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Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	14 February 2023	<b>Agenda Item</b>	<b>6.2</b>
<b>Report Title</b>	<b>Medical Workforce Board Update</b>		
<b>Report Author</b>	Mrs Sharon Vickery, Assistant Director of Workforce and OD		
<b>Report Sponsor</b>	Dr Richard Evans, Executive Medical Director		
<b>Presented by</b>	Dr Richard Evans, Executive Medical Director		
<b>Freedom of Information</b>	Open		
<b>Purpose of the Report</b>	This report is submitted to the Workforce and OD Committee to provide an update on the work of the Medical Workforce Board.		
<b>Key Issues</b>	This report sets out the recent work of the Medical Workforce Board, setting out the risks associated with the medical workforce.		
<b>Specific Action Required</b> <i>(please choose one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Recommendations</b>	That the Workforce and OD Committee notes: - <ul style="list-style-type: none"> <li>The work that has been considered by the Medical Workforce Board at its meeting on 12th January 2023</li> </ul>		

## **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 12<sup>th</sup> January 2023.

### **2. BACKGROUND**

#### **Medical Education**

- The Swansea Bay University Health Board Service Reconfiguration Medical Workforce Group meetings held with the Health Board, HEIW (Health Education and Improvement Wales) and trainee representation, will continue to monitor AMSR (acute medical services redesign) changes, however the meeting would be held with less frequently.
- The two dates for the forthcoming HEIW Site Visits are;  
23.2.23 HEIW targeted visit Morriston Trauma and Orthopaedics Dept.  
24.2.23 HEIW targeted visit Morriston Core Surgical Training.
- Key dates to be aware of are;  
12.1.23 Swansea Bay UHB Education Leadership Group meeting.  
16.1.23 Swansea Bay UHB Educators Day, Morriston Education Centre.  
18.1.23 SIFT Appointment meeting 2023 (Placement SIFT funding bid scoring)

#### **Service Groups Updates**

##### **Singleton**

##### **No further update**

##### **Morriston**

- At Morriston there had been a challenge prior to Christmas and the New Year with the front door pressures with last minute requests from services such as A&E (accident and emergency), Medicine, T&O (trauma and orthopaedic), and General Surgery above and beyond their medical workforce numbers to maintain the patient flow.
- The AMSR has commenced and the view from the Morriston Medical Management perspective is that this has presented some challenges in terms of the medical workforce requirements. In terms of managing what is required due to half of the colleagues still at Singleton means that on a weekly basis the rota is being micro-managed so that there are an adequate number of senior Clinicians for patients to be seen and flow

maintained, however that will come at a cost which has been built in as part of the job planning to account for that time.

- Until the medical colleagues from Singleton are extracted up to Morriston over the next 4-6 weeks additional sessions have been allocated for support over the split sites for a significant number of Consultants to support the care for the patients. This is a transitional phase where the support is required on a temporary basis to support the AMSR programme.

### **Mental Health**

No further update

## **Health Board Updates**

### **Recruitment**

- Recruitment is still proceeding well with a significant amount of applications for the Clinical Fellow posts.
- There are still on-going issues with Consultant recruitment. The Medical HR department are linking with a new external agency called IMG which has links with Hong Kong so it is hoped to have some success in the hard to fill areas.
- Welsh Government are looking at undertaking an overseas recruitment drive not just for Medics, but for Nurses, and Allied Health Professionals etc, however the Health Board is waiting to receive more information from Welsh Government, however it will be linking with the Government in Kerala, but there is a need to understand at what level this recruitment is being pitched at as the Health Boards issues are more concerned with the Consultant and SAS (speciality and specialist) level than at a junior level.
- In relation to the February rotation HEIW have informed that there are 10 new doctors who are due to commence in February, however it is believed that this number is not correct and work is on-going with HEIW on the numbers, however of these 10 doctors none are cleared to start work.
- The Single Lead Employer has introduced a Trust ID Pre employment Check which means that the doctors can still undertake their checks virtually, however the original documents are now required to be checked on rotation day and this would cause issues with the volume of new starters for the August 2023 rotation.
- One of the issues the Health Board encountered around the Single Lead Employer during the August 2022 rotation was that doctors were not cleared to commence work. There is a review underway with a representative meeting with each of the Health Boards to find out what problems were encountered, however two months after the rotation some doctors were still not cleared, and the risk is with the Host Employer.
- There is a review with the Single Lead Employer, and this will be addressed as part of that review. There is a need to ensure the Health Board is able to influence the outcomes for the whole process to be smooth and work well.
- Medical HR are aware of a visa issue within the new process. It states that the doctor is only allowed to work a maximum of 60 hours per week, therefore

clarification is required from the Home Office on whether the 60 hours per week is fixed or if can be averaged over the rota cycle, if it is fixed that would result in issues for all of the rotas. If Home office advice cannot be received, then it may be that legal advice may be required on an All Wales basis.

### **Revalidation & Appraisal**

- 152 revalidations recommendations were submitted to the GMC in 2022, 110 positive recommendations and 42 deferrals. The number of appraisals undertaken over a rolling period within primary and secondary care doctors for December 2021 to December 2022 was during this period 757 appraisals in secondary care, and 361 in primary care, a total of 1118 appraisals.
- After undertaking a quarterly review for October to December there were 133 doctors that were RAG (red, amber, green) rated Amber or Red. The Clinical Lead/Director and Service Group Medical Directors will be sent the 'additional step process' to escalated doctors overdue their annual appraisals
- Following the previous quarterly review for July to September 13 overdue appraisal letters were sent to doctors with deadlines to complete, some are still ongoing and may require a letter of Non-Engagement.
- Following the recent Quality Assurance Review undertaken by the Revalidation Support Unit a survey has been developed and sent to all appraisers to identify whether the role is identified within their job plan.
- Highlighted from the Appraisal Lead and Revalidation Manager meeting held on the 8<sup>th</sup> December 2022 was:-
  - Revalidation Quality Assurance visits planned for all Designated Bodies in Wales in 2023.
  - Virtual appraisals undertaken during 01/04/2022-30/11/2022 – Secondary care 43% and Primary Care 90%
  - Plan for policy and guidance reviews for:
    - Responsible Officer Conflict of Interest Policy
    - Quality Management Framework and Operating Standards
    - Appraisal Exceptions Guidance
- Orbit360 – looking at option of specific feedback for areas e.g. critical care, emergency medicine.
- The All Wales Appraisal Policy has been revised and will be updated to incorporate SBUHB local processes which will be submitted to Medical Workforce Board and Workforce and OD for final approval.

### **New SAS Contract**

- There has been an increased interest at looking at the Specialist Grade with Anaesthetics, maxillofacial and Medicine at NPT (Neath Port Talbot) looking at this grade to potentially cover the hard to fill posts.

## **Allocate Module**

### **Medic on Duty Rollout**

- The system is fully rolled out in Mental Health and Learning Disabilities. Also in Paediatrics following a redesign of the system due to the change in their rotas. Burns & Plastics are due to go live next week.
- For the next phase conversations are taking place with ENT (ear, nose and throat) and maxillofacial with the team continuing to support all the services that are going live.
- One current issue that is being addressed is guidance around the bank holidays particularly for the Less than Full Time Trainees this is due to the inconsistency of how they are being managed across the Health Board.
- Another issue is that the system is set up to record annual leave in hours which should be able to be calculated back into sessions, days, and weeks, however the Local Negotiating Committee are concerned as the contract is expressed in weeks therefore this needs to be resolved to ensure the LNC is comfortable with it.

### **Monitoring Update**

- Issues were highlighted when Medical HR recently undertook a monitoring exercise where many of the rotas were not valid if, however they had been valid the Health Board would have been looking at a significant financial bill.
- The Medical HR team have been working with Anaesthetics particularly in the case of the Less than Full Time Trainees, the Consultant lead is looking at rostering and this should alleviate some of the issues. Cardiff & Vale are also doing the same thing ensuring that it is managed by a Consultant lead so there should be more control and less of the issues which have been encountered.
- There were issues over the Christmas period with short notice locums and this highlighted that the general process is not being followed with the rota coordinators, as well as the lack of understanding and knowledge within some of the departments. There were quite a few surgical specialities looking for locum cover at Core Trainee level due to sickness absence and it was the lack of understanding on how they could manage and cover those shifts and whether cover was actually required. This lack of knowledge has a big financial impact on the Health Board.
- Another issue encountered was the Aneurin Bevan rate card which has been issued. Doctors in Swansea Bay were refusing to pick up shifts unless they received the Aneurin Bevan rate. From the last All Wales Regional Rate Card meeting which was looking at the proposed rates going forward this would have an increase of 15% per annum on the Health Boards financial spend.

- Morriston from a Service Group perspective had vacancies which were left to the last minute which became a negotiation situation which is not helpful and is costly and therefore the Service Managers need to have oversight and be proactive with the vacancies and look at some of the suggestions that Medical HR are able to provide.
- Clinical Directors have been informed that they are not to ask their managers to book locums from an off-contract agency. There has also been an instruction to the Directorate Service Managers instructing that they must follow the correct process. The clinical risk to booking off contract is significant and should not be done.
- A meeting has been arranged with the Medic on Duty team, Medacs, procurement and the rota coordinators at the end of January to talk them through the process and confirm that these are the arrangements in place so that compliance can be monitored. Following the meeting the Medic on Duty team will be having one to one conversations with each of the Service Groups and specialities so that they have more information in terms of the locum services.
- The Medic on Duty team have also produced a flow chart which they would be going through to ensure that everyone knows and follows the process.

#### **Facilities and Fatigue Charter**

- The BMA (British Medical Association) Fatigue and Facilities Charter compliance has been assessed in the Health Board with the incorporation of a Steering Committee and Task and Finish group at each Health Board site. The process is now complete with the final compliance and action log report in preparation.

### **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 12<sup>th</sup> January 2023.

Governance and Assurance		
<b>Link to Enabling Objectives</b> <i>(please choose)</i>	<b>Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities</b>	
	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"/>
	<b>Deliver better care through excellent health and care services achieving the outcomes that matter most to people</b>	
	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		
<b>Report History</b>	Twelfth report in this format.	
<b>Appendices</b>	None	