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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



		Agenda Item
Health Board xx/xx/ 2023		
Freedom of Information Status		Open
Reporting Committee	Health Board Partnership Forum	
Author	Kim Clee -Workforce Manager	
Lead Executive Director (s)	Debbie Eytayo- Director of Workforce and OD	
Date of meeting	15 th June 2023	

Summary of matters considered by the Health Board Partnership Forum at its meeting on 15th June 2023.

1. RECOVERY AND SUSTAINABILITY PLAN
 An update on the Recovery and Sustainability plan was received. The plan had been developed taking into account the financial and Workforce implications. It was an ambitious plan which was committed to high service quality, improved population health and excellent patient care.

2. STAFF RESILIENCE.
 An update was received on the work underway to support staff resilience. This includes a range of preventative measures including:

- a well-established wellbeing Champions network
- REACT and Suicide prevention
- TRiM
- Mindful Living Courses
- Mental Health Awareness Training
- Menopause Workshops
- Compassion rounds

The current focus is on providing support in areas of high absence as evidence suggests that sickness absence may be higher without the support of wellbeing initiatives.

3. ANONYMOUS CONCERNS
 An update was given on action taken as a result of the letter received by a number of senior managers and Unions. As the concerns were raised anonymously, it had been necessary to investigate the general themes that had been referred to. A Task and Finish group had been established involving a range of clinicians. Their investigation supported the fact whilst the

issues were concerning, it appeared to be a very isolated situation. The RCN had been very closely involved in this work.

The letter was also discussed with HIW who were updated on the actions undertaken following its receipt, and are assured with the response of the Health Board.

It was felt that more work was required with staff to ensure that in future they feel able to come forward with their concerns more easily.

4. WORKFORCE UPDATE

A workforce metrics paper was received, including information on sickness rates, turnover, PADR, mandatory and statutory training compliance and employee relations. In terms of employment processes, work was underway in partnership to try to ensure matters can be resolved informally, bearing in mind the principles that staff must be at the centre and WF and Staff representatives should be the champions of the process.

5. FINANCIAL POSITION

A report on the Health Board's financial position was received.

6. INTERIM VICE CHAIR

It was confirmed that Nigel Hill had been elected as the interim Vice Chair of Staff side.

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

None

Delegated action by the committee:

None

Main sources of information received:

Oral Updates were received from:

Sarah Jenkins- Assistant Director of Workforce

Gareth Howells- Director of Nursing and Patient Experience

Presentations were received from:

Darren Griffiths- Director of Finance

Ffion Ansari- Head of IMTP Development and Implementation

Paul Dunning-Professional Head of Staff Health and Wellbeing.

Highlights from sub-groups reporting into this committee:

None received

Matters referred to other committees

None identified	
Date of next meeting	10 August 2023