A HEALTHIER WALES - A VOICE FOR ALL

EMWAA CONFERENCE
SATURDAY 24TH SEPTEMBER 2022

Dr Heather Payne
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Chair of Covid-19 Moral and Ethical Advisory Group for Wales
Voluntary organisations in Wales are seen as equal partners in the Welsh Government’s ‘A Healthier Wales’ vision for Wales.
Equality Act 2010
Protected Characteristics

Protected Characteristics:
- Age
- Disability
- Sex
- Pregnancy and Maternity
- Sexual Orientation
- Gender Reassignment
- Religion or Belief
- Race
- Marriage and Civil Partnership

Equality
Equity
Black men more likely to die with coronavirus

Death risk compared to white men after taking into account

- Age
- Location
- Deprivation
- Household type
- Occupation
- Health

3x as likely

Risk factors combined

2x as likely

Just as likely

Bangladeshi & Pakistani
Black
Chinese
Indian
Mixed
Other

Source: Race Disparity Unit
NHS Wales COVID-19
Workforce Risk Assessment Tool

RISK ASSESSMENT TOOL

Assign values for the hazard severity and likelihood on a scale from 1 to 4, then multiply them together to give a rating of low, medium, and high risk.

Severity

| 4 | Medium |
| 3 | Medium |
| 2 | High |
| 1 | High |

Likelihood

| 4 | Likely |
| 3 | Very likely |
| 2 | Somewhat likely |
| 1 | Unlikely |

Severity (4 hazards) X Likelihood (4 occurrences) = Overall Risk

<table>
<thead>
<tr>
<th>Severity</th>
<th>Likelihood</th>
<th>Overall Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>4</td>
<td>High Risk</td>
</tr>
<tr>
<td>3</td>
<td>3</td>
<td>Medium Risk</td>
</tr>
<tr>
<td>2</td>
<td>2</td>
<td>Low Risk</td>
</tr>
<tr>
<td>1</td>
<td>1</td>
<td>Low Risk</td>
</tr>
</tbody>
</table>

The risk matrix rating (low, medium, high) indicates the level of response required as you determine how you will control the hazard.

<table>
<thead>
<tr>
<th>Low Risk</th>
<th>Medium Risk</th>
<th>High Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-3</td>
<td>4-6</td>
<td>7-10</td>
</tr>
</tbody>
</table>

CONTINUE WORK AS IS: Ensure existing control measures are used as intended, watch for new hazards to develop.

REDUCE: What new control measures can you introduce to reduce the risk? What is the cost, if any, of new control measures are in place.

STOP: Do not proceed. Determine what course of action you will take. Have all workers and your supervisor sign off before you begin work.

Risk Assessment Tool | (Of assessment) | (Evaluer des risques)
First Ministers Covid-19
Race Disparity Advisory Group 2019

Consultation out now!

Race Equality Action Plan: An Anti-racist Wales

Closing date: 17th June 2021
Dealing with ethical challenges in healthcare in Wales during the Covid-19 pandemic

- Ethical issues in the pandemic:
- The UK CMOs advisory group- MEAG:
- The need for advice specific to Wales:
- Broad citizen voice included in CMEAG Wales:
- Statement of Core Values and Principles:
CMEAG Wales principles and law underpinning ethical delivery of health care were articulated as:

- Respect
- Minimising overall harm from the pandemic
- Fairness
- Working together
- Reciprocity
- Keeping things in proportion
- Flexibility
- Good decision making
COVID-19
Non Pharmaceutical Interventions
COVID-19
Testing and vaccines
NPIs worsening inequalities
Questions addressed by CMEAG Wales:

- DNACPR decisions
- Clinical prioritisation for treatment escalation
- Balancing the 4 harms of covid and Non pharmaceutical interventions (NPIs)
- Hospital visiting policies
- Administration of vaccine and the use of restraint
- Vaccine prioritization
- Access to Clinical Ethics advice and support for NHS organisations
- Moral distress in staff
- Themes recurring in CMEAG Wales advice
COVID-19 and older people/care homes

Chart 1: Number of adult care homes which have notified CIW of one or more confirmed cases of COVID-19 in the past 7 or 28 days, up to 1 January 2021

Source: Notifications of Cases received by Care Inspectorate Wales
Good decision-making – means: those making decisions about healthcare act with openness and transparency, in line with professional and legal responsibilities, and:

- consult people as much as possible in the time available and provide adequate time for their decision making (with an advocate if wished), especially around end of life care and Do Not Attempt Cardio-Pulmonary Resuscitation (DNACPR) decisions
- involve people as much as possible in aspects of care planning that affect them, taking into account their individual needs and preferences
- promote equity by assessing and responding to individual need, avoiding blanket policies based on protected characteristics especially disability or age
- take into account all relevant views expressed and be open to challenge
- be clear about what decisions need to be made, and the model of care or analysis being applied
- be open about what decisions have been made, and why, and who is responsible for making them
- try to ensure that no person or group is excluded from being involved in decision making that affects them
- be accountable for the decisions taken or not taken.
- take decisions reasonably, rationally, based on evidence, with a clear, practical process.
- record decisions and actions along with the justification or reasons for them.
COVID-19, children and schools

<table>
<thead>
<tr>
<th>Rules and guidance on meeting up</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>England</strong></td>
</tr>
<tr>
<td>How many people outdoors?</td>
</tr>
<tr>
<td>Six from multiple households</td>
</tr>
<tr>
<td><strong>Scotland</strong></td>
</tr>
<tr>
<td>1m ‘plus’</td>
</tr>
<tr>
<td>2m apart - aged 12+ only (less in some premises)*</td>
</tr>
<tr>
<td><strong>Wales</strong></td>
</tr>
<tr>
<td>At what distance?</td>
</tr>
<tr>
<td>2m apart - age 11+ only (less in some premises)</td>
</tr>
<tr>
<td><strong>Northern Ireland</strong></td>
</tr>
<tr>
<td>Indoors</td>
</tr>
<tr>
<td>Six from multiple households</td>
</tr>
<tr>
<td>Up to six aged 12+ from two households*</td>
</tr>
<tr>
<td>Up to six aged 11+ from an &quot;extended household&quot;***</td>
</tr>
</tbody>
</table>

*In Scotland, under 12s from the two households don’t count towards total. **In Wales, under 11s from “extended household” don’t count towards total.
What next:

- Dealing with the backlog fairly
- Possible recurrence of pandemic
- Staff wellbeing
- Ethical expectations of services
On 1 June 2020, **The Health and Social Care (Quality and Engagement) (Wales) Act** became law.

- Welsh Government is now working to bring the Act into force in spring 2023.
- The Act will:
  - strengthen the existing duty of quality on NHS bodies and extend this to the Welsh Ministers in relation to their health service functions;
  - establish an organisational duty of candour on providers of NHS services, requiring them to be open and honest with patients and service users when things go wrong;
  - strengthen the voice of citizens, by replacing Community Health Councils with a new all-Wales Citizen Voice Body that will represent the interests of people across health and social care; and
  - enable the appointment of Vice Chairs for NHS Trusts, bringing them into line with health boards.
Promoting equity, diversity and inclusion

- Equality Act 2010 Protected Characteristics
- Coproduction
- Ways of listening and hearing
- Allyship - check in, call out, report, escalate
Thankyou

Questions?