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Bwrdd Iechyd Prifysgol
Abertawe Bro Morgannwg
University Health Board



Meeting Date	27th March 2019	Agenda Item	3.1
Report Title	Medical Recruitment and Retention Plan: Update		
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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 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
	✓		
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 progress with the vacant Histopathology Consultant posts in Singleton • NOTE the International Recruitment Update • NOTE the Consultant 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 ABMU Health Board and to update progress around any recent recruitment initiatives.

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

Medical and Dental Establishments

The work of the task and finish group to determine the medical and dental establishments was presented at the last meeting of the WOD Committee . Since the January meeting all Delivery Units have been met and information has been returned with the exception of Morriston.

The Committee was informed in January that the work will be complete by April. This is still the intention but it should be noted that there is a risk that this could slip. The work has revealed that this is an extremely detailed exercise. For example once the information is returned to the Medical Workforce Team they then need to meet the Delivery Unit to discuss each discrepancy and understand if there is plan in place to determine if the post is vacant or not. It is clear the Delivery Units are often holding vacancies and the reason for this is not recorded.

It is hoped to provide a more detailed update to the May WOD Committee.

Histopathology

Work has been ongoing with Histopathology and potential candidates have been proposed by Medacs, VRX Recruitment and the Pathology Group. The latter two agencies are not part of a framework and therefore the business terms and conditions (T&C) have been sent to Procurement for checking. T&C's have been agreed with VRX Recruitment and the doctor has been offered a fixed term one year contract as a Locum Consultant. However, the doctor is yet to sit the OET language test, although he did pass IELTS a number of years ago, so it is hoped he will be able to gain GMC registration quickly and subsequently a Tier 2 Visa.

The doctor put forward by Medacs was interviewed however the Clinical Director was concerned as they had no UK experience and wished to interview the doctor from the Pathology Group first prior to offering a post to the Medacs locum. The doctor put forward by the Pathology Group is not currently working within the UK and although registered with the GMC does not hold a license to practise. This will need to be resolved prior to the doctor taking up post. The doctor also requires a Tier 2 Visa and may be subject to the UKVI test, which sets a lower language threshold with the GMC and so it would be likely they would be in a position to join the HB in the near future. The business T&C's are currently with Procurement for vetting. However it should be

noted that the finding fee with this agency is considerably higher than normal, at 22% of the doctor salary.

Following a meeting with the Histopathology Department, the Medical Workforce Team have advertised a consultant vacancy twice to enable the HB to advertise as a "hard to fill" post i.e. at the maximum point of the pay scale. The Department were keen to do this, as they are aware of a trainee who is interested in a post in Morriston but may not have accepted as Cardiff and Vale and Cwm Taf were in a position to advertise as a "hard to fill" post and at that stage, this HB could not compete with the salary they could offer. The Department are confident they will now be able to attract this doctor.

International Recruitment Update

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

- The Health Board employed two doctors in Medicine in POW,

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

- One doctor due to start on the 18/03/19 in Medicine at Morriston
- Three doctors due to start in Mental Health across Cefn Coed and NPT (Gelligron and Tonna) respectively

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

- Two doctors for T&O in POW
- One doctor for Medicine in Singleton

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

- Five doctors for Medicine (2 Morriston , 2 Singleton , 1NPT)
- One doctor for Mental Health (NPT)
- Three doctors for Neonates (Singleton)
- Two doctors for Paediatrics (1 Morriston , 1 POW)
- Five doctors for Surgery (5 POW)
- Six doctors for Trauma and Orthopaedics (3 Morriston, 3 POW)

The Neonatal doctors have potential start dates of August which have been agreed with the department, College and candidates. For the other specialties it is not yet possible to predict arrival dates, either due to the College not yet 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:-

	Interviews	Specialty	DU	Appointed
	18.12.18	ITU	MDU	2
	28.12.18	Clinical Oncology	SDU	1
	10.01.19	Anaesthetics B&P	MDU	1
	23.01.19	Oral & Max	MDU	1
	04.02.19	Cleft Surgeon	MDU	1
	19.02.19	Dermatology	POWDU	1
	21.02.19	Cardiology	MDU	4
	01.03.19	Psychiatry (Locum)	MH DU	1
	06.03.19	Acute Physician	POWDU	1
Totals	9 Interviews		4 DU's	13
	8 x AAC's 1 x Locum		5 x Morriston 1 x Singleton 2 x POW 1 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
Palliative Medicine	SDU	Nil Applications	Advertised 3 times
Clinical Oncologist	SDU	Nil Applications	Currently back out for 2 nd time
Cellular Pathology	SDU	Nil Applications	Advertised twice
Elderly Care Medicine	MDU	Nil Applications	Advertised twice

Radiology (MSK /H&N)	MDU	Nil Applications	Advertised once-exploring options
Radiology (Upper GI)	MDU	No Suitable Applications	Advertised once-exploring options
Radiology (Breast)	MDU	No Suitable Applications	Advertised once-exploring options
Neurophysiology	MDU	Nil Applications	Advertised twice
Locum Nephrologist	MDU	Nil Applications	Advertised 4 times
Locum Community Psychiatry	MH DU	Nil Applications	Advertised twice
Adult Psychiatry	MH DU	Nil Applications	Advertised 5 times
Adult Psychiatry	MH DU	Nil Applications	Advertised 5 times
Gastroenterology	POW	Nil Applications	Advertised once - Placed on hold

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 progress with the vacant Histopathology Consultant posts in Singleton
- **NOTE** the International Recruitment Update
- **NOTE** the Consultant Recruitment Update

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		Third Report in this format									
Appendices		None									