



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

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	17 February 2021
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Health and Safety Assurance Committee (HSAC) Terms of Reference
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Mandy Rayani, Director of Nursing, Quality and Patient Experience
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	Joanne Wilson, Board Secretary

**Pwrpas yr Adroddiad (dewiswch fel yn addas)**

**Purpose of the Report (select as appropriate)**

Ar Gyfer Penderfyniad/For Decision

**ADRODDIAD SCAA**

**SBAR REPORT**

**Sefyllfa / Situation**

The purpose of this paper is to ensure that the Health and Safety Assurance Committee has clear terms of reference which detail its purpose, boundaries, role, composition and operating arrangements.

According to its terms of reference, the Committee must review its terms of reference and operating arrangements on at least an annual basis to ensure they remain fit for purpose. These must be subsequently approved by the Board and will form part of the Health Board's Standing Orders.

**Cefndir / Background**

Hywel Dda University Health Board (HDdUHB) has a statutory obligation by virtue of the Health & Safety at Work Act 1974 to establish and maintain a Health & Safety Assurance Committee: (Section 2 sub section 7: *'It shall be the duty of every employer to establish in accordance with Regulations (i) a safety committee having the function of keeping under review measures taken to ensure the health and safety of employees and such other functions as prescribed'*).

HDdUHB's Health & Safety Assurance Committee has been established as a formal Committee of the Board, and constituted from 1<sup>st</sup> April 2020. The Committee's Terms of Reference were approved by the Board on 26<sup>th</sup> March 2020.

**Asesiad / Assessment**

The Health and Safety Assurance Committee's Terms of Reference and operating arrangements have been reviewed (Appendix 1), and amendments are indicated in red and/ or strikethrough text. In addition, the section numbers have been re-ordered in order to present the Committee's Purpose and Key Responsibilities earlier in the Terms of Reference, recognising that it is from these that the required membership of the Committee is derived.

## Argymhelliad / Recommendation

To approve the Health and Safety Assurance Committee's Terms of Reference for onward ratification by the Board on 25<sup>th</sup> March 2021.

### **Amcanion: (rhaid cwblhau)**

#### **Objectives: (must be completed)**

Committee ToR Reference Cyfeirnod Cylch Gorchwyl y Pwyllgor	12.1 These terms of reference and operating arrangements shall be reviewed on at least an annual basis by the Committee for approval by the Board.
Cyfeirnod Cofrestr Risg Risk Register Reference:	Not Applicable
Safon(au) Gofal ac Iechyd: Health and Care Standard(s):	Governance, Leadership and Accountability
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable
Amcanion Llesiant BIP: UHB Well-being Objectives: <a href="#">Hyperlink to HDdUHB Well-being Statement</a>	Not Applicable

### **Gwybodaeth Ychwanegol:**

#### **Further Information:**

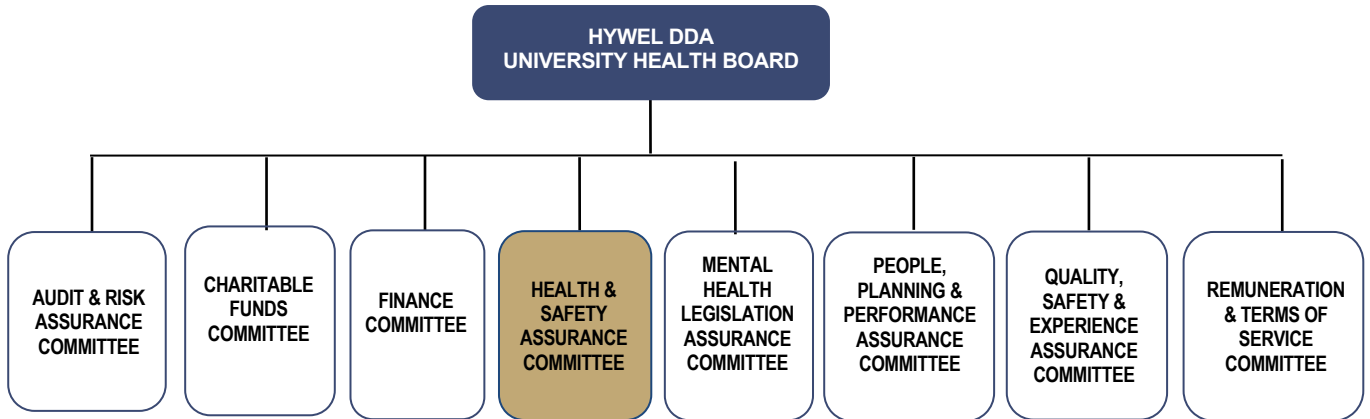
Ar sail tystiolaeth: Evidence Base:	Health & Safety at Work Act 1974: Section 2 sub section 7
Rhestr Termau: Glossary of Terms:	Explanation of terms is included in the main body of the report.
Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Ansawdd Iechyd a Diogelwch: Parties / Committees consulted prior to Health and Safety Assurance Committee:	Board Secretary

### **Effaith: (rhaid cwblhau)**

#### **Impact: (must be completed)**

<b>Ariannol / Gwerth am Arian: Financial / Service:</b>	No direct impacts
<b>Ansawdd / Gofal Claf: Quality / Patient Care:</b>	No direct impacts.
<b>Gweithlu: Workforce:</b>	No direct impacts, however the Health and Safety Assurance Committee's programme of work will be designed to provide assurance around the UHB's arrangements for ensuring the health, safety, welfare and security of all employees.
<b>Risg: Risk:</b>	No direct impacts, however the Health and Safety Assurance Committee will ensure that there is a process of

	review of accident, incident and notifiable disease statistics to keep an organisational focus on trends, ensure that corrective action and prioritisation of high risk issues are brought to the attention of the appropriate groups.
<b>Cyfreithiol: Legal:</b>	No direct impacts
<b>Enw Da: Reputational:</b>	No direct impacts
<b>Gyfrinachedd: Privacy:</b>	No direct impacts
<b>Cydraddoldeb: Equality:</b>	No direct impacts



## HEALTH & SAFETY ASSURANCE COMMITTEE

### TERMS OF REFERENCE

Version	Issued to:	Date	Comments
V1	Hywel Dda University Health Board	26.03.2020	Approved
V1	Health & Safety Assurance Committee	14.05.2020	Approved
V2	Health & Safety Assurance Committee	17.02.2021	

## HEALTH & SAFETY ASSURANCE COMMITTEE

### 1. Constitution

- 1.1 Hywel Dda University Health Board (HDdUHB) has a statutory obligation by virtue of the Health & Safety at Work Act 1974 to establish and maintain a Health & Safety Assurance Committee:
  - Section 2 sub section 7: 'It shall be the duty of every employer to establish in accordance with Regulations (i) a safety committee having the function of keeping under review measures taken to ensure the health and safety of his employees and such other functions as prescribed'.
- 1.2 HDdUHB's Health & Safety Assurance Committee has been established as a formal Committee of the Board and constituted from 1<sup>st</sup> April 2020.

### 2. Purpose

- 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.
- 2.2 Advise and assure the Board on whether effective arrangements are in place to ensure organisation-wide compliance with the Health Board's Health and Safety Policy, approve and monitor delivery against the Health and Safety Priority Improvement Plan and ensure compliance with the relevant Standards for Health Services in Wales.
- 2.3 Where appropriate, the Committee will advise the Board on where and how its health and safety management may be strengthened and developed further.
- 2.4 Provide advice on compliance with all aspects of health and safety legislation.

### 3. Operational Responsibilities and Objectives

- 3.1 With regard to its role in providing advice to the Board, the Committee will comment specifically upon the adequacy of assurance arrangements and processes for the provision of an effective Health and Safety function encompassing:
  - Staff Health and Safety (to include any well-being consequences in the context of Health & Safety)
  - Premises Health and Safety
  - Violence and Aggression (including Lone Working and Security Strategy)
  - Fire Safety
  - Risk Assessment
  - Manual Handling
  - Health, Welfare, Hazardous Substances, Safety Environment
  - Patient Health and Safety – Environment Patient Falls, Patient Manual Handling
- 3.2 The Committee will support the Board with regard to its responsibilities for Health and Safety:

- Approve and monitor implementation of the annual Health and Safety Priority Improvement Plan.
  - Review the comprehensiveness of assurances in meeting the Board assurance needs across the whole of the UHB's activities, both clinical and non clinical.
  - The consideration and approval of policies, as determined by the Board.
- 3.3 To achieve this, the Committee's programme of work will be designed to provide assurance that:
- Objectives set out in the Health and Safety Priority Improvement Plan are on target for delivery in line with agreed timescales.
  - Standards are set and monitored in accordance with the relevant Standards for Health Services in Wales.
  - Proactive and reactive Health and Safety plans are in place across the UHB.
  - Policy development and implementation is actively pursued and reviewed.
  - Where appropriate and proportionate, Health and Safety incident and ill health events are investigated and action taken to mitigate the risk of future harm.
  - Reports and audits from enforcing agencies and internal sources are considered and acted upon.
  - Workforce, health, security and safety issues are effectively managed and monitored via relevant operational groups.
  - Employee Health and Safety competence and participation is promoted.
  - Decisions are based upon valid, accurate, complete and timely data and information.
- 3.4 Promote engagement and cooperation across the Health Board in ensuring the health, safety, welfare and security of patients, staff, contractors, and others.
- 3.5 Provide assurance that robust and effective safety management systems are in place operationally to deliver the Health Board's health, safety and security objectives and fulfil its statutory duties.
- 3.6 Ensure there is a process of review of accident, incident and notifiable disease statistics to keep an organisational focus on trends, ensure that corrective action and prioritisation of high risk issues are brought to the attention of the appropriate groups, and share learning across the organisation.
- 3.7 Oversee delivery of an annual work plan which includes a focus on health and safety, security and fire safety.
- 3.8 Ensure there is a process of review of findings of safety management system audits and seek assurance that corrective actions are put in place.
- 3.9 Ensure reports and factual information from external regulatory agencies are acted upon within achievable timescales.
- 3.10 Ensure new and revised legislation and best practice guidance is considered and how it may impact the Health Board, agreeing recommendations and guidance on the measures required to comply.
- 3.11 Ensure there is a process of review of the efficacy of the health, safety, fire and security training programmes and ensure this process is adequate to meet the Health Board's objectives and statutory requirements.

- 3.12 Ensure there is clear and effective Health and Safety communication and publicity throughout the organisation.
- 3.13 Provide assurance that risks relating to health, safety, security, fire and service/ business interruption/ disruption are being effectively managed across the whole of the Health Board's activities (including for hosted services and through partnerships and Joint Committees as appropriate), and provide assurance that effective risk assessments are undertaken and addressed.
- 3.14 Approve organisational Health and Safety Policies, Procedures, Guidelines and Codes of Practice (policies within the scope of the Committee).
- 3.15 Ensure there is a process of review of Health and Safety compliance across the whole of the Health Board's business undertakings, including through a programme of Health and Safety audits and agree and monitor KPIs for Health and Safety performance to ensure evidence of compliance with external standards and regulatory requirements.
- 3.16 Ensure production of an annual report of the Health Board's safety management systems to measure effectiveness, performance and provide assurance to the Board of compliance.
- 3.17 Agree issues to be escalated to the Board, with recommendations for action.

#### 4. Membership

4.1 Formal membership of the Committee shall comprise of the following:

Member
Health Board Vice Chair (Chair)
Independent Member (TU - Vice Chairman)
Independent Member
Independent Member
Independent Member
Independent Member

4.2 The following should attend Committee meetings:

In Attendance
<b>Executive</b> Director of Nursing, Quality & Patient Experience (Lead Director)
<b>Executive</b> Director of Workforce & OD
<b>Executive</b> Director of Operations
<b>Executive</b> Director of Planning, Performance & Commissioning
<b>Executive</b> Medical Director
<b>Executive</b> Director of Public Health/ Public Health representative
<b>Executive</b> Director of Therapies & Health Science
Board Secretary
Director of Estates, Facilities & Capital Management
Head of Occupational Health
Head of Health, Safety & Security
Chair of Staff Partnership Forum

4.3 Membership of the Committee will be reviewed on an annual basis.

## 5. Quorum and Attendance

- 5.1 A quorum shall consist of no less than two of the membership and must include as a minimum the Chairman or Vice-Chairman of the Committee, and one other Independent Member, together with a third of the In Attendance Members.
- 5.2 The membership of the Committee shall be determined by the Board, based on the recommendation of the UHB Chair, taking into account the balance of skills and expertise necessary to deliver the Committee's remit, and subject to any specific requirements or directions made by Welsh Government.
- 5.3 Any senior officer of the UHB or partner organisation may, where appropriate, be invited to attend, for either all or part of a meeting, to assist with discussions on a particular matter.
- 5.4 The Committee may also co-opt additional independent external "experts" from outside the organisation to contribute to specialised areas of discussion.
- 5.5 Should any officer member be unavailable to attend, they may nominate a deputy with full voting rights to attend in their place subject to the agreement of the Chairman.
- 5.6 The Chair of the UHB reserves the right to attend any of the Committee's meetings as an ex officio member.
- 5.7 The Chairman of the Health & Safety Assurance Committee shall have reasonable access to Directors and other relevant senior staff.
- 5.8 The Head of Internal Audit shall have unrestricted and confidential access to the Chairman of the Health & Safety Assurance Committee.
- 5.9 The Committee may ask any or all of those who normally attend but who are not members to withdraw to facilitate open and frank discussion of particular matters.

## 6. Agenda and Papers

- 6.1 The Committee Secretary is to hold an agenda setting meeting with the Chairman and/ or the Vice Chairman, at least **three** weeks before the meeting date.
- 6.2 The agenda will be based around the Committee work plan, identified risks, matters arising from previous meetings, issues emerging throughout the year and requests from Committee members. Following approval, the agenda and timetable for papers will be circulated to all Committee members.
- 6.3 All papers must be approved by the Lead/ relevant Director.
- 6.4 The agenda and papers for meetings will be distributed **five** working days in advance of the meeting.
- 6.5 The minutes and action log will be circulated to members within **five** working days to check the accuracy.



- 6.6 Members must forward amendments to the Committee Secretary within the next **five** working days. The Committee Secretary will then forward the final version to the Committee Chairman for approval.

## **7. In Committee**

- 7.1 The Committee can operate with an In Committee function to receive updates on the management of sensitive and/or confidential information.

## **8. Frequency of Meetings**

- 8.1 The Committee will meet bi-monthly and shall agree an annual schedule of meetings. Any additional meetings will be arranged as determined by the Chairman of the Committee.
- 8.2 The Chairman of the Committee, in discussion with the Committee Secretary, shall determine the time and the place of meetings of the Committee and procedures of such meetings.

## **9. Accountability, Responsibility and Authority**

- 9.1 The Committee will be accountable to the Board for its performance in exercising the functions set out in these terms of reference.
- 9.2 The Committee shall embed the UHB's vision, corporate standards, priorities and requirements, e.g. equality and human rights, through the conduct of its business.
- 9.3 The requirements for the conduct of business as set out in the UHB's Standing Orders are equally applicable to the operation of the Committee.

## **10. Reporting**

- 10.1 The Committee, through its Chairman and members, shall work closely with the Board's other committees, including joint/sub committees and groups to provide advice and assurance to the Board through the:
- 10.1.1 joint planning and co-ordination of Board and Committee business;
  - 10.1.2 sharing of information.
- 10.2 In doing so, the Committee shall contribute to the integration of good governance across the organisation, ensuring that all sources of assurance are incorporated into the Board's overall risk and assurance framework.
- 10.3 The Committee may establish groups or task and finish groups to carry out on its behalf specific aspects of Committee business. The Committee will receive an update following each group's meetings detailing the business undertaken on its behalf.
- 10.4 The Committee Chairman, supported by the Committee Secretary, shall:

- 10.4.1 Report formally, regularly and on a timely basis to the Board on the Committee's activities. This includes the submission of a Committee update report as well as the presentation of an annual report within 6 weeks of the end of the financial year;
  - 10.4.2 Bring to the Board's specific attention any significant matters under consideration by the Committee.
  - 10.4.3 Ensure appropriate escalation arrangements are in place to alert the UHB Chair, Chief Executive, or Chairmen of other relevant Committees, of any urgent/critical matters that may compromise patient care and affect the operation and/or reputation of the UHB.
- 10.5 The Board Secretary, on behalf of the Board, shall oversee a process of regular and rigorous self assessment and evaluation of the Committee's performance and operation, including that of any sub-committees established.

## **11. Secretarial Support**

- 11.1 The Committee Secretary shall be determined by the Board Secretary.

## **12. Review Date**

- 12.1 These terms of reference and operating arrangements shall be reviewed on at least an annual basis by the Committee for approval by the Board.