

35/20	MATTERS ARISING	
	<p>(i) 21/20 Project Plan for Just Culture</p> <p>Jackie Davies highlighted a point in relation to 'Just Culture'. She stated she was keen for confirmation that this can go ahead as soon as possible. Hazel Robison informed there were re-established dates for September and conversations were taking place regarding providing this virtually. Kathryn Jones advised it was a priority and funding was still available to the health board from Welsh Government. She commented that the virtual component was more academic and a blended approach in terms of participants being together would be more suitable for us.</p>	
36/20	ACTION LOG	
	The action log was received and noted .	
37/20	WORKFORCE AND OD FRAMEWORK	
	<p>A report setting out the revised Workforce and OD Framework was received.</p> <p>In introducing the report, Hazel Robinson highlighted the following points:</p> <ul style="list-style-type: none"> - The Workforce and OD Framework had been reframed as a consequence of the impact of the pandemic and included the additional areas of work that require new attention and focus; - The Framework has been reviewed to consider the considering the following: <i>Activity to currently on hold; Activity to continue at original pace or slower pace; Activity to continue but do differently and new and additional areas of work.</i> - The document provided updates on progress within the six domains; <i>Leadership, values, culture and staff development; Workforce Resourcing, Workforce Efficiency , Shape of the Workforce, Pay and T&Cs and Core Workforce Function.</i> - The agreement for recruitment within the Workforce and OD function had been put on hold but the process of recruiting to the posts would begin shortly; <p>Kay Myatt highlighted the following points in relation to domain one: <i>Leadership, values, culture and staff development;</i></p>	

- In terms of listening to staff, there would be an increase in engagement through virtual platforms, an example of which is the 'Meet the Executive Team' sessions which are now done virtually;
- The guardian service had been extended for 6 months and working with a virtual presence;
- The #Love Campaign had been re-introduced virtually;
- Working with the Black, Asian and minority ethnic (BAME) Network and key individuals to implement BAME Ambassador role.
- The Working from Home and Wellbeing Survey had been launched and there were 1000 responses in the 1st week. Work was being undertaken nationally in regards to the Working from Home principles framework with experts looking at the results of the survey;
- With regards to leadership, the team were looking at a virtual presence for the leadership programme and were working with the Open University on how best to deliver this;
- Online supervision for coaching was underway and the team were in process of pulling together an online programme for the Managers Pathway;
- In terms of career pathways, apprenticeships had been on hold but were looking to re-introduce this scheme. Neath Port Talbot College had agreed to fund a post for the apprenticeship academy;
- The active monitoring of PADR compliance has been on hold over recent months due to the pandemic;
- It was important to ensure 'Just Culture' was back up and running in the next quarter;

In discussion, the following points were raised;

Nuria Zolle made reference to PADR's and the heavy reliance on this, would the health board be open to change this going forward. Hazel Robinson concurred but added that the PADR figures are what the health board are judged on in terms of performance.

Tom Crick highlighted a discussion at Audit Committee with regards to Statutory and Mandatory training and the need for cyber security training being mandatory for all. Hazel Robinson replied stating there had been at least ten other requests . This was still under review and consideration on whether to give credit to staff who have qualifications of a higher level. Kay Myatt added that they were also looking at role profiles and what was mandatory for the role.

Jackie Davies raised the issue of the Guardian Service, stating that she was keen to get something in place for the longer term. Hazel Robinson advised that conversations were ongoing with regards to the contract renewal.

Sharon Vickery highlighted the following points in relation to domain two; *Workforce Resourcing*;

- It was important to note that throughout the pandemic there had been lots of recruitment and there had been a big response in ensuring the emergency recruitment of 1000 staff across the health board;
- In terms of Medical Workforce, the development of the Recruitment and Retention strategy will be taken forward by a newly appointed recruitment and retention officer;
- A comprehensive review of all medical vacancies , with the aim to implement a locum bank was currently on hold as it required co-production with the units and this was difficult under current pressures;
- There were no plans to pursue the British Association of Physicians of Indian Origin (BAPIO) initiative overseas recruitment this year;
- The health board would continue to work with MEDACS and other suppliers to support the recruitment of doctors to substantive vacancies. There were currently 26 long term locums across the health board and this was very costly;
- With regards to nursing workforce, recruitment work had been put hold but a large cohort of 150 nurses were due to start in September. There were currently 345 vacancies in the system;
- There was an aim to revitalize the overseas nursing recruitment;
- The “Collaborative Bank” Project with Cwm Taf Morgannwg University Health Board successfully went live as planned in early April 2020 at the start of the pandemic. Its impact had been negligible. The project will require a relaunch and promotion when circumstances improve;

In discussion , the following points were raised;

Christine Williams commented that there were a large number of student nurses in the workforce and the hope was that their choice employer would be Swansea Bay. She stated she supported the overseas campaign but there was a need to be mindful in our ability to support the skills and training element in the current climate. She was keen to re-start

the local campaign and open days would go ahead within the coming months.

Jackie Davies made reference to a recent survey on reward and value carried out by the Royal College of Nursing and advised that feedback was that a high percentage of nurses felt they would leave nursing. Also, feedback from students nurses was they did not like the streamlining as they did have their choice placements. Hazel Robinson responded, stating that Shared Services as the lead, should be encouraged to undertake their own survey for student experience as evidence based intelligence would be helpful.

Christine Williams commented that the general feedback across Wales was that staff had felt the pressures of the pandemic had been difficult and challenging. She stated it was key priority to support their wellbeing and for staff to feel valued. Tom Crick concurred, adding that similar discussions had taken place at Swansea University in terms of recognition of staff contribution and the long-term impacts of the pandemic on staff.

Nuria Zolle made reference to sickness absence and queried whether the health board needed to re-think our message and how difficult it was to balance. Hazel Robinson advised that it was important to consider our workforce's wellbeing and a bespoke piece of work could be undertaken in terms of how we best support staff. Ensuring a balance in this area was challenging and there was a difficulty for line managers in managing this.

Tom Crick highlighted the issue of schools and how they would be back from September and what shape this would take was unknown. Hazel Robinson replied, stating that this was a big pressure for the health board, in particular in terms of retaining staff for the extension of service delivery.

Nuria Zolle made reference to roles being flexible and fluid throughout the pandemic and whether this would be continued going forward. Hazel Robinson replied, stating that this would be great to maintain but would need normal business to resume first before further consideration here.

With regards to the Wellbeing Service, Paul Dunning informed that they had responded in a flexible and agile way and were working through how they will support staff into the future. He advised that there was question on the future funding for the service and it was quite concerning. The funding run out at the end of March but it would continue until December this year. To ensure the future model could be moved forward, there was a need for additional resource and commitment. Hazel Robinson stated she could not imagine a future without the service and would undertake a conversation with the Chief Executive.

Resolved:	<ul style="list-style-type: none"> - The report was noted. - Members endorsed the revised Workforce and OD Framework priorities. 	
39/20	UPDATE ON COVID-19	
	This agenda item was not discussed and deferred to the next committee.	
40/20	WORKFORCE AND OD COMMITTEE ANNUAL REPORT 2019-20	
	This agenda item was not discussed and was deferred to the next committee.	
41/20	ANY OTHER BUSINESS	
	There was no further business and the meeting was closed.	
42/20	ITEMS TO REFER TO OTHER COMMITTEES	
	There were no items to refer to other committees.	
43/20	DATE OF NEXT MEETING	
	The date of the next meeting was noted as the 20 th August 2020.	