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Bwrdd Iechyd Prifysgol
Abertawe Bro Morgannwg
University Health Board



Meeting Date	27th February 2019	Agenda Item	3.1
Report Title	Medical Recruitment and Retention Plan: Update		
Report Author	Sharon Vickery, Assistant Director of Workforce - Delivery Units and Medical Staffing		
Report Sponsor	Richard Evans, Executive Medical Director Hazel Robinson, Director of Workforce and OD		
Presented by	Richard Evans, Executive Medical Director		
Freedom of Information	Open		
Purpose of the Report	To set out for the Workforce and OD Committee progress that has been achieved to facilitate the development of a recruitment and retention plan for the medical workforce for ABMU Health Board.		
Key Issues	<p>The volume of medical vacancies are current running at an undesirable level which potentially impacts quality, safety, performance, expenditure and staff experience.</p> <p>The following paper provides an update around the work necessary to develop a strategic Health Board wide approach to address this.</p>		
Specific Action Required <i>(please ✓ one only)</i>	Information	Discussion	Assurance
	✓		
Recommendations	<p>Members are asked to:</p> <ul style="list-style-type: none"> • NOTE the work of the Task and Finish Group to establish the vacancy levels for the medical and dental workforce prior to the development of a recruitment and retention plan • NOTE the necessity to develop a mechanism to manage establishments in the Health Board. • NOTE the progress with the vacant Histopathology Consultant posts in Singleton. • NOTE the planned meeting with the Morryston DU. 		

MEDICAL RECRUITMENT AND RETENTION PLAN: UPDATE

1. INTRODUCTION

To set out for the Workforce and OD Committee progress that has been achieved to facilitate the development of a recruitment and retention plan for the medical workforce for ABMU Health Board.

2. BACKGROUND

At the January Workforce and OD Committee a detailed paper was presented setting out the steps required to develop a recruitment and retention plan for the Health Board. It was agreed that this issue would become a standing item on the agenda.

3. PROGRESS

Since the Committee's last meeting the Task and Finish Group has met with the following Units to discuss determining the establishments for the medical and dental workforce:

- Singleton, Neath and Morriston: meetings have taken place and work is underway to clarify the establishments.
- Mental Health and Learning Disabilities: meeting is being scheduled

Once every Delivery Unit (DU) has declared its vacancies, it will then be possible to identify the top priorities which will form the Health Board's recruitment and retention strategy for the medical workforce. It is not likely that this work will be complete until April as the Medical Workforce Team are exceptionally busy at present with the boundary changes, February junior doctor rotation, commencing the E- Job Planning project, planning and implementing recruitment to the medical bank and starting to prepare for the August junior doctor rotation. The range of ideas presented to the January meeting of the committee is attached once more as Appendix A.

This work, however, has highlighted two issues at this stage:

- This is a one off exercise. The Health Board needs to develop a mechanism to regularly review staffing establishments with a clear process to amend and record any changes. The key stakeholders in this process need to be identified however as this is not clear. This needs discussion with the Executive Directors to provide the DUs with clarity.
- The Finance Business Partners, to a greater or lesser extent, have retained some information around the medical and dental establishments. However, all were clear it was not their responsibility as this had been delegated to Service Managers. This potentially could lead to confusion and may not facilitate effective management of staffing resources. This situation also raises the question, if this situation is limited just to the medical and dental workforce or to all staff groups? Once again this needs discussion with the Executive Directors to seek assurance around the other elements of the workforce and to agree how such a mechanism could work.

There has also been positive working between the Health Board, Medacs and the Pathology Department in Singleton. There is an acute shortage of Consultants in Histopathology. Following the meeting with the Clinical Director for Pathology, Medacs has suggested a number of suitable candidates which is encouraging a great deal of interest from the Delivery Unit. This is unlikely to reduce agency spend as they have been running with the vacancies, but this will ensure the department is more robust.

There was also a meeting scheduled for 13th February 2019 with the Morriston Delivery Unit to review all the medical and dental vacancies with Medacs to see what the Medacs permanent recruitment arm can offer. This was a very brief meeting due to pressure at DU level and so this meeting will need to be repeated.

It should be noted that The Director of Workforce and OD has indicated that she wants to share the draft action plan presented to the January Workforce and OD Committee with the LNC on 19th March. The plan is to share the idea and to explore if they have any further innovative schemes that the Health Board can pursue to attract and retain doctors.

4. RECOMMENDATION

Members are asked to:

- **NOTE** the work of the Task and Finish Group to establish the vacancy levels for the medical and dental workforce prior to the development of a recruitment and retention plan
- **NOTE** the necessity to develop a mechanism to manage establishments in the Health Board.
- **NOTE** the progress with the vacant Histopathology Consultant posts in Singleton.
- **NOTE** the planned meeting with the Morriston DU

Governance and Assurance							
Link to corporate objectives <i>(please ✓)</i>	Promoting and enabling healthier communities		Delivering excellent patient outcomes, experience and access		Demonstrating value and sustainability	Securing a fully engaged skilled workforce	Embedding effective governance and partnerships
						x	
Link to Health and Care Standards <i>(please ✓)</i>	Staying Healthy	Safe Care	Effective Care	Dignified Care	Timely Care	Individual Care	Staff and Resources
							✓
Quality, Safety and Patient Experience							
A sustainable medical workforce is key for the quality of patient care.							
Financial Implications							
There are financial risks associated with the supply of the medical workforce and the costs of locum. There will be some costs involved in implementing the medical recruitment and retention plan. These will be identified as the agreed elements of the plan are developed.							
Legal Implications (including equality and diversity assessment)							
Not applicable							
Staffing Implications							
To reduce current vacancy levels and secure a robust and sustainable medical workforce model							
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)							
Not applicable							
Report History		Second Report in this format					
Appendices		Appendix A: Recruitment and Retention Action Plan					