



**GIG**  
CYMRU  
**NHS**  
WALES

Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	<b>30 October 2019</b>	<b>Agenda Item</b>	<b>5.3</b>
<b>Report Title</b>	<b>Medical Workforce Board Update</b>		
<b>Report Author</b>	Mrs Sharon Vickery, Assistant Director of Workforce & OD		
<b>Report Sponsor</b>	Dr Richard Evans, Executive Medical Director		
<b>Presented by</b>	Dr Richard Evans, Executive Medical Director		
<b>Freedom of Information</b>	Open		
<b>Purpose of the Report</b>	This report is submitted to the Workforce and OD Committee to provide an update on the work of the Medical Workforce Board.		
<b>Key Issues</b>	This report sets out the recent work of the Medical Workforce Board, setting out the risks associated with the medical workforce.		
<b>Specific Action Required</b> <i>(please choose one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Recommendations</b>	<p>That the Workforce and OD Committee notes:-</p> <ul style="list-style-type: none"> <li>The work that has been considered by the Medical Workforce Board at its meeting on 17<sup>th</sup> October 2019.</li> <li>Acknowledge the Appraisal and Revalidation documentation</li> </ul>		

## **MEDICAL WORKFORCE BOARD UPDATE**

### **1. INTRODUCTION**

To set out for the Workforce and OD Committee the recent issues that the Medical Workforce Board considered at its meeting on the 17<sup>th</sup> October 2019.

The meeting on the 17<sup>th</sup> was a short meeting in order to allow a longer High Values Opportunity Programme Board to sit to consider a range of issues in relation to this workstream. Hence this report is brief.

### **2. BACKGROUND**

#### **Medical Education**

- Interviews had taken place for the position of Assistant Medical Director for Education and Training and the post offered. Discussions ongoing how to accommodate within the individual's job plan (HMRC changes to be taken into consideration and the successful applicant does not wish to have additional sessional payment). Recruitment to the Deputy post would follow. The Health Board within the next few months will receive visits from HEIW.

#### **Comments on Paper - Medical Staffing Update: Singleton Medicine & Unscheduled Care**

- Delivery Units felt it would be helpful to have a document detailing the process for recruitment through BAPIO.
- A formal written process is currently being developed. This will include guidance for departments and will cover issues such as providing a mentor, and a robust induction.
- The current round of BAPIO recruitment, which is an All Wales initiative, is due to take place on the 27<sup>th</sup> October 2019 over 4 days involving 150 doctors from 6 different specialities. For this recruitment round the Consultants have agreed to assess the doctors' English Language skills at interview by working to the GMC required standards. Should this prove to be successful with the GMC the doctor would not have to sit IELTS and this would considerably accelerate the recruitment process.
- HEIW are interested in developing a package for overseas and non-training grade doctors to offer them the same opportunities as a trainee doctor and exploring the cultural links with the communities in Wales.

#### **PA Update**

- Currently there is a lack of hard evidence/outcomes to understand what role PAs occupy to evidence that they are critical to service provision and beneficial to the service.
- PAs in different specialties will work differently. Within Medicine at Singleton Hospital there is one PA working in Respiratory, they work on the ward and contribute to General care. The one in Gastroenterology would have a different role and would contribute to outpatient capacity.
- There was a need to approach Swansea University to explore if it is possible to provide outcomes and evidence which would demonstrate what value they bring to the service to support a case around the requirement to have more PAs.

- Aneurin Bevan had recently attended a National Conference where it was recognised that the funding issue is the same across NHS Wales.
- Outcomes from the National Conference are that there should be a National Appointment process the same as for Foundation Doctors. Resolving the differences in remunerating PAs across Wales. Processes to deal with any concerns raised by this staff group.

### **Junior Doctor Engagement**

- The Executive Medical Director would be happy to attend the meetings that are held at Singleton and Morriston Hospitals to help facilitate and raise engagement around the wider strategic issues such as the development and implementation of the Clinical Services Plan.

### **Revalidation/Appraisal Update**

- Appraisals undertaken April 2019 to September 2019 were Primary Care achieving 45.5% and Secondary Care 47.3%. The combined rate is 43.6%.
- Percentages are based on 1055 'connected' doctors: Primary Care doctors; Secondary Care (including 2 x management posts) 698 doctors.
- The number of prescribed doctors has decreased since 2018/19 due to the boundary changes. Statistics are calculated based on doctors connected as at 1st April, for consistency (numbers may fluctuate slightly throughout the year for starters/leavers). Exemptions are not accounted for at this stage.
- Work will continue through the Appraisal and Revalidation Team, and with Unit Appraisal Leads, to improve compliance with Appraisal Quarters (AQ) of doctors in secondary care and to ensure that AQ's align with revalidation dates.
- The quarterly exceptions management process was undertaken for the April to June appraisal quarter (AQ):
  - Secondary Care: 21 doctors were notified of failure to complete an appraisal –overdue by 12 months and 1 overdue 15 months plus. The Unit Medical Directors have been informed of the outliers.
  - Primary Care: 1 GP was notified of failure to complete an appraisal – overdue by 15 months plus.
- Appraisal plans have been sent to doctors that have been identified as "at risk" of not meeting the GMC revalidation requirements of annual appraisal for their next revalidation cycle. In addition, appraisal summary emails have been sent to doctors to agree their appraisal summary and/or whose appraiser had not completed the summary.
- Attached at Appendix one to three are the Revalidation Annual Plan, The Internal Audit report in relation to Appraisal and Revalidation and the Appraisal and Revalidation Action Plan. These are circulated to the WOD Committee for information.

## **3. GOVERNANCE AND RISK ISSUES**

There are risks associated with the supply of the medical workforce and the costs of locum cover.

#### **4. FINANCIAL IMPLICATIONS**

There are financial risks associated with the supply of the medical workforce and the costs of locum cover.

#### **5. RECOMMENDATION**

That the Workforce and OD Committee note:-

- The work that has been considered by the Medical Workforce Board at its meeting on 17<sup>th</sup> October 2019.
- Acknowledge the Appraisal and Revalidation documentation.

<b>Governance and Assurance</b>		
<b>Link to Enabling Objectives</b> (please choose)	<b>Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities</b>	
	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"/>
	<b>Deliver better care through excellent health and care services achieving the outcomes that matter most to people</b>	
	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"/>
<b>Health and Care Standards</b>		
(please choose)	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"/>
<b>Quality, Safety and Patient Experience</b>		
A sustainable medical workforce is key for the quality of patient care.		
<b>Financial Implications</b>		
There are financial risks associated with the supply of the medical workforce and the costs of locum cover through the agency cap project		
<b>Legal Implications (including equality and diversity assessment)</b>		
Not applicable		
<b>Staffing Implications</b>		
None		
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b>		
Not applicable		
<b>Report History</b>	Fifth report in this format.	
<b>Appendices</b>	Appendix 1 Revalidation Annual plan Appendix 2 The Internal Audit Report in relation to Appraisal and Revalidation Appendix 3 The Appraisal and Revalidation Action Plan	