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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	13 October 2022	Agenda Item	5.2
Report Title	Therapies & Health Sciences Workforce & OD Key Issues Report		
Report Author	Alison Clarke – Deputy Director of Therapies & Health Science		
Report Sponsor	Christine Morrell – Director of Therapies & Health Science		
Presented by	Christine Morrell – Director of Therapies & Health Science		
Freedom of Information	Open		
Purpose of the Report	The report informs the W&OD Committee on current, relevant key workforce issues relating to the Therapy and Health Science professions.		
Key Issues	<p>Education and Workforce Development</p> <ul style="list-style-type: none"> • Student Streamlining Process 2023 • Procurement of ODP and OT Health Professional Education in Swansea University • Healthcare Science Programme <p>Cross Cutting Service and Legislative Developments</p> <ul style="list-style-type: none"> • Allied Health Professional and Health Care Science Professional Accountability Guidance <p>Profession Specific</p> <ul style="list-style-type: none"> • Recruitment Issues within Radiology 		
Specific Action Required <i>(please choose one only)</i>	Information	Discussion	Assurance
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Recommendations	<p>Members are asked to:</p> <ul style="list-style-type: none"> • Receive the information in the report. • Note the revised arrangements for the recruitment of 2023 graduates for Allied Health and Healthcare Science Professions in Wales. • Note the continued development and implementation of the first cohort of students on the OT and ODP programmes in Swansea University • Note the continued work on the Healthcare Science Programme in collaboration with HEIW. 		

	<ul style="list-style-type: none">• Assurance that the Allied Health Professional and Health Care Science Professional Accountability Guidance is fit for purpose and that local principles and policy to support implementation of this guidance will be developed.• Note the recruitment issues within the Radiology Service and the suggestions/options for overcoming this position.
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Therapies and Health Sciences Workforce & OD Key Issues Report

1. INTRODUCTION

The purpose of this report is to draw to the attention of the committee, key workforce issues and risks relating to the Therapies and Health Science professions and any mitigation being undertaken.

2. KEY ISSUES

2.1 Education and Workforce Development

2.1.1 Student Streamlining 2023

HEIW has informed of the revised arrangements for the recruitment of 2023 graduates for Allied Health and Healthcare Science Professions in Wales as follows.

The graduate recruitment process known as Streamlining will:

- **Continue** for nurses, midwives, physician associates and operating department practitioners as there is evidence to support this approach
- **Cease** for allied health professions (AHP) and certain healthcare science (HCS) students due to graduate in 2023 and onward.

Streamlining is coordinated by NHS Wales Shared Services Partnership (NWSSP) on behalf of Health Education and Improvement Wales (HEIW) for the benefit of Welsh Health Boards and Trusts. Following its successful implementation for nurses, midwives, physician associates and operating department practitioners, it was first introduced for final year AHP students in 2021 and extended in 2022 to include all AHP courses and certain Healthcare Science courses, primarily as a mechanism to transition Welsh graduates into jobs in line with the NHS Wales 'bursary tie into employment' policy. This has proved to be a challenge which did not entirely meet the desired outcomes for graduates and NHS employers and following an evaluation of the AHP and HCS recruitment process over the last two years, HEIW has decided, with the support from the Directors of Therapies and Health Sciences peer group, to discontinue the Streamlining process for AHPs and HCS forthwith.

HEI Courses that will not use the streamlining methodology for 2023 graduates:

Audiology	Dietetics
Cardiac Physiology	Occupational Therapy
Diagnostic Radiography	Physiotherapy
Therapeutic Radiography	Podiatry
Biomedical Sciences	Speech and Language Therapy

Taking into account the desired outcome to recruit AHP and HCS graduates into NHS Wales to meet our population health and service needs, this will entail HBs and Trusts, working with NWSSP to recruit 2023 AHP and HCS graduates. Effective recruitment campaigns by SBU HB and enhancing the experience of students during

clinical placements will be key to recruiting Welsh healthcare graduates. SBU HB will need to take every opportunity to source and secure employment of these graduates on completion of their studies to fill our vacancies and realise workforce transformation to implement service change.

For noting; HEIW will conduct a series of Q&A sessions in early October, to inform final year students and course tutors how students can apply for employment in Wales following completion of their studies. The Bursary Relationship manager in HEIW will also be issuing revised information for students who have taken the bursary and therefore have accepted a two-year tie into employment in Wales.

2.1.2 Procurement of ODP and OT Health Professional Education in Swansea University

Swansea Bay Health Board continues to work in collaboration with Swansea University on the development of the Occupational Therapy and Operating Department Practitioner programmes.

The Occupational Therapy Programme consists of 2 Occupational Therapy programmes;

- Full time over 3 years
- Part-time over 4 years.

The university has recently welcomed its first cohort of students; 29 students have enrolled to the full time course and 11 students have enrolled to the part-time course. Induction week has taken place where students have explored professional values, been introduced to compassionate leadership and started to build relationships. Students will be preparing for their first clinical placement within the Health Board in late April 2023.

The BSc (Hons) Operating Department Practice course has welcomed its first cohort of 12 students who have enrolled and commenced their induction. Students will be preparing for placement within the Health Board in due course.

2.1.3 Healthcare Science Programme

In March 2018 Welsh Government, with the support of NHS Wales, published the 'Healthcare Science in NHS Wales – Looking Forward Framework'. Supported by the Minister for Health and Social Care. The framework sets out the vision and direction for the healthcare science workforce in Wales.

The vision for Healthcare Science in NHS Wales includes:

- Awareness - Profession essential in addressing workforce challenges
- Realisation - Rich and diverse with significant contribution to NHS Wales
- Opportunities - Need to harness and release potential of the profession
- Strength - Access to high quality training and education
- Transformation - Adoption of new ways of working

As a result of this framework the Healthcare Science Programme was formed with the aim to create a place where Healthcare Science can flourish, through;

- building universal recognition of the profession
- promoting the different career choices

- supporting healthcare scientists to work together.

In 2022, the work of the programme was developed further by creating five workstreams aligned to the pillars of the Looking Forward framework;

Workforce & Education	Culture & Integration	Research & Innovation
Workforce planning	Identity	Participation
Career framework	Celebrate success	Horizon scanning
Extended scope	Careers	Opportunities
Education provision	Leadership	Mentoring
Broadening access	Mentoring	Clinical academics

Service Redesign	Quality & Safety
Transformation	Legislative change
Digital	Regulations
Prudent and value based healthcare	Registration
Evidence based	Accreditation
Co-production	Service improvement

The Director of Therapies & Health Sciences works in partnership with HEIW, Healthcare Science Network, Welsh Government Health Science policy team and Health Science professions to develop and lead this programme. With the appointment of the two ADOThs (0.4wte) to the SBU HB DOThs team progress will be made on the implementation of the framework across the Health Board.

2.2. Cross Cutting Service and Legislative Developments

2.2.1. Allied Health Professional and Health Care Science Professional Accountability Guidance

With transformation of health services, there has been an increase in the development of non-profession specific job roles where the person specification requires a registrant but identifies that a post-holder could be from a variety of professional backgrounds.

Across Wales there are numerous illustrations of professionals within the DoTHS area of responsibility holding such posts and for most there is no defined line of professional accountability to the DoTHS. This is a complex and challenging issue which is manifested similarly across Wales.

A guidance document was commissioned by the national DoTHS peer group and developed by Assistant DoTHS representing each Health Board in Wales. The guidance is now finalised having been reviewed by DoTHS and Directors of Workforce and Organisational Development peer groups, and by the Welsh Government Chief Advisor for AHPs. The guidance document can be found in the [Appendix 1](#). Its purpose is to provide guidance on the minimum processes required to provide organisations, through the DoTHS, with the necessary assurance regarding the professional accountability of those professions within their responsibility. This will support the governance of professional staff regardless of the

model of their employment within Health Boards. It is intended that Health Boards will establish local principles and policy to support implementation of this guidance.

2.3. Profession Specific Considerations

2.3.1. Recruitment Issues within Radiology

Recruitment within the Radiology Service remains an issue. The profession was engaged in the Streamlining process and a higher number of vacancies were released to support over recruitment of new graduates, unfortunately numbers were insufficient to meet the demands of the Radiology Service.

Workforce planning is in place however the pace of change in terms of recruitment/retirement/maternity profile and service change has made this increasingly more challenging. Data has been historically poor in this area and the planning is labour intensive as a result.

Considerations to assist in the recruitment issues going forward are:

- Look to alternative talent pipeline options including recruitment drives outside the UK and training of senior managers at site level to understand visa implications and different approaches to recruitment.
- Look at different ways of working. Independent sector offers term time contracts/ recruitment and retention premia, as does NHS England.
- Need to embrace social media talent pipelining approaches.
- Recruitment initiatives with sixth form and colleges.
- Explore options to support shortage occupation area.
- Standardised workforce plan templates and training.
- Recruitment timelines are lengthy, the delay in getting staff into post results in the use of locum cover.

Work is progressing with our local FEI, Gower College, to develop the Band 4 roel and workforce in Radiology.

3. GOVERNANCE AND RISK ISSUES

Governance and risks have been highlighted in the individual sections identifying the current key issues for the AHP and HCS workforce.

4. FINANCIAL IMPLICATIONS

Service group finance partners are informed of financial risks highlighted in the report.

5. RECOMMENDATION

Members are asked to:

- **Receive** the information in the report.
- **Note** the revised arrangements for the recruitment of 2023 graduates for Allied Health and Healthcare Science Professions in Wales.
- **Note** the continued development and implementation of the first cohort of students on the OT and ODP programmes in Swansea University
- **Note** the continued work on the Healthcare Science Programme in collaboration with HEIW.

- **Assurance** that the Allied Health Professional and Health Care Science Professional Accountability Guidance is fit for purpose and that local principles and policy to support implementation of this guidance will be developed.
- **Note** the recruitment issues within the Radiology Service and the suggestions/options for overcoming these going forward.

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 checked="" 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 checked="" type="checkbox"/>
	Partnerships for Care	<input checked="" 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 checked="" type="checkbox"/>
	Effective Care	<input checked="" type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input checked="" type="checkbox"/>
	Individual Care	<input checked="" type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
Quality, Safety and Patient Experience		
<p>A sustainable AHP and HCS workforce is essential to provide effective, patient centred care with improved outcomes for patient, carer and workforce. Patient safety runs through education standards and requirements and is inseparable from an excellent learning environment and culture that values and supports learners and educators.</p>		
Financial Implications		
Financial risks associated with the key themes described are not specified in the paper and are operationally managed via Service Groups.		
Legal Implications (including equality and diversity assessment)		
As set out in the paper.		
Staffing Implications		
As described in the paper.		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
This paper reflects <i>The Well-being of Future Generations (Wales) Act (2015)</i> and working relationships between organisations helping to meet the longer-term needs of NHS Wales and enhance the sustainability of the healthcare workforce.		
Report History	Seventh report	
Appendices	Appendix 1 - Professional Accountability Guidance	