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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	11 April 2022	Agenda Item	
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	That the Workforce and OD Committee notes: - <ul style="list-style-type: none"> The work that has been considered by the Medical Workforce Board at its meeting on 2nd March 2023 		

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 2nd March 2023.

2. BACKGROUND

Medical Education

- The Swansea Bay UHB Service Reconfiguration Medical Workforce Group meetings held with the Health Board, Health Education and Improvement Wales (HEIW) and trainee representation, will continue to monitor AMSR changes, however meeting with less frequency.
- From the Recent HEIW Site Visits the following is of note:-

The Education Faculty team annual appraisal by Health Education and Improvement Wales (HEIW) took place on the 7th February 2023 and this went well with verbal feedback being positive.

On the 23rd February 2023 there was the HEIW targeted visit to Morriston's Trauma and Orthopaedics Department and Morriston's Core Surgical Training. Both the visits were combined for trainee feedback only to avoid cancelling the visits due to it being half-term and the unavailability of staff.

- On the 12th January 2023 the SBUHB Education Leadership Group meeting was relaunched which was commended by HEIW for this multidisciplinary meeting with a rotational chair.
- On the 16th January 2023 the SBUHB Educators Day, Morriston Education Centre took place and this was a successful event with good attendance
- On the 18th January 2023 there was the SIFT Apportionment meeting with placement from SIFT funding with bid scoring. It was a successful process and successful bids will be contacted.
- From February 2023 live applications are being taken with the launch of the new Swansea Bay UHB Work Observation Programme 2023 for aspiring 6th formers residing within the Health Board's catchment area who have a realistic aspiration of pursuing a career in Medicine.
- The Health Board is financially struggling to find funding for Physician Associates (PA) this year. In 2022 the Health Board was successful with between 11-13 PA's. This year however only 4 were placed into the commissioning figures with only 2 confirmed places so far. They will not be regulated with the GMC until next year, however from an All-Wales local PA meeting efforts are being made to try to accelerate their ability to prescribe to avoid it taking a further 2-3 years to then become an independent prescriber. There is no central funding for PAs and the only way to fund the posts and make them permanent is to look at existing funding by taking the money and using it

in a different way. The Health Board's clinical teams need to look at the role of PAs to help with recruitment and understand how to develop and design their workforce plans to factor in PA's. This may mean the Health Board could do something different at a lower cost although spending more now to reduce costs later.

Service Groups Updates

Singleton

- There have been some issues around the medical cover for operations at Singleton, this is due to having more medical wards than originally agreed. The situation is being monitored due to issues with the levels of medical staff coverage.
- The enhanced Care is coming online and this will make a considerable difference at Singleton.

Morrison

No further update.

Mental Health

- A report is being prepared from the Medic on Duty software as an example of how the system works identifying the higher spend locums etc.

Medical Efficiency Programme Board

Update on Recruitment Plans Agency & Bank Controls

- The teams are working with Finance to develop a financial dashboard so there is more transparency and in producing one set of reports providing one true full picture.
- Going forward the plan is to meet with each Service Group by speciality looking at their bank usage, where the vacancies are, and establishing the base line establishment. When this is established and agreed, work will be undertaken to agree how this is updated on a monthly basis so that the Health Board knows where the vacancies are, where there are Medacs long term agency, if off contract agencies are in use etc, The aim of the work will be to develop with the speciality how it changes and develops a sustainable workforce using as little bank and agency as possible.
- Rostering practice is being discussed with the specialties as some are either very late inputting the information into locum on duty retrospectively or are rostering their junior doctors on a weekly basis. There is a need to produce the rotas in plenty of time to give chance for the vacancy to be filled at the lowest cost possible.

Health Board Updates

Recruitment

- Recruitment is still proceeding well with a significant number of applications for the Clinical Fellow posts.

- There is an issue around the baseline establishment to enable the Health Board to recruit into anticipated vacancies. The Medical HR department are working through the establishment lists and once completed there will be a baseline for all medical staff.
- In relation to the recruitment of anticipated vacancies there was a need for Finance colleagues to understand the essential requirement of that agility as they have done in the past.
- Appointments have been made to 2 Speciality Doctors in Emergency Medicine. There were 4 suitable applicants, and the department are trying to work with finance to appoint all 4 of the candidates.
- In Anaesthetics work is on-going with HEIW in relation to establishing CESR rotations.
- Interviews are to be held on the 8th March 2023 for two Consultant Gastroenterologists.
- The Medical HR team are working with Mental Health at looking at costings from the Royal College as to possibly advertising on the Royal College job boards.
- One of the issues the Health Board has encountered is around the LTFT trainees and looking at how does the Health Board roster creatively to fill those gaps to be paid at plain time. It has also been highlighted that some rota coordinators are allowing some LTFT doctors who are at 50% to fill the other part of their role which they are not contracted for but at enhanced rates.

Revalidation & Appraisal

- Of the doctors who have been deferred on multiple occasions there have been seven.
- From the last quarter review for Secondary Care there has been 21 who have been on the step process for overdue appraisals and in Primary Care there were 2 overdue letters sent out.
- Appraisal leads have been appointed from the 1st March 2023 for Morriston and Singleton.
- A drop-in session has been arranged for the doctors on the 24th March 2023 where they are able to ask questions or raise queries on study leave, appraisals etc.
- On the 27th April there will be a GMC event which will also give people the opportunity to ask questions about appraisal.

New SAS Contract

No further update.

Allocate Module

Medic on Duty Rollout

- Medic on Duty will continue to be rolled out this year. There are a few areas where the system is used in totality but in most cases, it has been introduced for the junior doctors but not for SAS and Consultants.

- Some work is required to be undertaken around updating job plans but in several areas the leave module is still being rolled out and the team will then go back into those areas once the job plans are up to date.
- There have been some issues in Burns and plastics and General Surgery from the Consultant group in relation to being monitored.
- There have been issues from one area around how the annual leave is calculated, however there is a meeting later this month to try to resolve this problem.
- The system is there to help but it may need some Service Group Management input if there is to be compliance for a digital system.

Monitoring Update

No further update.

Facilities and Fatigue Charter

- The BMA Fatigue and Facilities Charter compliance has been assessed in the Health Board with the incorporation of a Steering Committee and Task and Finish groups at Health Board sites. The process is now complete and there is a meeting scheduled for the 17th March 2023 to understand where each of the service Groups are and where they need to be to be compliant.

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 2nd March 2023.

Governance and Assurance		
Link to Enabling Objectives (please choose)	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	Thirteenth report in this format.	
Appendices	None	