



Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	12 October 2021	Agenda Item	5.1	
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	Approval
	<input checked="" type="checkbox"/>	<input 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 August 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 6th July 2021.

2. BACKGROUND

Terms of Reference for the Board

- These were to be reviewed but this was deferred for future discussion.

Medical Education

- An appointment had been made to the post of IMT Sim Lead
- The HEIW Faculty Team Appraisal was essentially a satisfactory report and did not flag up anything concerning; however, consideration should be given to the reporting structure routes and the sharing of information
- The GMC training survey concerns for Swansea Bay University Health Board. There were five responses to Patient Safety or Bullying and Undermining concerns from Swansea Bay these were investigated and responded to HEIW. Some of these were preliminary responses and are awaiting further investigation and data, others were supplementary responses to previous reporting from the Health Board within the Emergency Department (ED) and Trauma and Orthopaedics.

PA Update

- For the year 2022 there is a figure of 16 WTE from HEIW, however, there would need to be support and a link to a Workforce requirement for those numbers along with an understanding of how 16 posts were agreed.
- The Deputy Director of Finance is in the process of contacting HEIW to understand what numbers they have for Swansea Bay for future periods as there is a need to understand that process.
- There is a need to provide HEIW with a likely number based on people in post.

Service Groups Updates

Mental Health

No update

Mental Health - Medical Efficiency Programme Board

- No update on the recruitment plans
- The arrangement for leave is cross cover so there is no locum usage for leave.

Singleton

No update

Singleton - Medical Efficiency Programme Board

No update

Morrison

- No update

Morrison - Medical Efficiency Programme Board

- No update on recruitment plans
- Agency usage in both Medicine and ED costs are coming down slightly with Intensive Care and Anaesthetics remaining steady. The expectation is for ED to improve due to the better fill rate from August.
- One speciality has moved from low levels to a large increase due to consultant costs as they are covering each other overnight, however, the rates are being questioned.
- The Spread sheet in use is found to be quite helpful on picking up issues around understanding who is booking the locum shifts and why they are booking them, so the control and oversight is now there

Neath Port Talbot

No update

Neath Port Talbot - Medical Efficiency Programme Board

No update

Health Board Updates

Recruitment Update

- The Medical Workforce team are looking at different ways to attract people to the Health Board. In September for Mental Health, they are working with the Communication Team for videos to be attached to the adverts.
- For Junior Doctor Recruitment Singleton and Morrison are looking at possibly recruiting together to avoid being in competition with each other.
- Work is on-going with Finance in Morrison in relation to looking at the establishment to understand who is not currently in post to move the recruitment plan forward.

Allocate Module

Medic on Duty Rollout

- The implementation of Medic on Duty in Medicine in Morrison and Singleton is on-going.

- The question being asked is around the resources to undertake this work. It will be for the Service Groups to decide what is required. It is basically the logistics of how to get the medical staff enrolled on to the system and it is likely to need a division of labour around the Directorate Support Staff to input the information and to have it done at pace.
- There are a few issues in terms of how the system counts the annual leave in hours and not sessions. The LNC are unhappy as it works in a slightly different way to the contract even though the numbers work out in exactly the same way.

Monitoring Update

- Monitoring has been postponed due to the Covid pandemic.

Facilities and Fatigue Charter

- No Update

Revalidation/Appraisal Update

- The monthly targets of submitting decisions and recommendations to the GMC are being met.
- There are some coaching/ mentoring on line programmes provided by the RSU for Appraisers
- One of the Appraisal leads in Morriston is retiring and options are being considered.

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 August 2021.

Governance and Assurance	
	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities

Link to Enabling Objectives <i>(please choose)</i>	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	