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CYMRU
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WALES

Bwrdd Iechyd Prifysgol
Abertawe Bro Morgannwg
University Health Board



Meeting Date	23rd July 2019		Agenda Item	4.2
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	Hazel Robinson – Executive 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.</p>			
Specific Action Required <i>(please ✓ one only)</i>	Information	Discussion	Assurance	Approval
	✓		✓	
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							