

Health, Safety & Wellbeing

Annual Report 2025/2026

Employee Wellbeing

Date of report: 08 April 2026
Date: 1st April 2025 – 31st March 2026



sirgar.llyw.cymru
carmarthenshire.gov.wales

	Subject	Page/s
1.0	Executive Summary	3
2.0	Health, Safety & Wellbeing Update	4
3.0	Overall Authority Accident / Incident Statistics	8
4.0	Corporate Health and Safety Training	13
5.0	Occupational Health Data	15
6.0	Department Focus – Chief Executive’s	18
7.0	Department Focus – Corporate Services	20
8.0	Department Focus – Social Services & Housing	21
9.0	Department Focus – Communities	24
10.0	Department Focus – Education & Leisure	29
11.0	Department Focus – Education, Children & Family Services	33
12.0	Department Focus – Place, Infrastructure & Economic Development	36
13.0	Priorities for 2024/2025	40
14.0	Contact for Employee Wellbeing	41

NOTE: During the year, *Education, Children & Family Services* was renamed *Education & Leisure*, and *Communities* was renamed *Social Services & Housing*. Consequently, some divisions transferred between departments and are reflected accordingly across both the former and revised structures.

A new reporting system was also introduced at the end of April 2025.

Executive Summary

Health, Safety, Occupational Health, Health and Wellbeing – Annual Overview 2025/2026

During 2025/2026, the Employee Wellbeing Service continued to support the Authority in maintaining a proactive, integrated and strategic approach to health, safety, occupational health and employee wellbeing. Throughout the year, the service remained focused on supporting the delivery of safe, healthy and sustainable services while promoting the wellbeing of employees across all departments.

The Authority continued to recognise that effective health, safety and wellbeing management is fundamental to organisational resilience, service delivery, employee engagement and overall performance. As a result, emphasis remained on strengthening arrangements that enable managers and employees to work collaboratively to identify risks, support good health outcomes and maintain safe and healthy working environments.

A key theme throughout the year was the continued development of a positive health, safety and wellbeing culture, underpinned by leadership commitment, workforce engagement and a focus on continuous improvement. The Employee Wellbeing Service worked closely with departments to provide strategic advice, practical support and professional guidance, helping services respond effectively to emerging challenges, changing ways of working and evolving organisational demands.

The Health and Safety, Occupational Health, Health and Wellbeing and Working Safely teams continued to operate as an integrated service, delivering support across a broad range of activities including risk management, compliance assurance, employee support, wellbeing promotion, occupational health interventions, learning and development, and organisational improvement. This joined-up approach has enabled the Authority to maintain a strong focus on prevention, early intervention and continuous development.

The year also saw continued investment in systems, processes and governance arrangements designed to improve accessibility, support informed decision making and strengthen organisational oversight. Alongside this, the service maintained a strong emphasis on supporting managers and employees through professional advice, guidance, training and engagement activities that promote shared ownership of health, safety and wellbeing responsibilities.

2.0 Health, Safety and Wellbeing Update

Health and Safety

A significant achievement during the year was the development and implementation of a new accident and incident reporting system. The enhanced system introduced self-reporting functionality, enabling employees to report accidents, incidents and near misses directly, improving accessibility, reporting efficiency and the quality of management information available for analysis. The new platform supports improved investigation processes, trend identification and organisational learning, helping departments to implement targeted preventative measures and reduce the likelihood of recurrence.

The Health and Safety Team continued to deliver a programme of inspections, workplace visits and departmental engagement activities across a wide range of services. These visits provided valuable opportunities to review standards, support managers, identify good practice and promote compliance with corporate health and safety requirements. The positive level of engagement received from departments demonstrated a growing commitment to embedding health and safety within day-to-day operations and supporting a positive safety culture throughout the Authority.

During the year, Internal Audit undertook a review of the Authority's health and safety arrangements. The outcome of the audit provided assurance that key governance, management and control arrangements were operating effectively, reflecting the continued efforts made across the organisation to strengthen health and safety management systems and maintain compliance with statutory duties.

In addition to these activities, the Health and Safety Team continued to support corporate projects, provide specialist advice on risk management matters, undertake accident investigations where required, review and develop corporate guidance and arrangements, and assist services in responding to emerging risks and operational challenges.

A number of key initiatives focused on raising awareness, improving competence and reinforcing safe systems of work. Training, guidance, communication campaigns and management support were delivered throughout the year to assist departments in meeting their responsibilities and maintaining safe working practices.

Occupational Health

Occupational Health services continued to play a vital role in supporting employee health, attendance, rehabilitation and workplace wellbeing throughout 2025/2026. Demand for Occupational Health support increased during the year, with the service continuing to provide timely, professional and evidence-based advice to employees, managers and services across the Authority. A total of 5,791 Occupational Health appointments were attended during the reporting period, representing support provided through Occupational Health Advisors, Occupational Health Physicians, Occupational Health Nurses and the Wellbeing Support

Service. The service supported approximately 3,134 employees, equivalent to nearly 37% of the Authority's workforce.

The service delivered advice and support across a broad range of areas including fitness for work assessments, sickness absence management, workplace adjustments, health surveillance, rehabilitation programmes and return-to-work planning. Early intervention remained a key priority, enabling managers and employees to access professional support at the earliest opportunity to assist recovery, facilitate retention in work and minimise the impact of ill health on both the individual and service delivery.

Occupational Health also continued to deliver statutory and risk-based health surveillance programmes for employees exposed to specific workplace risks, ensuring compliance with legislative requirements and supporting the early identification of work-related health concerns. This included health surveillance for employees undertaking activities such as driving, exposure to noise, vibration, respiratory hazards and other occupational risks identified through departmental risk assessments.

The Wellbeing Support Service remained an important component of Occupational Health provision, providing confidential support for employees experiencing mild to moderate mental health difficulties and other wellbeing-related concerns. The continued integration of Occupational Health, Wellbeing Support Services and wider employee wellbeing initiatives has strengthened the Authority's ability to provide a coordinated and proactive approach to employee health and wellbeing.

Through its work during the year, Occupational Health has continued to make a significant contribution to supporting employee wellbeing, improving attendance, facilitating safe and sustainable returns to work, and promoting a healthier and more resilient workforce.

Health and Wellbeing

The Health and Wellbeing agenda remained a key priority throughout 2025/2026, with the team continuing to promote a positive culture of wellbeing across the Authority through a range of initiatives, campaigns, interventions and support mechanisms. Activity throughout the year focused on supporting both the mental and physical wellbeing of employees, whilst helping managers to create healthy, supportive and resilient workplaces.

The Authority continued to strengthen its network of wellbeing advocates, with 192 Health and Wellbeing Champions and 150 Mental Health First Aiders supporting the promotion of health and wellbeing messages, signposting support services and encouraging positive wellbeing practices within teams and workplaces. These networks play a vital role in embedding wellbeing at a local level and helping to create a supportive organisational culture.

Throughout the year the team delivered a wide range of wellbeing initiatives and awareness activities, including health and wellbeing communications, departmental presentations, wellbeing newsletters, wellbeing challenges, Lunch and Learn sessions, resilience workshops and attendance at departmental meetings and induction events. Particular emphasis was

placed on promoting mental health awareness, resilience, healthy lifestyles and the support available to employees through existing wellbeing services.

The team also continued to work closely with departmental management teams to promote wellbeing as a core business priority, supporting the development of wellbeing action plans, attendance at Departmental Management Team meetings and reinforcing the importance of employee wellbeing in service planning and delivery. Work was also undertaken to further develop the Authority's shared organisational understanding of wellbeing, ensuring a consistent and strategic approach across all services.

A range of targeted interventions were undertaken during the year, including support for new Headteachers, management stress briefings, Mental Health First Aider networking events, depot visits, wellbeing awareness campaigns and dedicated support sessions for specific service areas. The team also launched a revised Personal Resilience e-learning module and introduced a bi-monthly Health and Wellbeing Newsletter to improve accessibility to wellbeing information and resources.

Working Safely

The Working Safely team continued to deliver a comprehensive programme of corporate health and safety training throughout 2025/2026, supporting managers and employees in meeting their statutory responsibilities and maintaining safe working practices across the Authority. A blended approach was adopted, combining face-to-face delivery with virtual learning opportunities to maximise accessibility and attendance.

Particular focus was placed on higher-risk activities and key management responsibilities. Significant numbers of employees completed Moving and Handling / People Handling training, including foundation and update courses, supporting the reduction of musculoskeletal injury risks and promoting safer service delivery. During the year, the Manual Handling Training Team provided training to 499 employees across a range of manual handling programmes.

Management competency continued to be strengthened through the delivery of IOSH Managing Safely training, providing managers and supervisors with practical knowledge of health and safety legislation, risk management, accident investigation, and performance monitoring. An additional five 4-day IOSH Managing Safely courses were delivered across multiple departments throughout the reporting period.

The Authority also continued to deliver Premises Responsible Person training to support those with responsibility for the management of occupied buildings. This training assists responsible persons in understanding their legal duties, premises compliance requirements, and the management of key building-related health and safety risks.

In recognition of the increasing risks faced by some frontline services, Personal Safety training continued to be provided to employees whose roles involve lone working, conflict management, or engagement with potentially challenging situations. This training supports staff in recognising risk, avoiding confrontation, and responding appropriately to incidents of aggression or violence.

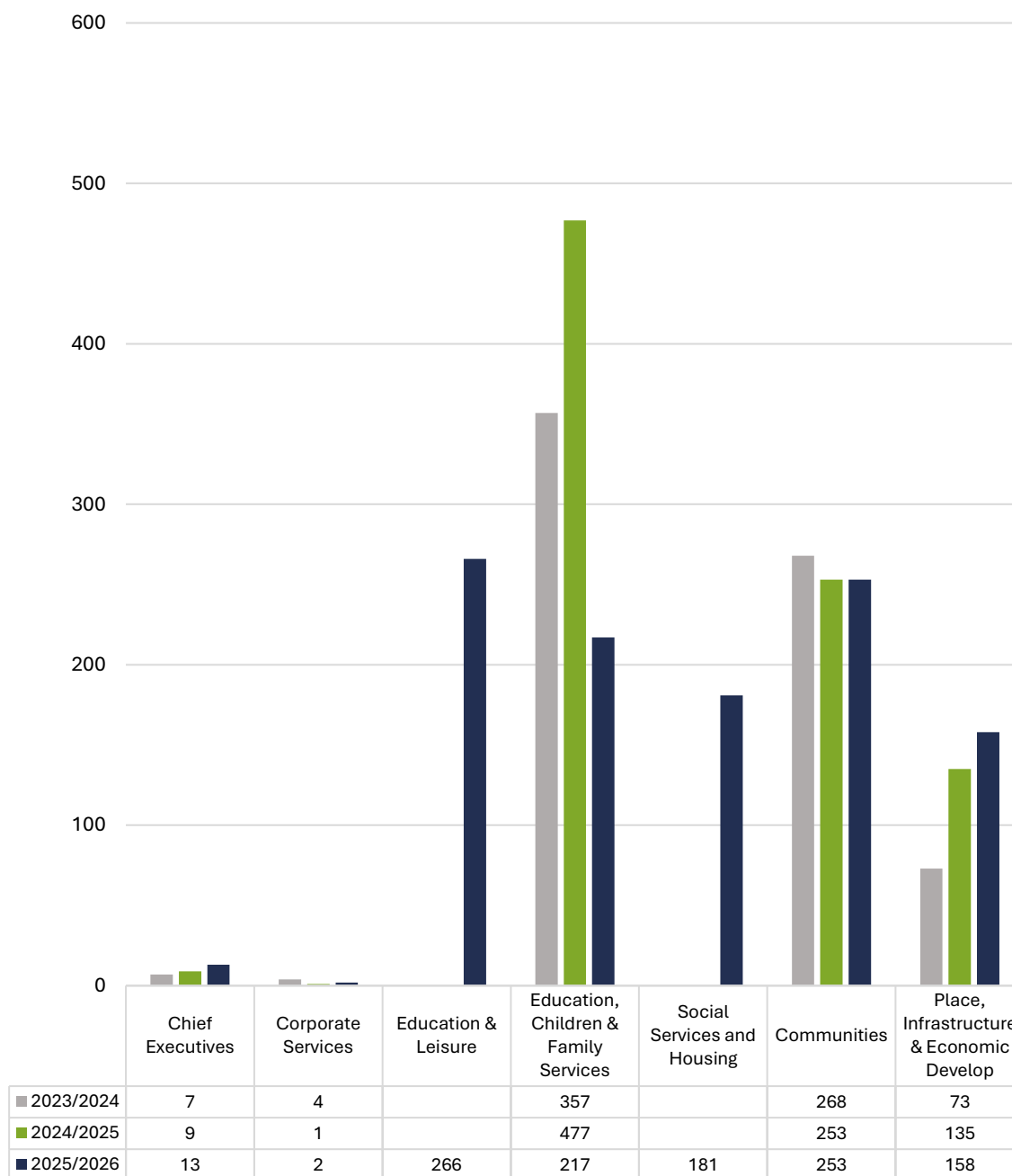
Conclusion

Collectively, the work undertaken during 2025/2026 has strengthened the Authority's health, safety and wellbeing arrangements and demonstrates continued progress towards maintaining a positive safety culture, supporting workforce wellbeing and ensuring effective governance and compliance. Key achievements included the successful implementation of the new accident and incident reporting system, which has improved accessibility, reporting and organisational learning; the delivery of a comprehensive programme of health and safety training; a positive Internal Audit review of health and safety arrangements; continued development of occupational health and wellbeing services; and proactive engagement with departments through audits, inspections, workplace visits and advisory support. These activities have enabled the Authority to maintain a strong focus on the prevention of harm, employee wellbeing and continuous improvement.

Whilst significant progress has been made, the Authority continues to face challenges associated with increasing service demands, organisational change, workforce pressures and evolving legislative requirements. Maintaining a strong emphasis on leadership, accountability and employee engagement will remain fundamental in ensuring health, safety and wellbeing continue to be embedded within everyday business activities.

3.0 Overall Authority Accident / Incident Statistics

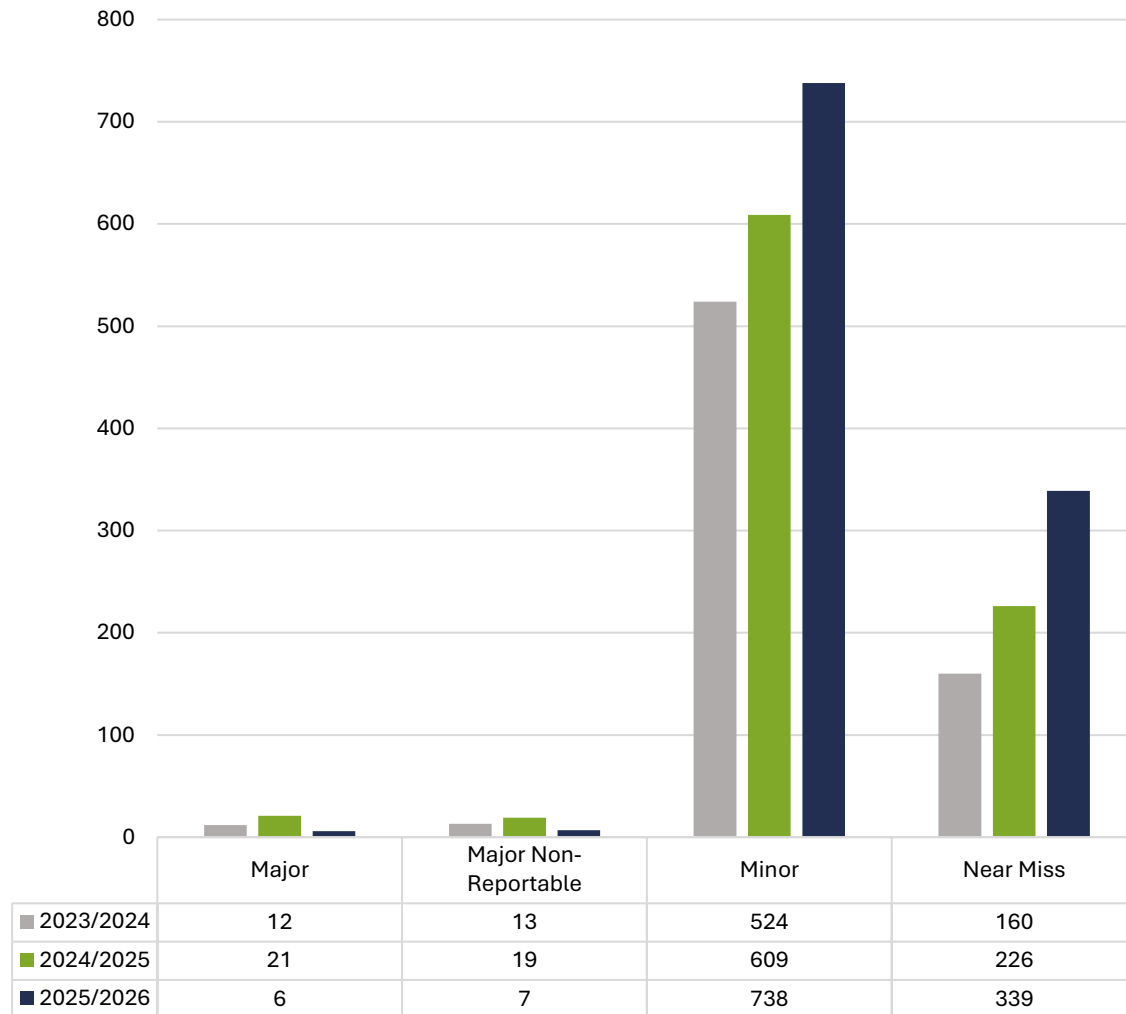
**All Reported Accidents / Incidents by Department
3 Year Comparison**



Total Accidents / incidents reported:

2023/2024	=	709
2024/2025	=	875
2025/2026	=	1090

Reported Accidents / Incidents by Severity 3 Year Comparison



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.

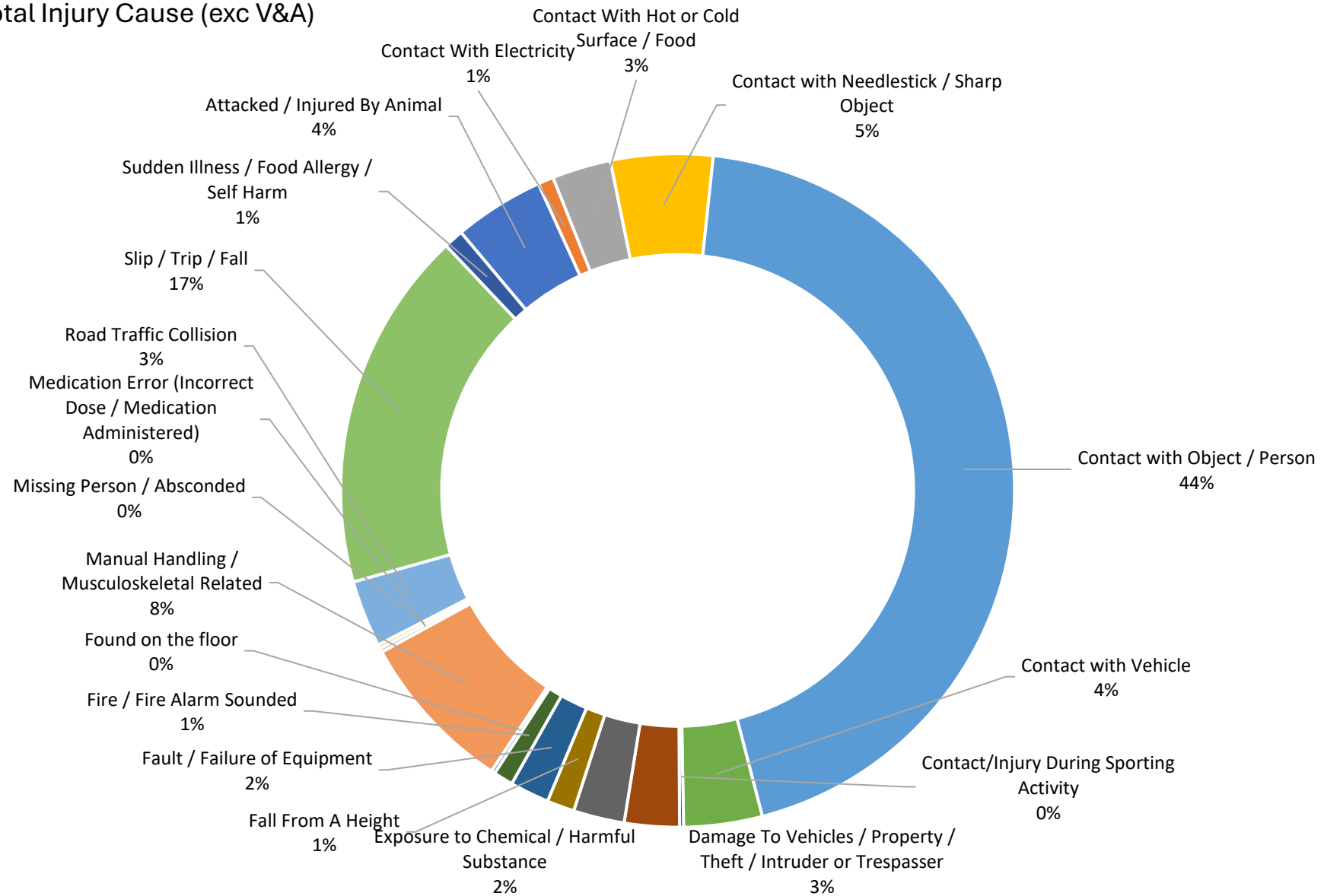
A major injury is any accident / incident that is reportable to the HSE as defined in the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).

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.

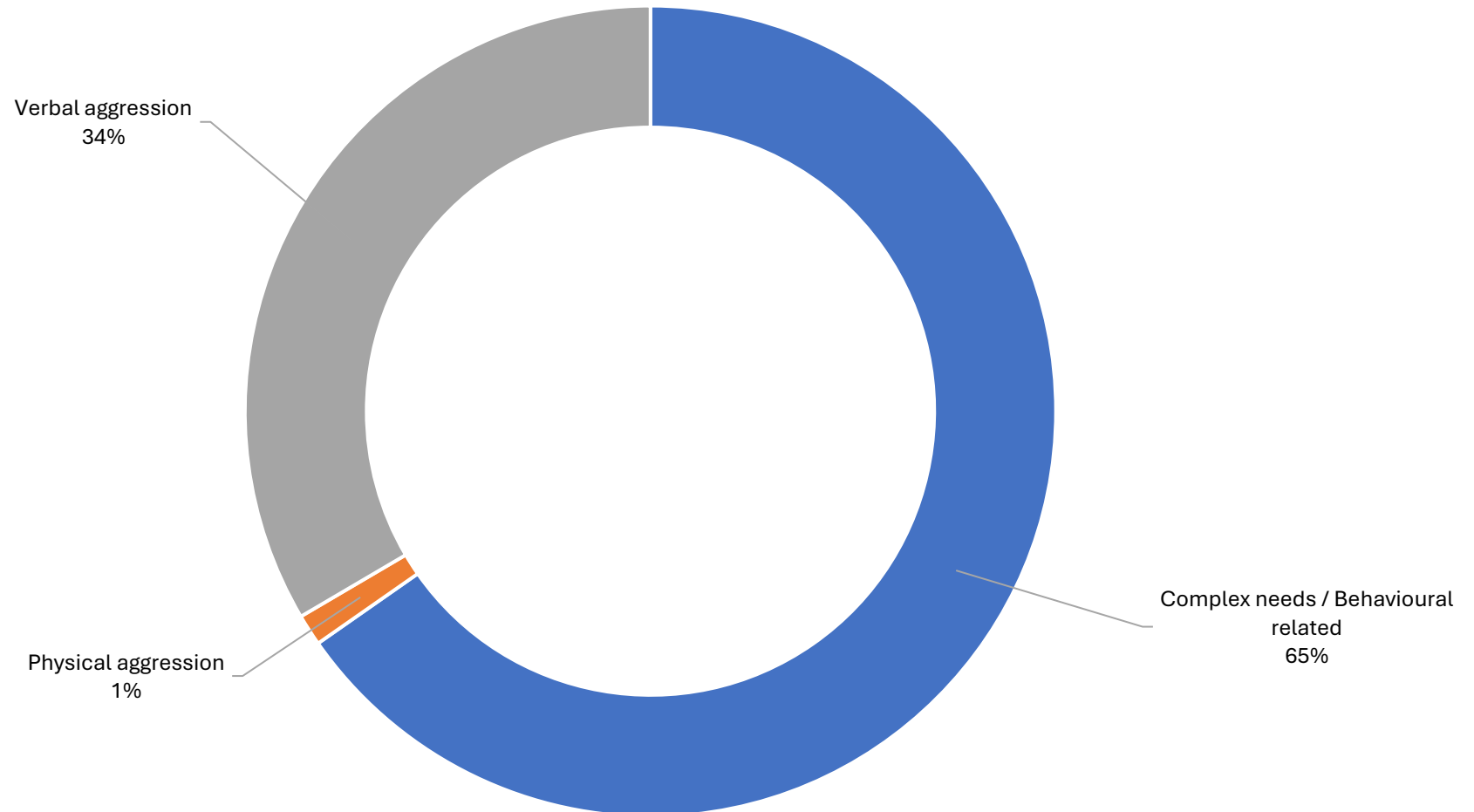
A near miss is defined as an accident or incident that did not result in injury but had the potential to.

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

Total Injury Cause (exc V&A)



Total Violence & Aggression



Analysis of Causes / Trends

Injury Cause

Contact with Object / Person

44% relate to accidents/incidents categorised as Contact with Object / Person.

There were a total of 235 accidents/incidents in relation to the above. These are primarily reports from :

Education & Leisure	-	81
Education, Children & Family Services	-	50
Communities	-	40
Place, Infrastructure & Economic Development	-	35
Social Services & Housing	-	28
Chief Executives	-	1

Other

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

Slip / Trip / Fall	-	17%
Manual Handling / Musculoskeletal Related	-	8%
Contact with Needlestick / Sharp Object	-	5%
Contact with Vehicle	-	4%
Attacked / Injured By Animal	-	4%

Violence and Aggression

65% of accidents / incidents recorded were due to **Violence and Aggression – Complex Needs / Behaviour Related**. There were a total of 365 accidents/incidents in relation to the above. These are primarily reports from:

Education & Leisure	-	112
Education, Children & Family Services	-	111
Communities	-	72
Social Services & Housing	-	50
Place, Infrastructure & Economic Development	-	19
Chief Executives	-	1

4.0 Corporate Health and Safety Training

Department / training	Grand total
Chief Executives	12
Adult Mental Health First Aid	1
Choking Rescue	1
Emergency First Aid at Work 1 Day	5
First Aid at Work Paediatric	1
IOSH Managing Safely	1
Managing Stress in the Workplace	2
Personal Safety Level 2	1
Corporate Services	2
Fire Warden	1
Managing Stress in the Workplace	1
Education & Leisure	410
Adult Client Handling Foundation	12
Adult Client Handling Update	2
Adult Mental Health First Aid	1
Emergency First Aid at Work (1 Day)	57
Emergency First Aid at Work First Responder	1
Fire Warden	8
First Aid at Work Paediatric	201
IOSH Managing Safely	22
Ladder Safety Principles & Practice	10
Managing Stress in the Workplace	6
Managing Work Related Violence & Aggression	7
Paediatric Foundation	22
Paediatric Update	75

Place, Infrastructure & Economic Development	161
Adult Mental Health First Aid	4
Emergency First Aid at Work (1 Day)	67
First Aid at Work Paediatric	43
IOSH Managing Safely	2
Ladder Safety Principles & Practice	16
Managing Stress in the Workplace	20
Managing Work Related Violence & Aggression	8
Paediatric Update	1
Social Services & Housing	402
Adult Client Handling Foundation	109
Adult Client Handling Update	216
Adult Mental Health First Aid	12
Choking Rescue	66
Emergency First Aid at Work (1 Day)	69
Emergency First Aid at Work First Responder	31
Fire Safety	33
Fire Warden	2
First Aid at Work Paediatric	55
IOSH Managing Safely	21
Ladder Safety Principles & Practice	30
Managing Stress in the Workplace	22
Paediatric Foundation	6
Paediatric Update	37
Personal Safety	9
Personal Safety (Level 2)	9
Grand total	1327

5.0 Occupational Health Data

Employee Wellbeing

The Employee Wellbeing Team plays a critical role in supporting the organisation's strategic priorities by promoting a healthy, resilient, and productive workforce. The team delivers a range of proactive and reactive services aimed at improving individual and organisational health outcomes, reducing sickness absence, supporting staff retention, and fostering a positive workplace culture.

This summary aims to provide assurance on the effectiveness of our current provision, whilst also identifying emerging challenges and areas for further development.

Occupational Health Data

Number of Attended appointments to Occupational health.

The table below shows the breakdown of the total number of appointments attended at the Occupational Health Centre for Q4 cumulative over the last four years. This year we have seen an 8.4% increase in attended appointments in contrast to the previous year. Referrals are mainly higher in the departments with more frontline services, Education and Social Services, this would align with their larger workforce sizes in these areas.

Increases in PIED this year, from the previous year could be down to regulatory changes with regards to health surveillance reviews and recruitment campaigns for waste services casual staff over the last year having an impact.

However, departmental numbers cannot be directly compared due to recent restructures within certain areas of the Authority.

**Children & Family Services are now under Social Services & Housing which could be the reason for the increase in appointments, including non-attendances in this area.*

(All appointment totals are dependent on managers referring their staff to Occupational Health for advice and support)

Number of Appointments attended at the Occupational Health Centre				
Department	Number of appointments Attended Q4 Cumulative			
	2022/23	2023/24	2024/25	2025/26
Chief Executives	181	221	170	136
Social Services & Housing	1343	1448	1614	1906
Corporate Services	103	98	119	92
Place, Infrastructure & Economic Development	2059	677	1134	1200
Education & Leisure	825	1711	1879	1832
External	863	993	665	625
Total	5374	5148	5581	5791

Current headcount within the Authority is 8496

This year we have supported 36.88% (3134 employees) of the Authority through our Wellbeing Support Service (mental health), OH Advisors, Physicians, Nurses, and Consultants.

**From the 3134 employees some may have been seen more than once in this period*

Breakdown: Total Number of Appointments Attended the Occupational Health Centre Q4 Cumulative 2025/2026					
Department	Appointment Reason				
	OHA	OHP	Wellbeing Support Service (632 Individuals)	OHN	Totals
Chief Executive's	20	11	102	3	136
Social Services & Housing	342	212	1207	145	1906
Corporate Services	9	6	77	0	92
Place, Infrastructure & Economic Development	149	209	329	513	1200
Education & Leisure	219	135	1440	38	1832
External	213	201	134	77	625
Total	952	774	3289	776	5791

Breakdown by appointment type:

OHA – Occupational Health Advisor

OHP – Occupational Health Physician

OHC – Occupational Health Consultant

WSS – Wellbeing Support Services (mental health)

OHN – Includes statutory and non-statutory Health Surveillance, Night worker assessments, new employment.

Charged non-attendances.

The table below shows the breakdown of charged non-attendances per department. In the most recent period, there is a difference of 13.9%.

On review, we can see the largest increases are in Social Services and Housing and Place, Infrastructure and Economic Development (PIED). It's important to note that Social Services and Housing have also seen an increase in overall appts, with departmental increases which could have contributed.

These are the departments that also have the highest number of health surveillance appointments and front-line staff. Legislative changes with regards to Health Surveillance appointments and review processes also being a contributory factor.

It is the managers responsibility to ensure their staff members attend Occupational Health appointments as required and in line with statutory requirements for health surveillance.

As an Occupational Health Centre, we continue to monitor charged non-attendances closely to ensure we adapt and meet the changing needs of the Authority. Where staff fail to attend it's often difficult to gauge the reasons/ barriers for attendance. We continue to send a questionnaire which we send on all follow up communication. The aim of which is to better capture the reasons, to help us understand if there are areas for us as a department to improve upon, or if there are departmental operational reasons, or personal reasons. We also link in with front line managers with regards to their health surveillance requirements regularly to ensure highest attendance possible to fit with service demands.

Charged non-attendances.			
Department	2023/2024	2024/2025	2025/2026
Chief Executive's	9	14	8
Social Services & Housing	179	232	276
Corporate Services	7	7	6
Education & Leisure	193	200	210
Place, Infrastructure & Economic Development	121	240	277
External	118	79	102
Grand Total	627	772	879

We are working with our external customers to ensure attendance is maximised.

Proactive Work

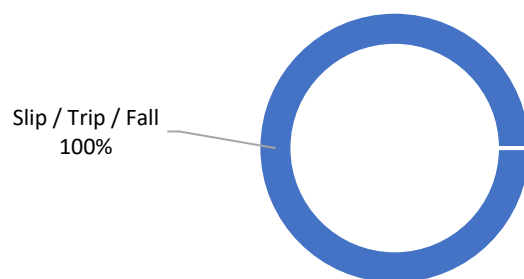
Manual Handling Training

The Manual Handling Training Team this year, has trained 499 staff members in various manual handling courses, including Adult Client Handling, Paediatric Foundation, waste services as well as update courses.

Correct professional manual handling training and the subsequent implementation of these techniques by staff are essential to ensure the safety of both staff and service users. Additionally, this training contributes to reduction in musculoskeletal injuries resulting from poor manual handling techniques.

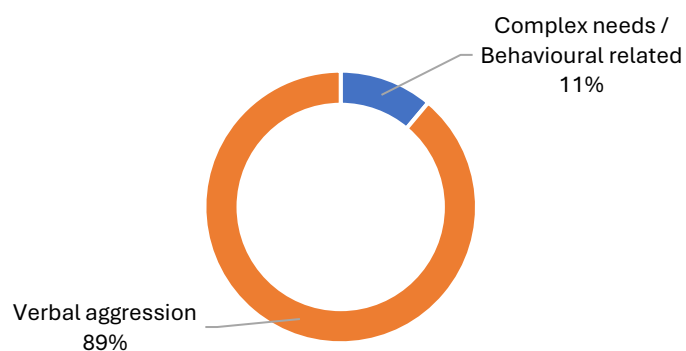
6.0 Department Focus – Chief Executive’s

Chief Executives Injury Cause



Chief Executives	Major	Major - Non Reportable	Minor	Near Miss	Grand Total
People, Digital & Policy	0	0	3	0	3
Slip / Trip / Fall			3		3
2025/2026	0	0	3	0	3
2024/2025	0	0	9	0	9
2023/2024	1	0	3	1	5

Chief Executives V&A Cause

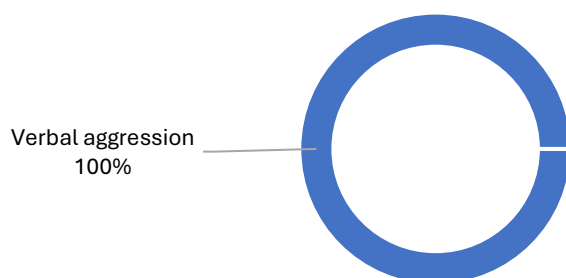


Chief Executives Violence & Aggression	Minor	Near Miss	Grand Total
Media & Marketing	1	0	1
Verbal aggression	1		1
People, Digital & Policy	5	3	8
Complex needs / Behavioural related	1		1
Verbal aggression	4	3	7
2025/2026	6	3	9

7.0 Department Focus – Corporate Services

Corporate Services Injury Cause	Minor	Near Miss	Grand Total
<i>There were no Accidents / Incidents recorded for Corporate Services for 2026/2026</i>			
2025/2026	0	0	0
2024/2025	0	1	1
2023/2024	1	1	2

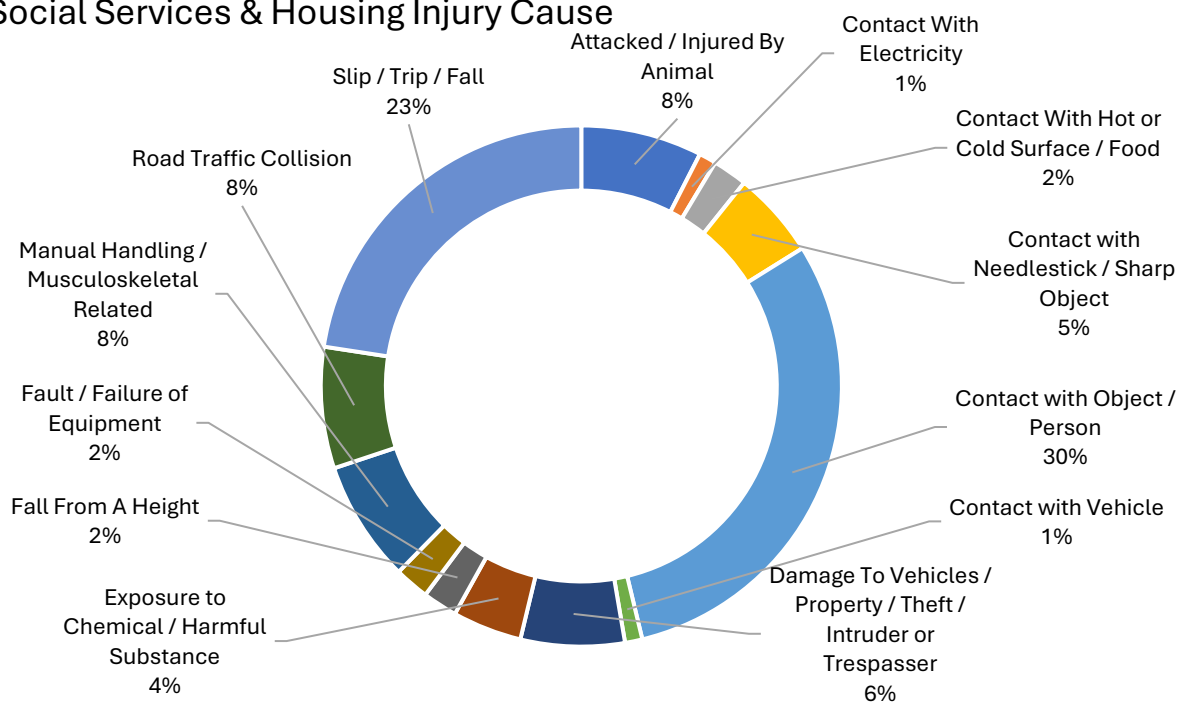
Corporate Services V&A Cause



Corporate Services Violence & Aggression	Minor	Near Miss	Grand Total
Revenues & Financial Compliance	0	2	2
Verbal Aggression		2	2
2025/2026	0	2	2

8.0 Department Focus – Social Services & Housing

Social Services & Housing Injury Cause

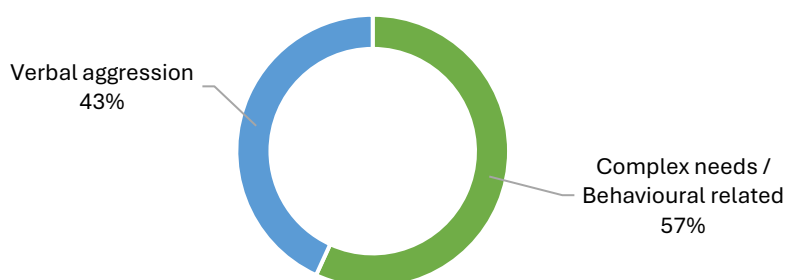


Social Services & Housing Injury Cause	Major	Major - Non Reportable	Minor	Near Miss	Grand Total
Adult Social Care	0	0	17	25	42
Attacked / Injured By Animal				1	1
Contact With Electricity				1	1
Contact with Needlestick / Sharp Object			1		1
Contact with Object / Person			7	5	12
Damage To Vehicles / Property / Theft / Intruder or Trespasser				3	3
Exposure to Chemical / Harmful Substance				2	2
Fall From A Height			2		2
Manual Handling / Musculoskeletal Related			2	4	6
Road Traffic Collision			2	3	5

Slip / Trip / Fall			3	6	9
Children & Families	0	0	12	2	14
Attacked / Injured By Animal			2		2
Contact with Needlestick / Sharp Object			2		2
Contact with Object / Person			5	1	6
Damage To Vehicles / Property / Theft / Intruder or Trespasser				1	1
Slip / Trip / Fall			3		3
Housing	0	0	15	18	33
Attacked / Injured By Animal			1	2	3
Contact With Hot or Cold Surface / Food			1	1	2
Contact with Needlestick / Sharp Object			2		2
Contact with Object / Person			5	5	10
Contact with Vehicle				1	1
Damage To Vehicles / Property / Theft / Intruder or Trespasser				1	1
Exposure to Chemical / Harmful Substance				2	2
Fault / Failure of Equipment			1	1	2
Manual Handling / Musculoskeletal Related			1		1
Road Traffic Collision				1	1
Slip / Trip / Fall			4	4	8
Integrated Services	0	0	2	2	4
Attacked / Injured By Animal			1		1
Contact with Object / Person			1		1
Damage To Vehicles / Property / Theft / Intruder or Trespasser				1	1

Road Traffic Collision				1	1
Project Management & Data Analytics	0	0	1	0	1
Slip / Trip / Fall			1		1
2025/2026	0	0	47	47	94

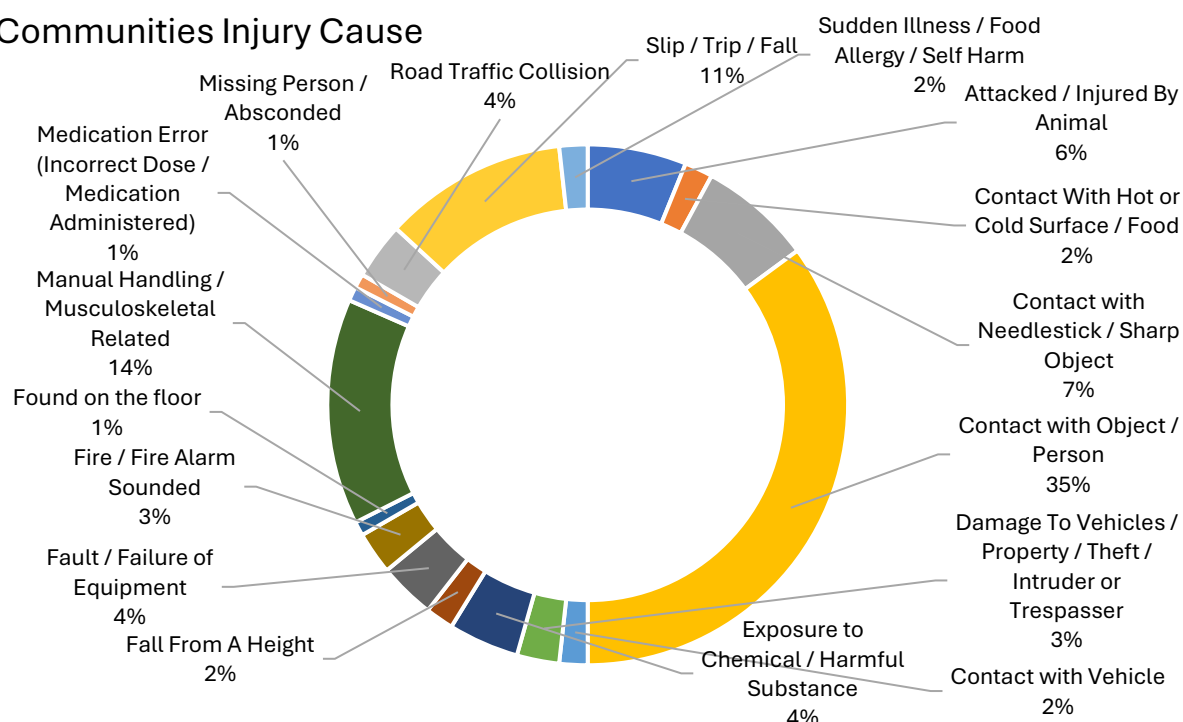
Social Services & Housing V&A Cause



Social Services & Housing Violence & Aggression	Minor	Near Miss	Grand Total
Complex needs / Behavioural related	45	5	50
Adult Social Care	19	4	23
Children & Families	8	1	9
Housing	17		17
Integrated Services	1		1
Verbal aggression	15	23	38
Adult Social Care	4		4
Children & Families	8	7	15
Housing	3	14	17
Integrated Services		2	2
2025/2026	60	28	88

9.0 Department Focus – Communities

Communities Injury Cause



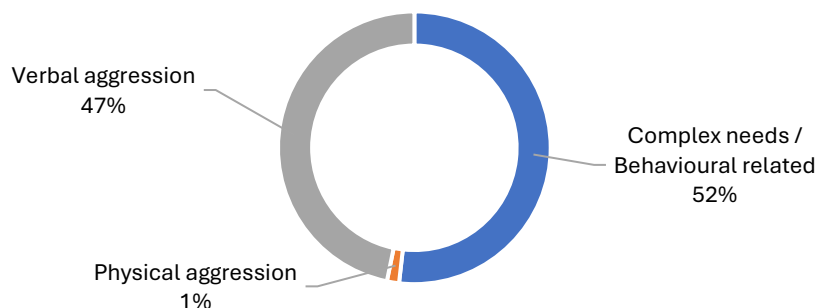
Communities	Major	Major - Non Reportable	Minor	Near Miss	Grand Total
Adult Social Care	0	0	24	19	43
Attacked / Injured By Animal			3	2	5
Contact With Hot or Cold Surface / Food			1		1
Contact with Needlestick / Sharp Object			2		2
Contact with Object / Person			10	6	16
Exposure to Chemical / Harmful Substance				1	1
Fall From A Height			1		1
Fault / Failure of Equipment			1		1
Fire / Fire Alarm Sounded				1	1
Manual Handling / Musculoskeletal Related			4	6	10

Missing Person / Absconded				1	1
Road Traffic Collision			1	2	3
Slip / Trip / Fall			1		1
Business Support & Commissioning	0	0	3	1	4
Fall From A Height			1		1
Manual Handling / Musculoskeletal Related			1		1
Slip / Trip / Fall			1		1
Sudden Illness / Food Allergy / Self Harm				1	1
Communities	0	0	3	1	4
Contact with Object / Person			3		3
Manual Handling / Musculoskeletal Related				1	1
Housing	0	0	6	18	24
Contact with Needlestick / Sharp Object			1		1
Contact with Object / Person			3	8	11
Contact with Vehicle				1	1
Damage To Vehicles / Property / Theft / Intruder or Trespasser				1	1
Exposure to Chemical / Harmful Substance				2	2
Fire / Fire Alarm Sounded				1	1
Manual Handling / Musculoskeletal Related				2	2
Medication Error (Incorrect Dose / Medication Administered)				1	1
Road Traffic Collision				1	1
Slip / Trip / Fall			2	1	3

Integrated Services	0	0	1	2	3
Contact with Object / Person				1	1
Slip / Trip / Fall			1	1	2
Leisure	0	0	17	13	30
Attacked / Injured By Animal			1	1	2
Contact With Hot or Cold Surface / Food			1		1
Contact with Needlestick / Sharp Object			5		5
Contact with Object / Person			4	3	7
Contact with Vehicle				1	1
Damage To Vehicles / Property / Theft / Intruder or Trespasser				2	2
Exposure to Chemical / Harmful Substance			1	1	2
Fault / Failure of Equipment				3	3
Fire / Fire Alarm Sounded				1	1
Manual Handling / Musculoskeletal Related			1		1
Slip / Trip / Fall			4		4
Sudden Illness / Food Allergy / Self Harm				1	1
(blank)	0	0	2	4	6
Contact with Object / Person				2	2
Found on the floor				1	1
Manual Handling / Musculoskeletal Related			1		1
Slip / Trip / Fall			1	1	2
2025/2026	0	0	56	58	114
2024/2025	6	9	136	102	253

2023/2024	3	1	186	81	271
-----------	---	---	-----	----	-----

Communities V&A Cause

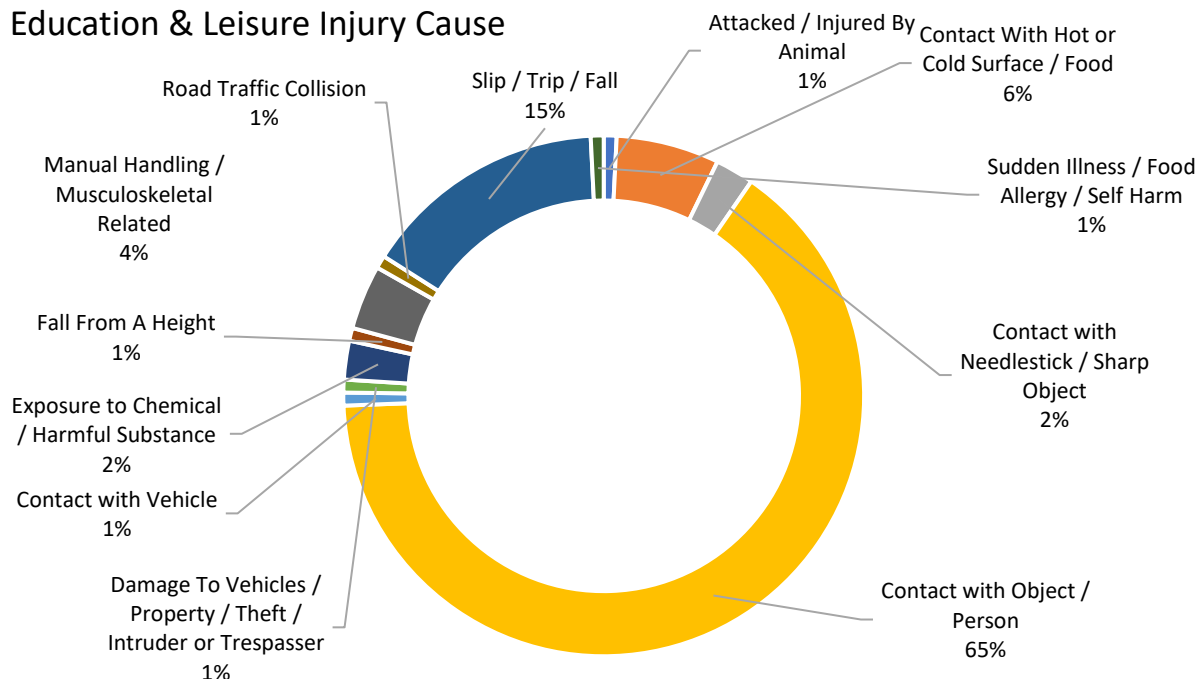


Communities Violence & Aggression	Minor	Near Miss	Grand Total
Complex needs / Behavioral related	60	12	72
Adult Social Care	40	4	44
Business Support & Commissioning	1		1
Communities	1		1
Housing	13	3	16
Integrated Services	1		1
Leisure	2	2	4
(blank)	2	3	5
Physical aggression	2		2
Housing	1		1
Leisure	1		1
Verbal aggression	23	42	65
Adult Social Care	10	6	16
Communities	3	1	4
Housing	4	16	20
Integrated Services		3	3

Leisure	6	11	17
(blank)		5	5
2025/2026	85	54	139

10.0 Department Focus – Education & Leisure

Education & Leisure Injury Cause

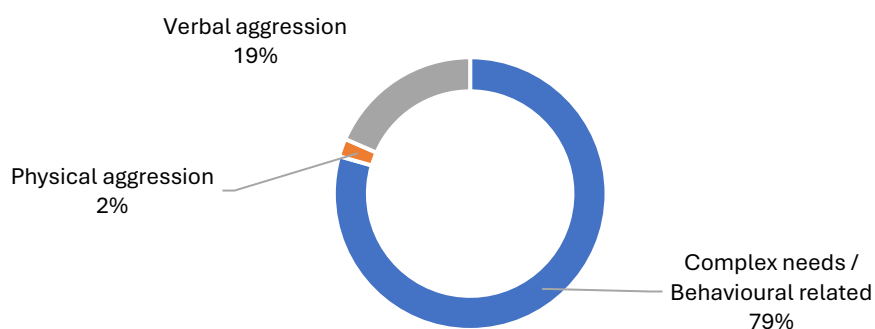


Education & Leisure	Major	Major - Non Reportable	Minor	Near Miss	Grand Total
Healthy Communities & Public Protection	2	1	19	7	27
Contact With Hot or Cold Surface / Food			8		8
Contact with Needlestick / Sharp Object			3		3
Contact with Object / Person			4	2	6
Damage To Vehicles / Property / Theft / Intruder or Trespasser				1	1
Exposure to Chemical / Harmful Substance			1	1	2
Manual Handling / Musculoskeletal Related			1	1	2
Road Traffic Collision				1	1
Slip / Trip / Fall			2	1	3

Sudden Illness / Food Allergy / Self Harm		1			1
Inclusion Services	0	1		1	2
Contact with Vehicle				1	1
Slip / Trip / Fall		1			1
Primary Schools	0	0	20	6	26
Contact with Object / Person			14	5	19
Fall From A Height			1		1
Manual Handling / Musculoskeletal Related			1		1
Slip / Trip / Fall			4	1	5
Secondary Schools	0	0	20	2	22
Attacked / Injured By Animal				1	1
Contact with Object / Person			9	1	10
Exposure to Chemical / Harmful Substance			1		1
Manual Handling / Musculoskeletal Related			2		2
Slip / Trip / Fall			8		8
Service Improvement & Transformation	0	0		1	1
Contact with Object / Person				1	1
Sport & Leisure	0	0	1		1
Contact with Object / Person			1		1
Voluntary Aided Schools	0	0	1		1
Contact with Object / Person			1		1
ALN School	0	0	33	5	38
Contact with Object / Person			32	5	37
Slip / Trip / Fall			1		1

PRU	0	0	7		7
Contact with Object / Person			6		6
Slip / Trip / Fall			1		1
2025/2026	0	2	101	22	125

Education & Leisure V&A Cause

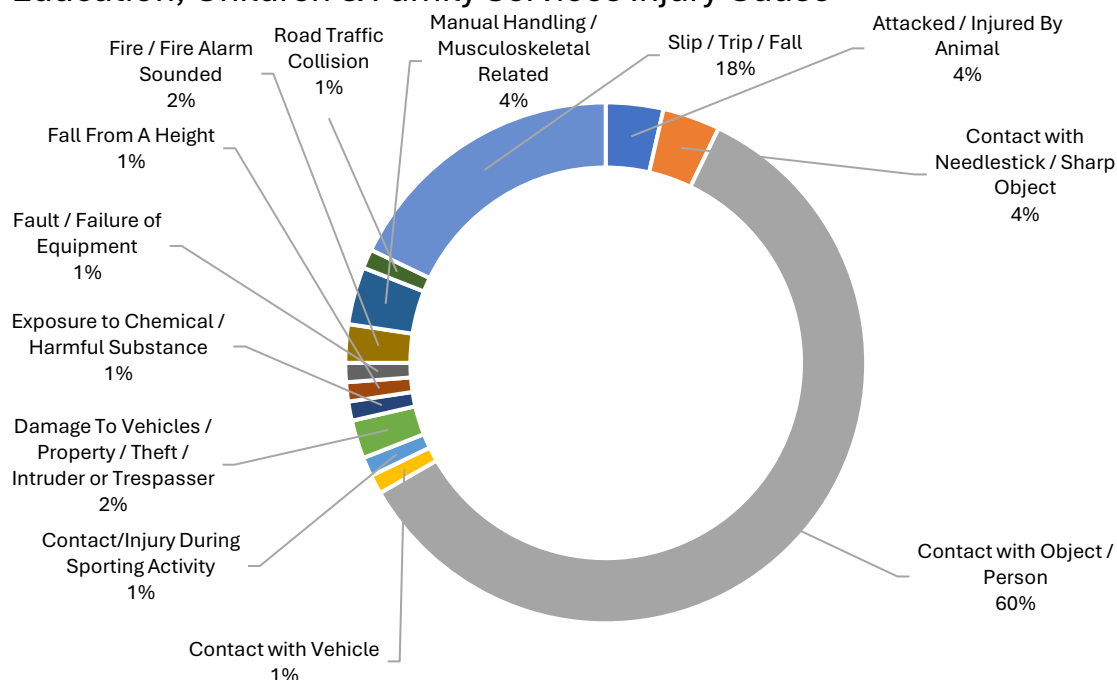


Education & Leisure Violence & Aggression	Major Non-Reportable	Minor	Near Miss	Grand Total
Complex needs / Behavioral related	1	102	9	112
ALN School		48	6	54
Primary Schools	1	21	3	25
Secondary Schools		32		32
Voluntary Aided Schools		1		1
Physical aggression		3		3
Secondary Schools		3		3
Verbal aggression		12	14	26
Children & Families			1	1
Environment & Infrastructure			2	2
Healthy Communities & Public Protection		7	4	11
Inclusion Services		1	1	2
Primary Schools		4	5	9

Secondary Schools			1	1
2025/2026	1	117	23	141

11.0 Department Focus – Education, Children & Family Services

Education, Children & Family Services Injury Cause

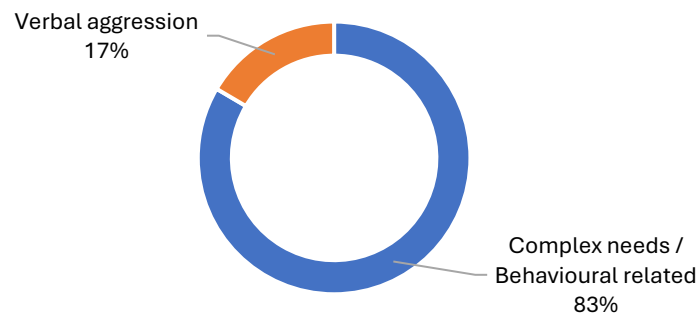


Education, Children & Family Services Injury Cause	Major	Major Non - Reportable	Minor	Near Miss	Grand Total
Children & Families	0	0	9	3	12
Attacked / Injured By Animal			3		3
Contact with Needlestick / Sharp Object			1		1
Contact with Object / Person			4		4
Damage To Vehicles / Property / Theft / Intruder or Trespasser				2	2
Road Traffic Collision				1	1
Slip / Trip / Fall			1		1
Cleaning	0	0		1	1
Contact with Object / Person				1	1
Inclusion Services	0	0	1		1

Contact with Object / Person			1		1
Leisure	0	0		1	1
Slip / Trip / Fall				1	1
Primary Schools	1	0	25	7	33
Contact with Needlestick / Sharp Object			1		1
Contact with Object / Person			14	4	18
Contact/Injury During Sporting Activity			1		1
Fault / Failure of Equipment	1				1
Fire / Fire Alarm Sounded				2	2
Manual Handling / Musculoskeletal Related			2		2
Slip / Trip / Fall			7	1	8
Secondary Schools	0	0	24	4	28
Contact with Needlestick / Sharp Object			1		1
Contact with Object / Person			17	2	19
Contact with Vehicle				1	1
Exposure to Chemical / Harmful Substance			1		1
Fall From A Height				1	1
Manual Handling / Musculoskeletal Related			1		1
Slip / Trip / Fall			4		4
Voluntary Aided Schools	0	0	2	1	3
Contact with Object / Person			2		2
Slip / Trip / Fall				1	1
ALN School	0	0	3		3
Contact with Object / Person			3		3

(blank)	0	0		2	2
Contact with Object / Person				2	2
2025/2026	1	0	64	19	84
2024/2025	13	4	394	66	477
2023/2024	5	8	290	53	356

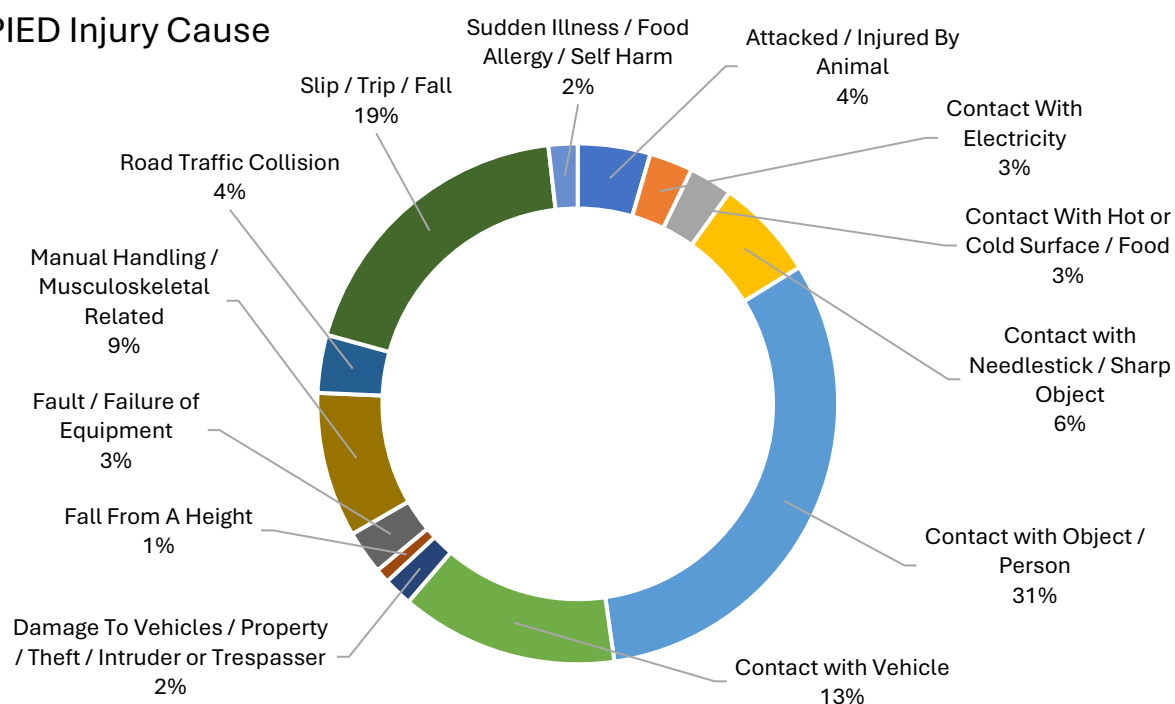
Education, Children & Family Services V&A Cause



Education, Children & Family Services Violence & Aggression	Major	Major Non-Reportable	Minor	Near Miss	Grand Total
Complex needs / Behavioral related	1	4	96	10	111
ALN School			2		2
Children & Families			28	7	35
Primary Schools		4	37	3	44
Secondary Schools	1		28		29
Voluntary Aided Schools			1		1
Verbal aggression			8	14	22
Children & Families			3	5	8
Primary Schools			2	8	10
Secondary Schools			3	1	4
2025/2026	1	4	104	24	133

12.0 Department Focus – Place, Infrastructure & Economic Development

PIED Injury Cause

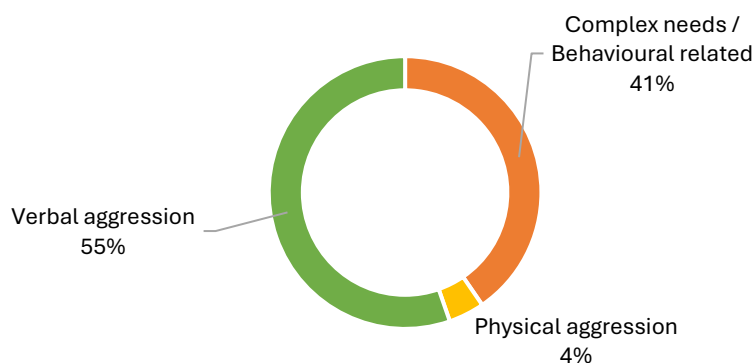


Place, Infrastructure & Economic Development	Major	Major - Non Reportable	Minor	Near Miss	Grand Total
Economic Development & Property	0	0	21	2	23
Contact With Electricity				1	1
Contact With Hot or Cold Surface / Food			2		2
Contact with Needlestick / Sharp Object			2		2
Contact with Object / Person			14	1	15
Slip / Trip / Fall			3		3
Environment & Infrastructure	3	0	38	22	63
Attacked / Injured By Animal			2	1	3
Contact with Needlestick / Sharp Object			4		4
Contact with Object / Person	1		10	5	16

Contact with Vehicle			2	6	8
Damage To Vehicles / Property / Theft / Intruder or Trespasser				1	1
Fall From A Height				1	1
Fault / Failure of Equipment			1	1	2
Manual Handling / Musculoskeletal Related	1		6	1	8
Road Traffic Collision				3	3
Slip / Trip / Fall	1		12	2	15
Sudden Illness / Food Allergy / Self Harm			1	1	2
Housing Property & Strategic Projects	1	0	4	0	5
Attacked / Injured By Animal			1		1
Contact With Hot or Cold Surface / Food	1				1
Contact with Needlestick / Sharp Object			1		1
Fault / Failure of Equipment			1		1
Manual Handling / Musculoskeletal Related			1		1
Transport & Highways	0	0	5	1	6
Contact with Object / Person				1	1
Contact with Vehicle			1	3	2
Road Traffic Collision				1	1
Slip / Trip / Fall				1	1
(blank)	0	0	5	9	14
Attacked / Injured By Animal			1		1
Contact With Electricity			1	1	2
Contact with Object / Person				3	3
Contact with Vehicle			1	3	4

Damage To Vehicles / Property / Theft / Intruder or Trespasser				1	1
Manual Handling / Musculoskeletal Related			1		1
Slip / Trip / Fall			1	1	2
2025/2026	4	0	73	34	111
2024/2025	2	6	79	48	135
2023/2024	3	4	41	25	73

PIED V&A Injury Cause



Place, Infrastructure & Economic Development	Minor	Near Miss	Grand Total
Violence & Aggression			
Complex needs / Behavioural related	18	1	19
Economic Development & Property	2		2
Environment & Infrastructure	3		3
		1	1
Transport & Highways	13		13
Physical aggression	2		2
Economic Development & Property	1		1
Environment & Infrastructure	1		1
Verbal aggression	2	24	26
Economic Development & Property	1		1

Environment & Infrastructure	1	19	20
(blank)		3	3
Transport & Highways		2	2
2025/2026	22	25	47

13.0 Priorities 2024/2025

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.

During 2026/2027, key priorities will include:

- Further embedding and maximising the benefits of the new accident and incident reporting system, including enhanced trend analysis, learning and targeted interventions.
- Continuing the development and implementation of the Corporate Health and Safety Management System and supporting departments to strengthen local health and safety governance arrangements. Delivering a programme of risk-based audits, inspections and workplace visits to provide assurance and identify opportunities for improvement.
- Developing E-modules on Thingi to further support health and safety competency and access to relevant learning opportunities.
- Strengthening the Authority's proactive approach to occupational health, health surveillance and employee wellbeing, with a continued focus on early intervention and support.
- Promoting positive leadership behaviours and employee engagement to further develop a culture where health, safety and wellbeing are recognised as integral to service delivery.
- Supporting departments in managing emerging workplace risks, including violence and aggression, workforce wellbeing, lone working and the impacts of changing service demands.

14. 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:



Workingsafely@carmarthenshire.gov.uk



01267 246180