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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	09 August 2022		Agenda Item	5.1 (i)
Report Title	Medical Workforce Board Update			
Report Author	Mrs Sharon Vickery, Assistant Director of Workforce and OD			
Report Sponsor	Dr Richard Evans, Executive Medical Director			
Presented by	Dr Richard Evans, Executive Medical Director			
Freedom of Information	Open			
Purpose of the Report	This report is submitted to the Workforce and OD Committee to provide an update on the work of the Medical Workforce Board.			
Key Issues	This report sets out the recent work of the Medical Workforce Board, setting out the risks associated with the medical workforce.			
Specific Action Required (please choose one only)	Information	Discussion	Assurance	Approval
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recommendations	<p>That the Workforce and OD Committee notes: -</p> <ul style="list-style-type: none"> The work that has been considered by the Medical Workforce Board at its meeting on 23rd May 2022 			

MEDICAL WORKFORCE BOARD UPDATE

1. INTRODUCTION

To set out for the Workforce and OD Committee the issues that the Medical Workforce Board considered at its meeting on the 23rd May 2022.

2. BACKGROUND

Medical Education

- A successful appointment has been made to the posts of Programme Director Lead for the Foundation Programme.
- The Faculty Lead for Trainers interviews are to be held on the 3rd August.
- The HEIW revisit on the 16th May 2022 to the Emergency Department went well with updates to issues that HEIW had discussed previously, however the risk level still remains at Amber and HEIW will look for sustainability of improvements before considering down grading
- A HEIW visit will take place on the 30th June 2022 for General Surgery to look at Core General Surgery training across the Health Board.
- The date for the revisit by HEIW to T&O department has been confirmed for the 21st of June. The T&O department have been providing monthly reports for HEIW and the GMC, however the GMC have requested some data from trainees for the next monthly submission.
- There has been input from a GMC colleague who provides workshops based on the GMC's policies and they have provided some input into the T&O department. They are also helping with Induction particularly for the International Medical Graduates around what the GMC expectations are. There is also a further workshop for Foundation Doctors starting their first post again highlighting the GMC's policies and professionalism.
- A risk register meeting has taken place with HEIW covering the specialities that HEIW had listed as a result of the National Training Survey. Swansea Bay had 2 in the red category, T&O and Core Surgery.
- There are several categories in the amber of which ED is one, also the Medical specialities at Morriston and O&G. The trainee feedback may be able to move them to be downgraded to low or off the risk register all together.
- Interviews are taking place week commencing 23rd May 2022 for the PA's Internships which are mainly for Surgical Specialities.

Medical Efficiency Programme Board

Update on Recruitment Plans Agency & Bank Controls

- A presentation has been delivered to the Group by Medacs on relaunching the Medacs Managed Service. This outlined some of the risks to the Health Board around using off contract agencies. These included the following :-
 - Patient Safety - due to limited or no compliance checks completed.
 - Financial - higher commission payments to agencies and the Impact of IR35 worker status which is a Tax risk to the Health Board. There is a 20% cost reduction for all locums which go through Medacs Managed Service.
 - Governance - there is limited to no evidence of procurement exercises being completed for bookings made outside of the managed service.
 - Reporting/Intelligence - the centralised data is unbalanced, the Welsh Government Reporting is inaccurate and it is challenging to get one source of truth to enable workforce planning
- There is to be a Recovery/ Exit Strategy for these locums.
- Finance and Procurement will support to identify where on the ledger agency expenditure is being spent outside of the Managed Service.
- Between now and no later than June 2022, meetings will be held with each directorate to complete a forensic review of all agency workers and how they have been procured. If off framework/contract, an assessment will be carried out to mitigate as quickly as possible any risk identified to the UHB.
- identify where high/ongoing spend is being attributed thus allowing individual plans to be formulated to aid a more robust workforce that is less reliant on agency workers and support the workforce savings plan.
- Moving forward a series of monthly reviews will be sent to each directorate. They can meet with the Medacs Healthcare representative and Health Board recruitment and retention manager. Procurement issues have been found in a number of areas where specialities have used off contract agencies and this raises a range of risks.
- Each locum will be reviewed in contrast to TRAC with an agreed approach on how to eradicate the need, whether this be through fixed term or substantive appointments.
- Updated Procedures have been developed which are due to be signed off within the next week.

Health Board Updates

Recruitment

- The Medical HR department are working with the Directorates for the anticipated vacancies for August. Anaesthetics and General Medicine have re-employed their Clinical Fellows.
- The three MTI posts for Mental Health which were matched by the Royal College, one has been interviewed and arrangements are in place to interview the remaining two.

- The first Specialist Doctor Job description has been approved by the Royal College for Oncology.
- The Health Board has received some of the August rotation information from HEIW however this is coming through quite slowly.
- Work has been on-going with a company who have a digital on boarding platform where as soon as a candidate is selected and appointed, they are taken through the platform, which is very much tailored to their individual circumstances. It is useful for all candidates but particularly overseas candidates. There will be somebody in the team to help them with sponsorship certificates, and there is always someone there to talk to them. There will be information about local schools, local housing and it is hoped this will help reduce the attrition rate by on boarding in a more efficient way and keeping in touch with the new doctor particularly in the first 3 months.

New SAS Contract

- There has been a 47% uptake of those who wish to move to the new contract.
- There are some outstanding job plans with some doctors on sickness absence. Medical HR are working through as much as possible as Welsh Government have a target of completion by the end of May if the Health Board is to receive the funding, anything after this date the Health Board would have to pay the cost.
- There have been expressions of interest shown by 6 Associate Specialist, however these are entitled to be pay protected but the exercise will need to be completed.
- A job description for the new Specialist Doctor Grade is near to completion for Neath and when advertised these will replace an Associate Specialist who is retiring and a Speciality Doctor.

Allocate Module

Medic on Duty Rollout

- In Singleton the Study and Annual leave process is working well via Medic on Duty. There has been positive feedback from Chris Hudson and the Junior doctors who are using the functionality, there is clear visibility around the study and annual leave and also the Junior doctor's rotas.
- Work is still on-going with Mental Health & Learning Disabilities although there are some delays due to job plans, however they should be using the Annual and Study leave functionality by the middle of June 2022.
- Medical HR have delivered a presentation to the Group to explain and set out the opportunities of the E Job Planning system.

Facilities and Fatigue Charter

- Following the Service Group's Task & Finish Group meetings the first meeting of the Steering Group is due to take place shortly.

Revalidation/Appraisal Update

- No update was provided.

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 23rd May 2022.

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 cover through the agency cap project		
Legal Implications (including equality and diversity assessment)		
Not applicable		
Staffing Implications		
None		

Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)	
Not applicable	
Report History	Twelfth report in this format.
Appendices	None