



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Abertawe Bro Morgannwg
University Health Board



Meeting Date	4th March 2019	Agenda Item	4.3
Report Title	Planning for the Health Board Health and Safety Improvement Plan 2019-20		
Report Author	Dr Laurie Higgs, Head of Health and Safety		
Report Sponsor	Siân Harrop-Griffiths, Director of Strategy		
Presented by	Siân Harrop-Griffiths, Director of Strategy		
Freedom of Information	Open		
Purpose of the Report	This paper informs the Health Board of elements that should be included in the Health Board Health and Safety Improvement Plan 2019-20		
Key Issues	Planning for the reorganisation of the Health board, emerging risks and the better governance of health and safety.		
Specific Action Required (please ✓ one only)	Information	Discussion	Assurance
		✓	
Recommendations	Members are asked to: <ul style="list-style-type: none"> • NOTE the report; and • AGREE actions and scope for the improvement plan for 2019/20 		

PLANNING FOR THE HEALTH BOARD

HEALTH AND SAFETY IMPROVEMENT PLAN 2019-20

1. BACKGROUND

Health and Safety Executive (HSE) guidance places a duty on the Health Board to effectively manage health and safety. Recognising weaknesses and developing appropriate actions to address those areas of concern demonstrates good governance. The recent HSE Inspection of the Health Board requires improvement in governance of health and safety.

2. PROPOSED AREAS TO INCLUDE IN 2019-20 HEALTH AND SAFETY IMPROVEMENT PLAN

The Health Board will need to manage the following key areas

Governance

Action Area	Risk/Issue etc.
NHS Wales Systems	Health Boards in Wales have developed an updated Health and Safety assurance system for use. It is proposed that Welsh Government endorse it. ABMU has already adopted and has used the system for the last 3 years to develop its Health and Safety Improvement Plan
HSE Improvement notices and lessons learnt	Improved governance including monitoring and risk management
Roles and Responsibilities	Clarity of role in terms of Health and Safety and the review of resources/functions of the team.

Clinical and Nurse Resource

Action Area	Risk/Issue etc.
Potential over loading of ward and department resource needed to manage health, safety and fire	Health and safety management is delegated to wards and departments. Significant levels of support is given but greater support to protect clinical resource (but not at the expense of loss of good health and safety management, leadership etc.) should be reviewed and developed

Supporting Unit and other Management Functions

Action Area	Risk/Issue etc.
Developing clear targets for the management of health and safety	<p>Management units must be supported to develop their systems of governance but have little or no health and safety resource</p> <p>Similarly improvements to facilities management, security management etc. are required</p>

Boundary Change

Action Area	Risk/Issue etc.
Policies and Procedures	<p>As the organisation is contracting, many policies will remain broadly the same.</p> <p>Lessons learnt from Health and Safety Executive (HSE) must be included in the policy review</p> <p>Updating of current range of policies to reflect new organisation/management structure for health and safety</p> <p>Opportunity to review and to enhance levels of compliance</p>
Review resources and skill mix of Health and Safety department	Staff previously providing services in Port Talbot and Bridgend have transferred to Cwm Taf leaving a resource gap where they previously spent significant time supporting the Port Talbot area

Health and Safety Team

Action Area	Risk/Issue etc.
Resources in Health and Safety team	As a result of the Boundary Change, this has had an impact on the resourcing in the team and this will need to be reviewed.
Skill mix in Health and Safety team	<p>Retirement of key staff in Health and Safety team must be managed</p> <p>Loss of key competent resources to Cwm Taf Health Board</p>

Supporting Units and Management functions	Ensuring that Units and other management functions are supported to function effectively
---	--

Training Resources

Action Area	Risk/Issue etc.
Training rooms	Capacity: Loss of Glanrhyd site to Cwm Taff Health Board and loss of facilities to be managed

Management and Leadership

Issue	Risk
Imbedding Health and Safety function into Director of Nursing	Clarification of line management responsibility etc.
Lines of accountability	Estates, Capital and Health and Safety now sit with 3 different Directors and clear lines of accountability need to be developed in key areas of risk

Health and Safety Governance

Issue	Risk
Imbedding Health and Safety management into the work of Units	Failure to manage health and safety effectively

Fire Governance

Issue	Risk
Improve the planning, monitoring and review of fire safety	Failure to manage fire safety effectively

Electrical safety/HSE

Issue	Risk
Likely that HSE will undertake further inspection of ABMU for its management of electrical safety	Review of risk control systems required including control of risk at local (ward/departments level)

Issue	Risk
Compliance with HSE Inspections conducted in	Improvements required to risk control systems required and cross-referencing of full content of HSE

November 2018 and associated Improvement Notices	report across disciplines e.g. incident reporting and monitoring of manual handling
--	---

5 RECOMMENDATIONS

Members are asked to:

- **NOTE** the report; and
- **AGREE** actions and scope for the improvement plan for 2019/20

Governance and Assurance										
Link to corporate objectives	Promoting and enabling healthier communities		Delivering excellent patient outcomes, experience and access		Demonstrating value and sustainability		Securing a fully engaged skilled workforce		Embedding effective governance and partnerships	
	✓		✓		✓		✓			
Link to Health and Care Standards	Staying Healthy	Safe Care	Effective Care	Dignified Care	Timely Care	Individual Care	Staff and Resources			
	✓	✓								
Quality, Safety and Patient Experience										
Improved safety for staff, patients, visitors and contractors.										
Financial Implications										
Failure to effectively manage health and safety can have significant legal, moral and financial implications. These include increased sickness and absence, management of resources, equipment and premises and the potential risk of legal action both statutory and for compensation.										
Legal Implications (including equality and diversity assessment)										
Potential breach of UK Health and Safety law										
Staffing Implications										
Increased sickness and absence										
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)										
None										
Report History		None								
Appendices		None								