



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	13 April 2019	Agenda Item	6.1
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 <i>(please choose one only)</i>	Information	Discussion	Assurance
	<input checked="" 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 16th February 2021 		

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 16th February 2021.

2. BACKGROUND

Terms of Reference for the Board

- These were to be reviewed.

Medical Education

- An overview of the electronic induction has been provided, however, feedback from the Deanery visit was that improvements are required.

PA Update

- The deadline for HEIW submission is the 31st March 2021. A meeting to establish interest from the different specialities is being arranged. Unfortunately due to Covid we have been delayed in terms of understanding which specialities and which sites want to take PA's. A wider plan is required ahead of next year and also discussion around the funding.
- HEIW were exploring the role of Physician Associates (PA's) for Anaesthetics. Trainees are employed by the Health Board, however, there was an outline agreement with HEIW that they would fund the University fees for the first 6 Anaesthesia Associate posts in Wales, however, this is not able to be confirmed at present. If the training can be provided the Health Board could have access to 3 from the first of 6.
- This is a strategic question for the Health Board as to whether or not we support these as a new staff group

Delivery Unit Updates

Mental Health

No Update

Singleton

- The Junior Doctor Forum takes place monthly and a key role is the Leadership Fellow post as it links groups to formal email communication. Currently Singleton does not have a Leadership Fellow as they have moved back into full time training.
- Regular opportunities for engagement is important as allowing communication can stop problems festering.

Morrison

- There is very good engagement from the Executive Medical Director to Clinical Lead level, but some questions were asked how does that information translate and transfer to other levels and then feed into the trainees?
- Discussions have taken place around the Medical Engagement score and how to increase the response rate so that the feedback is more representative of the whole. The previous number who had responded was only around 20%.
- The Junior Doctor Forum has been in place since January 2021.
- Consideration should be given as to whether or not Chief Registrars are used for the mechanism for the Service Groups to cascade down messages to trainees.

Neath Port Talbot

- Consultant feedback in Medicine was not very good due in the main to the transfer element with patients being consistently moved and there being no control over the decision. In addition not to provide vaccinations on the Neath Port Talbot site had upset people.
- The three weekly silver Covid meetings are proving very good for improved communication

Health Board Updates

Recruitment Update

- An appointment has been made to the post of Recruitment & Retention Manager looking at various possible types of pilots and projects such as the Gateway Programme which England are operating. This is for British Nationals who have completed their medical degree overseas acquiring full registration on entering or returning to the UK.
- BAPIO is looking at the possibility of re-commencing recruitment for 2022. They have obtained the GMC link to sponsor the doctors through PLAB, this would speed up the process, however, at present all the details are not know but a meeting is being arranged with Kesh Singhal.
- Doctors are now starting to join again from overseas.

Monitoring Update

- At that point there was no update, as monitoring has been postponed due to the covid pandemic.

Facilities and Fatigue Charter

- No Update

Revalidation/Appraisal Update

- A new appraisal lead has been appointed in Mental Health.
- The Appraisal and Revalidation team are looking to undertake a pilot of the Local Quality Assurance for Appraisers similar to that at Regional Level, to re-engage

Appraisers particularly as some appraisals were not undertaken and therefore Appraisers may require some upskilling.

- Doctors taking a career break particularly a long career break should speak to the Appraisal and Revalidation team to receive advice around their GMC licence.

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 16th February 2021.

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	Seventh report in this format.	
Appendices	None	