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WALES

Bwrdd Iechyd Prifysgol
Abertawe Bro Morgannwg
University Health Board



Meeting Date	27th February 2019	Agenda Item	4.4
Report Title	Workforce Action Plan in response to Health Inspectorate Wales Special review of how ABMU HB handled the employment of and allegations made against Kris Wade		
Report Author	Kathryn Jones – Assistant Director Workforce and OD		
Report Sponsor	Hazel Robinson – Executive Director Workforce and OD		
Presented by	Kathryn Jones – Assistant Director Workforce and OD		
Freedom of Information	Closed		
Purpose of the Report	To inform the committee of actions it is taking to address the concerns raised by the HEIW review of how ABMU handled the employment and allegations made against Kris Wade regarding employment practice and workforce issues.		
Key Issues	<p>DBS check – ensuring that all staff employed by the Health Board have had DBS checks appropriate to their role. Evaluation of current compliancy and accuracy of recording is currently being evaluated and a roll out plan is in development.</p> <p>Consistent application of Health Board policies, review of policies and training for workforce staff is being developed.</p> <p>Sufficient resources to conduct disciplinary investigations – the Health has agreed an investment to recruit three investigating officers, the recruitment process is underway.</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 contents of the action plan. 		

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		X		X		X		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				
							X				
Quality, Safety and Patient Experience											
Direct patient care impact allows for a mechanism to consider and address appropriate staffing structures to provide the highest quality service to patients and their families.											
Financial Implications											
This process ensures the most effective use of resources so there will be no increased financial implications.											
Legal Implications (including equality and diversity assessment)											
There are no legal implications.											
Staffing Implications											
This will ensure appropriate workforce practices and skills are in place and will ensure compliance with DBS standards											
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)											
There are no long term implications in relation to the impact of the Well-being of Future Generations Act.											
Report History		None.									
Appendices											