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Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



		Agenda Item	2.4 (iv)
<b>Freedom of Information Status</b>		Open	
<b>Reporting Committee</b>	Workforce and OD Committee		
<b>Author</b>	Claire Mulcahy, Corporate Governance Manager		
<b>Chaired by</b>	Tom Crick, Independent Member		
<b>Lead Executive Director (s)</b>	Kathryn Jones, Interim Director of Workforce and Organisational Development		
<b>Date of last meeting</b>	09 February 2021		
<b>Summary of key matters considered by the committee and any related decisions made.</b>			
<ul style="list-style-type: none"> <li> <b>Annual Equality Report and Employment Information for 2019-20</b>            The report provided an overview of the progress made by the health board in meeting public sector equality duty. Overall, the report was positive and evidence was shown that the health board had fulfilled the objectives. Work was underway to ensure the link between the equality objectives and the organisational annual plan.         </li> <li> <b>Staff Survey Results</b>            The report set out the findings for the NHS Wales Staff Survey 2020. Results were positive overall with completion by 2,365 staff members. Key priority areas had been identified and these were; <i>healthier working relationships, staff health and wellbeing</i> and <i>compassionate leadership</i>. Actions plans would need to be developed by the individual service groups to address these areas. A programme of engagement would take place and form part of the communication and engagement strategy. The Committee agreed to take accountability and monitor progress of action plans arising from the survey.         </li> </ul> <p>Members shared their disappointment for the bullying and harassment highlighted within the survey as a significant amount of work had already been undertaken by the health board to address these issues. The results appeared to be contradictory and a more granular insight was required into the data to see where the issue lay.</p>			
<b>Key risks and issues/matters of concern of which the board needs to be made aware:</b>			
<ul style="list-style-type: none"> <li> <b>COVID-19 Workforce Update</b>            A presentation was received at committee outlining the key areas of work being undertaken within Workforce during the pandemic. A rolling advert for health care support workers (HCSW's) continues as well as a campaign to recruit domestics. There is a multiagency recruitment approach to support immunization with agency, bank staff ex-employees and other registrants. The health board is continuing to resource as many doctors as possible and are working with Health Education Improvement Wales (HEIW) with regards to redeployment of doctors into different rota patterns. Training continues for support services staff, HCSWs and vaccinators. Test, Track and Protect (TTP) is stable and has moved to 100% staffing. Staff wellbeing was a key priority, it is important to continue to support our key workers with a focus on resilience and wellbeing. The need to support managers in this space is also a priority.         </li> </ul>			

<b>Delegated action by the committee:</b>	
None Identified.	
<b>Main sources of information received:</b>	
The following reports were received with no significant issues raised: <ul style="list-style-type: none"> <li>• Internal Audit COVID-19 Governance Review Report</li> <li>• Workforce Risk Register</li> <li>• Medical Agency and Locum Utilisation</li> <li>• Workforce Metrics</li> </ul>	
<b>Highlights from sub-groups reporting into this committee:</b>	
None identified.	
<b>Matters referred to other committees</b>	
None identified.	
<b>Date of next meeting</b>	13 April 2021