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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	20 February 2020	Agenda Item	2.4
Report Title	Director of Therapies and Healthcare Sciences Workforce update		
Report Author	Hannah Stockham		
Report Sponsor	Chris Morrell, Deputy Director of Therapies and Health Science		
Presented by	Hannah Stockham		
Freedom of Information	Open		
Purpose of the Report	To update the Workforce & OD committee on key matters relating to Therapies and Health Science Workforce.		
Key Issues	Recruitment -Streamlining - Theatre Operating Department Practitioner (ODPs) Succession - Psychology workforce		
Specific Action Required (please choose one only)	Information	Discussion	Assurance
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Recommendations	Members are asked to: NOTE the content of this report.		

Director of Therapies and Healthcare Sciences Workforce update

1. INTRODUCTION

The purpose of the report is to inform Workforce and OD Committee of key matters arising within Therapy and Health Science Services related to workforce.

2. BACKGROUND

Therapies and Health Sciences make up approximately one third of the workforce with over 50 health science disciplines and 13 Allied Health Professions. Allied Health Professionals (AHPs) and Healthcare Scientists (HCS) are regulated by the Health Care Professions Council (HCPC), however some specialisms are on assured voluntary registers*. Swansea Bay practitioners work across many services and include the following professional groups:

Therapies	Health Science
Arts Therapists	Biomedical scientists- lab medicine and cellular pathology
Podiatry	Audiology
Prosthetists and Orthotists	Neurophysiology
Orthoptists	Cardiac, Respiratory, Vascular and Sleep Science*
Dietitians	Cardiac Clinical Perfusion*
Occupational Therapists	Medical Physics and Clinical Engineering Services
Physiotherapists	Therapeutic Radiographers
Speech and Language Therapists	Clinical Scientists in reproductive science
Practitioner Psychologists	Diagnostic radiographers
Counselling Psychology*	Therapeutic Radiographers
	Medical Illustration
	Reconstruction Science
	Theatres / Operating Department Practitioners

Therapies and Health Scientists work individually and in partnership to empower patients to manage their own wellbeing, preventing or reducing the impact of long term disability. Health care Scientists are involved in over 80% of all clinical diagnoses.

In line with A Healthier Wales document (2018) the Allied Health Professions Framework for Wales (2019) Healthcare Science Wales, Looking Forward document (2018) and Swansea Bay Workforce and OD Framework 2019-2022 provide the platform for workforce review and transformation.

Current key issues for Therapies and Health Science discussed here are

- Recruitment
- Streamlining
- Psychology
- Theatre Operating Department Practitioners

2.1 Recruitment

Recruitment is a recognised challenge for a number of services and this is compounded with a number of professions named on the National Shortage Occupation list (Psychologists, Radiographers, Occupational Therapists, Speech and Language Therapists). There are issues with retention of Band 5 staff and difficulties recruiting into Band 6 positions is resulting in significant vacancies across the Health Board with direct impact on service provision and staff engagement.

To support recruitment opportunities, services have actively initiated local events and participated in careers events across the region. Further work is underway to develop a DoTHS recruitment plan and workforce plans for each profession service to a support future planning. These will be presented on a profession by profession basis in due course.

2.2 Streamlining.

In September 2018, NHS Wales Shared Service Partnership (NWSSP) introduced streamlining for student nurses following completion of degree. There is intention for NWSSP to roll out streamlining for some therapy groups including; Occupational Therapy, Dieticians, Physiotherapy, Speech and Language Physiotherapy in the coming year. To date, there has been limited engagement with the professional groups or with the Health Board. An exercise is underway to understand the implications for Health Board and a position paper will be tabled at next meeting of Workforce and OD forum (14th January 2020) which will detail the concerns and recommendations.

2.3 Psychology

Psychology in Mental Health and Learning Difficulties (MHLDD) is currently operating at 41% vacancy rate with associated risks to patient care identified and managed accordingly. Work is underway to identify recruitment barriers and potential developments within the workforce. A paper with an action plan with recommendations for short, medium and long term actions will be presented at the next meeting. The Assistant Director of Therapies and Health Science has Psychology Leads in discussions with Health Education and Improvement Wales.

2.4 Theatre Operating Department

T Secondary to significant number of new staff appointed in Murrison Hospital, the department is unable to support a full complement of commissioned Operating Department Practitioner (ODP) students from Cardiff University. In the current academic year. Fourteen of the nineteen staff employed were nurses who require induction with over a year of consolidation and training to become fully operational. However, in the future, through planning, it is envisaged that the Health Board will be in a position to offer ODP placements

3. GOVERNANCE AND RISK ISSUES

Risk assessment have been submitted accordingly.

4. FINANCIAL IMPLICATIONS

There are no financial implications associated with this report.

5. RECOMMENDATION

The Committee is asked to note the contents of the report.

Governance and Assurance		
Link to Enabling Objectives <i>(please choose)</i>	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities	
	Partnerships for Improving Health and Wellbeing	<input type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	Deliver better care through excellent health and care services achieving the outcomes that matter most to people	
	Best Value Outcomes and High Quality Care	<input type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>
Health and Care Standards		
<i>(please choose)</i>	Staying Healthy	<input type="checkbox"/>
	Safe Care	<input type="checkbox"/>
	Effective Care	<input type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input type="checkbox"/>
	Individual Care	<input type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
Quality, Safety and Patient Experience		
Workforce developments cover a range of key performance targets that are linked to quality and patient safety through workforce availability with the appropriate skills to deliver excellent care.		
Financial Implications		
None		
Legal Implications (including equality and diversity assessment)		
There are no none legal implications identified in the report.		
Staffing Implications		
None.		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
No negative implications within this report.		
Report History	None	
Appendices	None	