

Health, Safety & Wellbeing Annual Report 2022/2023 Employee Wellbeing

Date of report: 23 May 2023

Date: 1st April 2022 – 31st March 2023



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1.0 Executive Summary

This is the Annual Corporate Employee Wellbeing (Health and Safety, Occupational Health, Working Safely and Employee Health and Wellbeing) Report. The report will provide a brief overview of the work the team have been involved in over the 2022/2023 period.

During 2022/2023 steps were taken to ensure that Carmarthenshire County Council, continued to reset general health, safety, and wellbeing management with a positive and strategic focus, in line with the Corporate Health and Safety policy. 2022/2023 has been a challenging year for the Health and Safety Team due to long standing vacancies that have been proved to be difficult to recruit to.

Throughout 2022/2023 the demand for Occupational Health services increased and continued to provide vital support to employees, managers and services.

The Health and Wellbeing Coordinators continued to develop and provide relevant support information and initiatives to support the mental and physical wellbeing of employees through a variety of methods including online workshops, general health and wellbeing interventions and a wide range of self-help and other support services that were targeted from employee feedback on issues such as hybrid working, mental health and healthy lifestyles.

Corporate Health and Safety Training recommenced a blended learning approach with courses being held both virtually and face-to-face.

Additionally, the report will provide statistical data on the following:

- Accident / incident statistics.
- Sickness absence figures.
- Occupational Health data.

Overall, 2022/2023 was a productive and positive year, even with the challenges faced. However, additional continuous improvements have been identified and will be the focus for 2023/2024.

2.0 Health, Safety and Wellbeing Update

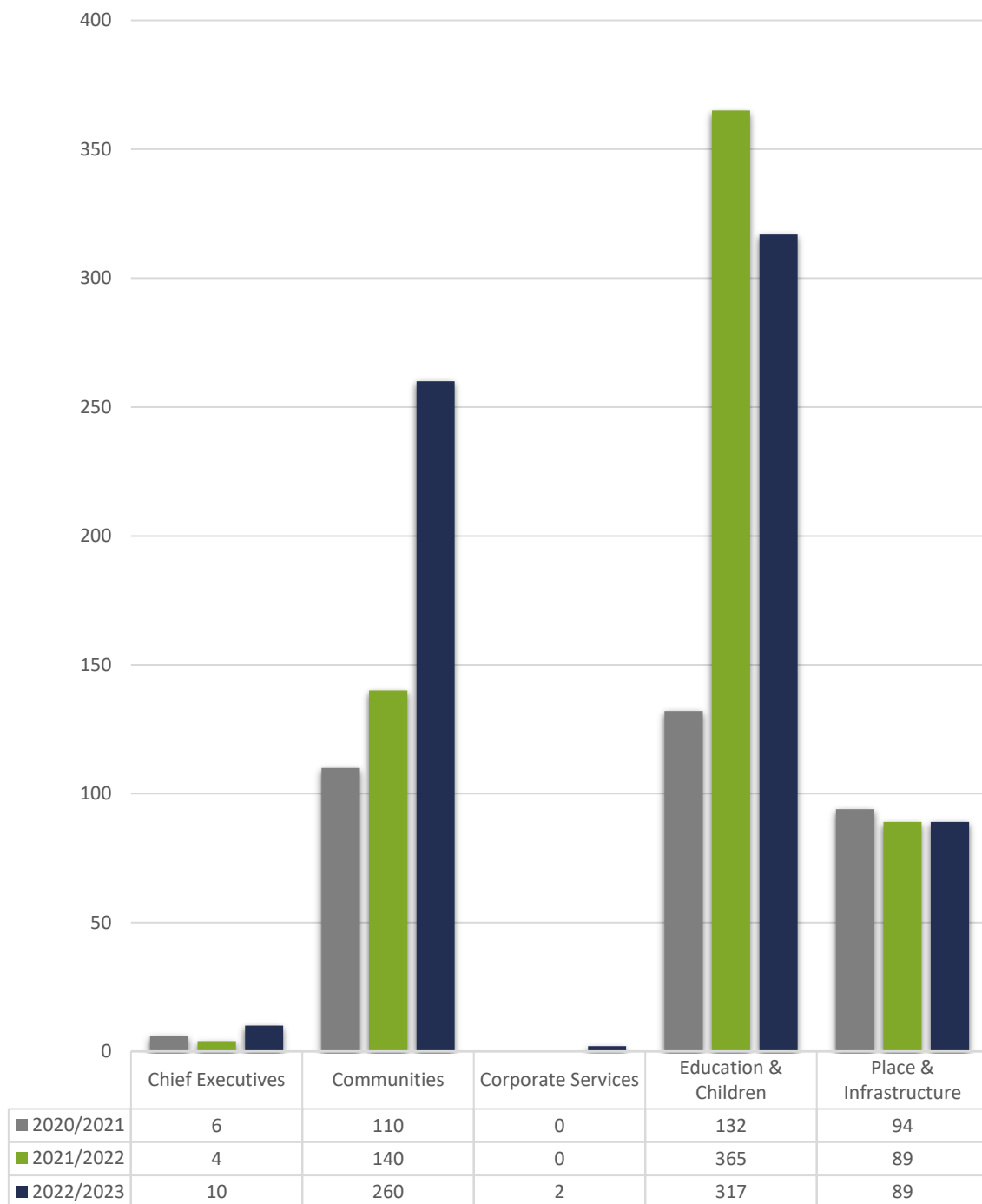
2022/2023 period continued to support all departments resuming services and re-setting health and safety following the pandemic. All departments were supported by the health and safety, Occupational Health and Wellbeing teams by:

- Continuing to engage, support and advise departments in relation to health, safety, and wellbeing matters and in particular to continue to build upon relationships developed throughout the pandemic to maintain the focus on health, safety and wellbeing.
- Continuing the improved communication and consultation processes at all levels from Corporate Management Team (CMT) / Cabinet to local level meetings and engagement with Trade Unions.
- Promoting health, safety, and wellbeing matters at a strategic level and supporting statutory and other key elements of the authority including local elections, events and emergency response situations.
- Continuing to monitor health, safety, and wellbeing performance by producing clear and relevant reports to enable departments to monitor their own health and safety via DMT's and other forums.
- Producing relevant reports to enable analysis of accident / incident data, occupational health statistic and health, safety, and wellbeing initiatives across the authority.
- Continuing to promote, encourage and support employees and managers to record, report and investigate accidents and incidents to address gaps in their existing controls and achieve successful management of health, safety, and wellbeing.
- The Health and Wellbeing team have continued to support health and wellbeing initiatives across the authority and have provided a variety of help and support covering topics such as:
 - Mental Health
 - LGBTQIA+
 - Domestic Abuse
 - Substance Abuse
 - Cancer Support
 - Bereavement
 - Health & Social Care Support
 - Menopause
 - Mental Health First Aider training and network

- Health and Wellbeing Champion, recruitment, training and network
- The Working Safely team have continued to provide the following manual handling training across the authority:
 - Client Handling Foundation (three day) courses
 - Manual handling Key Worker courses
 - Client handling Update courses
 - Inanimate object courses
- In addition to this a range of training has been provided / coordinated both face to face and virtually covering:
 - IOSH Managing Safely
 - Emergency First Aid at Work
 - First Aid at Work
 - First Aid Pediatric
 - Ladder Safety Principals and Practice
 - H&S Awareness for Caretakers / Site Managers
 - Food Hygiene Awareness
 - Fire Safety
 - Personal Safety
 - Motor-vehicle Driver Handbook
 - Car Seat Safety
 - ResQMat Training

3.0 Overall Authority Accident / Incident Statistics

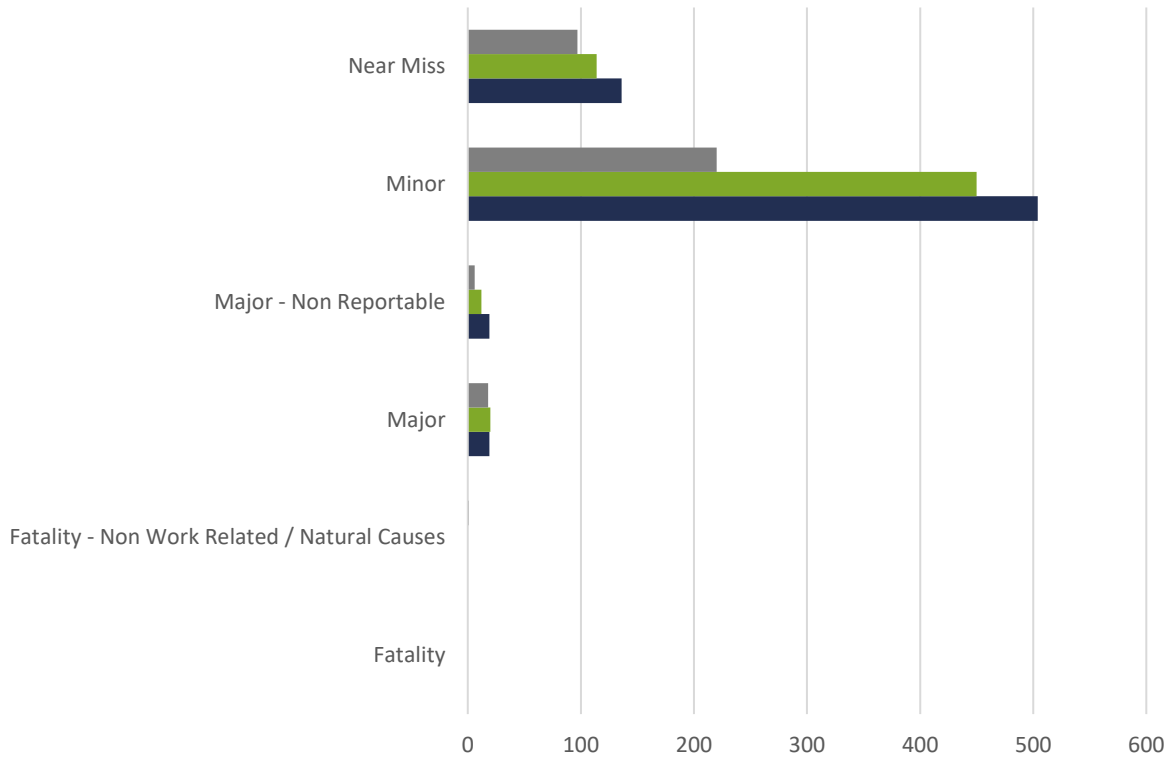
Accidents / Incidents per Department



Total Accidents / incidents reported:

| | | |
|------------------|----------|------------|
| 2020/2021 | = | 353 |
| 2021/2022 | = | 598 |
| 2022/2023 | = | 678 |

Severity of Accidents / Incidents



| | FATALITY | FATALITY - Non Work Related / Natural Causes | Major | Major - Non Reportable | Minor | Near Miss |
|-------------|----------|--|-------|------------------------|-------|-----------|
| ■ 2020/2021 | 0 | 1 | 18 | 6 | 220 | 97 |
| ■ 2021/2022 | 0 | 0 | 20 | 12 | 450 | 114 |
| ■ 2022/2023 | 0 | 0 | 19 | 19 | 504 | 136 |

Key to Severity

A fatality is where an accident / incident that was due to or in connection with a work activity has resulted in a fatal injury.

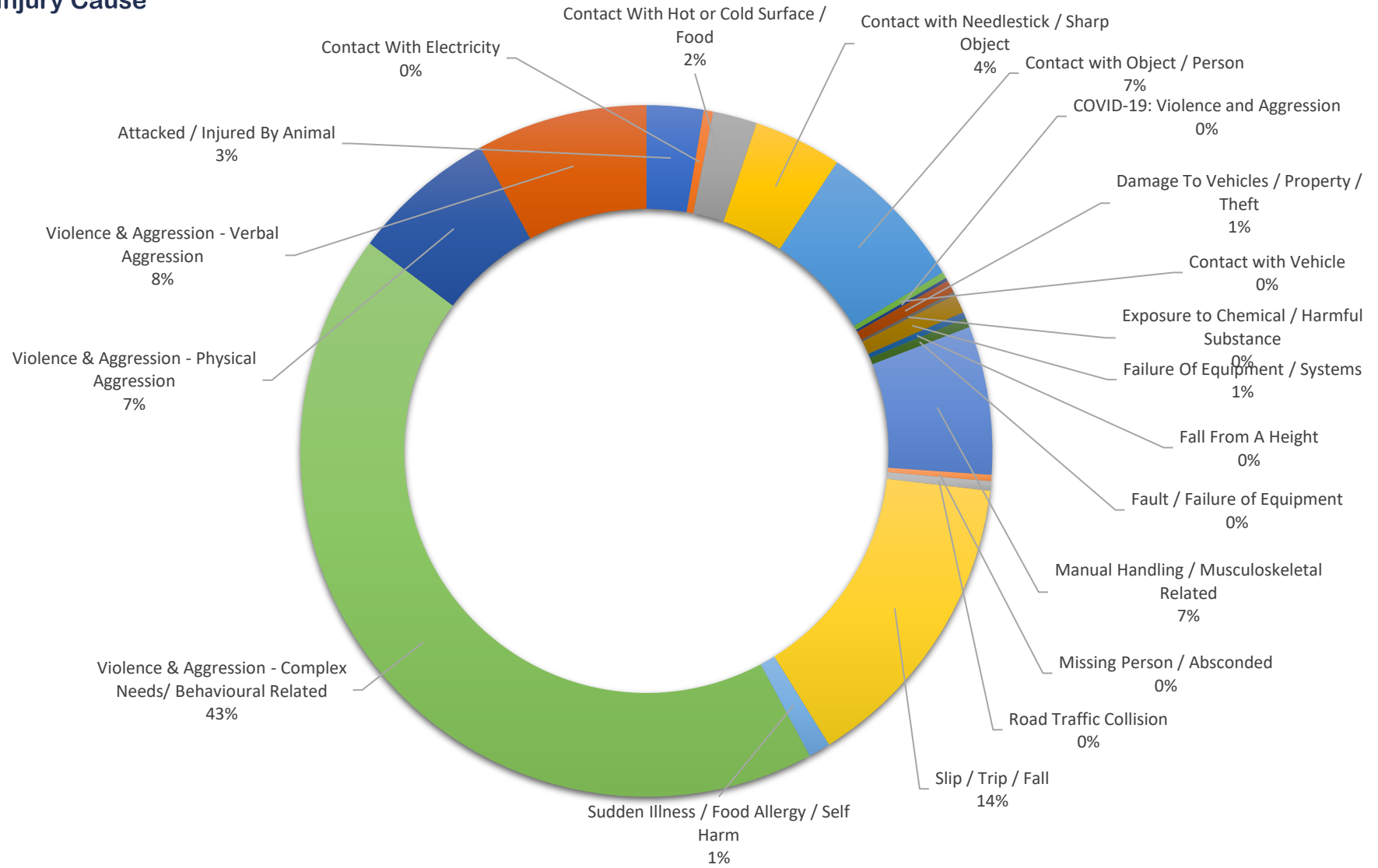
A major injury is any accident / incident that is reportable to the HSE as defined in the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).

A minor injury is defined as any injury due to or in connection with a work activity that has resulted in an injury requiring no more than first aid treatment. It may also include more serious injuries that are not reportable as defined in the major injury description above.

A near miss is defined as an accident or incident that did not result in injury but had the potential to.

All the above are monitored and amended as required by the Employee Wellbeing, Health and Safety Advisors.

Total Injury Cause



Analysis of Causes / Trends

Violence and Aggression – Complex Needs / Behaviour Related

43% of accidents / incidents recorded were due to **Violence and Aggression – Complex Needs / Behaviour Related**. There were a total of 292 accidents/incidents in relation to the above. These are primarily reports from:

| | | |
|------------------------|---|-----|
| Communities | - | 101 |
| Education & Children | - | 187 |
| Place & Infrastructure | - | 4 |

Slip, Trip, Fall

14% relate to accidents/incidents categorised as slips, trips or falls.

The category is split between:

| | | |
|------------------------|---|-----|
| Chief Executive | - | 2% |
| Communities | - | 29% |
| Education & Children | - | 54% |
| Place & Infrastructure | - | 15% |

Other

The other categories accounting for the highest numbers of reports are:

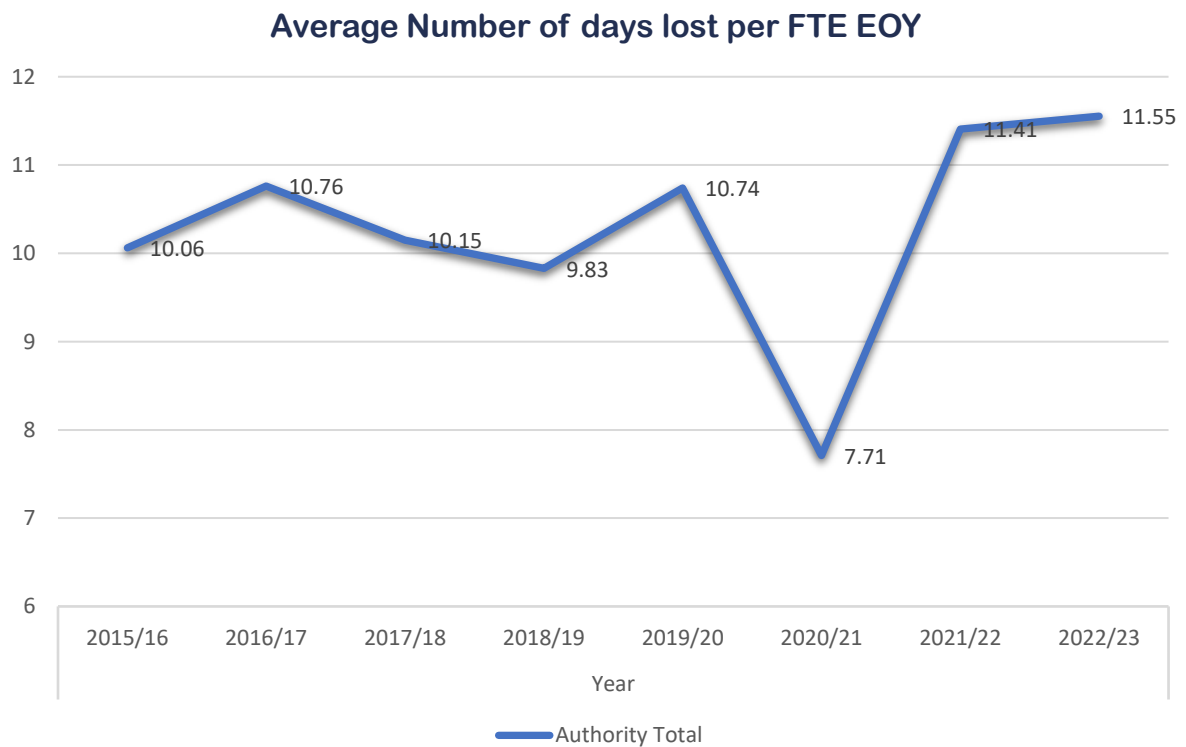
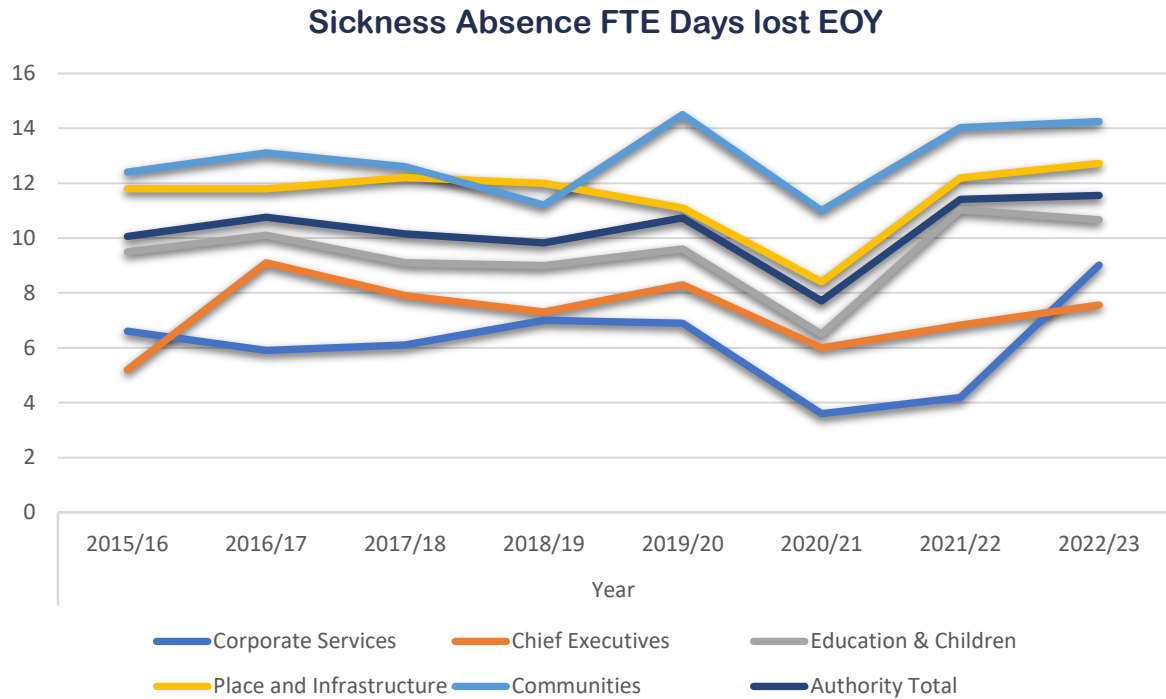
| | | |
|---|---|----|
| Violence and Aggression – Verbal Aggression | - | 8% |
| Contact with Object / Person | - | 7% |
| Violence and Aggression – Physical Aggression | - | 7% |
| Manual Handling / Musculoskeletal | - | 7% |
| Contact with Needlestick / Sharp Object | - | 4% |

4.0 Corporate Health and Safety Training

| Department / Training | Grand Total |
|--|-------------|
| Chief Executives | 11 |
| Emergency First Aid At Work 1 Day | 7 |
| Food Hygiene Awareness E-learning | 3 |
| H&s Awareness Caretakers / Site Managers | 1 |
| Communities | 741 |
| Adult Client Handling Foundation | 85 |
| Adult Client Handling Update | 252 |
| Adult Client Keyworker Foundation | 1 |
| Emergency First Aid At Work 1 Day | 72 |
| Fire Safety | 174 |
| First Aid At Work Paediatric | 1 |
| Food Hygiene Awareness E-learning | 110 |
| Inanimate Object Foundation | 6 |
| IOSH Managing Safely | 1 |
| Keyworker Update Practical Skills | 7 |
| Ladder Safety Principles & Practice | 21 |
| Motor Vehicle Driver Handbook | 8 |
| Personal Safety Level 1 | 3 |
| Corporate Services | 5 |
| Food Hygiene Awareness E-learning | 2 |
| Motor Vehicle Driver Handbook | 3 |
| Education & Children | 563 |
| Adult Client Handling Foundation | 3 |
| Car Seat Training | 15 |
| Emergency First Aid At Work 1 Day | 28 |

| | |
|--|-------------|
| First Aid At Work Paediatric | 271 |
| Food Hygiene Awareness E-learning | 29 |
| H&s Awareness Caretakers / Site Managers | 12 |
| Inanimate Object Foundation | 45 |
| IOSH Managing Safely | 13 |
| Ladder Safety Principles & Practice | 1 |
| Motor Vehicle Driver Handbook | 4 |
| Paediatric Foundation | 30 |
| Paediatric Update | 58 |
| Personal Safety Level 1 | 38 |
| Resqmat Training | 16 |
| Place And Infrastructure | 119 |
| Adult Client Handling Foundation | 1 |
| Emergency First Aid At Work 1 Day | 47 |
| Fire Safety | 2 |
| First Aid At Work 3 Day | 6 |
| First Aid At Work Paediatric | 15 |
| Food Hygiene Awareness E-learning | 1 |
| Inanimate Object Foundation | 21 |
| Iosh Managing Safely | 5 |
| Ladder Safety Principles & Practice | 19 |
| Motor Vehicle Driver Handbook | 1 |
| Paediatric Update | 1 |
| Grand Total | 1439 |

5.0 Overall FTE Days Lost & Authority Sickiness Data



6.0 Occupational Health Data

Occupational Health Appointment Data

The below table illustrates the total number of attended appointments within the periods set out below. As can be seen from the below Occupational Health attended appointments (22/23) have increased by 11.3% on the previous year (21/22).

We have also seen an 11% increase in individual employees (2756 employees) accessing the Occupational health centre compared to the previous period.

These increases have mainly been seen within Education and Children as well as our external clients, particularly in relation to Wellbeing Support Service (WSS) Appointments.

| Departments | 20/21 Attended Appointments | 21/22 Attended Appointments | 22/23 Attended Appointments |
|----------------------|-----------------------------|-----------------------------|-----------------------------|
| Chief Executives | 211 | 201 | 198 |
| Communities | 1326 | 1398 | 1343 |
| Corporate Services | 114 | 56 | 86 |
| Education & Children | 1746 | 1780 | 2059 |
| Environment | 698 | 838 | 825 |
| External | 443 | 555 | 863 |
| Grand Total | 4538 | 4828 | 5374 |

The Occupational Health Centre is continuing to successfully run its's clinics in a hybrid way, as determined by clinical triage. All Health Surveillance and Hand Arm Vibration Syndrome (HAVS) Medicals are undertaken face to face in the Occupational Health Centre.

Feedback across all our clinics remains really positive from both managers and employees and this is something we continually monitor, in order to inform how we deliver our service. We are now able to see a higher number of employees due to our hybrid delivery model. Therefore, the appointment numbers are entirely dependent on the numbers of referrals received by managers and their proactive approach to attendance management.

For further information on Occupational Health and referrals please see: [management referral guidance document](#).

Charged non-attendances

The table below highlights the Charged non-attendances for the past 3 years.

| Department | Charged Non-Attendance 20/21 | Charged Non-Attendance 21/22 | Charged Non-Attendance 22/23 |
|----------------------|------------------------------|------------------------------|------------------------------|
| Chief Executives | 14 | 7 | 14 |
| Communities | 106 | 155 | 183 |
| Corporate Services | 4 | 4 | 4 |
| Education & Children | 103 | 113 | 182 |
| Environment | 41 | 102 | 116 |
| External | 28 | 42 | 88 |
| Grand Total | 296 | 423 | 587 |

We have seen an increase in charged non-attendances through review we have identified that we were experiencing a higher rate of DNAs for our face-to-face health surveillance clinics primarily due to staff shortages. We therefore, continue to work closely with certain services to, where possible, overcome any barriers to attending appointments.

Appointment Breakdown

The table outlines below the appointment breakdown per department during the period between April 2022 and March 2023.

| Department | Appointment Breakdown 22/23 | | | | Total |
|----------------------|---|--|---|---|-------------|
| | OHA <i>(Including Case Conference)</i> | OHP/OHC <i>(Including Case Conference and Reviews following HS)</i> | Wellbeing Support Service (WSS) <i>(759)</i> | Health Surveillance <i>(Including New employments Screening)</i> | |
| Chief Executives | 13 | 26 | 155 | 4 | 198 |
| Communities | 310 | 166 | 791 | 76 | 1343 |
| Corporate Services | 10 | 13 | 62 | 1 | 86 |
| Education & Children | 253 | 130 | 1660 | 16 | 2059 |
| Environment | 88 | 109 | 249 | 379 | 825 |
| External | 237 | 140 | 395 | 91 | 863 |
| Total | 911 | 584 | 3312 | 567 | 5374 |

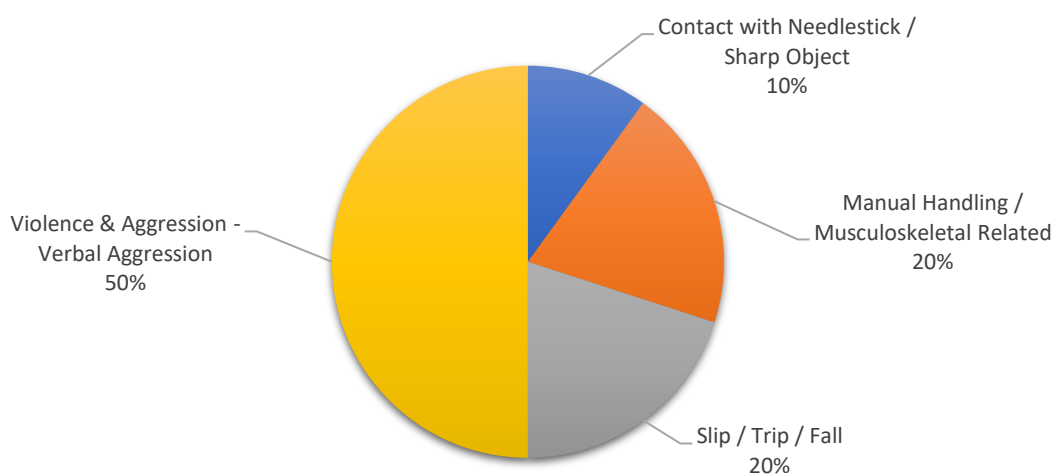
**All WSS refers to both initial assessments and all follow up appointments.*

As mentioned above we have seen an increase across most of our clinics but particularly in relation to our WSS sessions which have increased by 16%. When we break this down by individual employees accessing this type of support this has also increased by 27.6%.

These increases are likely due to the ongoing delays within the NHS. We continue to see an increase in employees being unable to access their GPs and also an increase in GPs encouraging employees to access workplace interventions for mental health support, as waiting lists can be lengthy via primary care.

7.0 Department Focus – Chief Executive’s

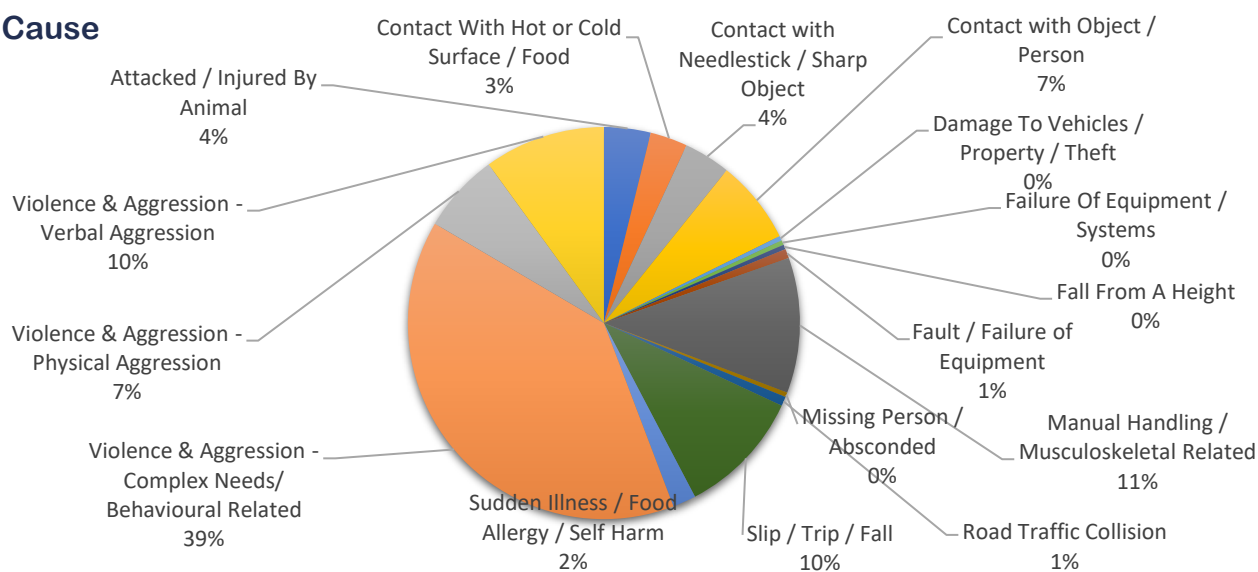
Injury Cause



| Communities 2022/2023 | Major | Major - Non Reportable | Minor | Near Miss | Grand Total |
|---|----------|------------------------|----------|-----------|-------------|
| Administration & Law | | | 1 | | 1 |
| Violence & Aggression - Verbal Aggression | | | 1 | | 1 |
| Housing & Public Protection | | 1 | | | 1 |
| Slip / Trip / Fall | | 1 | | | 1 |
| Media & Marketing | | | 2 | 3 | 5 |
| Slip / Trip / Fall | | | 1 | | 1 |
| Violence & Aggression - Verbal Aggression | | | 1 | 3 | 4 |
| People Management | 1 | | 1 | | 2 |
| Manual Handling / Musculoskeletal Related | 1 | | 1 | | 2 |
| Regeneration | | | 1 | | 1 |
| Contact with Needlestick / Sharp Object | | | 1 | | 1 |
| 2022/2023 | 1 | 1 | 5 | 3 | 10 |
| 2021/2022 | | | 3 | 1 | 4 |
| 2020/2021 | | | 4 | 8 | 12 |

8.0 Department Focus – Communities

Injury Cause



| Communities 2022/2023 | Major | Major - Non Reportable | Minor | Near Miss | Grand Total |
|--|----------|------------------------|------------|-----------|-------------|
| Adult Social Care | 2 | 3 | 136 | 33 | 174 |
| Attacked / Injured By Animal | | | 5 | | 5 |
| Contact With Hot or Cold Surface / Food | | | 4 | | 4 |
| Contact with Needlestick / Sharp Object | | | 2 | | 2 |
| Contact with Object / Person | | 1 | 2 | 2 | 5 |
| Fall From A Height | | | 1 | | 1 |
| Fault / Failure of Equipment | | | 1 | | 1 |
| Manual Handling / Musculoskeletal Related | 2 | | 17 | 1 | 20 |
| Road Traffic Collision | | | 1 | | 1 |
| Slip / Trip / Fall | | 1 | 14 | 1 | 16 |
| Sudden Illness / Food Allergy / Self Harm | | | 2 | | 2 |
| Violence & Aggression - Complex Needs/ Behavioural Related | | 1 | 80 | 18 | 99 |
| Violence & Aggression - Physical Aggression | | | 7 | 7 | 14 |
| Violence & Aggression - Verbal Aggression | | | | 4 | 4 |
| Business Support & Commissioning | | | 2 | 1 | 3 |

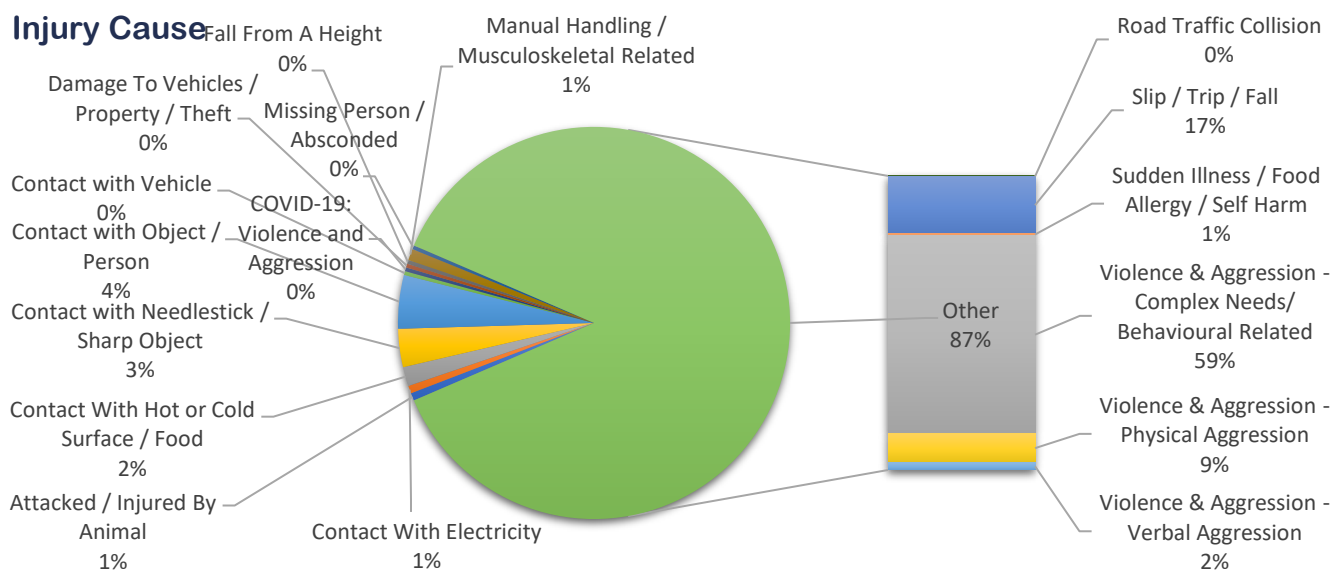
| | | | | | |
|---|----------|----------|-----------|----------|-----------|
| Slip / Trip / Fall | | | 2 | | 2 |
| Violence & Aggression - Verbal Aggression | | | | 1 | 1 |
| Commissioning | | | 1 | | 1 |
| Contact with Object / Person | | | 1 | | 1 |
| Delta Wellbeing | | | 3 | 1 | 4 |
| Contact with Object / Person | | | 1 | | 1 |
| Manual Handling / Musculoskeletal Related | | | 1 | | 1 |
| Slip / Trip / Fall | | | 1 | | 1 |
| Sudden Illness / Food Allergy / Self Harm | | | | 1 | 1 |
| Homes & Safer Communities | 1 | 1 | 13 | 3 | 18 |
| Attacked / Injured By Animal | | | | 1 | 1 |
| Contact With Hot or Cold Surface / Food | | | 2 | | 2 |
| Contact with Object / Person | | | 3 | | 3 |
| Failure Of Equipment / Systems | | | 1 | | 1 |
| Fault / Failure of Equipment | | | 1 | | 1 |
| Manual Handling / Musculoskeletal Related | | | 3 | | 3 |
| Slip / Trip / Fall | 1 | | 1 | 1 | 3 |
| Violence & Aggression - Complex Needs/ Behavioural Related | | | 2 | 1 | 3 |
| Violence & Aggression - Physical Aggression | | 1 | | | 1 |
| Housing & Public Protection | | | 2 | 2 | 4 |
| Contact With Hot or Cold Surface / Food | | | 1 | | 1 |
| Contact with Object / Person | | | 1 | 1 | 2 |
| Violence & Aggression - Physical Aggression | | | | 1 | 1 |
| Housing Property & Strategic Projects | 1 | | 7 | 1 | 9 |
| Attacked / Injured By Animal | | | 3 | | 3 |
| Contact with Needlestick / Sharp Object | | | 2 | | 2 |
| Contact with Object / Person | 1 | | 1 | | 2 |

| | | | | | |
|---|----------|----------|------------|-----------|------------|
| Manual Handling / Musculoskeletal Related | | | 1 | | 1 |
| Road Traffic Collision | | | | 1 | 1 |
| Integrated Services | | | 3 | 3 | 6 |
| Attacked / Injured By Animal | | | | 1 | 1 |
| Contact with Object / Person | | | 2 | | 2 |
| Damage To Vehicles / Property / Theft | | | | 1 | 1 |
| Slip / Trip / Fall | | | 1 | 1 | 2 |
| Leisure | 2 | | 17 | 22 | 41 |
| Contact With Hot or Cold Surface / Food | | | 1 | | 1 |
| Contact with Needlestick / Sharp Object | | | 6 | | 6 |
| Contact with Object / Person | | | 2 | | 2 |
| Manual Handling / Musculoskeletal Related | | | 4 | | 4 |
| Missing Person / Absconded | | | | 1 | 1 |
| Slip / Trip / Fall | 2 | | 1 | | 3 |
| Sudden Illness / Food Allergy / Self Harm | | | | 2 | 2 |
| Violence & Aggression - Physical Aggression | | | | 1 | 1 |
| Violence & Aggression - Verbal Aggression | | | 3 | 18 | 21 |
| 2022/2023 | 6 | 4 | 184 | 66 | 260 |
| 2021/2022 | 7 | 2 | 96 | 35 | 140 |
| 2020/2021 | 3 | 0 | 118 | 68 | 189 |

9.0 Department Focus – Corporate Services

| Corporate Services 2022/2023 | Minor | Near Miss | Grand Total |
|---|-------|-----------|-------------|
| Revenues & Financial Compliance | 0 | 2 | 2 |
| Violence & Aggression - Verbal Aggression | | 2 | 2 |
| 2022/2023 | 0 | 2 | 2 |
| 2021/2022 | 0 | 0 | 0 |
| 2020/2021 | 1 | 1 | 2 |

10.0 Department Focus – Education & Children



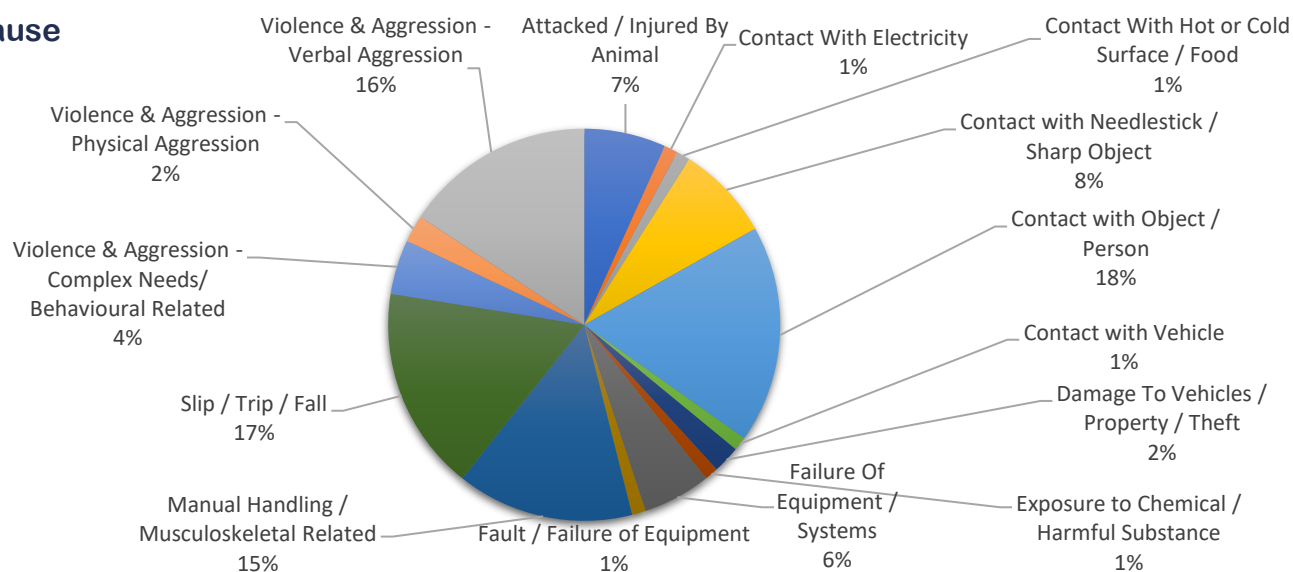
| Education & Children 2022/2023 | Major | Major - Non-Reportable | Minor | Near Miss | Grand Total |
|--|-------|------------------------|-------|-----------|-------------|
| Access to Education | | 1 | 1 | | 2 |
| Manual Handling / Musculoskeletal Related | | | 1 | | 1 |
| Slip / Trip / Fall | | 1 | | | 1 |
| Children Services | 1 | | 95 | 26 | 122 |
| Attacked / Injured By Animal | | | | 2 | 2 |
| Contact with Object / Person | | | 2 | | 2 |
| Damage To Vehicles / Property / Theft | | | | 1 | 1 |
| Missing Person / Absconded | | | 1 | | 1 |
| Road Traffic Collision | | | 1 | | 1 |
| Slip / Trip / Fall | | | 2 | 2 | 4 |
| Sudden Illness / Food Allergy / Self Harm | | | 1 | | 1 |
| Violence & Aggression - Complex Needs/ Behavioural Related | 1 | | 86 | 17 | 104 |
| Violence & Aggression - Physical Aggression | | | 2 | | 2 |
| Violence & Aggression - Verbal Aggression | | | | 4 | 4 |
| Curriculum & Wellbeing | | | 1 | | 1 |

| | | | | | |
|---|----------|----------|-----------|----------|-----------|
| Slip / Trip / Fall | | | 1 | | 1 |
| Education & Inclusion Services | 2 | | 21 | 1 | 24 |
| Contact With Hot or Cold Surface / Food | | | 3 | | 3 |
| Contact with Needlestick / Sharp Object | | | 8 | | 8 |
| Contact with Object / Person | | | 2 | | 2 |
| Manual Handling / Musculoskeletal Related | | | 1 | | 1 |
| Slip / Trip / Fall | 2 | | 7 | 1 | 10 |
| Primary Schools | | 7 | 54 | 1 | 62 |
| Contact With Hot or Cold Surface / Food | | | 2 | | 2 |
| Contact with Needlestick / Sharp Object | | | 1 | | 1 |
| Contact with Object / Person | | | 5 | | 5 |
| COVID-19: Violence and Aggression | | | 1 | | 1 |
| Fall From A Height | | | 1 | | 1 |
| Slip / Trip / Fall | | 6 | 9 | 1 | 16 |
| Violence & Aggression - Complex Needs/ Behavioural Related | | 1 | 23 | | 24 |
| Violence & Aggression - Physical Aggression | | | 11 | | 11 |
| Violence & Aggression - Verbal Aggression | | | 1 | | 1 |
| Secondary Schools | | 2 | 55 | 5 | 62 |
| Contact With Electricity | | | 2 | | 2 |
| Contact with Needlestick / Sharp Object | | | 1 | | 1 |
| Contact with Object / Person | | | 4 | | 4 |
| Contact with Vehicle | | | 1 | | 1 |
| Manual Handling / Musculoskeletal Related | | | | 1 | 1 |
| Slip / Trip / Fall | | 2 | 16 | | 18 |
| Violence & Aggression - Complex Needs/ Behavioural Related | | | 22 | 2 | 24 |
| Violence & Aggression - Physical Aggression | | | 9 | | 9 |

| | | | | | |
|---|----------|-----------|------------|-----------|------------|
| Violence & Aggression - Verbal Aggression | | | | 2 | 2 |
| Special Schools | 2 | | 38 | 3 | 43 |
| Contact with Object / Person | | | 1 | | 1 |
| Slip / Trip / Fall | 1 | | 2 | | 3 |
| Violence & Aggression - Complex Needs/ Behavioural Related | 1 | | 30 | 3 | 34 |
| Violence & Aggression - Physical Aggression | | | 5 | | 5 |
| Voluntary Aided Schools | | 1 | | | 1 |
| Sudden Illness / Food Allergy / Self Harm | | 1 | | | 1 |
| 2022/2023 | 5 | 11 | 265 | 36 | 317 |
| 2021/2022 | 6 | 7 | 304 | 48 | 365 |
| 2020/2021 | 3 | | 433 | 97 | 533 |

11.0 Department Focus – Place & Infrastructure

Injury Cause



| Place & Infrastructure 2022/2023 | Major | Major - Non Reportable | Minor | Near Miss | Grand Total |
|---|-------|------------------------|-------|-----------|-------------|
| Business Support & Performance | | | 9 | | 9 |
| Contact With Hot or Cold Surface / Food | | | 1 | | 1 |
| Contact with Object / Person | | | 3 | | 3 |
| Exposure to Chemical / Harmful Substance | | | 1 | | 1 |
| Failure Of Equipment / Systems | | | 1 | | 1 |
| Manual Handling / Musculoskeletal Related | | | 2 | | 2 |
| Slip / Trip / Fall | | | 1 | | 1 |
| Property | | | | 1 | 1 |
| Contact with Object / Person | | | | 1 | 1 |
| Transportation & Highways | 2 | 2 | 14 | 9 | 27 |
| Attacked / Injured By Animal | | | 2 | | 2 |
| Contact with Needlestick / Sharp Object | | | 2 | | 2 |
| Contact with Object / Person | 1 | | 3 | | 4 |
| Failure Of Equipment / Systems | | | | 2 | 2 |
| Manual Handling / Musculoskeletal Related | | 1 | 3 | | 4 |

| | | | | | |
|---|----------|----------|-----------|-----------|------------|
| Slip / Trip / Fall | 1 | 1 | 1 | | 3 |
| Violence & Aggression - Complex Needs/ Behavioural Related | | | 3 | 1 | 4 |
| Violence & Aggression - Verbal Aggression | | | | 6 | 6 |
| Waste & Environmental Services | 5 | 1 | 27 | 19 | 52 |
| Attacked / Injured By Animal | | | 4 | | 4 |
| Contact With Electricity | | | | 1 | 1 |
| Contact with Needlestick / Sharp Object | 1 | | 4 | | 5 |
| Contact with Object / Person | 1 | | 2 | 5 | 8 |
| Contact with Vehicle | | | | 1 | 1 |
| Damage To Vehicles / Property / Theft | | | | 2 | 2 |
| Failure Of Equipment / Systems | | | 1 | 1 | 2 |
| Fault / Failure of Equipment | | | 1 | | 1 |
| Manual Handling / Musculoskeletal Related | | | 7 | | 7 |
| Slip / Trip / Fall | 3 | 1 | 7 | | 11 |
| Violence & Aggression - Physical Aggression | | | 1 | 1 | 2 |
| Violence & Aggression - Verbal Aggression | | | | 8 | 8 |
| 2022/2023 | 7 | 3 | 50 | 29 | 89 |
| 2021/2022 | 7 | 3 | 47 | 30 | 87 |
| 2020/2021 | 5 | 0 | 65 | 51 | 121 |

12.0 Priorities 2023/2024

The priority for Employee Wellbeing is to continue to develop and build on the positive aspects of the service delivered over the last 12 months and ensure that health, safety and wellbeing continue to be a key priority for the future.

Employee Wellbeing will therefore aim to achieve this by:

- Reviewing and reinforcing the key messages identified within the Corporate Health and Safety Policy.
- Supporting the departments to ensure that services are delivered in a safe, healthy and wellbeing focused manner whilst achieving the aims of the business.
- Continuing to provide trusted and competent Occupational, Health, Safety and Wellbeing advice and guidance across the authority.
- Reviewing the current provision of our corporate health and safety training programme and how this can be delivered using virtual and hybrid models.
- Continuing to develop the strategic and operation contribution and build upon the added value and trusted advice from the team of Occupational Health & Safety professionals within departments and corporately.
- Continuing to promote the recording and reporting of accidents and incidents and support the relevant identified investigation process to prevent reoccurrence and identify additional controls as and when required.
- Promoting the strategic focus of health, safety and wellbeing in strategic and operational forums including consultation and communication with unions, partners, and collaborative working opportunities.
- Undertaking relevant, proportionate, and appropriate health, safety and wellbeing audits, inspections and evaluation of compliance visits and surveys.
- Continuing to promote a positive approach to the leadership of health, safety and wellbeing across the authority which is supported and endorsed by the Corporate Management Team.

13.0 Contact Us



The Employee Wellbeing Team can be contacted for Occupational Health, Safety, Wellbeing and Training advice, guidance and support via the following.

Occupational Health & Wellbeing:



Occupationalhealth@carmarthenshire.gov.uk



01267 246060

Health & Safety Advice – Guidance & Support:



CEHealthandsafety@carmarthenshire.gov.uk



01267 246088

Working Safely Training:



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