

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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	06 July 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 for the period May - July 2021. The work undertaken encompasses a variety of health and safety topics which will be detailed in turn.

Cefndir / Background

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 Manager's Health and Safety Induction, PAMOVA, violence and aggression, health and safety audits and the team's support with the new Datix system.

Asesiad / Assessment

Manual Handling

Following the retirement of the Manual Handling Co-ordinator, a Manual Handling Manager has been appointed for the department who it is hoped will commence in post in September 2021.

There are plans to complete the second phase of the implementation of the new profiling beds into Prince Phillip Hospital (PPH) in July 2021.

During May and June 2021, the manual handling team has undertaken face to face training which consists of induction, clinical updates, ad hoc training and work place assessments resulting in a total of 535 staff being trained.

Further training dates for the remainder of the year are currently being allocated. During the COVID-19 pandemic, the team in Carmarthen were allocated a second training room to assist with social distancing guidelines. A request to return the use of this room has been made in order to safely accommodate other staff. The impact of this will result in a 50% reduction in the number of staff trained.

Violence and Aggression Incident Reporting

The introduction of the Once for Wales 'New' Datix system on the 1st April 2021 has impacted on the number of incidents reported with only 57 incidents reported in April and 58 in May 2021 compared to 127 reported in March 2021. The Violence and Aggression Case manager has however linked with key departments during this implementation stage.

The tables below indicate the number of incidents (58) reported in May 2021. 39 incidents have been reported to date for the month of June 2021.

Withybush		Prince Philip		Glangwili		Bronglais	
A & E	1	AMAU	1	CDU	1	EUCC	1
Fracture Clinic	3	MIU	1	Dewi Ward	1	Y Banwy Ward	2
Ward 10	2	Ward 5	2	Cledau Ward	1	Dyfi Ward	2
Radiology	1	Ward 9	2	Merlin Ward	1	Patient flow	1
Ward 1	1	Bryngofal (MH)	6	Cilgerran Ward	1	CRHT	1
CCU	1	Bryngolau (OAMH)	4	Physiotherapy	2	Ystwyth Ward (OAMH)	1
	9		16		7		8

South Pems Hospital	1
Pembroke Dock Health Centre	2
Tenby Cottage Hospital	2
Patients home	8
Havenway Resource Centre	1
Cardigan ICC	1
Crymych Care Centre	1
Brynmair Clinic	1
Tregaron Hospital	1

Physical Assault	30
Aggressive/Threatening behaviour	14
Verbal Abuse	9
Psychological abuse/Harassment	1
Social media/ Malicious telecommunications	
Hate content	1
Sexual assault/offence	3
False Imprisonment	1

45 incidents related to patients being the perpetrators with the remainder being relatives (11) and members of the public (1).

Private security providers have been employed on four occasions during May and June 2021 to provide support to wards in Bronglais and Prince Phillip hospitals when caring for aggressive patients.

One patient treated in June 2021 has been charged with 13 incidences of assault on 8 different members of staff and has recently been remanded to prison pending a court hearing.

Social Distancing Audits

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 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 actions where necessary.

Manager's Health and Safety Induction

An additional 32 delegates completed the course in May 2021 and 34 delegates completed an extra course which had been added to the programme specifically for managers from within the Mental Health and Learning Disabilities Directorate. This brings the total number of managers that have successfully completed the course to **191**.

Work is ongoing with Learning and Development. A Prospectus Page for the course has been created within the Health and Safety Training Catalogue together with the dates for September – December 2021, allowing enrolment arrangements to be undertaken via the Electronic Staff Record (ESR) going forward. The next step will be to ensure that all candidates that have already completed the course have their ESR records updated accordingly.

Prevention and Management of Violence and Aggression (PAMOVA)

The team have provided expert advice to a number of departments including the following specific examples:

- Ward 1 Withybush re: transfer from ward to care home - ward completing transition plan for Court of Protection.
- Best Interest decisions and advice given to Begelly (learning disabilities) and the staff teams supporting 2 specific individuals around restrictive practices. The team have also trained additional staff in a patient specific technique for an individual in Begelly.
- Care plan developed with St Caradog and Cilgerran wards for patients requiring nasogastric feeding under restraint.
- Following implementation, there have been reports from staff that the frequency and intensity of restraints have decreased.
- Implementation of a Person Centred Support Plan and a bespoke intervention plan designed around the management of self-harm, taking into account the preferences of the young person with positive feedback provided.

Reducing Restrictive Practice Training

80 staff have been trained during May and June 2021.

A proposal to step up recovery phase has been put forward to the Bronze Group for MH&LD who have supported the team with decisions around training provision during COVID-19. This included return to face-to-face (socially distanced) theory delivery, increasing class size in Hafan Derwen to 8, and the reintroduction of certain techniques following discussions with clinical areas and Datix reviews.

The team now consists of 4 trainers. The recruitment process to appoint Band 4 assistant trainers has commenced. There will be 3 recruited in total however recruitment will be phased to allow sufficient time for each member of staff to be trained.

Welsh Government is launching the Reducing Restrictive Practice Framework in July 2021 which will apply across Health, Social Care and Education. This will have an impact upon the training needs of the Health Board and also the implementation of a Person Centred model of care to support those patients who display behaviours that challenge across all Health Board sites.

Sharps Safety

The 'Safer Sharps Group' has been re-established and is monitoring the work required to comply with Improvement Notice 08 (compliance date 24th September 2021). The work involves increasing the use of safer sharps devices and removing certain non-safety products that still remain in use in some departments.

A more detailed report on this particular topic will be submitted to the next meeting of this Committee.

Argymhelliad / Recommendation

For the Health & Safety Assurance 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.

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Amcanion: (rhaid cwblhau) Objectives: (must be completed)	
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:	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 Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2018-2019	10. Not Applicable

Gwybodaeth Ychwanegol: Further Information:	
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)	
Ariannol / Gwerth am Arian: Financial / Service:	N/A
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:	N/A
Cydraddoldeb: Equality:	<ul style="list-style-type: none"> • Has EqIA screening been undertaken? No