and Management of Violence and Aggression (PAMOVA)

In this period, the PAMOVA Team has delivered All Wales Violence and Aggression Passport (AWVAP) training for A&E staff in BGH and Minor Injuries Unit staff in PPH. The team has also delivered a bespoke course to support Learning Disabilities (LD) Nurses with COVID-19 vaccinations and reasonable adjustments made for the LD population in Hywel Dda.

The team continues to provide in-reach support on complex presentations and the management of behaviours that challenge V&A. Requests are increasing as knowledge of the services available via the PAMOVA Team grows.

Violence & Aggression (V&A)

The Violence and Aggression Case Manager continues to scrutinise and make contact on every single incident of workplace V&A within HDdUHB. This continued work has been key in identifying areas that require improvement including:

- Quality and timeliness of all reported V&A incidents;
- Incomplete details of patient and perpetrator details remains a concern;
- Improved preventative responses through introduction of bespoke training by the PAMOVA Department when hotspots are identified.

The Team attends the Mental Health Quality, Safety & Experience Group meeting where these issues have been discussed.

The work has also identified areas of good practice including:

- Improved inter-agency communications for assessment, profiling and management of risk;
- Increased willingness to report and progress all aspects of V&A within the workplace;
- Management training for risk assessment and incident response and support.

Health and Safety Audits

The Health and Safety Audit Programme is continuing well, notwithstanding the team's continued work towards the COVID-19 effort. A total of 20 audits and 19 audit follow-ups have been completed for the period 1st February – 30th April 2021.

The draft Internal Audit report on Health and Safety has noted that, *'Whilst we can confirm that a health and safety audit programme has been produced and updates on review progress are submitted to the Health & Safety Assurance Committee, we were unable to evidence the submission and approach taken to compile the audit programme 2020/21 for discussion'*. A formal programme will therefore be created and brought to the next Committee meeting for discussion/ approval.

Once for Wales Concerns Management System (OfWCMS) – ‘New Datix’

The Health and Safety Team has been supporting the Datix Team by closely scrutinising all staff incidents reported via the new OfWCMS whilst the roll-out of the system continues to ensure that incidents requiring reporting under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) are not missed whilst Managers do not have the necessary access to the system. Additionally, the team is contributing to the development of the health and safety-related coding within the system. The PAMOVA Team is also working with the OfWCMS to rectify some issues in the reporting of occurrences of Restrictive Physical Intervention (RPI) on the new system.

Argymhelliad / Recommendation

For the Committee to take assurance from this report that work has progressed, and improvements made in relation to the various health and safety themes, as described above.

Amcanion: (rhaid cwblhau)

Objectives: (must be completed)

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| Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor: | 4.1 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: | Risk 718: Failure to undertake proactive health and safety management (risk de-escalated from CRR) |
| 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 Llesiant BIP: UHB Well-being Objectives: | 10. Not Applicable |

Gwybodaeth Ychwanegol:

Further Information:

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| Ar sail tystiolaeth: Evidence Base: | Contained within the body of the report. |
| 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 Assurance Committee: | Partnership Forum meetings |

| Effaith: (rhaid cwblhau) Impact: (must be completed) | |
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| Ariannol / Gwerth am Arian: Financial / Service: | There may be financial implications based upon each individual site audit if the issues identified require monetary rectification. |
| 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 |