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Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	14 June 2022	<b>Agenda Item</b>	<b>6.1</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 (please choose one only)</b>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>	<b>Approval</b>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Recommendations</b>	<p>That the Workforce and OD Committee notes: -</p> <ul style="list-style-type: none"> <li>The work that has been considered by the Medical Workforce Board at its meeting on 27th April 2022</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 27<sup>th</sup> April 2022.

### **2. BACKGROUND**

#### **Medical Education**

- Successful appointments have been made to the posts of the Royal College of Surgeon Tutors, with Interviews to take place for the post of Lead for the Foundation Programme on the 16<sup>th</sup> May.
- Following the last HEIW visit to the ED Department in March 2022 an update has been issued for tasks to be completed. There is a further visit planned by HEIW for the ED Department on the 16<sup>th</sup> May.
- HEIW are in the process of arranging a visit to core General Surgery in Morriston, the date is to be confirmed.
- HEIW still have in place the on-going monitoring of the T&O department with monthly reports and the HEIW visit date is still to be confirmed.
- In relation to the reconfiguration of services HEIW wish to be involved in the meetings and to receive regular updates. The Terms of Reference have been agreed along with the Health Board's representation, therefore, dates for the meetings can now be scheduled.
- The PA Steering Group have submitted 11 posts to the matching scheme but there is no confirmed interview date as yet.
- The CPD programme has commenced for the PA's.
- The Health Board has approved the return of the overseas elective students.

#### **Service Groups Updates**

- HEIW are scheduled to undertake a visit to the General Surgery department in Morriston. Challenges with vacancies on the general surgical rota have put additional pressure on current trainees, with ongoing efforts to recruit and fill gaps. From August 2023 HEIW have agreed to place an additional 4 SpR's in Surgery.

#### **Medical Efficiency Programme Board**

##### **Update on Recruitment Plans Agency & Bank Controls**

- The Service Group Directors had achieved some very good work this year. The spend is going down as well as the utilization, however, the usage of Medacs Managed Service has deteriorated with a number of specialties using locum agencies off the framework instead of going through the Medacs Managed Service.
- Procurement issues have been found in a number of areas where specialties have used off contract agencies, and this raises a range of risks.
- Medical HR work with off contract agencies if Medacs are unable to supply, if that is the only way to fill the vacancy, however, they undertake all the pre-employment checks.
- The Health Board is aware that it has employed locums from off-contract agencies. Using such agencies presents a risk since the process for background checks is not always comprehensive.

- Using off contract agencies is a huge cost to the Directorate. There is a need to re-energise the Medacs contract. There are 36 agencies on their supply chain and there is a need to change practice, and when it is necessary to go outside of the Medac's arrangement that this is still recorded on the Locum on Duty system. Meetings are taking place with Medacs and the Service Group Directors to discuss how to track this spend.
- It is proposed that there is to be a clear instruction from the Health Board that the Service Group teams are not to book locums off contract as this is not authorised. There is a need to follow the process that all requests have to go through Medacs in the first instance, if Medacs cannot provide, it would then be considered to use an off contract agency, however, that would be managed centrally.

## **Health Board Updates Recruitment**

- The Medical HR department are working on the anticipated vacancies for August. There is a joint strategy for medicine and the Medical HR Department have written out for expressions of interest from the current Clinical Fellows to extend their contract. They have also written out to the FP2's to inform that there may be potential vacancies for August so there is a recruitment time line.
- Anaesthetics have recruited in anticipation of their vacancies and have extended their Clinical Fellows.
- Mental Health have placed four MTI posts with the Royal College, of which three have been matched. Neonates have recruited via the MTI scheme, and they have two doctors who will start in August with an additional two who will commence in March 2023. The first MTI is to commence in Oncology, the post was recruited through the Health Board and the Academy.
- The first Specialist Doctor Job description has been approved by the Royal College for Oncology.
- The Health Board has received the FP1 and FP2 information for August 2022.
- From the 1<sup>st</sup> of May 2022 no trainee will be employed by the Health Board they will come under the Single Lead Employer. However, an issue has been raised in relation to signing the opt out form for EWTD resulting in some doctors working three hours over which has taken them outside of the Working Time Directive. The banding remains the same, however, the rota is no longer EWTD compliant and therefore this needs to be addressed.

## **New SAS Contract**

- 37 offer letters have been sent out of which 17 doctors have agreed to move to the new Terms & Conditions. There are 12 offer letters outstanding, these are for either Locum Consultants, who would have to revert back to their grade with a valid job plan as at the 1<sup>st</sup> April or, doctors on long term sick leave or who are "shielding".
- The Medical HR department only has until the end of May 2022 if the Health Board is to receive the money granted from Welsh Government.
- The doctors who are "shielding", the Occupational Health advice is that they are not able to undertake their full commitments.
- There is a revised risk assessment from Welsh Government which may provide a fresh approach. A meeting is also to take place with Occupational Health to challenge some of the advice.

## **Allocate Module**

### **Medic on Duty Rollout**

- Work is on-going in Singleton with the Study and annual leave process now working well via Medic on Duty.
- Work is on-going with Mental Health although there are some delays due to job plan issues.
- Due to the resource issues within the team going forward the process has had to be slowed down with a revised timetable having to be developed.
- A presentation around the job planning statistics that are available within the system is being arranged for the next Medical Workforce Board as out of date job plans represents the biggest risk to roll out at present.

### **Facilities and Fatigue Charter**

- The first meeting is due to take place on Friday 29<sup>th</sup> April 2022 for the Morrision Unit Task & Finish Group.

### **Revalidation/Appraisal Update**

- An issue has been raised with a GP returner and who is the Responsible Officer. The GP returner works in Hywel Dda but is still linked to Swansea Bay. HEIW have informed that it does not matter where the doctors is linked provided they are on the Welsh LPN. This is conflicting information as it appears that it does matter where they are linked and therefore it has been raised as there are inconsistent messages.
- The Mars system is not sending out the automated reminders and it is not clear if this is due to the recent upgrades to the system, however, this has been identified and reported.
- The upgrade to the MARS system has resulted in the system being unable to be accessed outside of the UK and this issue will be discussed at the June Responsible Officers meeting.
- The Appraisal tariff has been circulated to all appraisers, and the policy has been revised and it is due to be signed off.

## **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 27<sup>th</sup> April 2022.

## **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"/>
<b>Health and Care Standards</b>		
<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"/>
<b>Quality, Safety and Patient Experience</b>		
A sustainable medical workforce is key for the quality of patient care.		
<b>Financial Implications</b>		
There are financial risks associated with the supply of the medical workforce and the costs of locum cover through the agency cap project		
<b>Legal Implications (including equality and diversity assessment)</b>		
Not applicable		
<b>Staffing Implications</b>		
None		
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b>		
Not applicable		
<b>Report History</b>	Eleventh report in this format.	
<b>Appendices</b>	None	