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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



		Agenda Item	2.5 iv
Freedom of Information Status		Open	
Reporting Committee	Workforce and OD Committee		
Author	Claire Mulcahy, Corporate Governance Manager		
Chaired by	Tom Crick, Independent Member		
Lead Executive Director (s)	Debbie Eytayo, Director of Workforce and OD		
Date of last meeting	08 February 2022		

Summary of key matters considered by the committee and any related decisions made.

- **Annual Equality Report 2020-21**

This was the second report of its kind and covered the period 1st April 2020 to 31st March 2021. Overall, there had been an improvement in the availability of equality data but some data gaps remained in relation to disability and sexual orientation but there were further plans for collaboration to increase reporting. Working pattern data showed little change with 87% full time staff being male and 53% female and there had been an increase in fixed term contracts and this was primarily due to the pandemic. Staff turnover had increased by 7.6% but could be linked to the increase in fixed term staff contracts during the pandemic. The amount of younger age workers and younger age leavers had increased and again this could be linked to the impacts of the pandemic and changes in the demographic of job applicants. The Strategic Equality Plan would be updated to include the impact of pandemic on equality data as highlighted above. The report included the seven equality objectives and the Strategic Equality plan for 2022-24 and key points to highlighted were the excellent work undertaken within the vaccination centres where an Equality Impact Assessment (EQIA) was undertaken and as a result improvements were made in signage, shuttle bus access and wheelchair access as well the 'Immbalance' initiative. The diversity of the workforce had increased and there had been recruitment of 150 individuals via a vocational training contract into the vaccination centres;

Key Matters raised by Members;

- The broader plan in terms of equality and public health needed to be highlighted within the report. There had been a lot of progress and work undertaken since the last report which could be presented further within the current report.

- **Taking Care of the Carers Report Checklist**

The enhanced wellbeing provision to staff had remained unchanged since the start of the pandemic and there had been a 20% increase in referrals and the complexity of cases had also increased. Charitable funds and Welsh Government resources were utilized to further enhance the staff counselling service and to enable 1:1 support for trauma and complex bereavement and resources to support the Occupational Health Service had been increased. The Long Covid Service was currently being delivered by occupational therapy and a Psychological Wellbeing Cell was developed at the start of the pandemic which incorporated expertise from across the health board such as physiotherapy, occupational therapy and chaplaincy but had since been stood down. A relax and re-coup area for staff was created during the pandemic but

had since been removed due to the re-start of services. There was now better communication surrounding the resources available to staff and the Wellbeing Service had links to national forums which had enabled better collaboration. The health board had signposted the most staff to the service 'Silvercloud' across all health boards in Wales. Recent evaluation showed that 77% of staff rated the wellbeing service as beneficial and clinical outcome data had been good particularly in areas such as stress and anxiety but an improvement in the evaluation process was needed and was being progressed. There had been good outcomes in terms of the long COVID data as well as from TRIM and REACT. An award was won for partnership and multidisciplinary working in the Personal Today Occupational Health and Wellbeing Awards. A business case was being developed to maintain the service to meet staff needs as well as the continued roll-out of TRIM.

Key matters raised by Members;

- *Sustainability of the service*; a strong evidence base was key to support the request for further and recurrent resources as well as substantive posts
- A combined budget for Health and Wellbeing Services and Occupational Health was deemed feasible;
- Members supported the submission of the business case to further resources and to sustain the health and Wellbeing provision that was already in place.

Key risks and issues/matters of concern of which the board needs to be made aware:

As above.

Delegated action by the committee:

The committee **endorsed** the approval of the Annual Equality Report 2020-21 by the Board.

Main sources of information received:

Due to issues with quoracy the following items were deferred to the April Committee;

- Medical Workforce Efficiencies
- COVID-19 Workforce Position
- Workforce Key Performance Indicators
- Medical Workforce Update Report
- Therapies and Health Science Group
- Nursing and Midwifery Update

Highlights from sub-groups reporting into this committee:

Nil.

Matters referred to other committees

None identified.

Date of next meeting

12th April 2022