



Item No. 14

Meeting Date: Wednesday 19th April 2023

**Glasgow City
Integration Joint Board
Finance, Audit and Scrutiny Committee**

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**Health and Safety Annual Report
January 2022 - December 2022**

Purpose of Report:

To provide the IJB Finance, Audit and Scrutiny Committee with an overview of the main Health & Safety challenges faced in 2022 as well as performance and notable key issues, and the implications for the HSCP.

Background/Engagement:

This is the third Annual Report for Health & Safety provided to the IJB Finance, Audit and Scrutiny Committee.

Two Management Systems continue to be used in the governing of Health & Safety as part of the partnership: Glasgow City Council's and NHS GG&C's. Both employers have a duty of care for the health and safety of all HSCP employees, service users and others who may be affected by their operations, acts, and omissions.

Governance Route:

The matters contained within this paper have been previously considered by the following group(s) as part of its development.

- HSCP Senior Management Team
- Council Corporate Management Team
- Health Board Corporate Management Team
- Council Committee
- Update requested by IJB
- Other
- Not Applicable

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| Recommendations: | The IJB Finance, Audit and Scrutiny Committee is asked to: a) Note the findings made within this report and the data attached; b) Note the main challenges faced throughout the year, and current service and future developments; and c) Note the potential implications and resources which may be required from investigations and enforcement notices. |
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| Relevance to Integration Joint Board Strategic Plan: |
| <p>Health & Safety management and improvement is key to the operation of the IJB/HSCP in meeting its relevant statutory requirements. Effective Safety Management is designed to prevent employees from harm whilst at work, service users whilst engaging with services, and others whilst in our care, so far as is reasonably practicable.</p> <p>GCC and NHS GGC have a duty to ensure that employees have the correct information, instruction, and training to enable them to carry out their work safely.</p> <p>Accident and incident reduction, and subsequently minimising injury, lost time and attributable absence is crucial, as is the prevention both civil and criminal prosecution.</p> |

Implications for Health and Social Care Partnership:

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| Reference to National Health & Wellbeing Outcome: | This report is relevant in supporting GCHSCP in achieving all nine health and wellbeing outcomes, however outcomes 7, 8 and 9 are directly related. |
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| Personnel: | All employees throughout GCHSCP have responsibilities for Health & Safety. All managers have a responsibility for contributing to the management and ongoing improvement of this. |
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| Carers: | N/A |
|----------------|-----|

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|--------------------------------|-----|
| Provider Organisations: | N/A |
|--------------------------------|-----|

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| Equalities: | N/A |
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| Fairer Scotland Compliance: | N/A |
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| Financial: | The report contains potential financial implications for the Health and Social Care Partnership. Criminal and Civil proceedings which may be attributed to accidents and incidents at work may have financial costs associated. |
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|---------------|---|
| Legal: | Failure to adhere to Health & Safety law and comply with the requirements of GCC and NHS GG&C Health & Safety Management systems have the potential to have criminal and civil legal implications to the organisations. |
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| Economic Impact: | N/A |
| Sustainability: | N/A |
| Sustainable Procurement and Article 19: | N/A |
| Risk Implications: | <p>The effective management of Health & Safety is pertinent in managing the risks associated with the operations and services operated by the HSCP. This includes ensuring that all those acting on behalf of the HSCP continue to have the relevant information, instruction, and training to enable them to carry out their job safely, and ensuring all reasonably foreseeable hazards are assessed, with suitable and sufficient control measures in place.</p> <p>Failure to effectively manage health and safety may result in accidents, injury, ill-health, workplace fatalities, and both civil and criminal prosecutions.</p> <p>There are moral, legal, and financial obligations to manage health and safety, whilst continuing to maintain the reputation of GCHSCP.</p> |
| Implications for Glasgow City Council: | <p>Glasgow City Council have the legal responsibility to manage the health and safety of their employees as well as those who may be affected by their operations. Failure to manage this effectively may result in accident and incidents, potential legal and financial implications, in addition to having an impact on the reputation of Glasgow City Council.</p> |
| Implications for NHS Greater Glasgow & Clyde: | <p>NHS GG&C have the same legal responsibility for the management of health and safety. Failure to manage this effectively may result in accidents and incidents, legal and financial implications, in addition to reputational impact.</p> |

1. Purpose and Structure of the report

- 1.1. The purpose of this report is to provide the IJB Finance, Audit and Scrutiny Committee with an overview of the main Health & Safety challenges faced in 2022 and data on performance.
- 1.2. Two Health and Safety Management systems work alongside each other to manage the legal duties of both organisations, under the Health and Safety at Work Act 1974 and all other relevant legislation.
- 1.3. This report will provide overview from both the Glasgow City Council and NHS Health and Safety teams, as well as relevant health and safety data.

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2. Responsibilities

- 2.1. The GCHSCP Chief Officer has overall responsibility for ensuring the health and safety organisational arrangements developed by GCC & NHS GG&C are implemented throughout GCHSCP.
- 2.2. Management and other senior employees have delegated responsibility to implement and manage these arrangements within their service area or premises.
- 2.3. There continues to be two health and safety management systems in operation within the HSCP. These are required to satisfy the requirements of health and safety law, for two separate legal entities.
- 2.4. It is recognised that GCC and NHS GG&C are accountable for their respective services as part of the Partnership, but it must be ensured that Health & Safety Management Systems work in cooperation with each other to achieve operational consistency, where possible.
- 2.5. GCHSCP holds quarterly Health & Safety Committee meetings, which met throughout the duration of 2022. These meetings are attended by representatives across the partnership and include professional safety advisors from both NHS and GCC, as well as Senior Management and Staff-Side & Trade Union Representatives.

3. The role of GCC SWS H&S Team Jan - Dec 2022

- 3.1. The team was restructured in 2022, with Kirsten Paterson appointed as Health and Safety Service Manager in October 2022.
- 3.2. Whilst the team continued to manage the effects and limitations of Covid-19, the year allowed for the team to help further support the recovery of services from the pandemic.
- 3.3. The team focused on the return of the routine audit strategy and Fire Safety Risk Assessment programme for all in-scope premises. Training, and reducing the training gap which had been worsened by COVID-19, was prioritised and the team worked with Heads of Service to ensure this was conducted in a way that supported service delivery.
- 3.4. The team continued their primary function of providing competent advice, guidance, and support to all Directorate, Management, and employees. All Senior Advisors within the team remained aligned to service areas to fully support the Health and Safety Challenges faces as part of their recovery.

4. The role of NHSGGC H&S Team

- 4.1. The Health and Safety Team appointed a new Head of Service in May 2022. Under the leadership of Freddie Warnock, Head of Health and Safety, the team are now called Safety Health and Wellbeing (SHaW). The SHaW Team's

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primary purpose is to ensure our workforce has a safe working environment. The team provide appropriate, professional, and competent SHaW advice, guidance, and support to the NHSGGC Board, its Directors/Chief Officers and employees, and representatives of Staff Associations and Trade Unions.

- 4.2. The Team continues to provide support and advice to the local management teams and staff within Acute Services, Health and Social Care Partnerships and Corporate Directorates (e.g., Estates and Facilities).
- 4.3. The impact of COVID-19 continues to be in focus across the whole of NHS GGC and the SHaW Service continues to support the refresher face fit training program across the board.
- 4.4. During 2022 the requirement for COVID-19 social distancing controls was removed and within NHS premises national guidance on infection prevention and control is followed.

5. Key Challenges for GCC SWS H&S

- 5.1. The Annual Health and Safety training schedule was fully reinstated following Covid-19, with training rooms returning to normal capacity. This allowed for an increase in the number of persons booked on to all courses, with an aim to further reduce the training compliance gap.

In early 2022 attendance figures were extremely poor. This was attributable to a number of factors including complexities and inconsistencies within the centralised administrative function of the course booking process, and ongoing sickness absences causing last minute cancellations.

Considerable efforts were undertaken by the H&S Team to liaise with key stakeholders in order to improve pre-course communications and attendance at courses, which was responsible for an increase in over 300% in course attendance in some instances.

- 5.2. The team supported the recovery of services by driving forward Service Risk Assessment Working Groups to ensure that all areas had appropriate and updated risk assessments and where necessary, any Covid related risks were incorporated into these for a 'Business as Usual' approach. The Working Groups included management, employees and trade union representatives.

In 2023 these efforts will be continued, with the remainder of the Service Risk Assessments due to be completed within the next 12 months.

- 5.3. Accident, Incident and Near Miss Reporting training and information sessions were prioritised by the team to ensure that where previous under-reporting or poor information was being provided into the HandS incident Management system, steps were taken to remedy this.

The training was targeted specifically at groups of management or staffing where under-reporting had been identified previously, in order to drive cultural improvements.

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- 5.4. The Health and Safety Management Standards - which outline the Health and Safety Policy and Procedures of Social Work as part of Glasgow City Council were subject to review in 2022. Significant scrutiny was required due to the complexity of Social Work as part of the HSCP, as well as ensuring these documents were truly reflective of the roles and processes carried out within Care Services, the Community Equipment Store and Transport and Support Services, all of which were subjected to TUPE in 2019.

14 of the 35 management standards were updated in 2022 and these will continue into 2023.

- 5.5. The Glasgow City Council Health and Safety draft strategy was shared in December 2022 and will operate between 2023 and 2027 (This has since been approved on 19th January 2023 at The Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee).

The Strategy sets out the organisational aims, vision, and objectives for effective health & safety management across the council, and across its three key themes:

- Competence - We will make sure our staff are properly trained and equipped with the necessary skills, knowledge, and competence to safely carry out their tasks.
- Communication - We will continue to adopt a style of communication that stimulates conversations about safety and encourages safe behaviour.
- Controls - We will continually review our policy and management standards to ensure they provide clear and concise direction for all council services to follow.

The GCC SWS Health and Safety Team will support the service to implement the themes of the strategy throughout their operations to support GCC in achieving its outcomes.

6. Key Challenges for NHS GG&C H&S

- 6.1. The key challenges faced directly related to the COVID-19 response reduced during 2022, with the removal of the main health & safety requirements. Within our NHS services guidance on COVID-19 and the controls required are managed via a national group, Antimicrobial Resistance and Healthcare Associated Infection (ARHAI), with regular reviews and updates provided via the National Infection Control manual.
- 6.2. The Social Distancing Operational and Communication Group(s) no longer meet however they will reconvene should there be a requirement to do so.
- 6.3. NHSGGC Health & Safety Policies continue to be reviewed. However, this is done within the wider context of Once for Scotland updates and reviews.
- 6.4. Statutory and Mandatory Training compliance for Fire remained a concern.

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- 6.5. A review of the previous Health and Safety Culture Strategy was undertaken by the new Head of Health and Safety. This strategy was realigned to bring the contents of the NHS GGC Health and Safety Policy alive.

This has resulted in the creation of the Safety Health and Wellbeing Roles and Responsibilities document for employees, managers and directors including chief officers. These documents also align to the HSE Guidance HSG65, in particular the sub-headings of:

- Policy and Planning
- Engagement
- Implementation
- Monitoring and Review.

Under each of the sub-headings there are a range of responsibilities which each level of employee needs to recognise and understand how their roles contribute to the delivery of any particular responsibility.

In addition, and to supplement these documents, the Safety Health and Wellbeing Roles Roadmap was created which lays out the path for each heading but under five specific priorities.

These have been approved by both the Health and Safety Forum and the Corporate Management Team. The initial launch was 19th December 2022 and is now being rolled out into wider GGC as a phased approach supported by the Communications team. The SHaW team are also undertaking a range of coaching sessions directed at all management meetings in Acute, HSCP, Estates and Facilities.

7. Accident and Incidents GCC (Jan – December 2022)

- 7.1. The total number of recorded incidents where the injured or affected person was a GCC employee, NHS employee working in a GCC building, agency worker or contractor was 285. This does not include incidences of violence (see 7.7). Table 1 outlines the number of incidents per area, as well as the variance with the previous year.

| GCC Employee Incidents | 2022 | 2021 | Variance |
|-------------------------------|-------------|-------------|-----------------|
| Children's Residential | 15 | 17 | ↓12% |
| Home Care | 182 | 219 | ↓17% |
| Older People Residential | 53 | 42 | ↑26% |
| Homelessness, CJ & Asylum | 4 | 7 | ↓43% |
| Equipu | 7 | 27 | ↓74% |
| TaSS | 3 | 5 | ↓40% |
| Alarm Response centre | 3 | 3 | 0% |
| OP Day Care | 3 | 3 | 0% |
| South Area Services | 4 | 5 | ↓20% |
| North-West Services | 4 | 4 | 0% |
| North-East Area Services | 5 | 7 | ↓29% |
| Centre Services | 2 | 2 | 0% |

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Table 1

Overall, there is a reduction in incidents reported in 2022, with reductions spread across the service areas.

7.2. The data available indicates that slips, trips, and falls continues to be the main cause of incidents within GCC. This is closely followed by incidents where employees were injured whilst moving and handling people and falls whilst ascending and descending. Figure 1 outlines the comparison data on these three key incident types over the last 3 years.

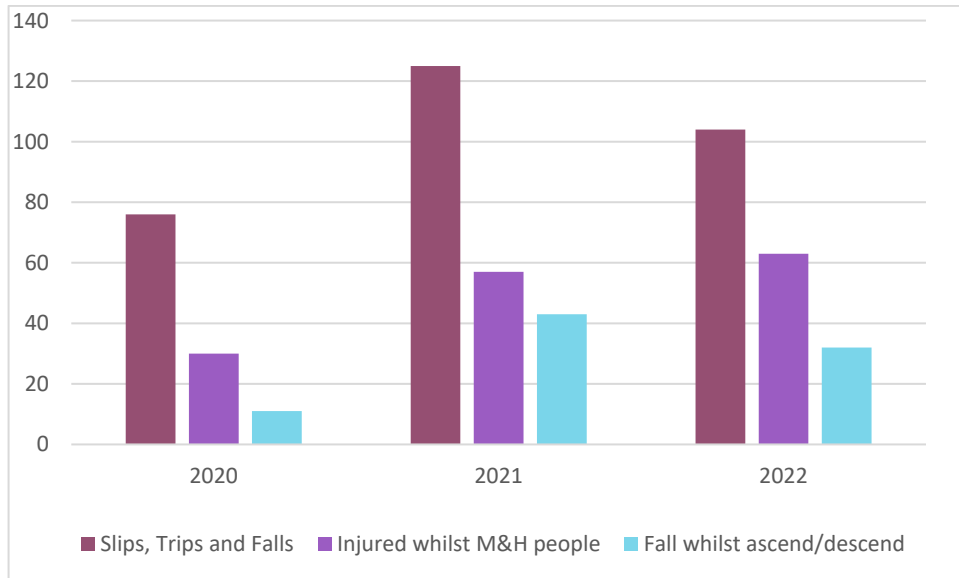


Figure 1

7.3. Similar to previous years, incidents are predominantly reported in Home Care Services, of which 66% of slips, trips, and falls, 66% of injuries whilst moving and handling people and 72% of falls whilst ascending/descending are attributable. A campaign to reduce both slips and trips and falls whilst ascending and descending has been carried out throughout 2022 within Home Care Services and will continue into 2023.

7.4. A total of 59 incidents were reported to the HSE under Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR), with the injured person being an employee, an increase of 14 from 2021. These were reportable either through resulting in an over 7-day absence for an employee, or for a Specified Major Injury. Figure 2 demonstrates the trend over the last three years.

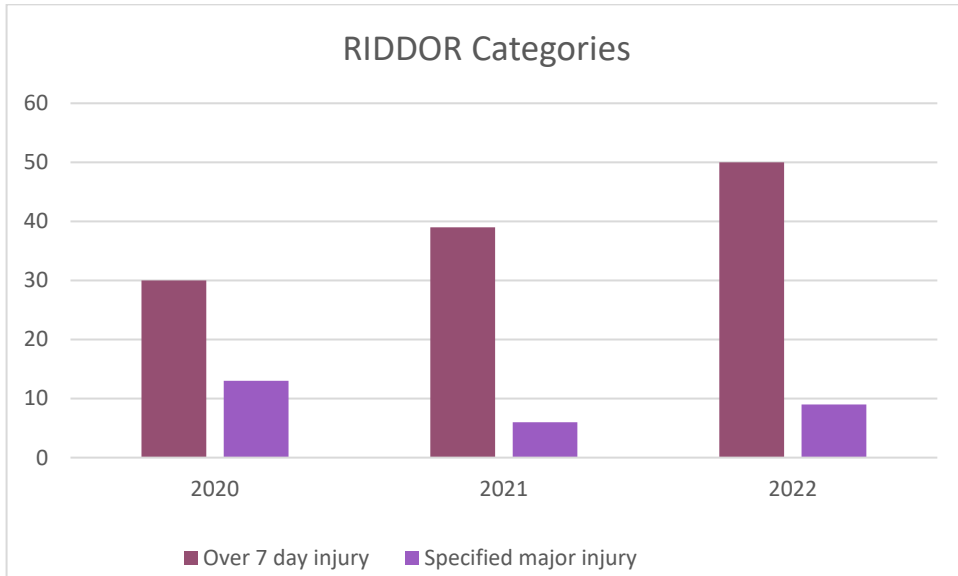


Figure 2

7.5. Figure 3 outlines the incident type which led to the RIDDOR reportable incident. The leading incident types for 2022 were physical violence, slips, trips, and falls, and falls whilst ascending and descending.

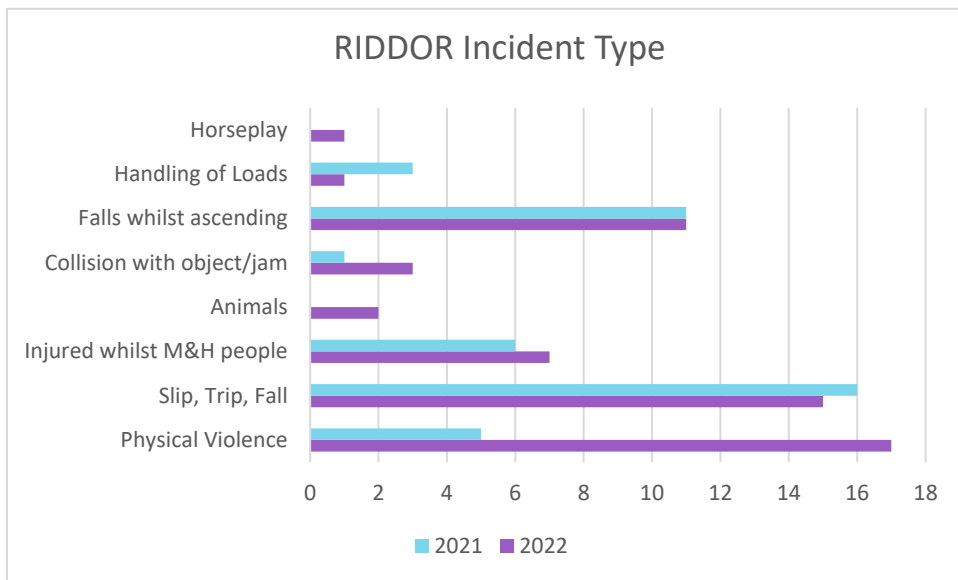


Figure 3

7.6. Two RIDDOR reportable incidents were reported to the HSE where a service user was the injured person. These were both reported as a 'Member of the public taken directly to hospital'.

7.7. 1284 Incidences of Violence were recorded where the employee was deemed to be the affected person; a decrease in 68 from the previous year. Table 2 demonstrates the violent incidents by area, and the variance from 2021. Figure 4 indicates the breakdown in the type of violent incidents across GCC for 2022.

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| | 2022 | 2021 | Variance |
|---------------------------|------|------|----------|
| Children’s Residential | 616 | 718 | ↓14% |
| Home Care | 229 | 201 | ↑14% |
| Older People Residential | 349 | 347 | ↑0.6% |
| Homelessness, CJ & Asylum | 20 | 31 | ↓36% |
| Community Equip. Store | 3 | 1 | ↑200% |
| TaSS | 0 | 3 | |
| Alarm Response centre | 3 | 4 | ↓25% |
| OP Day Care | 18 | 6 | ↑200% |
| South Area Services | 16 | 25 | ↓36% |
| North-West Services | 9 | 11 | ↓18% |
| North-East Area Services | 21 | 15 | ↑40% |
| Centre | 0 | 1 | |

Table 2

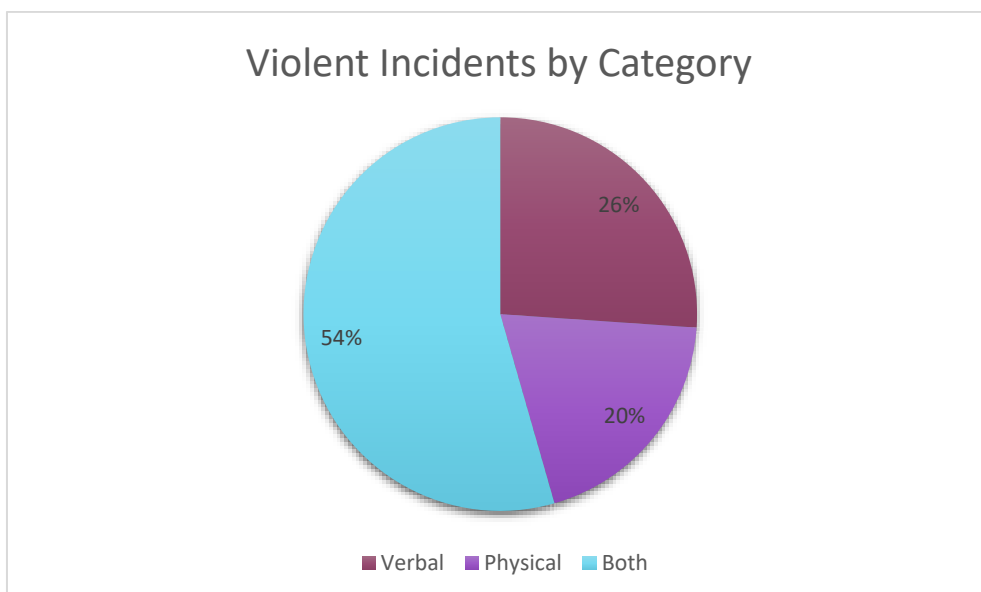


Figure 4

7.8. 36 fire events and 89 false alarms were recorded on the HandS system in 2022. The main cause of unwanted fire alarms continues to be cooking and is predominantly noted in residential premises. Continued efforts to reduce these activations must be made.

8. Accident and Incidents for NHS GG&C (Jan-December 2022)

8.1. The total number of recorded incidents for NHS GG&C employees only within Glasgow City HSCP was 2384. This does not include patients or other incidents.

This is a 6% adverse position on the previous year and Table 3 highlights the year-on-year incidents per Glasgow HSCP sectors.

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| Glasgow HSCP Employee Incidents Year on Year | 2022 | 2021 | Variance |
|--|------|------|----------|
| Glasgow City HSCP - Corporate | 60 | 77 | ↓22% |
| Glasgow City HSCP – North-East Sector | 502 | 635 | ↓21% |
| Glasgow City HSCP – North-West Sector | 869 | 752 | ↑16% |
| Glasgow City HSCP - South Sector | 953 | 794 | ↑20% |
| Total | 2384 | 2258 | ↑6% |

Table 3

8.2. Violence and Aggression

Figure 5 positions the frequency of all 2949 verbal and physical abuse incidents recorded against employees, people and others relating to Violence and Aggression in 2022, making this the most common type of incident reported. This is a 12% year on year increase in reported incidents.

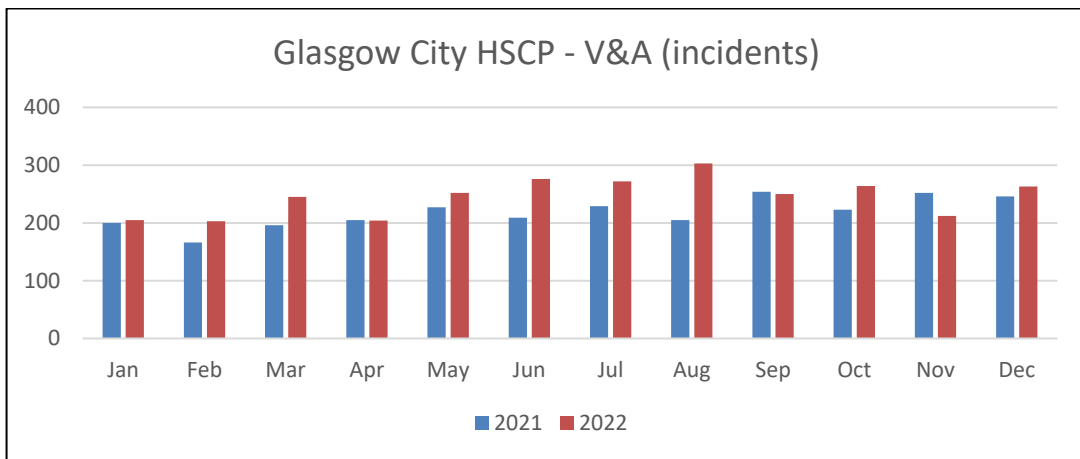


Figure 5

8.3. Sharps

Figure 6 highlights the incidents relating to Sharps. This has seen a 35% improvement year on year, with 28 less incidents this year.

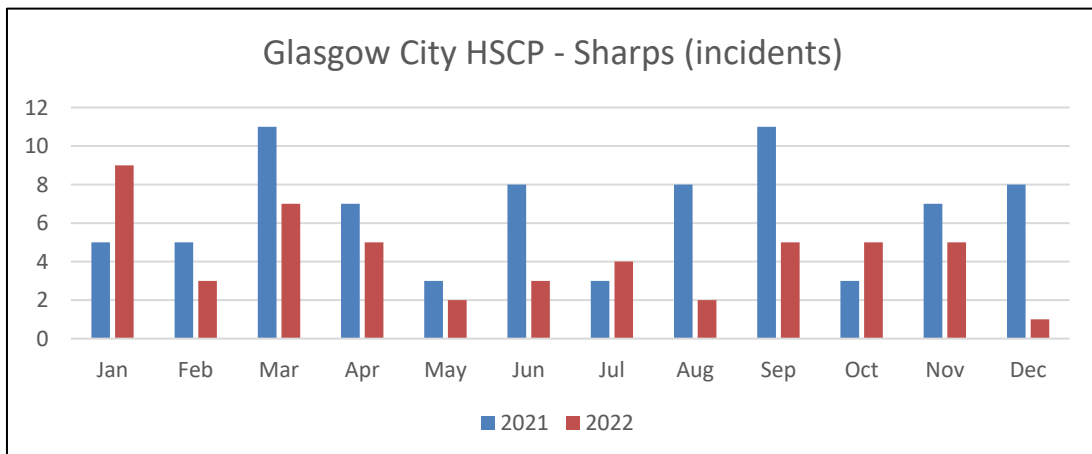


Figure 6

8.4. Falls

In 2022 the total amount of employee and patient falls was 1154. This is 15 more falls than the previous year bringing an adverse position of 1%.

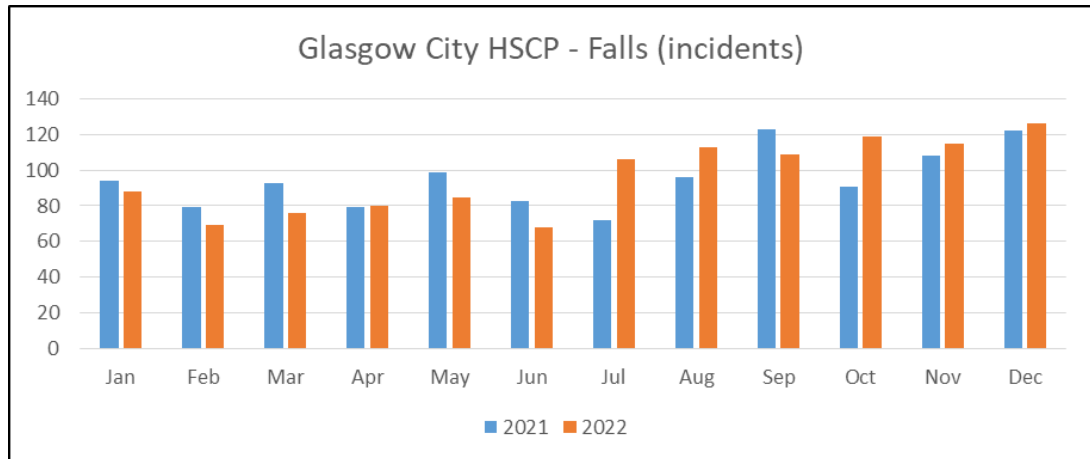


Figure 7

8.5. Moving and Handling

There have been 8 more Moving and Handling incidents in 2022 compared to last year and is an adverse position of 30% increase

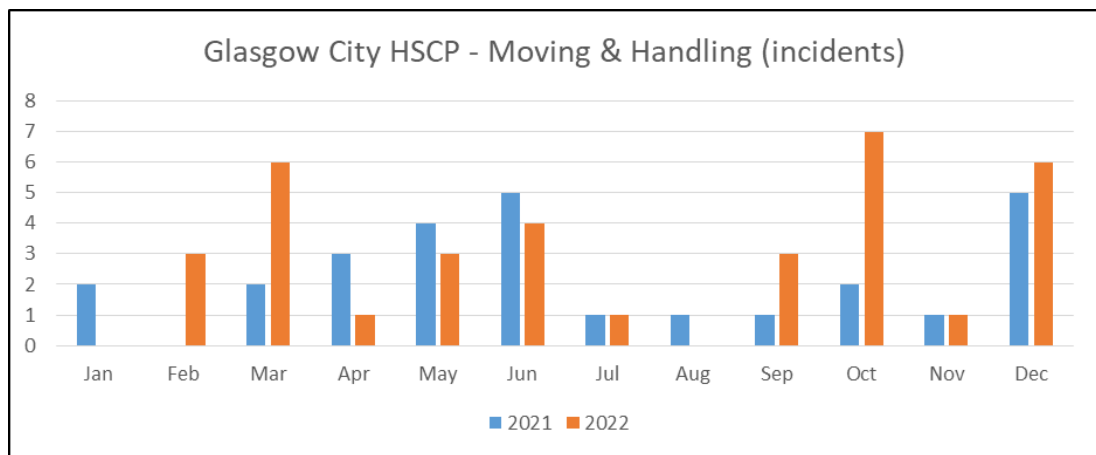


Figure 8

8.6. RIDDOR

Figure 9 demonstrates 42 RIDDOR reportable incidents were reported to the Health and Safety Executive (HSE) - an increase of 6 from the previous year. Violence & Aggression towards staff remains the top category. RIDDOR reportable incidents are investigated, and reports shared with Line Managers for recommendations to be discussed at the local Health & Safety Committees.

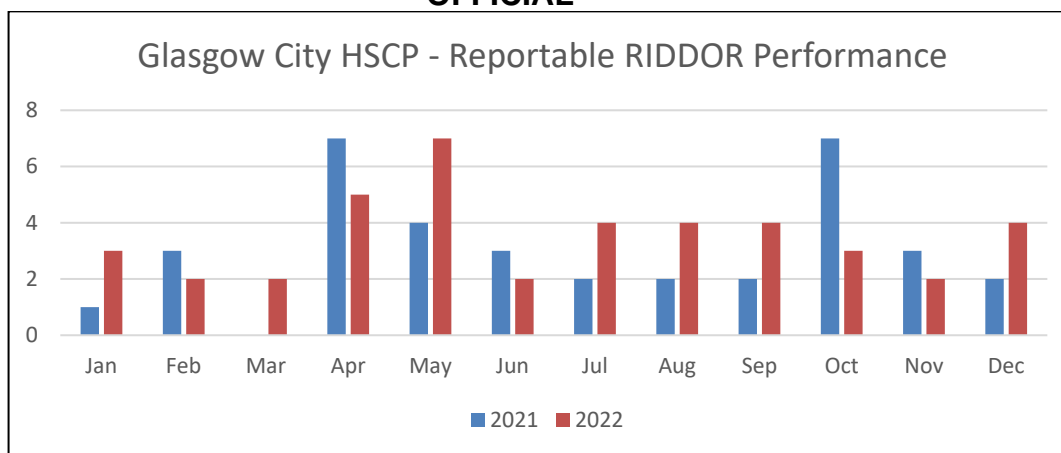


Figure 9

9. Notable Incidents & Enforcing Authority Involvement GCC

9.1. There have been no notable incidents which have involved any investigations by the HSE in 2022.

10. Notable incidents & Enforcing Authority Involvement NHS GG&C

10.1. The HSE continues to express an interest in patient suicide incidents. The Suicide Risk & Design Standards Group has been involved in the development of NHS GGC Suicide Reduction and the Management of Ligature Risks Policy, including the review of the current Environmental Checklist and process within Mental Health Wards.

10.2. An output of the group meetings is the identification of all potential ligature points in all our wards and rooms within our Mental Health facilities. This work is almost complete for the Mental Health wards and will be replicated for the high-risk departments and wards within the Acute Setting.

10.3. With the identification of the range of ligature risks, a significant financial investment has been introduced to prioritise the replacement of those ligature risk points such as taps, door handles, windows, doors, light fittings etc with recognised industry ligature free products.

10.4. A programme of LearnPro eLearning training on Ligature Risk Awareness is ongoing which includes the Estates and Facilities teams who are undertaking that programme of works.

11. Audits and Fire Safety Risk Assessments GCC

11.1. The SWS Health and Safety Audit Plan was fully reinstated in 2022. In 2022 41 audits and 3 Premises Inspections were carried out. Premises Inspections are used to identify compliance in smaller premises, where the majority of operations are managed by the landlord. All residential premises were subject to audit in 2022, achieving this target for the first time since 2019.

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- 11.2. As a significant percentage of SWS premises were subject to audit, the data collated is deemed to be a truer reflection of the current compliance status than previous years. This data should be used as a benchmark for 2023 improvements and targeted improvement areas have been established for each service sector. The average scores before manager's response, and after manager's response are outlined in the table below.

| | Audit compliance | |
|----------------------------|--------------------------|-------------------------|
| | Before Managers Response | After Managers Response |
| Children's Residential | 75% | 86% |
| Homelessness Residential | 87% | 93% |
| Older People's Residential | 91% | 93% |
| Older People Day Care | 76% | 83% |
| South Area Services | 76% | 83% |
| North-East Area Services | 79% | 83% |
| North-West Area Services | 73% | 81% |
| Centre Services | 60% | 60% |
| Average Score | 77% | 83% |

Table 4

12. Audits and Fire Safety Risk Assessments NHS GGC

- 12.1. Pre-Covid the NHSGGC Health & Safety Audit plan required 25% of H&S Management Manual Audits manuals to be audited annually. The audits were paused as a result of COVID-19, however they re-commenced again from August 2022.

The average audit score for Glasgow City HSCP is 72%. In comparison to the average score for all HSCPS Glasgow City HSCP is better by 1%. In comparison to the average score in GGC, Glasgow City HSCP is 18% lower.

13. Training GCC

- 13.1. The training schedule was fully reinstated, with training rooms returning to normal capacity. This allowed for increased numbers to be booked on to courses in order to further reduce the training compliance gap.
- 13.2. In Q1 and early Q2 attendance figures were extremely poor. This was a result of complexities and inconsistencies in the central administrative function of the courses (CBS Training and Events) as well as staff sickness remaining impacted by COVID-19, subsequently causing an inability to release staff.

Considerable efforts were undertaken by the H&S Team to liaise with key stakeholders in order to improve pre-course communications and thus attendance at courses, in many instances causing a 300% increase in attendance rates.

- 13.3. 79 Training Courses were carried out by the Health and Safety Team in 2022, a 329% increase on courses carried out in 2021 (24).

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These form the mandatory H&S Training courses covering H&S Management and subsequent refresher, Fire Warden and refresher, Fire Safety Risk Assessment, Asbestos and Personal Safety.

- 13.4. Communication challenges remain present in terms of training administration; however, the H&S team are working as part of a project group to identify key requirements of a new training system which seeks to resolve some of these issues. This system would also mean that better compliance data would be available.

Continued improvement of communication and attendance will continue to be a priority in 2023.

14. Training NHS GG&C

- 14.1. For the HSE training requirement for the HSCP compliance level is detailed below

| | January 2022 | December 2022 |
|------------------------------|---------------------|----------------------|
| Sharps | 68% | 49% |
| Falls | 83% | 71% |
| Moving & Handling | 72% | 69% |

Table 5

Figure 10, as at January 2023, shows the compliance to training for the 3,443 employees in scope sits at 50%. Compared to 68% in January 2022. Throughout the year there has been a gradual reduction in compliance. There are 1726 employees who are due to complete the training.

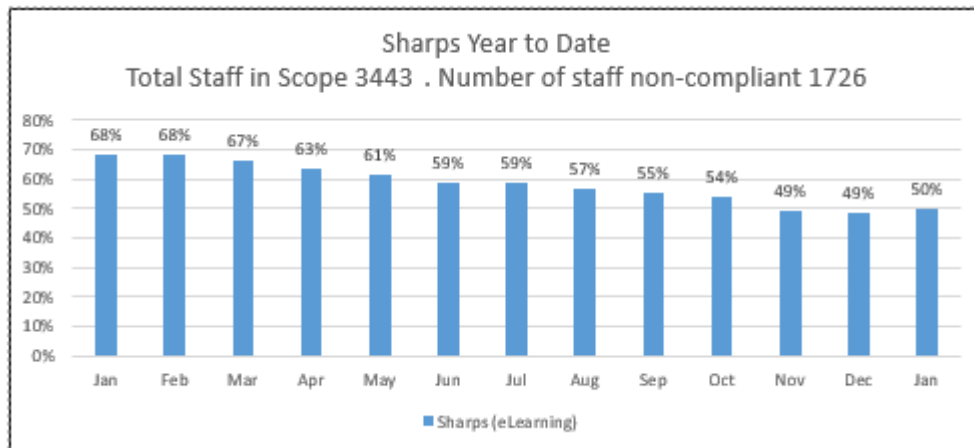


Figure 10

- 14.2. With only 843 employees identified as being in scope (Figure 11) the compliance was at 83% in January 2022. The range between January 2022 and January 2023 is not as wide in comparison to Sharps with only 305 employees not compliant.

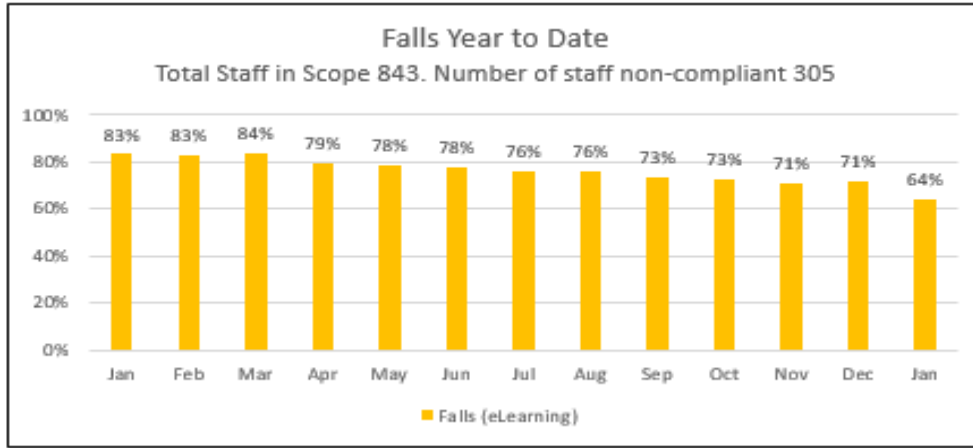


Figure 11

14.3. **Moving & Handling**

Moving and Handling training compliance over the year ranges from 72% to the current position of 69% (Figure 12) This training performance has plateaued but still falls short with 296 employees who are not compliant.

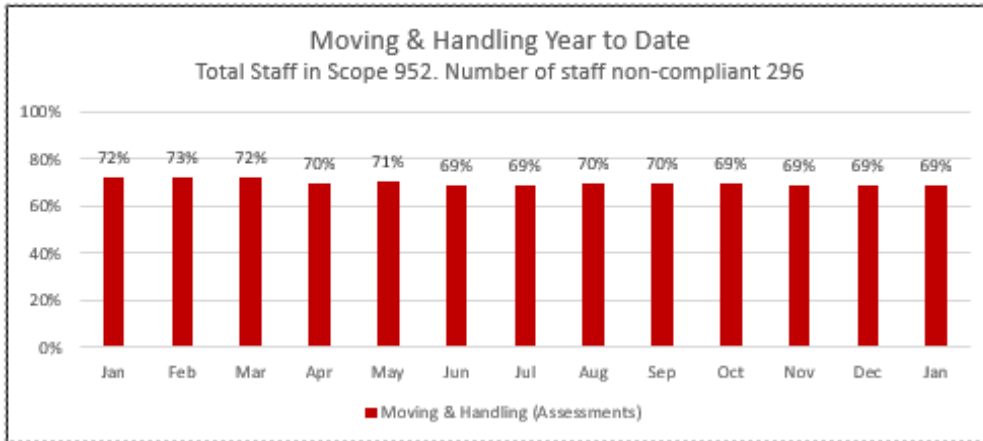


Figure 12

14.4 The expectation by NHS GGC Board is that all staff who are in scope must complete this training. The completion of training has also been captured as part of the SHaW Roles and Responsibilities documents with the requirement to achieve 100% compliance by December 2023. This remains a significant risk to NHS GG&C Board, taking into consideration that the HSE have previously issued Improvement Notices to the Board in relation to departments in the Acute setting.

14.5 As part of the activities within the Delivery Plan of the Safety Health and Wellbeing Framework, Health and Safety Performance Storyboards have been developed for all Directorates and Sectors within NHS GGC. Part of the content is the focus on training.

To support the improvement in training compliance a dedicated member of the SHaW team is now aligned to the Glasgow HSCP Health and Safety Committee. This will provide further support the Glasgow HSCP to drive the compliance and monitor the delivery of local action plans to address the non-compliance for all training metrics.

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- 14.6 The table below shows the level of compliance against all nine modules throughout the year with an annual average compliance score. Throughout the year, the Fire Safety Statutory/Mandatory training has continued to be lower than the required compliance level of 80%. As of December 2022, compliance sits at its highest for the year however remains 1.5% short of the 80% target.

For the remaining eight modules compliance at December 2022 is greater than 80%.

| Month | Equality & Diversity | Fire Safety | Health & Safety | Infec. Control | Info Governance | Manual Handling | Public Protection | Security & Threat | Violence & Aggression |
|----------------|----------------------|--------------|-----------------|----------------|-----------------|-----------------|-------------------|-------------------|-----------------------|
| Jan-22 | 76.2% | 69.7% | 77.9% | 75.1% | 83.4% | 75.9% | 74.2% | 74.5% | 77.6% |
| Feb-22 | 83.3% | 76.6% | 84.9% | 82.2% | 90.9% | 82.7% | 81.0% | 81.7% | 84.8% |
| Mar-22 | 81.0% | 77.0% | 82.4% | 79.5% | 90.1% | 79.8% | 78.7% | 78.8% | 82.3% |
| Apr-22 | 84.3% | 76.4% | 85.5% | 83.3% | 90.3% | 84.0% | 82.2% | 82.5% | 85.6% |
| May-22 | 84.2% | 76.8% | 85.6% | 83.6% | 90.0% | 84.5% | 82.3% | 82.7% | 85.9% |
| Jun-22 | 83.7% | 75.0% | 85.1% | 82.8% | 89.2% | 83.7% | 81.9% | 82.5% | 85.3% |
| Jul-22 | 83.7% | 74.5% | 85.1% | 82.9% | 89.1% | 83.6% | 82.1% | 82.6% | 85.4% |
| Aug-22 | 82.6% | 73.3% | 84.3% | 82.0% | 87.9% | 82.6% | 81.0% | 81.4% | 84.4% |
| Sep-22 | 82.3% | 72.9% | 84.2% | 81.5% | 87.7% | 82.3% | 80.1% | 80.5% | 84.3% |
| Oct-22 | 81.0% | 71.6% | 82.9% | 80.1% | 86.6% | 80.9% | 79.0% | 79.2% | 83.1% |
| Nov-22 | 83.9% | 76.9% | 85.6% | 82.9% | 88.5% | 83.8% | 82.1% | 81.9% | 85.4% |
| Dec-22 | 85.1% | 78.5% | 86.6% | 84.1% | 89.1% | 85.0% | 83.1% | 82.8% | 86.3% |
| Average | 82.6% | 74.9% | 84.2% | 81.7% | 88.6% | 82.4% | 80.6% | 80.9% | 84.2% |

15. Priorities for GCC in 2023

- 15.1. The H&S team will continue to focus on the challenges presented by training, including communications, attendance, and improvements. Continued engagement with key stakeholders will inform ways to improve efficiencies and ensure increased compliance with the mandatory training aspects set out in the Social Work Services Health and Safety Management Standards. As part of this, new and alternative methods of training delivery will be explored.
- 15.2. Ongoing review of the Health and Safety Management Standards will continue in order to ensure they are updated not only in line with changes in regulations and guidance, but also to reflect the needs of SWS. Liaison with relevant services, trade unions and employees will continue in 2023.
- 15.3. The GCC Health and Safety Strategy will be implemented within SWS, and the audit strategy will be utilised to demonstrate compliance, as well as any gaps identified to ensure continued improvement throughout 2023 and beyond. As part of this, health and safety communications will be prioritised, and a communications strategy will be developed.
- 15.4. Scottish Fire and Rescue's Call Challenge will change the way in which Scottish Fire and Rescue respond to Automatic Fire Alarm Signals. Unless an exempt premises (which for the purpose of Social Work includes our Residential premises only) fire alarm activations will not automatically result in Fire Brigade attendance: instead, there will be a requirement to investigate for signs of fire prior to calling the Fire Brigade. Signs of fire include the activation

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of a heat detector, multiple smoke detectors, a multi-sensor detector, a call point, as well as any visual indications of fire, the smell of fire, or changes in temperature.

- 15.5. The H&S team will help lead the service through the relevant implications and changes to Fire Safety Management, responsibilities, and training, as well as focusing efforts on the reduction of unwanted fire alarm activations across the service.

16. Priorities for NHS GGC in 2023

- 16.1. Within the SHaW Culture Strand Delivery Plan the areas that will be focused on in 2023 include the following. These will be subject to change as a result of a changing landscape and any change in priorities presented to NHSGGC.

| Safety Health and Wellbeing Culture Strand – (Year 2 – 2023/24) | | | | | |
|---|--|--|--|---|---|
| | Destination Higher Compliance | Learning from Accidents and Near Misses | Growing Safe Behaviours through Leadership and Personal Ownership | Delivering through Skills and Competence | Transforming through Technology |
| Safety | Commence the new Health and Safety Audit Programme | Improve near miss reporting | Launch of the Safety Observation Feedback Tours (SOFT) into the wider GGC. | Proactive and reactive comms based on learning. | Move towards Electronic Risk Assessments |
| | | Set up Risk Review Groups | Health and Safety Culture at induction. | Review Training Materials | |
| Health | Taking Steps to Compliance | Healthy Body | Avoiding ill Health | Healthy Minds | Horizon Scanning |
| | Increased Health Surveillance | Promote active lives and importance of sleep | Proactive comms based on a healthy lifestyle . | Review of Stress Management | Emergency Preparedness for the next health crisis |
| | | Focus on reduction of Hand Arm Vibration Syndrome (HAVS) | Fit to Drive | | |
| Wellbeing | Career | Emotional | Physical | Financial | Community |
| | Succession Planning | Wellbeing Surveys | Greater signposting to benefits of being active | Promote access to the support | Team building events |

17. Recommendations

- 17.1 The IJB Finance, Audit and Scrutiny Committee is asked to:

- a) Note the findings made within this report and the data attached;
- b) Note the main challenges faced throughout the year, and current service and future developments; and
- c) Note the potential implications and resources which may be required from investigations and enforcement notices.