



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



| | | Agenda Item | 2.3 (iii) |
|---|---|-------------|-----------|
| Freedom of Information Status | | Open | |
| Reporting Committee | Workforce and OD Committee | | |
| Author | Claire Mulcahy, Corporate Governance Manager | | |
| Chaired by | Tom Crick, Independent Member | | |
| Lead Executive Director (s) | Kathryn Jones, Interim Director of Workforce and Organisational Development | | |
| Date of last meeting | 13 April 2021 | | |
| Summary of key matters considered by the committee and any related decisions made. | | | |
| <ul style="list-style-type: none"> COVID-19 Workforce Update A presentation was received at committee outlining the key areas of work being undertaken within Workforce during the pandemic. The immunisation programme was steady and over 200k vaccines had been administered to date. There continued to be a rolling advert for health care support workers (HCSW's), as well as a campaign to recruit domestics. Training continues for support services staff, HCSWs and vaccinators. Test, Track and Protect (TTP) is stable and has moved to 100% staffing and funding had been extended to September 2021 for testing. Clarification from Welsh Government was required in terms of the TTP Strategy for the remainder of the year. Staff wellbeing continues to be 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. PADR Activity and Compliance The health board average PADR compliance rate for February 2021 stood at 51.17% in comparison to the previous year which was 71.86%. SBU is 6th in line in terms of other health boards in Wales and has seen the greatest decline since last year. Significant work had been undertake pre-COVID to improve the position but pandemic had impacted significantly. Members stressed the importance of further focus in this area as this was Tier 1 target. The Pay Progression Policy has been paused until further notice from Welsh Government. | | | |
| Key risks and issues/matters of concern of which the board needs to be made aware: | | | |
| <ul style="list-style-type: none"> Sickness, Wellbeing and Occupational Health The sickness absence for January 2021 stood at 8.05% with COVID related absence totalling 2.33% with stress and anxiety being the key reasons for absence with increases to 42% in August 2020. Highest sickness levels were within Estates and Ancillary, Additional Clinical Services and Nursing and Midwifery. SBU had the highest average sickness rate across Wales at 6.33%, focus was required in this area to improve the position. <p>There had been a 49% increase in self-referrals to the Wellbeing Service and the service continued to support the work of the following areas Long COVID, All Wales Workforce Risk Assessment, TRIM, the staff suicide and awareness campaign and the Taking Care Giving Care round. The health board had the highest number of referrals to the 'SilverCloud' in Wales.</p> | | | |

Work was underway with regards to Long Covid and the ESF funding 'In-Work Support Service' which was an important part of the response, was due to end in the next 18 months. A contingency plan was needed as the health board relied on that support.

- **Nursing Workforce Analysis**

A comprehensive analysis of the registered workforce within the organisation. There were 4053 registered nurses and a turnover rate of 8%. The vacancy rate was 264 wte which was an improvement in the last 3 to 5 years. The health board also had a large number of staff aged 46-60 of which could retire at any time, this was a concern for members. Both local and overseas recruitment was underway and costs for this were significant at £690k for the recruitment of 120 nurses. During COVID-19 the nurse unavailability rate was 40% within 30 clinical environment and the increase in bank and agency use during this time would correlate with this. The position has improved since February 2021. It was advised that a further amendment would be made to the Nurse Staffing Act and this would be received at Board in due course.

Grip and control of nursing workforce would be improved across the organisation with efficient of the e-roster system. Key Priorities for 2021 -22 are the development of a recruitment and retention strategy and focus on new registrants and the further development of the HCSW career pathway.

Delegated action by the committee:

None Identified.

Main sources of information received:

The following reports were received with no significant issues raised:

- Workforce Risk Register
- HEIW Commissioning Plan 2022-23
- Medical Agency and Locum Utilisation
- Medical Workforce Board Update
- Nursing and Midwifery Board Update

Highlights from sub-groups reporting into this committee:

None identified.

Matters referred to other committees

None identified.

Date of next meeting

15 June 2021