



Manual Handling Compliance

Situation

The Manual Handling Operation Regulations 1992 refers to the moving of loads whether the load is animate or inanimate and apply to the:

“transporting, supporting, lifting, pushing, pulling and carrying of loads”

and places a statutory duty on Hywel Dda University Health Board (HDdUHB) to:

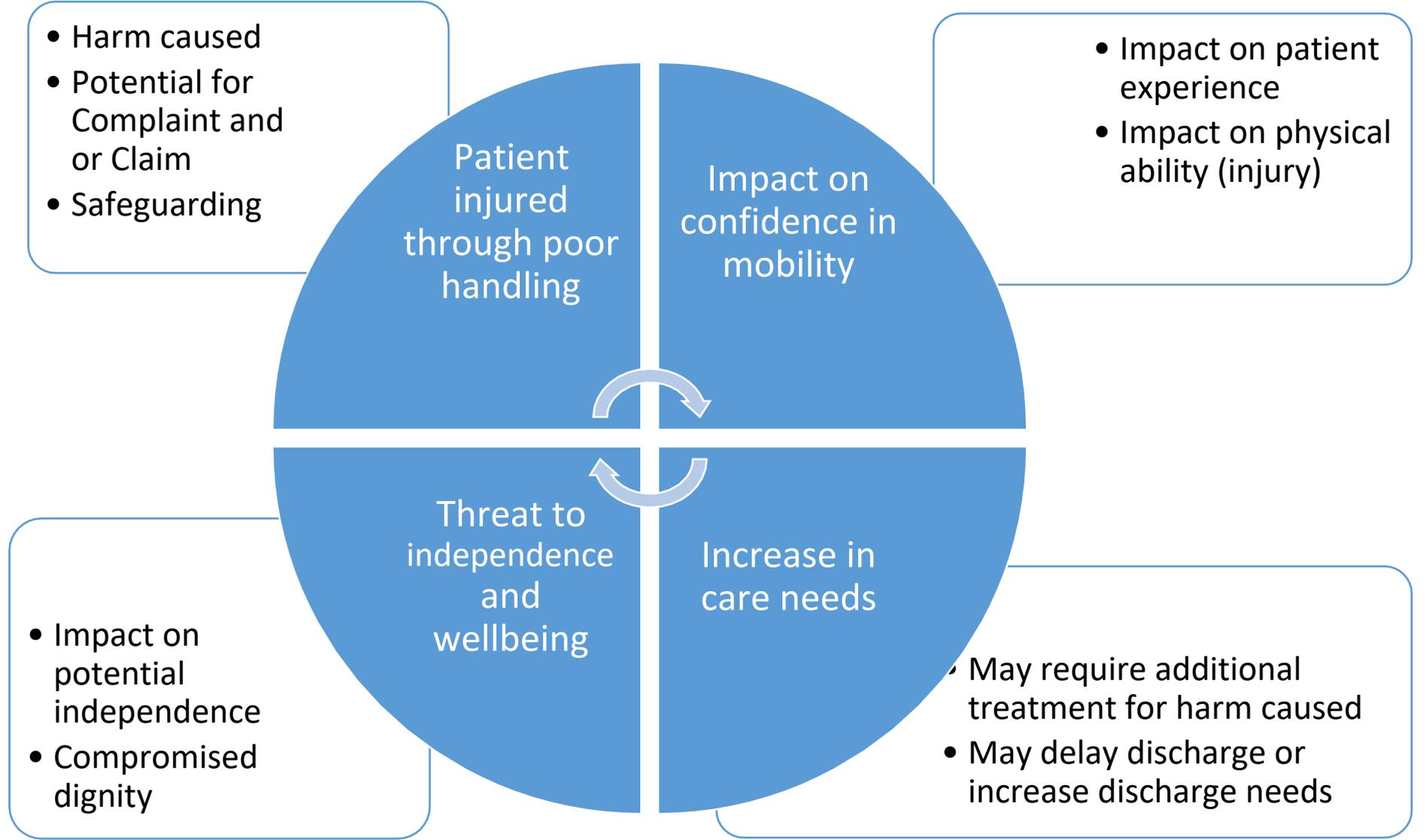
1. control risks associated with the handling of loads, and
2. where the risks are deemed significant to reduce or eliminate those risks to employees.

Risks and Mitigation

The handling of patients and inanimate loads presents a risk of injury to staff, patients and to the organisation.

The Manual Handling Policy is in place to control risks associated with the handling of loads, and where the risks are deemed significant, to reduce or eliminate them using suitable and sufficient control measures.

Risk 1: Risk to Patients



Risk 2: Risk to Staff

Ageing workforce -
increased musculoskeletal
disorders (MSD) risks

Diverse workforce -
contractors, temporary
workers, apprentices and
younger employees,
pregnant workers, pre
existing injuries at higher
risk

Support needs of those
involved in adverse manual
handling (MH) events



Financial implication

Social implication

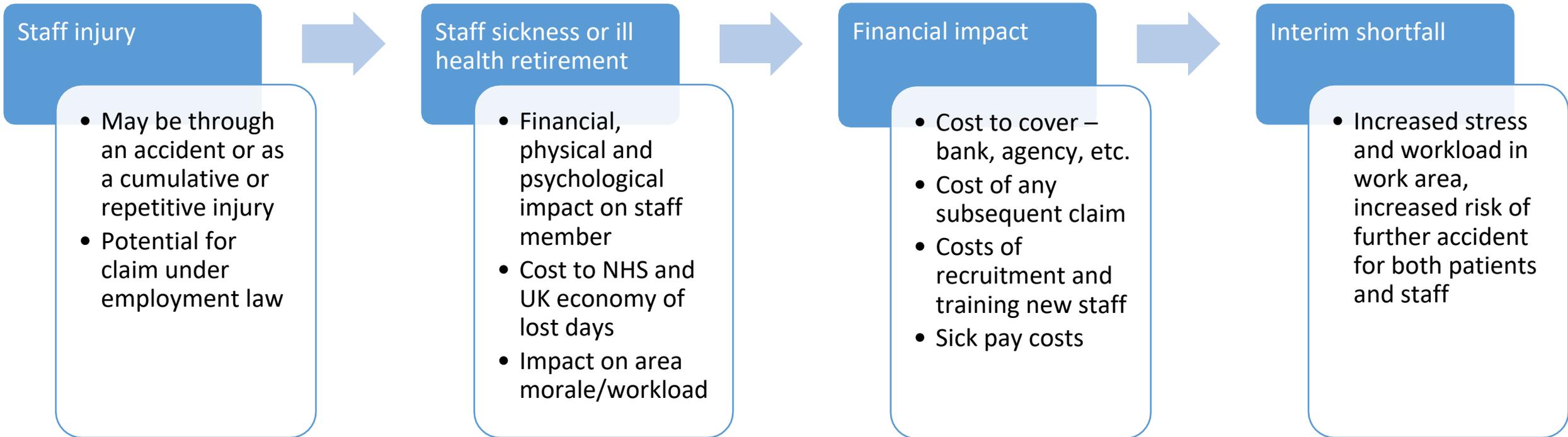
Health implication

Wellbeing implication

Employability

**Sick leave and early
retirement**

Risk 3: Risk to Organisation



Mitigation

- Manual Handling **Risk Assessments** undertaken for both inanimate loads and patient handling areas using the corporate templates;
- Patient mobility assessments undertaken on admission to care and regularly updated. These are always available to relevant staff at point of care;
- Manual Handling and Musculoskeletal Injury **incidents** are reported and followed up by Occupational Health and Manual Handling Team via the Datix system;
- Manual Handling **Training** is provided for patient and non patient handling both on recruitment as through appropriate update/refresher systems;
- Manual Handling **Equipment/Aids** (hoists, low profiling beds, slide sheets, electric trolleys) are available, in good working order and used by competent people;
- **Safer Systems of Work** are used to promote consistent practices.

Mitigation – Internal Assurance

Manual Handling **Monitoring** Forms – Introduced as part of the Health and Safety Executive (HSE) Improvement Notice Work. Managers to complete every three months to identify potential harm and create appropriate action plans for their work areas.

Manual Handling Team to periodically **audit** compliance with MH Policy, using the MH audit tool. This is a rolling process which aims to cover all areas in a 2-year period.

External Assurance

- External assurance has been received from the recent Health and Safety Executive endorsement that HDdUHB had satisfactorily complied with the following Improvement Notices:
 - 04102019/02 - *Make effective arrangements for the monitoring and reviewing of the implementation of your Manual Handling Policy;*
 - 04102019/05 - *Provide a written suitable and sufficient assessment of the risks associated with manual handling operations undertaken by your employees within the Laundry at Glangwili General Hospital;*
 - 04102019/07 - *Implement a management system for preventing and controlling manual handling risks to theatre staff and porters at Bronglais General Hospital.*

Areas for Continued Work - 2022

1. Update and improve the scope of the people handling Safe Systems of Work;
2. Strengthen the network of Workplace Assessors who are able to troubleshoot MH issues and provide staff assessments within their own areas;
3. Continue to improve MH risk assessment quality through continued inclusion in the Managers Induction package and through a suite of example templates which managers can use as a starting point for a robust assessment.

Recommendation

For HSC to gain assurance from the presentation provided.