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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



		Agenda Item	4.1
Freedom of Information Status		Open	
Reporting Committee	Workforce, OD and Digital Committee		
Author	Georgia Pennells, Corporate Governance Officer		
Chaired by	Tom Crick Independent Member (Digital)		
Lead Executive Director (s)	Debbie Eytayo, Director of Workforce and OD		
Date of last meeting	14 June 2023		
Matters to Draw to the Attention of the Board (particularly areas relating to risk or quality)			
<ul style="list-style-type: none"> Our Big Conversation An update on Our Big Conversation was received. Following the findings of phase one and two the next step was to take forward the new vision for a high quality organisation which was currently being finalised, as well as a reinstatement of our values and behaviours framework. This would be one of the first actions to be taken forward alongside the launch of the vision document. Engagement on the vision document and its implementation would take place between June and August 2023. <i>Key Matters Raised by Members for Board Attention:</i> Members acknowledged the rapid pace of progress, and queried what this meant for resourcing and capacity in the organisation. Nurse Staffing levels Members noted that significant work had been undertaken in developing a work programme for band 3, band 4 and trainee assistant practitioners roles in order to support the registered workforce. 3. The target of 350 offers for overseas nurses for 2022/23 had been met – 201 nurses had arrived and the remainder would arrive April to July. The nurses had filled vacancies mainly in Morrison Hospital and theatres. <i>Key Matters Raised by Members for Board Attention:</i> Committee members sought assurance regarding the health board's strategy in terms of the band 4 role, and that the band 4 role wouldn't be in place to deplete some of the registered nurse workforce, as this would be a risk to our patients. 			
Other Areas of Discussion			
<ul style="list-style-type: none"> Workforce Recruitment and Retention The bi-monthly workforce recruitment and retention report was received and noted. Workforce Metrics and Key Performance Indicators Sickness continues to reduce in month down to 6.76% with a huge amount of good work and great collaboration between workforce colleagues and the service groups to ensure the reduction continues. Guardian Service 			

An update from the Guardian Service for the period of 1st of April 2022 to March 2023, and outlined the actions taken to date towards recommendations detailed in their end of year report was received. Members raised that further work should continue with management to address the awareness and visibility of the service. Members considered whether there was an opportunity to feed the work of the guardian service into that of the big conversation.

- **Quarter one progress against the digital annual plan**

An overview of the digital transformation progress made across the Health Board during Q1 - 23/24. Members discussed the risks of workforce challenges, and the lack of funding within digital services.

- **Supporting Staff Trauma and Suicide Disclosures**

During the past year, the Health Board has invested in additional staff wellbeing resource and has undertaken 'Our Big Conversation' to engage and hear staff views on priorities that impact staff experience and wellbeing. The PowerPoint presentation outlined the service developments to enable early identification of symptoms related to trauma and suicide, related interventions and the early evaluation results. Members commended the great work which has taken place in this area and the huge benefits to the workforce.

- **Radiology Information Systems Procurement (RISP) FBC**

The purpose of the report was to outline the requirements for the change and the benefits to the quality, efficiencies and workforce. The workforce skill sets and training was discussed by members which linked to recruitment and retention.

Decisions Made for Approval by the Board

No decisions were made requiring board approval.

Updates Received from Sub-Groups

Reports from the following sub-groups were **noted**:

- Workforce Delivery Group;
- Medical Workforce Board;
- Therapies and Health Science Group;
- Internal audit substantial assurance rating on rostering.

Matters Referred to Other Committees

There were no matters referred to other committees.

Date of next meeting	08 August 2023
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