
To: Renfrewshire IJB Audit, Risk and Scrutiny Committee

On: 15 March 2024

Report by: Interim Head of Health & Social Care

Heading: Health & Safety Update

1. Purpose

- 1.1. The purpose of this paper is to provide the IJB Audit, Risk and Scrutiny Committee with an update on our incident report position from 1st July 2023 to 31st December 2023.
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2. Recommendations

It is recommended that the IJB Audit, Risk and Scrutiny Committee:

- Note the content of this paper.
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3. Reporting Systems

- 3.1 The information contained within this report has been pulled from a variety of systems including Datix, Business World, NHS Workforce Dashboards, Renfrewshire Council CPD & iLearn systems.
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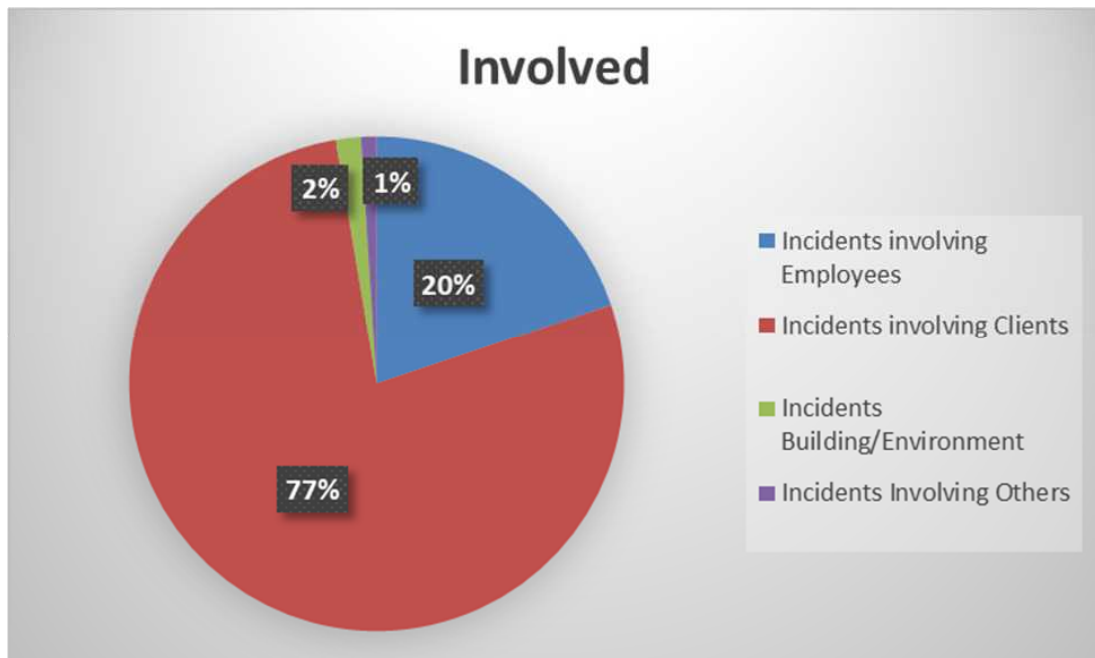
4. Incident Reporting

- 4.1 In the last six months of 2023 we had **1776** incidents raised across both Business World (**382**) and Datix (**1394**), this is a rise of **280** on the previous six months of 2023. There was an increase of 23% within Datix incidents and 8% increase in Business World.



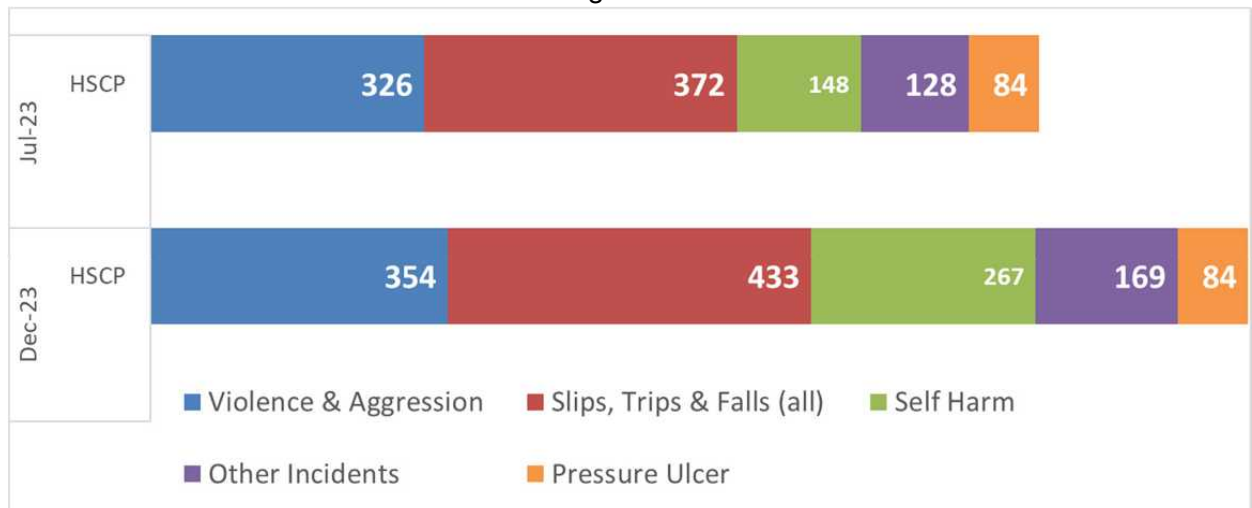
Incident numbers saw a similar rise for the first six months of 2023 when incidents rose by 24%. **

- 4.2 The breakdown of incidents are in keeping with previous reports; **77%(+3)** of incidents involved clients, **20%(-2)** involved staff, **2%(0)** relate to buildings/environment and **1%(-1)** involving others.

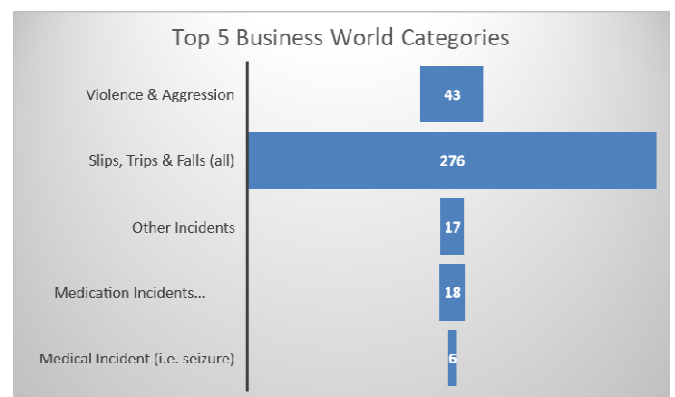
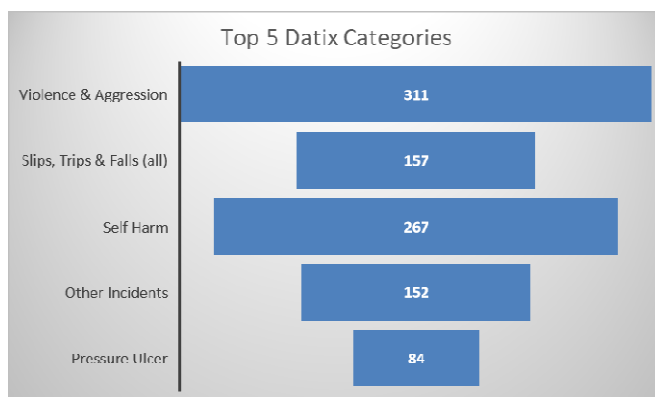


4.3

The top 5 incident categories remain the same. Four of the top five incidents have saw an increase in the last six months with self-harm incidents increasing 80%. This increase whilst attributable to better recording we have also seen an increase in the number of complex trauma patients to our wards. Service managers continue to update risk assessments regularly and there is a board wide scheme of improvements being undertaken to improve ligature risks across all NHS wards. Ligature awareness remains a key focus within mental health services and across the HSCP in general.



Incident numbers are greater within the Datix reporting system and as a result the top five categories varies across health & social care and given the high number of incidents within Datix the top five categories within Business World can be overcome by incidents within Datix. Undernoted is how the top five categories varies across both systems.



4.3.1

The undernoted actions remain in place to help address the highest rates of incidents

- Violence and Aggression:** A variety of training is available and actively sought across all services, particularly within our Mental Health Services where Violence & Aggression incidents are more prevalent. The Violence Reduction service is also available for staff to provide advice and support around violence reduction and de-escalation strategies.

There are specific violence & aggression training courses available at various levels within social care both within iLearn and face to face courses.

- **Slips/Trips and Falls:** All accidents/incidents are investigated locally. Follow up actions are identified; risk assessments are reviewed and care plans updated.
Mandatory e-learning modules are available together with face to face moving & handling training where appropriate to services.
During the winter months staff should utilise the crampons provided for use in ice & snow.
- **Self-Harm:** A programme of improvement continues across GGC wards to reduce the risk of self-harm within our mental health services. There is also a newly developed e-learning module created to increase ligature awareness, available within learnpro together with the Adult Support & Protection module. Social Care Services offer face to face Promoting Positive Behaviour training.

5. Serious Adverse Events (SAEs)

- 5.1 Systems are in place across both Health & Social Care to record Significant Adverse Events with a Briefing Note completed in all cases. All incidents reported are investigated to reduce the risk of recurrence with learning shared.
- 5.2 We saw **7** SAEs commissioned since 1st July 2023 – 31st December 2023 this was a decrease of **3** on the previous 6 months. All SAEs are reported through the relevant parent organisations health & safety and governance structures.

Specialty	Category	No.
Community Mental Health Team	Suicide	1
Podiatry	Pressure Ulcer Care	1
Addiction Services	Suicide	1
Addiction Services	Other Incidents	1
Older People's Mental Health	Other Incident	1
District Nursing	Pressure Ulcer Care	1
Care Homes	Fire	1

6. RIDDOR

- 6.1 Since 1st July to 31st December 2023 there have been **7(-1)** RIDDOR incidents raised which is one less than the first six months of 2023. There were **4** RIDDORs raised within the Datix system and **3** RIDDORs raised within Business World.

Parent Organisation	Specialty	Category	No.
NHS (Datix)	Older People's Mental Health	Violence and Aggression	2
NHS (Datix)	Older People's Mental Health	Slips, Trips and Falls	1
NHS (Datix)	Podiatry	Slips, Trips and Falls	1
Social Care (Business World)	Care Homes	Exposed to fire/other forms of heat	1
Social Care (Business World)	Community Meals	Slip, trip or fall at same level	1
Social Care (Business World)	Care at Home	Slip, trip or fall at same level	1

7. Fire Safety










- 7.1 The NHS Fire Safety Audit compliance remains at 86% as at December 2023. Month to month compliance varies from 57% to 86% over the last 6 months, with building managers continuing to liaise with GP practices to ensure completion of these audits take place.
- 7.2 A programme of local fire testing has taken place for 2023 and a schedule of fire tests for 2024 is in place to ensure we meet our requirements for fire safety within our buildings.

8. Health & Safety Compliance




- 8.1 Quarterly health & safety meetings continue to take place within the HSCP which feeds into both parent organisations wider health & safety forums. Training compliance, incident recording and significant events are standing items at these meetings with key learning shared across services.

9. Mandatory Health & Safety Training

- 9.1 All statutory & mandatory training modules have saw an improvement in compliance in the last quarter. Most modules have more than **90%** compliance, the exceptions being Fire Safety & Information Governance however compliance in all areas continues to improve.

	Equality & Human Rights	Fire Awareness	Health, Safety & Welfare	Infection Control	Information Governance	Manual Handling	Public Protection	Security & Threat	Violence & Aggression
Jul-23	89.0%	79.1%	89.4%	89.0%	87.0%	89.0%	88.6%	88.9%	89.2%
Dec-23	92.1%	84.9%	91.7%	91.8%	87.4%	91.7%	91.5%	91.2%	92.0%
Variance	 3.1%	 5.8%	 2.3%	 2.9%	 0.4%	 2.7%	 2.8%	 2.3%	 2.8%

- 9.2 Priority training continues to present a challenge, however there have been improvements made in Sharps & Moving & Handling. We have noticed a dip in Falls compliance as more services adjust their scope to this training. It has been noticed that some staff are incomplete in their falls training due to the omission of the bedrail's module. Staff have been reminded that this is part of the falls bundle at the request of HSE and must be completed where staff are in scope for falls.

	Sharps	Moving & Handling	Falls
Jul-23	63.0%	68.2%	78.9%
Dec-23	69.1%	73.1%	76.9%
Variance	 6.1%	 4.9%	 -2.0%

- 9.3 There are seven established mandatory iLearn modules that each Renfrewshire Council HSCP employee must complete as detailed in the table below. These modules should be completed every 12 months.

Mandatory Social Care Training

Living our values

Information Security Awareness

Induction to Freedom of Information

Induction to GDPR

Ren Talks How to Spot a Phish

Equality, Diversity & Inclusion

Information Governance

- 9.4 Compliance across all modules is low with completion rates below 20% as highlighted in the table below. It should be noted that this report is very much in its infancy with many elements to be cleansed and refined, namely the staff lists and alignment to services. Access to systems is limited and all information informing this report is provided from Renfrewshire Council.



- 9.5 Role specific training compliance across social care services remains a work in progress with learning disabilities and care home services having completed their scope requirements for this training and regular reports are being issued.

Implications of the Report

1. **Financial** – No direct implications from this report
2. **HR & Organisational Development** – No direct implications from this report
3. **Strategic Plan and Community Planning** – No direct implications from this report
4. **Wider Strategic Alignment** – No direct implications from this report
5. **Legal** – No direct implications from this report
6. **Property/Assets** – No direct implications from this report

7. **Information Technology** – Managing information and making information available may require ICT input.
 8. **Equality & Human Rights** – No direct implications from this report
 9. **Fairer Duty Scotland** – No direct implications from this report
 10. **Health & Safety** – No direct implications from this report
 11. **Procurement** – No direct implications from this report
 12. **Risk** – No direct implications from this report
 13. **Privacy Impact** – None.
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List of Background Papers – None.

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