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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	June 28th 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 Swansea Bay University Health Board and to update progress around any recruitment initiatives.		
Key Issues	<p>The volume of medical vacancies are currently 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
		x	
Recommendations	<p>That the Workforce and OD Committee notes:-</p> <ul style="list-style-type: none"> • The outcome of 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. • The progress with the vacant Histopathology Consultant posts in Singleton • The International Recruitment Update • The Consultant Recruitment Update • August 2019 recruitment update for junior doctors • PA recruitment update 		

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 Swansea Bay University Health Board and to update progress around any recent recruitment initiatives.

2. BACKGROUND

Following the presentation of the paper in March the Committee has requested an update around the recruitment and retention of the medical workforce.

3. PROGRESS

Medical and Dental Establishments

The Workforce and OD Committee should note that it has still not proved possible to clarify the medical and dental establishments. It is now known that Finance Business Partners do not hold the establishments and that they are devolved to Service Managers. This, it is thought may be due to a lack of finance resources. This means that there is no oversight at Unit or Corporate level. This matter is being discussed by the Executive Directors.

Recruitment and Retention Plan

The Committee has previously considered a table of 37 different initiatives covering both recruitment, retention and medical staff experience. This is currently being condensed to a more streamlined number of initiatives to be pursued. It should be noted, however, that the extent of this work is resource dependant.

Some of the initiatives however included in the table are already being actioned:-

Initiative	Comment
BAPIO Scheme 2018	21 offers made
BAPIO Scheme 2019	Agreement that the Health Boar (HB) will participate in the 2019 round.
Increase the relocation package for overseas doctors from £1k to £5k in line with BAPIO scheme	Complete
Work with Medacs permanent recruitment arm to help fill hard to fill posts to replace longer serving locums	Ongoing with some success
Explore the benefits of over establishing rotas to fill gaps more effectively to reduce locum costs	Ongoing and pursued by certain specialties
Optimise the HB's relationship with the BMJ to enhance our position in the market	Researched and paper going to the Executive Team in July
Executive Medical Director developing a new innovative role for junior doctors to work between the Health Board and University to pursue qualifications not	In development

related to medicine which may attract candidates	
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The Committee should note that thus far the emphasis has been on recruitment. So far no initiatives have been pursued specifically around retention or medical staff experience. As stated previously this work is resource dependant.

General Update

At the March Committee progress was reported around recruiting to consultant posts in Pathology. Below is the most recent update:

Histopathology

Consultant Cellular Pathologist was advertised with a salary at the top of Consultant pay scale £98,515. The HB received one application who was shortlisted. The AAC was arranged for 2nd July 2019, however the shortlisted candidate was not able to attend. . The AAC is now in the progress of being re arranged.

The Doctor which was put forward by Medacs for a Locum Consultant position had to decline due to not being able to obtain a Visa to work in this country. This was disappointing because the HB had been working with Medacs for almost 5 months. Further suitable CV's have been requested from Medacs.

The Doctor put forward by the Pathology Group for a Locum Consultant position was appointed however withdrew because he was offered a higher salary in England, despite being offered extra sessions to bring the salary within a competitive range. The Doctor wanted 10 session for £105,000.00pa. The HB has requested further suitable CV's from the Pathology Group. However, due to developments within the Singleton Delivery Unit the Doctor put forward by the Pathology Group was re approached once more with an offer of 10 sessions for £105,000.00 as a 3 month agency Locum. The Pathology Group is currently discussing this offer with the Doctor. The VRX Doctor also declined employment after being offered a fellowship in Australia.

International Recruitment Update

The update over the last 3 months is as follows:-

- The HB employed one doctor in Medicine in Morriston and one in Mental Health in Neath Port Talbot (NPT) both through the BAPIO 2017 allocation.

The update over the next three months is as follows:-

- One doctor due to start in Mental Health NPT from the BAPIO 2018 allocation
- One doctor due to start in Neonates Singleton from the BAPIO 2018 allocation
- One doctor due to start in Paediatrics Morriston from the BAPIO 2018 allocation

In addition to this the Medical Workforce Team are still preparing for two other doctors from the 2017 visit but there are still no expected arrival dates yet. These are:-

- Two doctors for Mental Health in NPT

From the 2018 allocation the HB are on course to employ the following doctors:-

- Five doctors for Medicine (2 Murrison , 2 Singleton , 1 NPT)
- Two doctors for Neonates (Singleton)
- Three doctors for Trauma and Orthopaedics (Murrison)

The two remaining Neonatal Doctors had agreed start dates of August but have since not met their English exam requirements. For other specialties it is not yet possible to predict arrival dates, either due to the College not granting their application or the doctor not yet possessing the necessary English language requirements.

Consultant Recruitment Update

Over the last three months the following consultant appointments have been secured. Please note at this point there is still some information relating to POW:-

	Interviews	Specialty	DU	Appointed
	19/03/2019	ENT	POWH	1
	21/03/2019	Oncology	SDU	1
	22/03/2019	Urology	MDU	2
	29/03/2019	Vascular	MDU	1
	12/04/2019	Locum Gynae Oncology	SDU	1
	17/04/2019	Physician- Diabetes & Endocrinology	MDU	1
	25/04/2019	Locum Oncologist (Medacs)	SDU	2
	30/04/2019	ENT	MDU	1
	02/05/2019	Radiology	MDU	1
	03/05/2019	Pathology (Post Mortem)	SDU	1
	07/05/2019	Psychiatry (liaison)	MHU	1
	17/05/2019	Oncology	SDU	1
	17/05/2019	Palliative care	SDU	1
	17/05/2019	Orthopaedic Spinal Surgeon	MDU	1

	30/05/2019	Ophthalmology	SDU	1
	07/06/2019	Locum Psychiatry (Older persons care home in reach)	MHU	1
Totals	Interviews 16		4 X DU's	Appointment 18
	13 x AAC's 3 x Locum		6 x Morriston 7 x Singleton 1 x POW 2 x Mental Health	

Over the last three months the HB has failed to appoint to the following posts:-

Specialty	DU	Status	Nos of times advertised
Elderly Care	MDU	0 Applicants	Advertised three times - Exploring options
Locum A&E	MDU	0 Applicants	Advertised once – exploring options

Vacancies currently out to advert/closed and planned AAC Panels

Specialty	DU	No of posts	AAC Date
Anaesthetics	MDU	2	03/07/2019
Palliative Medicine	SDU	1	08/07/2019
Anaesthetics	MDU	4	09/07/2019
Learning Disabilities	MHU	1	15/07/2019
Colorectal Surgery	MDU	1	17/07/2019
Ophthalmology	SDU	1	31/07/2019
Neurologist & Senior Lecturer	MDU/Unit	1	09/08/2019

Adult Psychiatrist – Central Clinic	MHU	1	30/08/2019
Older Peoples Psychiatrist – Ty Einon	MHU	1	In progress
Cellular Pathologist	SDU	1	Currently in process of being re arranged
Totals	3 x Morryston 1 x Morryston & Swansea University 3 x Singleton 3 x Mental Health	14	10

August 2019 Junior Doctor Intake

The Medical workforce team are now working with Health Education and Improvement Wales (HEIW) to prepare for the August rotation of junior doctor. An update is below:-

HEIW have confirmed that vacancies for August 2019 will be released back to the HB in July. Due to this the following specialties have already advertised/recruited Junior Clinical Fellows (JCF) as they anticipate a range of vacancies and if HEIW release the posts in July this would not give the HB enough time to recruit to posts.

Morryston

Medicine

Department received over 300 applications and interviews will be held on 20th June 2019.

Emergency Medicine

Department received over 200 applications and have appointed to cover a vacancy from August and recruited to 3 Junior Clinical Fellow (JCF) posts.

Anaesthetics/ITU

Currently out to advert for two posts closing on 28th June.

Singleton

Medicine

Department received over 200 applications and have appointed 5 JCF posts.

Mental Health

Cefn Coed

One post advertised and closed with interviews being arranged.

To date the Medical Workforce Team have received details of 184 New Starters for August, across the Health Board and confirmation of 98 Trainees changing Grade/Department in August. These figures will increase and change. Going forward HEIW will be sending weekly/bi-weekly updates.

Physician Associate Recruitment Update

Last year the Health Board was not so well organised and the advert for these posts was issued late. This year the advert was released early and appointments made to 13 Physician Associates. Unfortunately at least 7 of those offered have taken up alternative posts in different Health Boards, due mainly to Shared Services as they would not process the offer letters as they required all 13 individual position numbers and cost codes which meant the letters were issued late.

It should be noted that although there are some Physician Associates in permanent roles, most are on a temporary one-year internship contract as a Band 6 and in general, the Health Board is poor at then converting them into a permanent Band 7 role. Consultants are investing time to train these staff but run the risk of losing them to other Health Boards who are offering permanent posts such as Aneurin Bevan. A paper had been sent to the Workforce and OD Director explaining the need to offer permanent posts. The Clinical Directors at Morriston were extremely unhappy with the loss of the seven PAs due to the failure of the recruitment process.

4. RECOMMENDATION

That the Workforce and OD Committee notes:

- The outcome of 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.
- The progress with the vacant Histopathology Consultant posts in Singleton
- The International Recruitment Update
- The Consultant Recruitment Update
- August 2019 recruitment update for junior doctors
PA recruitment update

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		
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	Third Report in this format	
Appendices	None	