

Appendix C - IMTP Mandatory & Discretionary Templates 2020/21 to 2022/23

Mandatory Templates - Sheets

- C2 Service Shift from Secondary to Primary and Community Care
- C3 Finance – Statement of Comprehensive Net Income/Expenditure – 3 yrs
- C4 Finance – Statement of Comprehensive Net Income/Expenditure NET profile
- C5 Finance – Financial Plan Summary
- C6 Finance – RP Assumptions
- C7 Finance – Revenue Resource Limit Assumptions
- C8 Income and Expenditure Assumptions (Wales NHS)
- C9 Finance – Year 1 Savings Plan
 - C9a - Year 1 Savings Tracker
- C10 Finance – Years 2 & 3 Savings Plan
- C11 Finance – Risks and Opportunities
- C12 Asset Investment Summary
- C13 Asset Investment Approved
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- C15 Revenue Funded Infrastructure
- C16 Workforce - WTE
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- C18 Workforce - Recruitment Difficulties
- C19 Educational Commissioning information
 - C19.1 Nursing & Midwifery
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 - C19.3 HCS
 - C19.4 Pharmacy
 - C19.5 Other Professions
 - C19.6 Adv.Pract-Extended Skills MSc
 - C19.7 Adv.Pract-Extended Skills Modules
 - C19.8 Non Medical Prescribing
 - C19.9 Additional Requirements

Discretionary Template - Sheet

- C20 Delivery - LHB & Trust Specific Internal Service Delivery Plans & Measures

NHS Organisation	Swansea Bay University Health Board
Date Updated	18/03/2020
Completed By: Name	Darren Griffiths
Completed By: Email	Darren.Griffiths@wales.nhs.uk

Measure		Target	Profile													Comments
			Projected end of March 2020 position	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	
Monthly	Percentage of emergency responses to red calls arriving within (up to and including) 8 minutes	65%		65.0%	65.0%	65.0%	65.0%	65.0%	65.0%	65.0%	65.0%	65.0%	65.0%	65.0%	65.0%	
	Number of ambulance handovers over one hour	0		332	311	337	262	286	352	375	373	386	301	303	183	
	Percentage of patients who spend less than 4 hours in all major and minor emergency care (i.e. A&E) facilities from arrival until admission, transfer or discharge	95%		76.8%	77.2%	77.1%	78.8%	78.4%	77.7%	78.5%	78.9%	78.5%	79.0%	81.4%	82.5%	
	Number of patients who spend 12 hours or more in all hospital major and minor care facilities from arrival until admission, transfer or discharge	0		319	290	310	297	342	413	378	402	424	354	327	209	
	Percentage of patients waiting less than 26 weeks for treatment	95%		84.5%	84.6%	85.0%	85.3%	84.5%	83.4%	83.0%	82.2%	80.6%	80.3%	80.2%	80.1%	
	Number of patients waiting more than 36 weeks for treatment	0		6,013	5,895	6,187	6,627	6,868	7,374	7,287	7,590	8,185	8,263	8,454	8,620	
	Number of patients waiting more than 8 weeks for a specified diagnostic	0		400	390	380	370	330	250	180	150	130	100	50	0	
	Number of patients waiting more than 14 weeks for a specified therapy	0		0	0	0	0	0	0	0	0	0	0	0	0	
	Percentage of patients newly diagnosed with cancer, not via the urgent route, that started definitive treatment within (up to and including) 31 days of diagnosis (regardless of referral route)	98%		98.0%	98.0%	98.0%	98.0%	98.0%	98.0%	98.0%	98.0%	98.0%	98.0%	98.0%	98.0%	
	Percentage of patients newly diagnosed with cancer, via the urgent suspected cancer route, that started definitive treatment within (up to and including) 62 days receipt of referral	95%		87.0%	83.2%	85.6%	86.2%	89.7%	93.3%	92.2%	91.4%	96.0%	94.5%	94.1%	94.4%	Based on modelled profile
	Percentage of patients starting first definitive cancer treatment within 62 days from point of suspicion	Improvement (12 mth trend)		73.6%	73.9%	74.0%	74.1%	74.2%	74.3%	74.4%	74.6%	74.7%	74.8%	74.9%	75.0%	
	Percentage of patients who are diagnosed with a stroke who have a direct admission to a stroke unit within 4 hours of the patient's clock start time	-		60.7%	53.4%	55.8%	54.0%	41.0%	51.9%	64.2%	59.1%	63.3%	58.0%	77.3%	67.5%	Above SNAP average of 59.8%
	Percentage of patients who are assessed by a stroke specialist consultant physician within 24 hours of the patient's clock start time	-		96.2%	94.7%	94.7%	97.7%	96.9%	95.4%	95.3%	98.4%	97.6%	96.1%	96.0%	99.0%	Above SNAP average
Quarterly	Percentage of stroke patients who receive a 6 month follow up assessment	Qtr on qtr improvement		55.0%			61.7%			68.3%			75.0%			Starting position based on improvement of latest available data (Q1 19/20= 51.3%)

Note: PHW trajectories will be used for HCAI measure profiles

Please submit C1 returns to hss.performance@gov.wales

SERVICE CHANGE & SHIFT OF SERVICES / ACTIVITY / WORKFORCE / FINANCE FROM SECONDARY CARE TO PRIMARY & COMMUNITY CARE - HIGH LEVEL MILESTONES

This template can be adjusted to suit local need. What is important that service change and service shift priorities and the key risks, benefits and milestones associated with them are identifiable.

LIST IN ORDER OF PRIORITY / IMPORTANCE

ID	CHANGE/SCHEME & Ref in IMTP	Detailed description of Service Change & Service Shift (2020/21)	Status & Timetable (see Note) 2020/21	Expected impact on activity in different settings of care (volume and type of activity) and pathway stage. 2020/21	Workforce changes to deliver service change and service shift (FTEs and skill mix) 2020/21	Financial consequences - funding service change and service shifts and costs/savings 2020/21	Key Risks & Mitigating Actions 2020/21	Measurable Benefits 2020/21
2	PCS_002: Swansea Wellness Centre	The development of a City Wellness Centre in Swansea City Centre. This will provide a wide range of well being, primary and community services for the population of Swansea. Services will include GP services, Community Dental Services, Children services, Pharmacy, third sector services, audiology, speech and language, mental health, sexual health. The centre will maximise digital health opportunities. Project arrangements have been established including the Local Authority and Swansea University and opportunities to maximise joint working are being explored. Discussion with housing providers and third sector providers are taking place to maximise well being approach.	New location and provisional design developed by Coastal Housing has been reviewed and agreed with GP tenants and service leads. Final agreement of Do Max SOA is awaiting project team and board approval. Agreement is awaited on revised provision of homelessness service, and final location of Out of Hours Service for Central Hub. Project team has met with NWSSP and Coastal Housing to review and agree 'land swap' provision of proposed site and Health Board owned Central Clinic. Proposed method of procurement working in conjunction with Coastal Housing has been discussed and provisionally agreed with Welsh Government.	To support a shift in service delivery from secondary care to primary care led centres. Whilst the volume may not change, there will be a more modern and sustainable service established.	Existing workforce resources		Develop and sign off revenue model with DoF; Project Board to review at each formal meeting. Ensure project management is appointed to lead scheme development Maintain clear communication with Welsh Government.	Improved efficiency, increased patient satisfaction and the ability to absorb increased demands in areas such as GMS patient growth
8	PCS_072: Expand Primary Care Audiology capacity and coverage	Service has been expanded to provide a full capacity primary care audiology service in 3 clusters (Afan, Cwmtawe and Neath)	Service fully implemented in 3 clusters. Discussion with cluster leads and Primary Care managers to identify whether permanant funding can be identified. This will enable further roll-out to other clusters	An average of 250 primary care audiology appointments are booked each month in each cluster	Currently; 1.5 Band 8A, 2 Band 7 and 2.5 Band 4	Funding is part of Whole System Transformation	Long term sustainability for service provision after Transformation funding. Requires rebalancing of resources to Primary Care. Small risk around the availability of appropriately trained staff. Audiology	Number of patients assessed in a Primary Care setting - releasing GP capacity
	PCS_018: • Development of Podiatry led community vascular diagnostic service in line with Limb at Risk pathway	This will provide a single point of access for all lower limb vascular diagnostics and will result in a shift from the current model of MH vascular technican undertaking toe pressures. This model will undertake the diagnostics and report on the results. Also hoping to include the diagnosis of Atrial Fibrillation in the model..	Transformation bid being submitted to PCCS for 10/3/2020	It is more of a new service to diagnose in a timely way which will improve morbidity and mortality. The impact will be on both primary and secondary care services long term	New post. Band 4	Transformation bid being submitted to PCCS for 10/3/2020		• Reduction in current model assessment to treatment. Currently, assessment to referral can be delayed by up to 3 months whilst awaiting vascular lab assessment. Diagnostics and signposting at source will eliminate this delay. • Earlier intervention • Increased prophylactic medicine management i.e. anti-coagulants warfarin, increase in anti-hypo statins etc. • Reduced demand on secondary care team, where patient is not a surgical target • Patient experience • Reduced new ischemic foot ulcerations • Improved Patient activation (importance and confidence) to self-manage and reduce PAD/CV risks. • Improved mobility in population with mild degree of PAD- reduction in claudication symptoms (ECS) through increased number of referral to Exercise programmes or self-management
								• Reduced demand on secondary care team, where patient is not a surgical target
								• Patient experience
								• Reduced new ischemic foot ulcerations
								• Improved Patient activation (importance and confidence) to self-manage and reduce PAD/CV risks.
								• Improved mobility in population with mild degree of PAD- reduction in claudication symptoms (ECS) through increased number of referral to Exercise programmes or self-management

NOTE

1 Status & Timetable

Status - What is currently being implemented and what is in the pipeline (forward look)

Timetable - expected timetable for implementation and completion.

Select Organisation from Drop Down Menu

Enter Date of Submission: 18/03/2020

STATEMENT OF COMPREHENSIVE NET INCOME/EXPENDITURE

This Table is currently showing errors

Please note that this Table is populated automatically from Table C4

	Annual Plan 2020/21 £'000	Annual Plan 2021/22 £'000	Annual Plan 2022/23 £'000
Revenue/Income (positive entries)			
1 Revenue Resource Limit	0	0	0
2 Miscellaneous Income - Capital Donation\Government Grant Income	0	0	0
3 Miscellaneous Income - Other (including non resource limited income)	0	0	0
4 Welsh NHS Local Health Boards & Trusts Income	0	0	0
5 WHSSC Income	0	0	0
6 Welsh Government Income	0	0	0
7 Total Revenue/Income	0	0	0
Operating Expenses (positive entries)			
8 Primary Care Contractor (excluding drugs, including non resource limited expenditure)	0	0	0
9 Primary Care - Drugs & Appliances	0	0	0
10 Pay	(6,070)	0	0
11 Non Pay (excluding drugs & depreciation)	(2,423)	0	0
12 Secondary Care - Drugs	0	0	0
13 Healthcare Services Provided by Other NHS bodies	0	0	0
14 Non Healthcare Services Provided by Other NHS bodies	0	0	0
15 Continuing Care and Funded Nursing Care	(550)	0	0
16 Other Private & Voluntary Sector	0	0	0
17 Joint Financing and Other	0	0	0
18 Depreciation/Impairments	0	0	0
19 Other	0	0	0
20 Total Operating Expenses	(9,043)	0	0
21 Forecast Surplus/(Deficit)	9,043	0	0

Select Organisation from Drop Down Menu

18 March 2020

18 March 2020

18 March 2020

MONTHLY SUMMARISED STATEMENT OF COMPREHENSIVE NET EXPENDITURE

This Table is currently showing 19 errors

[illegible]

Table C4.1 - Net Expenditure Profile Analysis

A. PROVIDER PAY EXPENDITURE ANALYSIS

[illegible]

B. NON PAY (excluding drugs & depreciation) EXPENDITURE ANALYSIS

[illegible]

C. DRUGS EXPENDITURE ANALYSIS

Drugs/Medicines Management - Expenditure Profiles	Current Year				Year 1												Forecast year-end position	Year 2				Forecast year-end position	Year 3				Forecast year-end position
	8				1	2	3	4	5	6	7	8	9	10	11	12		AV 1-3	AV4-6	AV7-9	AV 10-12		AV 1-3	AV4-6	AV7-9	AV 10-12	
	YTD	YTD Monthly Average	FY FC	FY Monthly Average	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar		Average month Q1	Average month Q2	Average month Q3	Average month Q4		Average month Q1	Average month Q2	Average month Q3	Average month Q4	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000		
59 Primary Care Drugs		0		0													0		0		0		0		0		
60 Secondary Care Drugs		0		0													0		0		0		0		0		
61 Inflationary/Cost Growth		0		0													0		0		0		0		0		
62 Demand/Service/Cost Growth		0		0													0		0		0		0		0		
63 Local Service/Cost Pressures		0		0													0		0		0		0		0		
64 Committed Reserves		0		0													0		0		0		0		0		
65 Total Gross Drugs Expenditure	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
66 Medicines Management Savings		0		0		174	174	174	174	174	174	174	174	174	174	174	2,084	0	0	0	0	0	0	0	0		
67 Unidentified Savings (inc Red & Pipeline)		0		0													0		0		0		0		0		
68 Mitigating Actions to be Identified		0		0													0		0		0		0		0		
69 Total Drugs Savings / Mitigating Actions to be Identified	0	0	0	0		174	174	174	174	174	174	174	174	174	174	174	2,084	0	0	0	0	0	0	0	0		
70 Accuracy Gains		0		0													0		0		0		0		0		
70 Net Drugs Expenditure (as per Table C4)	0	0	0	0	(174)	(174)	(174)	(174)	(174)	(174)	(174)	(174)	(174)	(174)	(174)	(174)	(2,084)	0	0	0	0	0	0	0	0		

D. PRIMARY CARE CONTRACTOR (excl drugs, incl Non Resource Limited) EXPENDITURE ANALYSIS

[illegible]

E. CONTINUING HEALTHCARE/ FUNDED NURSING CARE EXPENDITURE ANALYSIS

[illegible]

Validations

Y1 Revenue Resource Limit (Cell T11) agrees to the RRL Assumptions (Cell C79)	No, does not
Y2 Revenue Resource Limit (Cell Z11) agrees to the RRL Assumptions (Cell D79)	No, does not
Y3 Revenue Resource Limit (Cell AF11) agrees to the RRL Assumptions (Cell E79)	No, does not

Y1 Drugs (Cell E19 + E22) agrees to the Drugs Analysis (Cell E105)	OK
Y1 Drugs (Cell T19 + T22) agrees to the Drugs Analysis (Cell T145)	No, summary
Y2 Drugs (Cell Z19 + Z22) agrees to the Drugs Analysis (Cell Z145)	OK
Y3 Drugs (Cell AF19 + AF22) agrees to the Drugs Analysis (Cell AF105)	OK
Y1 Drugs (Rows 19 +22) phasing agrees to the Drugs Analysis (Row105)	No, summary
Y2 Drugs (Rows 19 +22) phasing agrees to the Drugs Analysis (Row105)	OK
Y3 Drugs (Rows 19 +22) phasing agrees to the Drugs Analysis (Row105)	OK

Y1	Comm Serv & Other (Cell E23 + E24 +E26 + E27) agrees to the Comm Serv & Other Analysis (Cell E166)	OK
Y2	Comm Serv & Other (Cell T23 + T24 + T26 + T27) agrees to the Comm Serv & Other Analysis (Cell T166)	No, summary
Y2	Comm Serv & Other (Cell Z21 + Z24 +Z26 + Z27) agrees to the Comm Serv & Other Analysis (Cell Z166)	OK
Y3	Comm Serv & Other (Row A23 + A24 +A26 + A27) agrees to the Comm Serv & Other Analysis (Row A166)	OK
Y3	Comm Serv & Other (Row B23 + B24 +B26 + B27) agrees to the Comm Serv & Other Analysis (Row B166)	No, summary
Y2	Comm Serv & Other (Row C23 +A24 +C26 + C27) phasing agrees to the Comm Serv & Other Analysis (Row C166)	OK
Y3	Comm Serv & Other (Row D23 +A24 +D26 + D27) phasing agrees to the Comm Serv & Other Analysis (Row D166)	OK

Y1 Unidentified Savings (inc Red & Pipeline)/Mlt Actions (Rows 60+61+80+81+100+101+120+121+139+140+161+162)	agrees to Table C5 row 124+126	No, Table C5
Y2 Unidentified Savings (inc Red & Pipeline)/Mlt Actions (Rows 60+61+80+81+100+101+120+121+139+140+161+162)	agrees to Table C5 row 124+126	No, Table C5
Y3 Unidentified Savings (inc Red & Pipeline)/Mlt Actions (Rows 60+61+80+81+100+101+120+121+139+140+161+162)	agrees to Table C5 row 124+126	No, Table C5

Y1 Inflationary/Cost Growth (Rows 47+74+94+114+133+155) agrees to Table C5 row 63	No, Table C5
Y2 Inflationary/Cost Growth (Rows 47+74+94+114+133+155) agrees to Table C5 row 63	No, Table C5
Y3 Inflationary/Cost Growth (Rows 47+74+94+114+133+155) agrees to Table C5 row 63	No, Table C5

Y1 Demand/Service Growth (Rows 48+75+95+115+134+156) agrees to Table C5 row 92	No, Table C5
Y2 Demand/Service Growth (Rows 48+75+95+115+134+156) agrees to Table C5 row 92	No, Table C5
Y3 Demand/Service Growth (Rows 48+75+95+115+134+156) agrees to Table C5 row 92	No, Table C5

Y1 Local Service/Cost Pressures (Rows 49+76+96+116+135+157) agrees to Table C5 row 110	No, Table C5 row 110
Y2 Local Service/Cost Pressures (Rows 49+76+96+116+135+157) agrees to Table C5 row 110	No, Table C5 row 110
Y3 Local Service/Cost Pressures (Rows 49+76+96+116+135+157) agrees to Table C5 row 110	No, Table C5 row 110

Y1 Accountancy Gains (Rows 43+56+69+82+94+109) agrees to Table C5 row 103	Ok
Y2 Accountancy Gains (Rows 43+56+69+82+94+109) agrees to Table C5 row 103	Ok
Y3 Accountancy Gains (Rows 43+56+69+82+94+109) agrees to Table C5 row 103	Ok

85	Inflationary/Cost Growth			0		0													0										0							0	
86	Demand/Service Growth			0		0													0										0							0	
87	Local Service/Cost Pressures			0		0													0										0							0	
88	Committed Reserves			0		0													0										0							0	
89	Total Gross CHC/FNC Expenditure	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
90	Continuing Healthcare / Funded Nursing Care Savings			0		0			40		46		46		46		46		46		46		50		550		550		0		0		0		0	0	
91	Unidentified Savings (inc Red & Pipeline)			0		0																							0							0	
92	Mitigating Actions to be Identified			0		0																							0							0	
93	Total CHC/FNC Savings / Mitigating Actions to be Identified	0	0	0	0	0	0	0	40		46		46		46		46		46		46		50		550		550		0		0		0		0	0	
94	Accountancy Gains			0		0																							0							0	

95	Net CHC/FNC Expenditure (as per Table C4)			0		0			(40)		(46)		(46)		(46)		(46)		(46)		(46)		(50)		(550)		(550)		0		0		0		0
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F. COMMISSIONED SERVICES (Health Care & Non HealthCare) EXPENDITURE ANALYSIS

		Current Year				Year 1												Year 2					Year 3					
		8				1	2	3	4	5	6	7	8	9	10	11	12		AV 1-3	AV4-6	AV7-9	AV 10-12		AV 1-3	AV4-6	AV7-9	AV 10-12	
Commissioned Services - Expenditure Profiles	YTD	YTD Monthly Average	FY FC	FY Monthly Average	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Forecast year-end position	Average month Q1	Average month Q2	Average month Q3	Average month Q4	Forecast year-end position	Average month Q1	Average month Q2	Average month Q3	Average month Q4	Forecast year-end position	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	
96	HealthCare Services Provided by Other NHS Bodies		0	0													0					0					0	
97	Non HealthCare Services Provided by Other NHS Bodies																											
98	Other Private & Voluntary		0	0													0					0					0	
99	Local Financing & Other		0	0													0					0					0	
100	Inflationary/Cost Growth		0	0													0					0					0	
101	Demand/Service Growth		0	0													0					0					0	
102	Local Service/Cost Pressures		0	0													0					0					0	
103	Committed Reserves		0	0													0					0					0	
104	Total Comm Serv Gross Expenditure	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
105	Commissioned Services Savings		0	0		0	0	0	0	0	16	16	16	16	17	17	17	99	0	0	0	0	0	0	0	0	0	
106	Unidentified Savings (inc Red & Pipeline)		0	0													0					0					0	
107	Mitigating Actions to be Identified		0	0													0					0					0	
108	Total Comm Serv Savings / Mitigating Actions to be Identified	0	0	0	0	0	0	0	0	0	16	16	16	16	17	17	17	99	0	0	0	0	0	0	0	0	0	
109	Accountancy Gains		0	0													0					0					0	
110	Net Comm Serv Expenditure (as per Table C4)	0	0	0	0	0	0	0	0	0	(16)	(16)	(16)	(17)	(17)	(17)	(99)	0	0	0	0	0	0	0	0	0	0	
						0	0	0	0	0	0	1	1	1	1	1	1		0	0	0	0	0	0	0	0	0	

INTEGRATED MEDIUM TERM PLAN SUMMARY - 2020/21 to 2022/23

This Table is currently showing 0 errors

	2020/21		2021/22		2022/23	
	In Year	Recurring Full Year Effect (N/R Items enter 0)	In Year	Recurring Full Year Effect (N/R Items enter 0)	In Year	Recurring Full Year Effect (N/R Items enter 0)
	£'000	£'000	£'000	£'000	£'000	£'000
1 Revenue Resource Limit (RRL) LHB only (positive values)	677,891	677,891	882,987	882,987	988,385	908,385
2 Income (For Trusts)/Other Income (positive values)	271,783	271,783	277,219	277,219	282,783	282,783
3 Total Revenue Allocation/Income	1,149,674	1,149,674	1,170,205	1,170,205	1,191,148	1,191,148
High Level Summary						
4 1. Underlying Position b/f						
5 1.1 b/f Recurring Cost Pressures (by speciality) / Developments (by title) - (negative values):						
6 Primary Care	(2,000)	(2,000)	(24,056)	(24,056)	(12,340)	(12,340)
7 Mental Health		0		0		0
8 Continuing HealthCare	(1,400)	(1,400)		0		0
9 Commissioned Services		0		0		0
10 Scheduled Care	(3,800)	(3,800)		0		0
11 Unscheduled Care	(13,500)	(13,500)		0		0
12 Children & Women's		0		0		0
13 Community Services		0		0		0
14 Specialised Services		0		0		0
15 Executive / Corporate Areas	(7,300)	(7,300)		0		0
16 Support Services (inc. Estates & Facilities)		0		0		0
17 Total Underlying Position b/f: Deficits and Cost Pressures (negative)/ Surplus (positive)	(28,000)	(28,000)	(24,056)	(24,056)	(12,340)	(12,340)
18 2. New Cost Pressures (negative values)						
19 2.1 Cost Growth						
20 Pay Inflation						
21 - Pay Award	(14,600)	(14,600)	(10,474)	(10,474)	(10,300)	(10,300)
22 - Increments	0	0	0	0	0	0
23 - Pensions & Other Pay Oncost Changes	0	0	0	0	0	0
24 - Terms & Conditions (incl T&S)	0	0	0		0	
25 Other.....Specify						
26						
27						
28						
29 Sub Total Pay Inflation	(14,600)	(14,600)	(10,474)	(10,474)	(10,300)	(10,300)
30 Non pay Inflation	(2,300)	(2,300)	(2,300)	(2,300)	(2,300)	(2,300)
31 Statutory Compliance and National Policy	(100)	(100)	0		0	
32 Continuing Health Care	(2,705)	(2,705)	(2,434)	(2,565)	(2,565)	(2,565)
33 Funded Nursing Care	(348)	(348)	(272)	(272)	(281)	(281)
34 Prescribing	(2,400)	(2,400)	(2,500)	(2,500)	(2,500)	(2,500)
35 GMS	0	0	0		0	
36 Quality & Safety Developments						
37 Other.....Specify						
38						
39						
40						
41						
42						
43						
44 Total Inflationary/Cost Growth	(22,453)	(22,453)	(17,980)	(17,980)	(17,946)	(17,946)
45 2.2 Demand / Service Growth (negative values)						
46 Primary Care Contractor	0		0		0	
47 NICE and New High Cost Drugs	(4,500)	(4,500)	(4,000)	(4,000)	(4,000)	(4,000)
48 Continuing Health Care						
49 Funded Nursing Care						
50 Prescribing						
51 Specialist Services - Direct	(3,000)	(3,000)	(4,000)	(4,000)	(3,615)	(3,615)
52 Specialist Services - via WHSSC	(2,230)	(2,230)	0		0	
53 Welsh Risk Pool	(295)	(295)	0	0	0	0
54 EASC						
55 RTT (associated with planned activity stated in IMTP)						
56 Treatment Fund (associated anticipated funding to be reported in Section 5)	0		0		0	
57 Demographic / Demand on Acute Services: Please Specify below						
58 As per All Wales population analysis	0	0	0	0	0	0
59 Top Slice	(400)	(400)	0		0	
60 Cluster Investment	(1,297)	(1,297)				
61						
62						
63						
64						
65 Other.....Specify						
66						
67						
68						
69						
70						
71						
72 Total Demand/Service Growth	(11,722)	(11,722)	(8,000)	(8,000)	(7,615)	(7,615)
73 2.3 Local Service/Cost Pressures (negative values)						
74 Other.....Specify						
75 Informatics	(1,155)	(1,155)	(1,000)	(1,000)	(1,000)	(1,000)
76 Final Pension Charge contingency	0	0	0		0	
77 Invest to Save Repayment	(650)	0	0		0	
78 Investment Decisions	(5,422)	(5,422)	(800)	(800)	0	0
79						
80						
81						
82						
83						
84						
85						
86						
87						
88						
89 Total Local Cost Base Challenge	(7,227)	(6,577)	(1,800)	(1,800)	(1,000)	(1,000)
90 Total Opening Financial Challenge (Deficit)/Surplus	(69,402)	(68,752)	(51,836)	(51,836)	(38,901)	(38,901)
91 3. Identified Savings Plans (positive values)						
92 Continuing Care and Funded Nursing Care	550	550	0	0	0	0
93 Commissioned Services	99	198	0	0	0	0
94 Medicine Management (Primary and Secondary Care)	2,084	2,084	0	0	0	0
95 Non Pay	2,423	2,443	0	0	0	0
96 Pay	6,070	5,648	0	0	0	0
97 Primary Care	0	0	0	0	0	0
98 Total Identified Savings Plans	11,226	10,923	0	0	0	0
100 Total Red / Pipeline Saving schemes	11,526	11,526	24,000	24,000	24,000	24,000
101 Total Savings / Mitigating Actions Yet To Be Identified (positive value)						
102 Total Net Income Generation (positive value)	248	251				
103 Total Planned Accountancy Gains (positive value)	0	0				
104 Total Unallocated Reserves (positive value)						
105 Total In Year Performance/Position Before Repayment of Prev Years Deficit - (Deficit)/Surplus	(46,403)	(46,053)	(27,836)	(27,836)	(14,901)	(14,901)
106 4. Repayment of Previous Years Deficit (negative value)	0		0		0	
107 Total In Year Performance/Position After Repayment of Prev Years Deficit - (Deficit)/Surplus	(46,403)	(46,053)	(27,836)	(27,836)	(14,901)	(14,901)
108 5. WG Revenue Assistance/Funding Requested (positive values) (breakdown to be provided in Commentary)						
109 Recurring - Inflation	14,800	14,800	15,096	15,096	15,398	15,398
110 Recurring - Other	6,797	6,797	0		0	0
111 Non Recurring						
112 Total WG Assistance	21,597	21,597	15,096	15,096	15,398	15,398
113 6. Provider Income						
114 LTA/SLA Inflation	400	400	400	400	400	400
115 New Services						
116 Total Provider Income	400	400	400	400	400	400
117 Net Financial Challenge - (Deficit)/Surplus	(24,406)	(24,056)	(12,340)	(12,340)	898	898

N.B. To ensure cost pressures are not over inflated, the values reported with Table C4 must be net of any identified 'Mitigating Actions' that do not require any management actions to deliver.
N.B. If there is any FYE of Accountancy Gains (i.e line 103) then this MUST be explained in Commentary

Validations

2020/21	Revenue Resource Limit (Cell C12) agrees to the SCNE - 3 Year (Cell C13)	Ok
2021/22	Revenue Resource Limit (Cell E12) agrees to the SCNE - 3 Year (Cell D13)	Ok
2022/23	Revenue Resource Limit (Cell G12) agrees to the SCNE - 3 Year (Cell E13)	Ok
2020/21	Net Financial Challenge (Cell C167) agree to the SCNLE - 3 Year (Cell C35)	Ok
2021/22	Net Financial Challenge (Cell E167) agree to the SCNLE - 3 Year (Cell D36)	Ok
2022/23	Net Financial Challenge (Cell G167) agree to the SCNLE - 3 Year (Cell E36)	Ok
2021/22	Y2 Underlying Position b/f agrees to Full Year Effect of Y1 Financial Challenge	Ok
2022/23	Y3 Underlying Position b/f agrees to Full Year Effect of Y2 Financial Challenge	Ok

Resource Planning Assumptions

Local Resource Planning Assumptions Used			
	2020/21 % Cost	2021/22 % Cost	2022/23 % Cost
Inflationary Pressure			
1 Cost Growth			
2 Pay Inflation (inc. awards, T & Cs inc. Travel etc)	1.50%	0.95%	0.95%
3 Incremental Drift	0.49%	0.48%	0.45%
4 Pensions & Other Pay Oncost Changes	0.00%	0.00%	0.00%
5 Non pay Inflation	0.65%	0.54%	0.54%
6 Statutory Compliance and National Policy	0.01%	0.00%	0.00%
7 Continuing Health Care	0.37%	0.33%	0.35%
8 Funded Nursing Care	0.04%	0.04%	0.04%
9 Prescribing	0.33%	0.34%	0.34%
10 GMS	0.00%	0.00%	0.00%
11 Quality & Safety Developments	0.00%	0.00%	0.00%
13 Total Cost Growth	3.39%	2.68%	2.67%
14 Demand / Service Growth			
15 Primary Care Contractor	0.00%	0.00%	0.00%
16 NICE and New High Cost Drugs	0.61%	0.54%	0.54%
17 Continuing Health Care	0.00%	0.00%	0.00%
18 Funded Nursing Care	0.00%	0.00%	0.00%
19 Prescribing	0.00%	0.00%	0.00%
20 Specialist Services - Direct	0.00%	0.00%	0.00%
21 Specialist Services - via WHSSC	0.52%	0.54%	0.49%
22 Welsh Risk Pool	0.30%	0.00%	0.00%
23 EASC	0.04%	0.04%	0.04%
24 RTT	0.00%	0.00%	0.00%
25 Treatment Fund	0.00%	0.00%	0.00%
26 Specialist Services	0.00%	0.00%	0.00%
27 Demographic / Demand on Acute Services	0.37%	0.37%	0.44%
28 Total Demand / Service Growth	1.84%	1.49%	1.51%
29 Total Inflationary Pressure	5.23%	4.17%	4.18%

Pay Related Cost Assumptions - Local		2020/21		2021/22		2022/23	
		£'000	%	£'000	%	£'000	%
1 Pay Awards							
2 - A 4 C Staff			0.00%		0.00%		0.00%
3 - Consultants			0.00%		0.00%		0.00%
4 - Specialty and associate specialist doctors (SAS)			0.00%		0.00%		0.00%
5 - Junior Doctors			0.00%		0.00%		0.00%
6 - Staff Grades			0.00%		0.00%		0.00%
7 - Salaried GPs			0.00%		0.00%		0.00%
8 Total Pay Awards		0	0.00%	0	0.00%	0	0.00%
9 Increments		£'000	%	£'000	%	£'000	%
10 Cost of Increments							
11 - A 4 C Staff			0.00%		0.00%		0.00%
12 - Consultants			0.00%		0.00%		0.00%
13 - Specialty and associate specialist doctors (SAS)			0.00%		0.00%		0.00%
14 - Junior Doctors			0.00%		0.00%		0.00%
15 - Salaried GPs			0.00%		0.00%		0.00%
16 - Consultant Commitment Awards			0.00%		0.00%		0.00%
17 Total Increments		0	0.00%	0	0.00%	0	0.00%
18 Pensions & Other Pay Oncost Changes		£'000	%	£'000	%	£'000	%
19 1 - NHS Pension							
20 Employers Contribution			0.00%		0.00%		0.00%
21			0.00%		0.00%		0.00%
22 Total Pensions		0	0.00%	0	0.00%	0	0.00%
23 Comparator		734,120		734,120		734,120	

Revenue Resource Limit Assumptions

LHB COMPLETION ONLY		2020/21 £'000	2021/22 £'000	2022/23 £'000
1	RRL used in SCNE profiled analysis	877,891	892,987	908,385
	Made up of:-			
2	Allocation Letter/ Resource Planning Figure	865,185	865,185	865,185
3	Plus the following additional anticipated allocations:-			
4	DEL- Funded in Previous Years:			
6	Substance Misuse	2,762	2,762	2,762
7	Clinical Excellence/Distinction Awards	779	779	779
8	Orthopaedics	370	370	370
9	Immunisations (Vaccine & GMS fees) & HPV	71	71	71
10	Treatment Fund - see note at foot of table	2,072	2,072	2,072
11	Other....specify			
12	Mental Health Improvement Fund	902	902	902
13	Dental Patient Charges	233	233	233
14	Dental Vocational Trainees	1,866	1,866	1,866
15	GP Refresh	1,402	1,402	1,402
16	Pre-Registration Pharmacists	203	203	203
17	Prevention & Early Years	792	792	792
18	Single Cancer Pathway	723	723	723
19	WHSSC ARRP	91	91	91
20	Improving Lives Programme	57	57	57
21	ICF - WCCIS	254	254	254
22	AAC Pathway	96	96	96
23	Gwen Am Byth	32	32	32
24	Sub Total - Funded in Previous Years	877,891	877,891	877,891
25	DEL New Funding Issues			
26	1.Recurring			
27	Recurring - Inflation		15,096	30,494
28	Recurring - Other		0	0
29				
30				
31				
32				
33				
34				
35				
36				
37				
38				
39				
40				
41				
42				
43	Sub Total - New Funding Issues - Recurring	0	15,096	30,494
44	2. Non Recurring			
45				
46				
47				
48				
49				
50				
51				
52				
53				
54				
55				
56				
57				
58				
59	Sub Total - New Funding Issues - Non Recurring	0	0	0
60	AME			
61	Donated Depreciation			
62	Impairments			
63	Other...specify			
64				
65				
66				
67				
68	Sub Total - AME	0	0	0
69	Total RRL used in SCNE profiled analysis	877,891	892,987	908,385
70	Check total = zero	0	0	0

N.B. Treatment fund should be reported within Section 5 of Table C5 to offset the associated costs reported on within Section 2.2 (Line Ref 80) of Table C5

Swansea Bay ULHB

18 March 2020

Income and Expenditure Assumptions (Wales NHS)

This Table is currently showing 0 errors

A. Annual Forecast 2020/21

		Contracted Income	Non Contracted Income	Total Income
	LHBs / Trusts	£'000	£'000	£'000
1	Swansea Bay	0	0	0
2	Aneurin Bevan	840	2,740	3,580
3	Betsi Cadwaladr	0	140	140
4	Cardiff & Vale	1,917	697	2,614
5	Cwm Taf Morgannwg	37,776	858	38,635
6	Hywel Dda	30,728	6,839	37,566
7	Powys	8,000	1,979	9,979
8	Public Health Wales	2,661	1,778	4,439
9	Velindre	0	5,292	5,292
10	Welsh Ambulance	0	216	216
11	WHSSC	108,180	395	108,575
12	EASC	3,893	0	3,893
13	HEIW	0	11,671	11,671
14	NHS Wales Executive			0
15	Total	193,994	32,605	226,599

	Contracted Expenditure	Non Contracted Expenditure	Total Expenditure
	£'000	£'000	£'000
	0	0	0
	191	950	1,141
	0	290	290
	3,416	885	4,301
	31,962	675	32,637
	4,474	492	4,966
	1,056	541	1,597
	0	4,498	4,498
	447	20,407	20,854
	3,995	0	3,995
	81,411	0	81,411
	17,242	7	17,249
	0	0	0
	0	0	0
	144,195	28,745	172,939

Validations

Y1 Annual Welsh NHS Income (Cell E22) agrees to the SCNI.E Year 1 (Cell C16 + C17)	Ok
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This Table is currently showing 0 errors

NOTE: Tables automatically populated with Green & Amber identified savings plans entered in C9a

YEAR 1 SAVINGS PLANS - All Positive Entries

To include Cost Improvement & Cost Containment schemes

Savings Plans:-

		Year 1												Non Recurring £'000	Recurring £'000	FYE of Recurring £'000
		Apr £'000	May £'000	Jun £'000	Jul £'000	Aug £'000	Sep £'000	Oct £'000	Nov £'000	Dec £'000	Jan £'000	Feb £'000	Mar £'000	Total £'000		
1	CHC and Funded Nursing Care	40	46	46	46	46	46	46	46	46	46	46	50	550	0	550
2	Commissioned Services	0	0	0	0	0	0	16	16	16	17	17	17	99	0	99
3	Medicines Management (Primary & Secondary Care)	174	174	174	174	174	174	174	174	174	174	174	174	2,084	0	2,084
4	Non Pay	196	200	200	200	200	200	204	204	204	204	205	210	2,423	0	2,423
5	Pay	198	200	255	455	465	465	669	670	671	673	674	676	6,070	652	5,418
6	Primary Care	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Total Savings Plans	607	619	674	874	884	884	1,109	1,110	1,111	1,114	1,116	1,127	11,226	652	10,574

Pay Savings: Analysis

Pay Category		Year 1												Non Recurring £'000	Recurring £'000	FYE of Recurring £'000
		Apr £'000	May £'000	Jun £'000	Jul £'000	Aug £'000	Sep £'000	Oct £'000	Nov £'000	Dec £'000	Jan £'000	Feb £'000	Mar £'000	Total £'000		
8	Pay - Changes in Staffing Establishment	4	4	36	36	36	36	49	50	51	51	51	53	451	0	451
9	Pay - Variable Pay	42	42	65	65	75	75	99	99	99	101	102	104	967	0	967
10	Pay - Locum	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Pay - Agency/Locum Paid at a Premium	100	100	100	300	300	300	467	467	467	467	467	465	4,000	0	4,000
12	Pay - Changes in Bank Staff	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Pay - Other (Please Specify)	52	54	54	54	54	54	55	55	55	55	55	55	652	652	0
14	Total Pay Savings: Analysis	198	200	255	455	465	465	669	670	671	673	674	676	6,070	652	5,418

15	Check - Agrees to Savings Plan Line 5	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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Agency/Locum paid at a premium Savings: Analysis

Agency/Locum paid at a premium		Year 1												Non Recurring £'000	Recurring £'000	FYE of Recurring £'000
		Apr £'000	May £'000	Jun £'000	Jul £'000	Aug £'000	Sep £'000	Oct £'000	Nov £'000	Dec £'000	Jan £'000	Feb £'000	Mar £'000	Total £'000		
16	Agency - Reduced usage of Agency/Locums paid at a premium	100	100	100	300	300	300	467	467	467	467	467	465	4,000	0	4,000
17	Agency - Non Medical 'off contract' to 'on contract'	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18	Agency - Medical - Impact of Agency pay rate caps	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19	Agency - Other (Please Specify)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20	Total Agency/Locum paid at a premium Savings: Analysis	100	100	100	300	300	300	467	467	467	467	467	465	4,000	0	4,000

21	Check - Agrees to Savings Plan Line 11	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
----	---	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

Validations

Monthly Pay Savings reported in Plan (Line 5) agrees to Total Pay Savings Plan Analysis on Line 14	ok
Monthly Agency/locum paid at a premium Savings reported in Plan (Line 11) agrees to Total Savings Plan Analysis on Line 20	ok
Non Recurring + Recurring savings agree to Total In Year Savings	ok
Full Year Effect of Recurring savings is more than the In Year Recurring Savings	ok

Swansea Bay ULHB	18 March 2020						
Cba Summary of Savings / Tracker (€000's)		Cash-Resolving Saving (Pw)	Cash-Resolving Saving (Non Pw)	Cost Avoidance	Savings Total	Income Generation	Accountancy Gains
Planned Care	150	190	-	-	340	-	-
Unscheduled Care	4,036	-	55	4,691	-	-	-
Primary and Community Care (Excl Prescribing)	6	200	330	536	12	-	-
Mental Health	250	450	100	800	-	-	-
Clinical Support	-	196	-	196	144	-	-
Non Clinical Support (Facilities/Estates/Corporate)	49	-	-	49	-	-	-
Commissioning	-	-	-	-	72	-	-
Across Service Areas	1,122	2,020	72	3,214	20	-	-
CHC	-	-	-	-	-	-	-
Prescribing	-	-	-	-	-	-	-
Medicines Management (Secondary Care)	-	2,000	-	2,000	-	-	-
Green & Amber Sub-Total	5,613	5,656	557	11,226	248	-	-
Red Schemes	6,920	2,549	2,058	11,526	-	-	-
Total Specific Schemes	12,533	7,604	2,615	22,752	248	-	-

Please use drop down boxes where available to provide consistency across returns.

Organisation	Division	Business Unit	Savings Scheme Number (i.e. DAT onwards)	Scheme / Opportunity Title	Recurrent (R) / Non Recurrent (NR)	Current Year Annual Plan £'000	Plan FYE (Recurring Schemes only) £'000	Scheme Start Date	Date Scheme Expected to go Green	Scheme RAG rating (incl. Income Generation & Accountability Gains)	Service Area	Scheme Type	Definition	MMR Category - Savings only - Do not complete for IG & AG	Apr Plan £'000	May Plan £'000	Jun Plan £'000	Jul Plan £'000	Aug Plan £'000	Sep Plan £'000	Oct Plan £'000	Nov Plan £'000	Dec Plan £'000	Jan Plan £'000	Feb Plan £'000	Mar Plan £'000	Annual Plan £'000	All fields to be completed if scheme has value	Is Scheme Number Unique?	VALIDATIONS		Is FYE of R Schemes -> in Year Plan	Has FYE been entered on NR Schemes?
																														Monitoring Return Category selected for Savings	Monitoring Return Category not selected for AGIG		
Swansea Bay ULHB				Procurement	R	2,000	2000	Apr-20	Apr-20	Amber	Across Service Ar	Improved management of elective and non-elective patient	Cash-Releasing SI Non Pay		167	167	167	167	167	167	167	167	167	167	167	2,000	ERROR						
Swansea Bay ULHB				Medicines Management	R	2,000	2000	Apr-20	Apr-20	Amber	Medicines Manag	Medicines Management (Secondary Care)	Cash-Releasing SI Medicines Manage		167	167	167	167	167	167	167	167	167	167	167	2,000	ERROR						
Swansea Bay ULHB				Management of Surge Capital	R	4,000	4000	Apr-20	Apr-20	Amber	Unscheduled Care	Improved management of elective and non-elective patient	Cash-Releasing SI Agency - Reduced		100	100	300	300	300	300	467	467	467	467	467	4,000	ERROR						
Swansea Bay ULHB				Staffing Vacancies/illness	NR	250	0	Apr-20	Apr-20	Green	Mental Health	Other	Cash-Releasing SI Pay - Other (Phase		19	21	21	21	21	21	21	21	21	21	21	250	ERROR						
Swansea Bay ULHB				CHC Commissioning Team	R	450	450	Apr-20	Apr-20	Amber	Mental Health	CHC	Cash-Releasing SI CHC and Funded		32	38	38	38	38	38	38	38	38	38	38	450	ERROR						
Swansea Bay ULHB				CHC Inflation Cost Contain	R	100	100	Apr-20	Apr-20	Amber	Mental Health	CHC	Cost Avoidance - CHC and Funded		8	8	8	8	8	8	8	8	8	8	8	100	ERROR						
Swansea Bay ULHB				Reduce Radiotherapy Access	R	99	180	Oct-20	Sep-20	Amber	Planned Care	Other	Cash-Releasing SI Pay - Variable Pay		3	4	4	4	4	4	15	15	15	15	15	90	ERROR						
Swansea Bay ULHB				Annual Leave Purchase	NR	47	0	Apr-20	Apr-20	Green	Across Service Ar	Other	Cost Avoidance - Pay - Other (Phase		13	17	17	17	17	17	17	17	17	17	17	47	ERROR						
Swansea Bay ULHB				Community Dressings	R	200	200	Apr-20	Apr-20	Amber	Primary and Com	Other	Cash-Releasing SI Non Pay		17	17	17	17	17	17	17	17	17	17	17	200	ERROR						
Swansea Bay ULHB				RNC Contribution from Comm	R	72	72	Apr-20	Apr-20	Amber	Commissioning	Other	Income Generation		6	6	6	6	6	6	6	6	6	6	6	72	ERROR						
Swansea Bay ULHB				Annual Leave Purchase	NR	25	0	Apr-20	Apr-20	Amber	Across Service Ar	Other	Cost Avoidance - Pay - Other (Phase		3	2	2	2	2	2	2	2	2	2	2	25	ERROR						
Swansea Bay ULHB				Restructuring	R	49	63	Sep-20	Jun-20	Amber	Non Clinical Supp	Other	Cash-Releasing SI Pay - Changes in S		3	3	3	3	3	3	5	5	5	5	5	49	ERROR						
Swansea Bay ULHB				Reduce Rental / Maintenance Costs through Capital purchase of kit	R	100	100	Apr-20	Apr-20	Green	Planned Care	Other	Cash-Releasing SI Non Pay		8	8	8	8	8	8	8	8	8	8	8	100	ERROR						
Swansea Bay ULHB				HSDU service provision to SL	R	144	144	Apr-20	Apr-20	Amber	Clinical Support	Other	Income Generation		12	12	12	12	12	12	12	12	12	12	12	144	ERROR						
Swansea Bay ULHB				HSDU NPT Service provision	R	99	198	Oct-20	Sep-20	Amber	Clinical Support	Other	Cash-Releasing SI Commissioned Services		16	16	16	16	16	16	16	16	16	16	16	99	ERROR						
Swansea Bay ULHB				In house TPN	R	84	84	Apr-20	Apr-20	Amber	Clinical Support	Medicines Management (Secondary Care)	Cash-Releasing SI Medicines Manage		7	7	7	7	7	7	7	7	7	7	7	84	ERROR						
Swansea Bay ULHB				Use of Apprentices	R	16	32	Oct-20	Aug-20	Amber	Unscheduled Care	Ward nursing	Cash-Releasing SI Pay - Changes in Staffing Establishment		2	2	2	2	2	2	2	2	2	2	2	16	ERROR						
Swansea Bay ULHB				USE of ANP/PAs to support	R	20	20	Jun-20	May-20	Amber	Unscheduled Care	Medical staff management	Cash-Releasing SI Pay - Changes in Staffing Establishment		2	2	2	2	2	2	2	2	2	2	2	20	ERROR						
Swansea Bay ULHB				Reduction in Postage for sup	R	20	40	Oct-20	Sep-20	Amber	Across Service Ar	Patient care administration	Cash-Releasing SI Non Pay		3	3	3	3	3	3	3	3	3	3	4	20	ERROR						
Swansea Bay ULHB				Reduce sickness	R	50	100	Oct-20	Sep-20	Amber	Unscheduled Care	Other	Cost Avoidance - Pay - Variable Pay		8	8	8	8	8	8	8	8	8	8	8	50	ERROR						
Swansea Bay ULHB				HSIW agency overtime	R	5	4.5	Oct-20	Sep-20	Amber	Unscheduled Care	Ward nursing	Cost Avoidance - Pay - Variable Pay		1	1	1	1	1	1	1	1	1	1	1	5	ERROR						
Swansea Bay ULHB				Elective Orthopaedics Ward	R	25	50	Oct-20	Sep-20	Amber	Planned Care	Ward nursing	Cash-Releasing SI Pay - Changes in Staffing Establishment		4	4	4	4	4	4	4	4	4	4	4	25	ERROR						
Swansea Bay ULHB				Pancreatic consultant contract	R	36	70	Oct-20	Sep-20	Amber	Planned Care	Medical staff management	Cash-Releasing SI Pay - Changes in Staffing Establishment		4	6	6	6	6	6	6	6	6	6	6	36	ERROR						
Swansea Bay ULHB				Project Management	NR	330	0	Apr-20	Apr-20	Amber	Primary and Com	Other	Cost Avoidance - Pay - Other (Phase		27	27	27	27	27	27	27	27	27	27	27	330	ERROR						
Swansea Bay ULHB				Podiatric Podiatrist Foot Care	R	6	6	Apr-20	Apr-20	Amber	Primary and Com	Therapies: pathways, workforce models, productivity	Cash-Releasing SI Pay - Changes in S		1	1	1	1	1	1	1	1	1	1	1	6	ERROR						
Swansea Bay ULHB				LAC Assessment Income	R	12	15	Jul-20	Jun-20	Amber	Primary and Com	Other	Income Generation		1	1	1	1	1	1	1	1	1	1	1	12	ERROR						
Swansea Bay ULHB				Agency spend reduction thri	R	250	250	Jun-20	Jun-20	Red	Across Service Ar	Other	Cash-Releasing SI Pay - Variable Pay		25	25	25	25	25	25	25	25	25	25	25	250	ERROR						
Swansea Bay ULHB				Enhanced support for staff	R	300	300	Jun-20	Jun-20	Red	Across Service Ar	Other	Cash-Releasing SI Pay - Variable Pay		30	30	30	30	30	30	30	30	30	30	30	300	ERROR						
Swansea Bay ULHB				Ward Redesignation	R	200	200	Jun-20	Jun-20	Red	Across Service Ar	Ward nursing	Cash-Releasing SI Pay - Changes in Staffing Establishment		20	20	20	20	20	20	20	20	20	20	20	200	ERROR						
Swansea Bay ULHB				Equipment Hire Reduction	R	90	90	Apr-20	Apr-20	Amber	Planned Care	Improved management of non-pay, including both tradit	Cash-Releasing SI Non Pay		7	7	7	7	7	7	7	7	7	7	7	90	ERROR						
Swansea Bay ULHB				Increase RAD Trials income	R	20	20	Apr-20	Apr-20	Amber	Across Service Ar	Other	Income Generation		1	1	1	1	1	1	1	1	1	1	1	20	ERROR						
Swansea Bay ULHB				Pathology testing	R	13	13	Apr-20	Apr-20	Amber	Clinical Support	Pathology - pathways, workforce models, productivity	Cash-Releasing SI Non Pay		1	1	1	1	1	1	1	1	1	1	1	13	ERROR						
Swansea Bay ULHB				Nurse Bank June Commitment	R	300	300	Jun-20	Jun-20	Red	Across Service Ar	Ward nursing	Cash-Releasing SI Pay - Variable Pay		30	30	30	30	30	30	30	30	30	30	30	300	ERROR						
Swansea Bay ULHB				Improve 1:1 Care	R	386	386	Apr-20	Apr-20	Amber	Across Service Ar	Ward nursing	Cash-Releasing SI Pay - Variable Pay		32	32	32	32	32	32	32	32	32	32	32	386	ERROR						
Swansea Bay ULHB				Enforce Rostering Policy	R	100	100	Jun-20	Jun-20	Amber	Across Service Ar	Ward nursing	Cash-Releasing SI Pay - Variable Pay		10	10	10	10	10	10	10	10	10	10	10	100	ERROR						
Swansea Bay ULHB				Increase use of Signa shifts	R	300	300	Jun-20	Jun-20	Amber	Across Service Ar	Ward nursing	Cash-Releasing SI Pay - Changes in Staffing Establishment		30	30	30	30	30	30	30	30	30	30	30	300	ERROR						
Swansea Bay ULHB				Enhance Control over unused	R	86	86	Jun-20	Jun-20	Amber	Across Service Ar	Ward nursing	Cash-Releasing SI Pay - Variable Pay		8	8	8	8	8	8	8	8	8	8	8	86	ERROR						
Swansea Bay ULHB				Collaborative Bank	R	250	250	Apr-20	Apr-20	Amber	Across Service Ar	Ward nursing	Cash-Releasing SI Pay - Variable Pay		10	10	15	15	25	25	25	25	25	25	25	250	ERROR						
Swansea Bay ULHB				International Nurse Recruitment	R	350	350	Jun-20	Jun-20	Red	Across Service Ar	Ward nursing	Cash-Releasing SI Pay - Variable Pay		35	35	35	35	35	35	35	35	35	35	35	350	ERROR						
Swansea Bay ULHB				Return to Practice	R	50	50	Jun-20	Jun-20	Red	Across Service Ar	Ward nursing	Cash-Releasing SI Pay - Variable Pay		5	5	5	5	5	5	5	5	5	5	5	50	ERROR						
Swansea Bay ULHB				MH Bank Conversion	R	50	50	Jun-20	Jun-20	Red	Mental Health	Ward nursing	Cash-Releasing SI Pay - Variable Pay		5	5	5	5	5	5	5	5	5	5	5	50	ERROR						
Swansea Bay ULHB				Deliver in PHN re-organisation	R	20	20	Jun-20	Jun-20	Red	Across Service Ar	Ward nursing	Cash-Releasing SI Pay - Variable Pay		2	2	2	2	2	2	2	2	2	2	2	20	ERROR						
Swansea Bay ULHB				Non-Clinical Non Pay Gp & R	R	1,000	1000	Apr-20	Apr-20	Red	Across Service Ar	Improved management of non-pay, including both tradit	Cash-Releasing SI Non Pay		83	83	83	83	83	83	83	83	83	83	83	1,000	ERROR						
Swansea Bay ULHB				Blood products cell salvage	R	48	48	Apr-20	Apr-20	Red	Planned Care	Improved management of non-pay, including both tradit	Cash-Releasing SI Non Pay		4	4	4	4	4	4	4	4	4	4	4	48	ERROR						
Swansea Bay ULHB				Medical Staff Rostering job	R	500	500	Apr-20	Apr-20	Red	Across Service Ar	Medical staff management	Cash-Releasing SI Pay - Variable Pay		41	41	41	41	42	42	42	42	42	42	42	500	ERROR						
Swansea Bay ULHB				Anaesthetic Associates	R	100	100	Jun-20	Jun-20	Red	Planned Care	Medical staff management	Cash-Releasing SI Pay - Changes in Staffing Establishment		10	10	10	10	10	10	10	10	10	10	10	100	ERROR						
Swansea Bay ULHB				Maintenance contracts	R	500	500	Apr-20	Apr-20	Red	Clinical Support	Improved management of non-pay, including both tradit	Cash-Releasing SI Non Pay		41	41	41	41	42	42	42	42	42	42	42	500	ERROR						
Swansea Bay ULHB				LAC Agency	R	300	300	Apr-20	Apr-20	Red	Across Service Ar	Other	Cash-Releasing SI Pay - Variable Pay		25	25	25	25	25	25	25	25	25	25	25	300	ERROR						
Swansea Bay ULHB				Theatre Improvement	R	1,500	1500	Apr-20	Apr-20	Red	Planned Care	Theatre utilisation and productivity	Cash-Releasing SI Pay - Other (Phase		125	125	125	125	125	125	125	125	125	125	125	1,500	ERROR						
Swansea Bay ULHB				Patient Flow	R	1,500	1500	Apr-20	Apr-20	Red	Unscheduled Care	Improved management of elective and non-elective patient	Cash-Releasing SI Pay - Other (Phase		125	125	125	125	125	125	125												

Swansea Bay ULHB

18 March 2020

This Table is currently showing 0 errors

NOTE: Tables to be populated with Green & Amber rated identified savings plans only

YEAR 2 & 3 SAVINGS PLANS - All Positive Entries					
Savings Plans:-					
	Year 2				
	Qtr 1 £'000	Qtr 2 £'000	Qtr 3 £'000	Qtr 4 £'000	Total £'000
1 Continuing Care and Funded Nursing Care					0
2 Commissioned Services					0
3 Medicine Management (Primary and Secondary Care)					0
4 Non Pay					0
5 Pay					0
6 Primary Care					0
7 Total Savings Plans	0	0	0	0	0

Non Recurring £'000	Recurring £'000	FYE of Recurring £'000
	0	0
	0	0
	0	0
	0	0
0	0	0

Year 3				
Qtr 1 £'000	Qtr 2 £'000	Qtr 3 £'000	Qtr 4 £'000	Total £'000
				0
				0
				0
				0
0	0	0	0	0

Non Recurring £'000	Recurring £'000	FYE of Recurring £'000
	0	0
	0	0
	0	0
	0	0
0	0	0

Validations

Quarterly Pay Savings reported in Plan (Line 5) agrees to Total Pay Savings Plan Analysis on Line 14	ok
Quarterly Agency/Locum paid at a premium Savings reported in Plan (Line 11) agrees to Plan Analysis on Line 20	ok
Y2 Non Recurring + Recurring savings agree to Total In Year Savings	ok
Y3 Non Recurring + Recurring savings agree to Total In Year Savings	ok
Y2 Full Year Effect of Recurring savings is more than the In Year Recurring Savings	ok
Y3 Full Year Effect of Recurring savings is more than the In Year Recurring Savings	ok

Pay Savings: Analysis					
Pay Category	Year 2				
	Qtr 1 £'000	Qtr 2 £'000	Qtr 3 £'000	Qtr 4 £'000	Total £'000
8 Changes in Staffing Establishment					0
9 Variable Pay					0
10 Locum					0
11 Agency / Locum paid at a premium					0
12 Changes in Bank Staff					0
13 Other (Please Specify in Narrative)					0
14 Total Pay Savings: Analysis	0	0	0	0	0

Non Recurring £'000	Recurring £'000	FYE of Recurring £'000
	0	0
	0	0
0	0	0

Year 3				
Qtr 1 £'000	Qtr 2 £'000	Qtr 3 £'000	Qtr 4 £'000	Total £'000
				0
				0
				0
				0
0	0	0	0	0

Non Recurring £'000	Recurring £'000	FYE of Recurring £'000
	0	0
	0	0
0	0	0

| 15 Check - Agrees to Savings Plan Line 5 | Yes | Yes | Yes | Yes | Yes |
| | Yes | Yes | Yes | Yes | Yes |

Agency/Locum paid at a premium Savings: Analysis					
Agency/Locum paid at a premium	Year 2				
	Qtr 1 £'000	Qtr 2 £'000	Qtr 3 £'000	Qtr 4 £'000	Total £'000
16 Reduced usage of Agency/Locums paid at a premium					0
17 Replacing 'off contract' with 'in contract'					0
18 Impact of Agency pay rate caps					0
19 Other (Please Specify in Narrative)					0
20 Total Agency/Locum paid at a premium Savings: Analysis	0	0	0	0	0

Non Recurring £'000	Recurring £'000	FYE of Recurring £'000
0	0	0

Year 3				
Qtr 1 £'000	Qtr 2 £'000	Qtr 3 £'000	Qtr 4 £'000	Total £'000
				0
				0
				0
				0
0	0	0	0	0

Non Recurring £'000	Recurring £'000	FYE of Recurring £'000
0	0	0

| 21 Check - Agrees to Savings Plan Line 11 | Yes | Yes | Yes | Yes | Yes |
| | Yes | Yes | Yes | Yes | Yes |

Overview Of Worse & Best Case Outturn Positions

		2020/21		2021/22		2022/23	
		Worst Case	Best Case	Worst Case	Best Case	Worst Case	Best Case
		£'000	£'000	£'000	£'000	£'000	£'000
	Current Reported Financial Plan Outturn	-24405.764	-24405.764	-12339.88248	-12339.88248	898.3967504	898.3967504
1	Risks (negative values)						
2	Major Conditions Funding not supported and unable to withdraw service	-700		-700		-700	
3	HCSW Banding	-300		-500		-800	
4	Final Pension Charge impact	-1,000		-1,000		-1,000	
5	2020-21 Savings delivery 80% (Green and Amber)	-2,300		-1,000		-1,000	
6	2020-21 Savings identification and devlivery 50% (Red)	-5,750		-3,450		-3,450	
7	2021-22 Savings requirement only 70% met			-7,200		-5,000	
8	2022-23 Savings requirment only 70% met					-7,200	
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21	Total Risks	-10,050		-13,850		-19,150	
22	Financial Challenge excluding opportunities	(34,456)	(24,406)	(26,190)	(12,340)	(18,252)	898

		2020/21		2021/22		2022/23	
		Worst Case	Best Case	Worst Case	Best Case	Worst Case	Best Case
		£'000	£'000	£'000	£'000	£'000	£'000
	Opportunities (positive values) (record value in Worst column and Best column will populate automatically)						
23	Welsh Risk Pool not full required	1,500		1,500		1,500	
24	Non Recurrent Opportunities	5,000		5,000		5,000	
25	Investments constrained	1,500					
26			0		0		0
27			0		0		0
28			0		0		0
29			0		0		0
30			0		0		0
31			0		0		0
32			0		0		0
33			0		0		0
34			0		0		0
35			0		0		0
36			0		0		0
37			0		0		0
38			0		0		0
39			0		0		0
40			0		0		0
41			0		0		0
42	Total Opportunities	8,000	0	6,500	0	6,500	0
43	Total Amended Forecast Plan Outturn Surplus/(Deficit)	(26,456)	(24,406)	(19,690)	(12,340)	(11,752)	898

Property & Asset Investment

Summary

	2020-21	2021-22	2022-23	2023-24	2024-25
	£m	£m	£m	£m	£m
Gross Capital Expenditure					
less: Receipts					
Disposals:					
Net Capital Expenditure					

	2020-21	2021-22	2022-23	2023-24	2024-25
	£m	£m	£m	£m	£m
Welsh Government Funding					
Discretionary (Group 1 - CRL / CEL)					
Approved Schemes (Group 2 - CRL / CEL)					
WG Funding Required (approved)					
Funding for identified schemes not approved by Welsh Government					

Key Performance Indicators

	2017-18 as per EFPMS	2022-23 Forecast
	£m	£m
High Risk Backlog Maintenance		
	%	%
Physical Condition: % in Category B or above		
Statutory, Safety & Compliance: % in Category B or above		
Fire Safety Compliance : % in Category B or above		
Functional Suitability: % in Category B or above		
Space Utilisation: % in Category F or above		
Energy Performance: % with Energy B or better		

Property & Asset Investment

Capital Expenditure

DISCRETIONARY	2020-21	2021-22	2022-23	2023-24	2024-25
	£m	£m	£m	£m	£m
IT					
Equipment					
Statutory Compliance					
Estates					
Other					
Sub total DISCRETIONARY	0	0	0	0	0

Revenue Implications (Incremental consequences)

Discretionary Non Cash Costs	2020-21	2021-22	2022-23	2023-24	2024-25
	£m	£m	£m	£m	£m
Discretionary Other Revenue Costs					
Discretionary Revenue Savings					
Discretionary Net Revenue					

	2020-21	2021-22	2022-23	2023-24	2024-25
APPROVED SCHEMES	£m	£m	£m	£m	£m
Scheme 1 - INSERT TITLE					
Scheme 2 - INSERT TITLE					
Scheme 3 - INSERT TITLE					
Scheme 4 - INSERT TITLE					
Scheme 5 - INSERT TITLE					
Scheme 6 - INSERT TITLE					
Scheme 7 - INSERT TITLE					
Scheme 8 - INSERT TITLE					
Scheme 9 - INSERT TITLE					
Scheme 10 - INSERT TITLE					
Scheme 11 - INSERT TITLE					

	2020-21	2021-22	2022-23	2023-24	2024-25
Approved Schemes	£m	£m	£m	£m	£m
Scheme 1 - INSERT TITLE					
Scheme 1 - Non Cash - DEL					
Scheme 1 - Non Cash - AME					
Scheme 1 - Other Revenue Costs					
Scheme 1 - Revenue Savings					
Scheme 1 - Net Revenue					
Scheme 2 - INSERT TITLE					
Scheme 2 - Non Cash - DEL					
Scheme 2 - Non Cash - AME					
Scheme 2 - Other Revenue Costs					
Scheme 2 - Revenue Savings					
Scheme 2 - Net Revenue					
Scheme 3 - INSERT TITLE					
Scheme 3 - Non Cash - DEL					
Scheme 3 - Non Cash - AME					
Scheme 3 - Other Revenue Costs					
Scheme 3 - Revenue Savings					
Scheme 3 - Net Revenue					
Scheme 4 - INSERT TITLE					
Scheme 4 - Non Cash - DEL					
Scheme 4 - Non Cash - AME					
Scheme 4 - Other Revenue Costs					
Scheme 4 - Revenue Savings					
Scheme 4 - Net Revenue					
Scheme 5 - INSERT TITLE					
Scheme 5 - Non Cash - DEL					
Scheme 5 - Non Cash - AME					
Scheme 5 - Other Revenue Costs					
Scheme 5 - Revenue Savings					
Scheme 5 - Net Revenue					
Scheme 6 - INSERT TITLE					
Scheme 6 - Non Cash - DEL					
Scheme 6 - Non Cash - AME					
Scheme 6 - Other Revenue Costs					
Scheme 6 - Revenue Savings					
Scheme 6 - Net Revenue					
Scheme 7 - INSERT TITLE					
Scheme 7 - Non Cash - DEL					
Scheme 7 - Non Cash - AME					
Scheme 7 - Other Revenue Costs					
Scheme 7 - Revenue Savings					
Scheme 7 - Net Revenue					
Scheme 8 - INSERT TITLE					
Scheme 8 - Non Cash - DEL					
Scheme 8 - Non Cash - AME					
Scheme 8 - Other Revenue Costs					
Scheme 8 - Revenue Savings					
Scheme 8 - Net Revenue					
Scheme 9 - INSERT TITLE					
Scheme 9 - Non Cash - DEL					
Scheme 9 - Non Cash - AME					
Scheme 9 - Other Revenue Costs					
Scheme 9 - Revenue Savings					
Scheme 9 - Net Revenue					
Scheme 10 - INSERT TITLE					
Scheme 10 - Non Cash - DEL					
Scheme 10 - Non Cash - AME					
Scheme 10 - Other Revenue Costs					
Scheme 10 - Revenue Savings					
Scheme 10 - Net Revenue					
Scheme 11 - INSERT TITLE					
Scheme 11 - Non Cash - DEL					
Scheme 11 - Non Cash - AME					
Scheme 11 - Other Revenue Costs					
Scheme 11 - Revenue Savings					
Scheme 11 - Net Revenue					

Scheme 12 - INSERT TITLE						Scheme 12 - INSERT TITLE					
						Scheme 12 - Non Cash - DEL					
						Scheme 12 - Non Cash - AME					
						Scheme 12 - Other Revenue Costs					
						Scheme 12 - Revenue Savings					
						Scheme 12 - Net Revenue					
Scheme 13 - INSERT TITLE						Scheme 13 - INSERT TITLE					
						Scheme 13 - Non Cash - DEL					
						Scheme 13 - Non Cash - AME					
						Scheme 13 - Other Revenue Costs					
						Scheme 13 - Revenue Savings					
						Scheme 13 - Net Revenue					
Scheme 14 - INSERT TITLE						Scheme 14 - INSERT TITLE					
						Scheme 14 - Non Cash - DEL					
						Scheme 14 - Non Cash - AME					
						Scheme 14 - Other Revenue Costs					
						Scheme 14 - Revenue Savings					
						Scheme 14 - Net Revenue					
Sub Total Approved Schemes Total	0	0	0	0	0						

Other Capital Expenditure:					
Donated Assets Additions					
Capital Grants					
Other					
Sub Total Other Capital Expenditure	0	0	0	0	0
Gross Capital Expenditure	0	0	0	0	0
Receipts					
Land & Property Disposals (list individu	0	0	0	0	0
Capital Grants Received					
Donations					
Other					
Sub Total Receipts	0	0	0	0	0
Net Capital Expenditure	0	0	0	0	0

Other Capital Expenditure:					
Non Cash Costs					
Other Revenue Costs					
Revenue Savings					
Net Other Capital Expenditure					

	2020-21	2021-22	2022-23	2023-24	2024-25
Land and Property Disposals	£m	£m	£m	£m	£m
Scheme 1					
Scheme 2					
Scheme 3					
Scheme 4					
Scheme 5					
Scheme 6					
Scheme 7					
Scheme 8					
Scheme 9					
Scheme 10					
etc					
Total	0	0	0	0	0

	Business Case Position	2020-21	2021-22	2022-23	2023-24	2024-25	Business Case Status	Internal Approval Process Status		2020-21	2021-22	2022-23	2023-24	2024-25
UNAPPROVED SCHEMES	(inc if scoping discussion held)	£m	£m	£m	£m	£m			Unapproved Schemes	£m	£m	£m	£m	£m
Priority Scheme 1 - INSERT TITLE	Yes / No								Priority Scheme 1 - INSERT TITLE					
									Scheme 1 - Non Cash - DEL					
									Scheme 1 - Non Cash - AME					
									Scheme 1 - Other Revenue Costs					
									Scheme 1 - Revenue Savings					
									Scheme 1 - Net Revenue					
Priority Scheme 2 - INSERT TITLE	Yes / No								Priority Scheme 2 - INSERT TITLE					
									Scheme 2 - Non Cash - DEL					
									Scheme 2 - Non Cash - AME					
									Scheme 2 - Other Revenue Costs					
									Scheme 2 - Revenue Savings					
									Scheme 2 - Net Revenue					
Priority Scheme 3 - INSERT TITLE	Yes / No								Priority Scheme 3 - INSERT TITLE					
									Scheme 3 - Non Cash - DEL					
									Scheme 3 - Non Cash - AME					
									Scheme 3 - Other Revenue Costs					
									Scheme 3 - Revenue Savings					
									Scheme 3 - Net Revenue					
Priority Scheme 4 - INSERT TITLE	Yes / No								Priority Scheme 4 - INSERT TITLE					
									Scheme 4 - Non Cash - DEL					
									Scheme 4 - Non Cash - AME					
									Scheme 4 - Other Revenue Costs					
									Scheme 4 - Revenue Savings					
									Scheme 4 - Net Revenue					
Scheme 5 - INSERT TITLE	Yes / No								Scheme 5 - INSERT TITLE					
									Scheme 5 - Non Cash - DEL					
									Scheme 5 - Non Cash - AME					
									Scheme 5 - Other Revenue Costs					
									Scheme 5 - Revenue Savings					
									Scheme 5 - Net Revenue					
Scheme 6 - INSERT TITLE	Yes / No								Scheme 6 - INSERT TITLE					
									Scheme 6 - Non Cash - DEL					
									Scheme 6 - Non Cash - AME					
									Scheme 6 - Other Revenue Costs					
									Scheme 6 - Revenue Savings					
									Scheme 6 - Net Revenue					
Scheme 7 - INSERT TITLE	Yes / No								Scheme 7 - INSERT TITLE					
									Scheme 7 - Non Cash - DEL					
									Scheme 7 - Non Cash - AME					
									Scheme 7 - Other Revenue Costs					
									Scheme 7 - Revenue Savings					
									Scheme 7 - Net Revenue					
Scheme 8 - INSERT TITLE	Yes / No								Scheme 8 - INSERT TITLE					
									Scheme 8 - Non Cash - DEL					
									Scheme 8 - Non Cash - AME					
									Scheme 8 - Other Revenue Costs					
									Scheme 8 - Revenue Savings					
									Scheme 8 - Net Revenue					
Scheme 9 - INSERT TITLE	Yes / No								Scheme 9 - INSERT TITLE					
									Scheme 9 - Non Cash - DEL					
									Scheme 9 - Non Cash - AME					
									Scheme 9 - Other Revenue Costs					
									Scheme 9 - Revenue Savings					
									Scheme 9 - Net Revenue					
Scheme 10 - INSERT TITLE	Yes / No								Scheme 10 - INSERT TITLE					
									Scheme 10 - Non Cash - DEL					
									Scheme 10 - Non Cash - AME					
									Scheme 10 - Other Revenue Costs					
									Scheme 10 - Revenue Savings					
									Scheme 10 - Net Revenue					
Scheme 11 - INSERT TITLE	Yes / No								Scheme 11 - INSERT TITLE					
									Scheme 11 - Non Cash - DEL					
									Scheme 11 - Non Cash - AME					
									Scheme 11 - Other Revenue Costs					
									Scheme 11 - Revenue Savings					
									Scheme 11 - Net Revenue					
Scheme 12 - INSERT TITLE	Yes / No								Scheme 12 - INSERT TITLE					
									Scheme 12 - Non Cash - DEL					
									Scheme 12 - Non Cash - AME					
									Scheme 12 - Other Revenue Costs					
									Scheme 12 - Revenue Savings					
									Scheme 12 - Net Revenue					
Scheme 13 - INSERT TITLE	Yes / No								Scheme 13 - INSERT TITLE					
									Scheme 13 - Non Cash - DEL					
									Scheme 13 - Non Cash - AME					
									Scheme 13 - Other Revenue Costs					
									Scheme 13 - Revenue Savings					
									Scheme 13 - Net Revenue					
Scheme 14 - INSERT TITLE	Yes / No								Scheme 14 - INSERT TITLE					
									Scheme 14 - Non Cash - DEL					
									Scheme 14 - Non Cash - AME					
									Scheme 14 - Other Revenue Costs					
									Scheme 14 - Revenue Savings					
									Scheme 14 - Net Revenue					
Sub Total unapproved Schemes Total		0	0	0	0	0								

**Revenue Funded Infrastructure (including Primary Care Pipeline
3PD and Mutual Investment Model (MIM) investments)**

	Scheme Capital Value	Annual Revenue Repayment				
		2020-21	2021-22	2022-23	2023-24	2024-25
Prioritised Schemes (to be named individually)	£m	£m	£m	£m	£m	£m
Scheme 1						
Scheme 2						
Scheme 3						
Scheme 4						
etc						
Total	0	0	0	0	0	0

Health Board

XXX

Workforce Plans - WTE

	A	B	C	D	E	F	F	G
	Actual Workforce @ 31/01/2020 WTE	Planned WTE @ 31/03/2020 WTE	2020/21 Profiled Workforce at end of each Quarter				Workforce at end of	
			30/06/2020 WTE	30/09/2020 WTE	31/12/2020 WTE	31/03/2021 WTE	31/03/2022 WTE	31/03/2023 WTE
Core workforce:-								
Board Members	15	15	15	15	15	15	15	15
Medical & Dental	1047	1055	1066	1073	1073	1078	1082	1082
Nursing & Midwifery Registered	3453	3473	3511	3516	3529	3533	3544	3545
Additional Professional, Scientific and Technical	369	371	374	373	374	380	380	380
Healthcare Scientists	300	300	300	300	300	300	300	300
Allied Health Professionals	775	788	796	799	800	800	799	799
Additional Clinical Services	2281	2320	2331	2331	2339	2340	2343	2343
Administrative and Clerical (inc Senior Managers)	2101	2111	2173	2177	2177	2178	2176	2177
Estates and Ancillary	1026	1032	1001	1001	1001	1001	1003	1003
Students	1	1	1	1	1	1	1	1
Sub total	11367	11467	11566	11585	11609	11625	11642	11644
Variable Workforce:-								
Board Members								
Medical & Dental								
Nursing & Midwifery Registered								
Additional Professional, Scientific and Technical								
Healthcare Scientists								
Allied Health Professionals								
Additional Clinical Services								
Administrative and Clerical (inc Senior Managers)								
Estates and Ancillary								
Students								
Sub total	0	0	0	0	0	0	0	0
Agency/Locum:-								
Board Members								
Medical & Dental								
Nursing & Midwifery Registered								
Additional Professional, Scientific and Technical								
Healthcare Scientists								
Allied Health Professionals								
Additional Clinical Services								
Administrative and Clerical (inc Senior Managers)								
Estates and Ancillary								
Students								
Sub total	0	0	0	0	0	0	0	0
Total workforce plans	11366.51088	11466.82088	11566.16088	11584.86088	11608.91088	11624.99088	11642.00088	11644.00088

NOTES

Column A: Baseline actual WTE

Column B - G: Projected WTE (funded/budgeted WTE)

Core Workforce: Total Staff WTE with a contract of employment including fixed term, temporary and contracted locums

Variable Workforce: Hours worked above contract including additional hours worked at plain time, overtime, bank, additional sessions for medical staff.

Agency/Locum: WTE estimate of agency/locum use.

Health Board
XXX
Workforce Plans - £'000

	2020/21 Workforce Quarterly Profile				Workforce Annual	
	Qtr 1 £'000	Qtr 2 £'000	Qtr 3 £'000	Qtr 4 £'000	2021/22 £'000	2022/23 £'000
Core workforce:-						
Board Members	675	675	675	675	2726	2753
Medical & Dental	32911	33142	33142	33281	134351	135694
Nursing & Midwifery Registered	40958	41023	41172	41219	166455	168160
Additional Professional, Scientific and Technical	4612	4600	4619	4696	18712	18899
Healthcare Scientists	4129	4129	4129	4129	16683	16850
Allied Health Professionals	9254	9288	9300	9300	37515	37890
Additional Clinical Services	17284	17824	17890	17893	72235	72958
Administrative and Clerical (inc Senior Managers)	18479	18510	18510	18518	74757	75504
Estates and Ancillary	7106	7106	7106	7106	28777	29065
Students	1	1	1	1	5	5
Sub total	135409	136298	136544	136818	552216	557778
Variable Workforce:-						
Board Members						
Medical & Dental						
Nursing & Midwifery Registered						
Additional Professional, Scientific and Technical						
Healthcare Scientists						
Allied Health Professionals						
Additional Clinical Services						
Administrative and Clerical (inc Senior Managers)						
Estates and Ancillary						
Students						
Sub total	0	0	0	0	0	0
Agency/Locum: -						
Board Members						
Medical & Dental	1462	1462	1462	1462	5908	5968
Nursing & Midwifery Registered	2272	2272	2272	2272	9181	9273
Additional Professional, Scientific and Technical	7	7	7	7	29	29
Healthcare Scientists	133	133	133	133	536	541
Allied Health Professionals	172	172	172	172	696	703
Additional Clinical Services	9	9	9	9	36	36
Administrative and Clerical (inc Senior Managers)	405	405	405	405	1635	1652
Estates and Ancillary	182	182	182	182	737	744
Students					0	0
Sub total	4642	4642	4642	4642	18757	18944
Total workforce plans	140051	140940	141186	141460	570972	576722

NOTES

Core Workforce: Total staff £ - with a contract of employment including fixed term, temporary and contracted locums

Variable Workforce: £ hours worked above contract including additional hours worked at plain time, overtime, bank, additional sessions for medical staff

Agency / Locum £

Integrated Planning Framework - Recruitment Difficulties Summary

This pro-forma links to Planning Stage 1

In the below section, a recruitment difficulty is defined as a post/specialty which you have advertised for recruitment more than once, with no appointment having been made due to:

- no applications being received;
- no suitable candidates being identified from those who did apply; or
- an offer of recruitment being turned down by the successful candidate.

Professional Group	Role	Specialty	Band / Grade	Reason / impact
Additional Clinical Services				
Additional Professional, Scientific & Technical	Clinical Psychologists	Mental Health, Forensic and Learning Disability	8a and 8b	Lack of supply of qualified staff for these specialties. National shortage
	Pharmacist	pharmacy	4&7	We aren't training enough for demand.
	Pharmacist	pharmacy	4&7	We aren't able to train all through one course type (logistically) and have to source funding for others.
	Pharmacist	pharmacy	4&7	We need to improve our marketing strategy to draw in personnel from other sectors, but clinical standard and quality of candidate varies significantly from these.
	Physician Associates	Primary Care	6	Higher salaries and different contractual arrangements across Health Boards are impacting on our ability to recruit and retain.
Allied Health Professionals	Physiotherapy	Rotational posts	band 5/band 6	UK shortage; insufficient graduates to keep up with developments. This should improve starting summer 2020, due to increasing numbers training across UK, and The Wales bursary, meaning that graduates have to stay in wales for 2 years after qualifying
	Advanced Practitioner paramedic/nursing	Primary Care	7	failed to recruit to 2 AP posts despite re advertising. Those applied do not have qualification. banding an issue (APs offered 8a posts elsewhere, inc Swansea Bay) - covered by band 6 trainee APs and one out to advert again now APs leaving to obtain 8a posts elsewhere
	Occupational Therapist	Acute Services	5&6	No applications for band 6 posts when advertised twice due to only part time hours available. Similar posts at full time were recruited into. Difficulties recruiting into band 5 positions Nov-March as no new graduates available until August

	Occupational Therapist	CRT - Reablement	5 and 6	Difficulty recruiting to static posts - looking at working more closely with core service to offer rotational posts which may improve recruitment and retention. Due to temporary funding of posts creating secondment opportunities - has been difficult to backfill posts on fixed term/temporary contracts
	Operating Department Practitioner	Theatres Anaesthetics Theatres	5	Difficulty in recruiting is exacerbated by only one training centre. Training also needs to be undertaken in South West Wales. Would also be helpful if we could grow our own and support HCSW to train in the same way we do for nursing.
	Speech and Language therapist	Adult	6	We have found it difficult to recruit to this grade in adult services. Successful appointments have largely been internal as there is little interest externally. My reason for this being in my opinion there are insufficient band 5 posts in adult services to support the band 6 workforce which tends to be static
	Radiographers	Radiology	4-8C	shortage profession Minimal AP band 4 roles. There is an inability to recruit through the year to vacancies.
Admin & Estates (Inc. Managers, Senior Managers and VSMs)				
HCA and Support Staff	Theatre HCA			No issue in recruiting band 2, however band 3 roles and above need further work.
Health Care Scientists	Maxillofacial Prosthetist	Maxillofacial Prosthetist	Maxillofacial Prosthetist	There are a number of senior retirements occurring across the UK which is impacting on experienced scientists available
	Neurophysiology	Neurophysiology	Consultant	Difficulty recruiting to this post will result in role redesign and impact on our band 7 workforce.
	Highly Specialist Physiologists	Cardiac & Respiratory	Band 6 and Band 7	Difficulty recruiting highly specialist physiologists to perform advanced practice. Cardiac Specialties include areas such as echocardiography, complex devices (implant & follow up). Respiratory specialities include CPET & Sleep Service.
	Vascular Technologists	vasc surgery/radiology		Difficulty to recruit. Extremely specialist. High locum usage, poor recruitment previously/limited skill mix.
Medical & Dental	Consultant	Emergency Medicine		These are areas that are difficult to recruit to for the Health Board
	Consultant	Mental Health		
	Consultant	Pathology		
	Consultant	Cancer services		
	Consultant	Paediatrics		
	Consultant	Elderly Care		

	GP		Medical	National ongoing GP recruitment and retention crisis. Lack of applications seen for SBUHB and Independent GP Contractor GP posts for Partnerships, Salaried, PST and Fellowship opportunities.
	IVF clinician	Fertility	all grades	very few appropriately qualified clinicians with IVF experience
Nursing & Midwifery	Mental Health Nurse / Learning Disabilities Nurse	Mental Health, and Learning Disability	Band 5	Age Profile - 211 nurses employed over age of 51. Nurse Staff Act will require review of skill mix and additional nursing staff No current provision for Learning Disabilities nurse training in west wales
	Registered Nurse band 5	Medicine	5	Inability to reach minimum required staffing levels
	Theatre Practitioners	Theatres	5	Problems, due to 3rd year students not coming to theatre.
	District Nursing	Community	Band 5	We have difficulty in back filling nurses who undertake their district nurse training.

In addition, please specify any posts or specialties that you anticipate **future difficult** to recruit:

Professional Group	Role	Specialty	Band / Grade	Reason / impact
Additional Clinical Services				
Additional Professional, Scientific & Technical	Clinical Psychologists	Mental Health and Learning Disabilities	7, 8a and 8b	lack of supply and insufficient workforce to develop into senior clinical posts
	As above for Pharmacy			
	Physicians Associates	Primary Care	6	Different salary and contractual arrangements in other Health Boards affecting recruitment and retention.
Allied Health Professionals	Occupational Therapist	Rotational	5	Following boundary change of ABMUHB, anticipated difficulty recruiting to SBUHB as most new graduates remain living in Cardiff and are reluctant to travel due to commuting time & costs
	Scrub Anaesthetic Recovery	Theatre	5	Higher grades elsewhere.
	Occupational Therapist	CRT - Reablement	5 and 6	Difficulty recruiting to static posts - looking at working more closely with core service to offer rotational posts which may improve recruitment and retention. Due to temporary funding of posts creating secondment opportunities - has been difficult to backfill posts on fixed term/temporary contracts
	Speech and Language therapy	Adult	6	We have found it difficult to recruit to this grade in adult services. Successful appointments have largely been internal as there is little interest externally. My reason for this being in my opinion there are insufficient band 5 posts in adult services to support the band 6 workforce which tends to be static

	Diagnostic Radiotherapy	Radiotherapy	All bands	Degree course in England are experiencing difficulties in recruiting students for their courses. As a result two courses have closed. As Wales offers a bursary the course this year has a maximum of 17 students. The impact is nationally less students will qualify in 2024. Also, more students from England may come to Wales to train if there are reduced places in England. This could result in less places for Welsh students Once qualified the students trained in Wales are told to look for posts in Wales for at least 12 months. However, there may not be enough posts available and will the English students return to England.
	Radiographers	Radiology	4-8C	shortage profession. Minimal AP band 4 roles. Inability to recruit through the year to vacancies.
Admin & Estates (Inc. Managers, Senior Managers and VSMs)				
HCA and Support Staff				
Health Care Scientists	Audiology	Primary Care		If all Health Boards adopt the approach of Audiologists providing clinical services in Primary Care, there will be future recruitment difficulties.
	Vascular technologists	vasc surgery/radiology		difficulty to recruit. Extremely specialist. High locum usage, poor recruitment, previously/limited skills mix.
Medical & Dental	GP		Medical	Ongoing GP recruitment and retention crisis within primary care continue to result in medical workforce deficits in our rural and valley areas with greatest deprivation.
	IVF clinician	Fertility	All grades (consultant and speciality doctor)	very few appropriately qualified clinicians with IVF experience
	Consultant	Emergency Medicine		Shortage of Consultants in these areas.
	Consultant	Mental Health		
	Consultant	Pathology		
	Consultant	Cancer services		
	Consultant	Paediatrics		
	Consultant	Elderly Care		3rd year students do not come to theatres.
Nursing & Midwifery	General Practice Nurse	Primary Care	5&6	Recruitment and retention deficit of GPN nurses due to age distribution of this role, approx. 60% >45 years old. Minimal numbers of NQNs recognising GPN as first choice career option.

For Academic intake 2020/21					
Course Title	Course duration	Year of output	Numbers Required	HEI Provider	
Medical Ultrasound/Sonography	1-2 years	2021/2022		University West of England	
For Academic intake 2021/22					
SPECIALIST PRACTICE QUALIFICATION OR COMMUNITY HEALTH STUDIES AWARDS					
Students can undertake specialist community nursing education on a part time or modular basis to achieve either a Specialist Practice Qualification (SPQ) as recognised by the Nursing and Midwifery Council (NMC) or BSc/PG Dip Community Health Studies degree. Part time: usually completed over a period of 2 years. Modular: allows students to undertake one or more specific taught modules over an undefined period of time. Students following the modular route complete the Fundamentals of Community practice, as their first module.					
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	New Graduates Required - Independent Sector/ Local Authority	Indicate any Recruitment Difficulties / Reason for commissions
District Nursing (Part-time)	2 years	2023	13		Backfill difficult, fixed term contracts to cover the programme would be attractive.
District Nursing Modules (in modules)	3-6 months	2022	22		
Practice Nursing (Part-time)	2 years	202	0		
Practice Nursing Modules (in modules)	3-6 months	2022	2	10 (Independent GP)	
Community Paediatric Nursing (Part-time)	2 years	2023	1		
Community Paediatric Nursing Modules (in modules)	3-6 months	2022	0		
CPN (Part-time)	2 years	2023	4		Age profile of Nurses over 200 nurses over 51 years old, retirement for those with MHO
CPN Modules (in modules)	3-6 months	2022	4		Age profile of Nurses over 200 nurses over 51 years old, retirement for those with MHO
CLDN (Part-time)	2 years	2023	4		Age profile, retirements forecast. Difficult to recruit LD Nurses, no access in West Wales
CLDN Modules (in modules)	3-6 months	2022	4		Age profile, retirements forecast. Difficult to recruit LD Nurses, no access in West Wales
Additional Modules	1 year	2022	10	10 (Independent GP)	Limited NMP course placements
For Academic intake 2021/22					
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	New Graduates Required - Independent Sector/ Local Authority	Indicate any Recruitment Difficulties / Reason for commissions
NURSING & MIDWIFERY					
Bachelor of Nursing (B.N.) Adult	3 years	2024	260	9 (Independent GP Contractors)	GPN retention crisis means greater need for NQN Primary Care Nurse recruitment. Greater Urgent Care need in future OoH.
Bachelor of Nursing (B.N.) Child	3 years	2024	25		
Bachelor of Nursing (B.N.) Mental Health	3 years	2024	80		Age profile of Nurses over 200 nurses over 51 years old, retirement for those with MHO
Bachelor of Nursing (B.N.) Learning Disability	3 years	2024	50		Age profile, retirements forecast. Difficult to recruit LD Nurses, no access in West Wales
Shortened Nursing Degree Programme-Adult	2 years	2023	10		
Shortened Nursing Degree Programme-Child	2 years	2023	4		

Shortened Nursing Degree Programme-Mental Health	2 years	2023	12		Age profile of Nurses over 200 nurses over 51 years old, retirement for those with MHO
Shortened Nursing Degree Programme-Learning Disability	2 years	2023	12		Age profile, retirements forecast. Difficult to recruit LD Nurses, no access in West Wales
Bachelor of Nursing (B.N.) Adult (Part-time)	4 years	2025	18		
Bachelor of Nursing (B.N.) Child (Part-time)	4 years	2025	2		
Bachelor of Nursing (B.N.) Mental Health (Part-time)	4 years	2025	12		Age profile of Nurses over 200 nurses over 51 years old, retirement for those with MHO
Bachelor of Nursing (B.N.) Learning Disabilities (Part-time)	4 years	2025	12		Age profile, retirements forecast. Difficult to recruit LD Nurses, no access in West Wales
B.Sc. Midwifery Direct Entry	3 years	2024	17		
B.Sc. Midwifery Conversion Programme	18 months	2023	0		
Return To Practice	6 months	2022	36		
For Academic intake 2021/22					
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	New Graduates Required - Independent Sector/ Local Authority	Indicate any Recruitment Difficulties / Reason for commissions
SPECIALIST COMMUNITY PUBLIC HEALTH NURSING					
Specialist Community Public Health Nurse (SCPHN) courses are registerable NMC qualifications					
Health Visiting (Full-time)	1 year	2022	6		
Health Nursing (Part-time)	2 years	2023	2		
Health Visiting (modules)			0		
School Nursing (Full-time)	1 year	2022	2		
School Nursing (Part-time)	2 years	2023	0		
School Nursing (modules)			0		
Occupational Health (Full-time)	1 year	2022	0		
Occupational Health (Part-time)	2 years	2023	0		
For Academic intake 2021/22					
Programme	Level 2 Numbers required	Level 3 Numbers required	Level 4 Numbers required	Comments	Indicate any Recruitment Difficulties / Reason for commissions
HEALTHCARE SUPPORT WORKER					
HCSW Clinical Induction	400				
Diploma in Health and Social Care	20	75			
Diploma in Clinical Healthcare Support	25	220			
Diploma in Maternity and Paediatrics Support		15			
Diploma in Perioperative Support		10			
Level 4 education for HCSW's to access Yr 2 of nurse training			40		To support development of future registered nurses using experienced HCSWs
Units for learning specific to role	100	200	60		

For Academic intake 2020/21					
Course Title	Course duration	Year of output	Numbers Required	HEI Provider	
Medical Ultrasound/Sonography	1-2 years	2021/2022			
For Academic intake 2021/22					
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	New Graduates Required - Independent Sector/ Local Authority	Indicate any Recruitment Difficulties / Reason for commissions
ALLIED HEALTH PROFESSIONALS					
B.Sc. Diagnostic Radiography	3 years	2024	12		
B.Sc Therapy Radiography	3 years	2024	12		
B.Sc. Human Nutrition - Dietician	3 years	2024	7		
PG Diploma Human Nutrition - Dietician	2 years	2023	3		
PG Diploma Medical Illustration	2 years	2023	2		
B.Sc. Occupational Therapy	3 years	2024	20		
B.Sc. Occupational Therapy (Part time)	4 Years	2025	0		
PG Diploma Occupational Therapy	2 years	2023	10		
Degree in ODP	3 years	2024			
B.Sc. Physiotherapy	3 years	2024	25	N/A	Exact numbers required will depend on expansion of multi-professional services and teams, and rate of turnover
B.Sc. Podiatry	3 years	2024	2		
B.Sc Orthoptist	3 years	2024	3		
PhD Clinical Psychology Doctorate	3 years	2024	6		Lack of supply of newly quaified staff across Mental Health and Learning Disability services. Clinical Psychological listed as a shortage profession across the UK
B.Sc. Speech & Language Therapy	3 years	2024	5		Local authorities commission services from SBUHB
B.Sc. Speech & Language Therapy - Welsh L	3 years	2024	1		
Ambulance Paramedics	2 years	2023			
Ambulance Paramedics - EMT conversion	1 year	2022			
B.Sc Paramedicine	3 years	2024		4	Increased demand for Cluster Paramedics and Independent GP practices employing Paramedics to expand their urgent care MDTs.
For Academic intake 2021/22					
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	New Graduates Required - Independent Sector/ Local Authority	Indicate any Recruitment Difficulties / Reason for commissions
RADIOGRAPHY - Assistant Practitioners					
Assistant Practitioners Radiography - Diagnos	1 year	2022	4		
Assistant Practitioners Radiography - Therapy	1 year	2022			
For Academic intake 2020/21					
Programme	Level 2 Numbers required	Level 3 Numbers required	Level 4 Numbers required	Comments	Indicate any Recruitment Difficulties / Reason for commissions
HEALTHCARE SUPPORT WORKER					
HCSW Clinical Induction					
Diploma in Health and Social Care					
Diploma in Clinical Healthcare Support					
Diploma in Dietetics Support		4	4		
Diploma in Occupational Therapy Support		20	40		
Diploma in Physiotherapy Support		20	10		need support for time away from work
Diploma in Maternity and Paediatrics Support					
Diploma in Perioperative Support					
Certificate in Clinical Imaging		2			
Units for learning specific to role					

For Academic intake 2021/22					
Course Title	Course duration	Year of output	New Graduates Required - Employed workforce - Head count (In Service Applicants)	Indicate any Recruitment Difficulties / Reason for commissions	
HIGHER SPECIALIST SCIENTIST TRAINING - HSST					
Physical Sciences					
Clinical Biomedical Engineering	5 years	2026	2	Shortage of Consultant Clinical Oncologists, these roles will help fill the gap in the Radiotherapy / Cancer workforce through workforce modernisation and redesign	
Medical Physics	5 years	2026			
Bioinformatics	5 Years	2026			
Life Sciences					
Genetics-Genomics	5 years	2026			
Molecular Pathology of Infection	5 years	2026			
Molecular Pathology of acquired Disease	5 years	2026	2		
Histopathology and Immunology	5 years	2026			
Embryology and Reproductive Science	5 years	2026			
Physiological Sciences					
Audiology	5 years	2026	0		
Vascular Science	5 years	2026			
Cardiac Physiology	5 years	2026	1		
For Academic intake 2021/22					
Course Title	Course duration	Year of output	New Graduates Required - Employed workforce - Head count		Indicate any Recruitment Difficulties / Reason for commissions
			Direct Applicant	In service Applicant	
SCIENTIST TRAINING PROGRAMME-STP					
Physiological Sciences - STP					
M.Sc. Clinical Science in Neurosensory Sciences - Audiology	3 years	2024	2		
M.Sc. Clinical Science in Neurosensory Sciences - Neurophysiology	3 years	2024	1		
M.Sc. Clinical Science in Neurosensory Sciences - Cardiac Physiology	3 years	2024	1	0	
M.Sc. Clinical Science in Neurosensory Sciences - Resp & Sleep	3 Years	2024	1	0	
Life Science -STP					
M.Sc. in Infection Science - Clinical Microbiology	3 years	2024			
M.Sc. in Blood Sciences - Clinical Immunology	3 years	2024			
M.Sc in (Blood Sciences) Haematology and Transfusion Science	3 years	2024			
M.Sc in (Blood Sciences) Histocompatibility and Immunogenetics	3 years	2024			
M.Sc. in Blood Sciences - Clinical Biochemistry	3 years	2024			
M.Sc. in Blood Sciences - Genomics (formally Genetics)	3 years	2024			
M.Sc. in Blood Sciences - Cancer Genomics	3 years	2024			
M.Sc in Genomic Counselling (formerly Genetic Counselling)	3 years	2024			
M.Sc in Cellular Sciences - Reproductive Sciences - Clinical Embryology and Andrology	3 years	2024	1		
M.Sc in Cellular Sciences - Histopathology	3 years	2024			
M.Sc in Cellular Sciences - Cytopathology	3 years	2024			
M.Sc in Reconstructive Science	3 Years	2024	1		Low rate of STP applications as only those with 2:1 Degree in ental Technology can apply.
Physical Sciences and Biomedical Engineering - STP					
M.Sc. in Clinical Science - Medical Physics-Radiotherapy Physics	3 years	2024	1	1	Shortage of Consultant Clinical Oncologists, these roles will help fill the gap in the Radiotherapy / Cancer workforce through workforce modernisation and redesign
M.Sc. in Clinical Science - Medical Physics-Imaging with Non Ionising Radiation	3 years	2024	1	1	
M.Sc. in Clinical Science - Medical Physics-Imaging with Ionising Radiation	3 years	2024	1		
M.Sc. in Clinical Engineering - Rehabilitation Engineering	3 years	2024	1		
M.Sc. in Clinical Engineering - DRMG	3 years	2024	1		
Clinical Bio Informatics -STP					
MSc in Clinical Bioinformatics (Health Informatics)	3 years	2024			
MSc in Clinical Bioinformatics (Genomics)	3 years	2024			
M.Sc in Clinical Bioinformatics (Physical Sciences)	3 years	2024	1		Radiotherapy Physics computing critical to safe and effective service
MSc in Clinical Pharmaceutical Science	3 years	2024	1		Wales consortium is not accredited for the Clinical Pharmaceutical Sciences, accditation will be achieved by the start date
Post Graduate Education					
MSc Genomic Medicine (This is not an STP)	2 Years	2023			
For Academic intake 2021/22					
Course Title	Course duration	Year of output	New Graduates Required - Employed workforce - Head count		Indicate any Recruitment Difficulties / Reason for commissions
			Direct Applicant	In service Applicant	
HEALTHCARE SCIENTIST					
Physiological Science - PTP					
B.Sc. (Hons) Healthcare Science - Cardiac Physiology	3 years	2024	4	0	
B.Sc. (Hons) Healthcare Science - Audiology	3 years	2024	2		
HE Cert in Audiological Practice	2 Years	2023			
B.Sc. (Hons) Healthcare Science - Respiratory and Sleep Science	3 years	2024	2	0	
B.Sc. (Hons) Healthcare Science - Neurophysiology	3 years	2024	2		
Physical and Biomedical Engineering - PTP					
B.Sc. (Hons) Healthcare Science- Clinical Engineering in Rehab	3 years	2024	This programme is only for employed staff	1	
B.Sc. (Hons) Healthcare Science - Clinical Engineering (Medical Engineering)	3 years	2024			
B.Sc. (Hons) Healthcare Science - Nuclear Medicine & Radiotherapy Physics	3 years	2024	3	1	Shortage of Consultant Clinical Oncologists, these roles will help fill the gap in the Radiotherapy / Cancer workforce through workforce modernisation and redesign
Life Science - PTP					
B.Sc. (Hons) Healthcare Science - Biomedical Science - Blood,	3 years	2024	1		
B.Sc. (Hons) Healthcare Science - Biomedical Science - Infection	3 years	2024	1		
B.Sc. (Hons) Healthcare Science - Biomedical Science - Cellular	3 years	2024	1		
B.Sc. (Hons) Healthcare Science - Biomedical Science - Genetics	3 years	2024			

For Academic Intake 2022/23					
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	New Graduates Required - Independent Sector/ Local Authority	
Pre Reg Pharmacy -Hospital programme	1 year	2023	8		NB: Numbers for pre-reg pharmacists are either/or, so either 8 traditional OR 17 Multi-sector for 2023 Yr of Output. It could also be a combination of multi-sector and traditional. This will be guided by HEIW commissioning/support and local resource.
Pre Reg Pharmacy - Combined programme	1 year	2023	18		
Pharmacy Diploma	2 years	2024	7		
For Academic intake 2021/22					
Pharmacy Technician	2 years	2023	5		

For Academic intake 2021/22					
Course Title	Course duration	Year of output	New Graduates Required - Employed Workforce - Head count	Indicate any Recruitment Difficulties / Reason for commissions	Agreed Exec lead
Diploma in Dental Hygiene	2 years	2022			
Degree in Dental Hygiene & Therapy	3 years	2023			
Physicians Associates	2 years	2022	4	Aligned to Independent GP practices. Difficulty in past recruitment drives for NQPAs due to set band 6 JD for internship years within SBUHB	

Guidance Notes: -

Advanced practice education is at Masters level, and will either be a full advanced practice masters degree pathway or modules from an advanced practice degree pathway.

Extended practice education are modules of education which extends a registrant's skill set and may be at masters level or level 5 and 6. This funding does **not** extend to modules at level 4 and below.

Target group: Non-Medical Registered Healthcare professionals across Secondary/Community and Primary care/GP practice/cluster environments.

Course Name	Nursing and Midwifery	AHP	HCS	Pharmacy	Other Professionals
Advanced Clinical Practice					
Advanced Clinical Practice (MSC)	8	1			
Advanced Clinical Practitioner (MSc)					
Advanced HEMS Practice (MSc/PGCert/PGDip)					
Advanced Manipulative Physiotherapy (MSC)		6			
Advanced Physiotherapy (MSc)		6			
Advanced Practice (Dietetics) (MSC)		3			
Advanced Practice (MSc)	3	2	5		
Advanced Practice in Health Care (PGDip)	4				
Advanced Practice in Heath Care (MSc/PGDip)	4	3			
Advanced Professional Practice in Neurological rehabilitation (MSc)	1	3			
Advanced Specialist Blood Transfusion (MSc/PGCert/PGDip)			1		
Advancing Healthcare Practice (MSc)					
Ageing Health and Disease (MSC)		5			
Anticoagulation Management Theory and Practice (MSC)	6				
Autism and Related conditions (MSC/PGCert/PGDip)		1			
Biomedical Science (Clinical Data Interpretation) (MSc)			1		
Certificate in Psychiatric Therapeutics				2	
Child Public Health (MSc/PGCert/PGDip)					
Clinical Medicine					
Community & Primary Healthcare Practice(MSc/PGCert/PGDip)	6				
Computed Tomography (Radiographers) PGCert		1			
Critical Care (MSc)				1	
Diabetes (MSC/PGCert/PGDip)					
Diagnostic Imaging (PGCert)					
Dietetics (MSc)					
Diploma in Paediatric Dentistry (Online)					
Diploma in Therapeutics					
Education for Health Professions (MSc/PGDip/PGCert)	2		1		
Enhanced Professional Practice MSc	4	9			
Ergonomics in Health and Community Care (MSc/PGCert/PGDip)					
Expert Practice in Immunocytochemistry (PGDip)			1		
Gastroenterology (MSC/PGDip)					
Health and Public Service Management (MSc)		1			
Health Informatics (MSc/PGCert/PGDip)		1			
Healthcare Management (MSc)	2	4			4
Higher Specialist Diploma in Cellular Pathology			1		
Infection, Prevention & Control (MSc)					
Language and Communication Impairment in Children (MSc/PGCert/PGDip)					
Leadership for Healthcare Professionals (MSc/PGCert/PGDip)	8	3			
Long Term & Chronic Condition Management (MSc)	4	1			
Managing care in perioperative and anaesthesia practice (MSC)					
Managing Care in Perioperative and Anaesthesia Practice (MSc)					
Master of Research (Health) Mres/PGCert					
Medicines Optimisation					
Midwifery and Women's Health (MSc)		1			
Mres Health					
MSc Diagnostic & Interventional Ultrasound (MSc)					
MSc in Clinical Pharmacy					
MSc Pharmaceutical Technology and Quality Assurance		2			
Musculoskeletal Medicine (MSc)					
Musculoskeletal Studies (MSc/PGCert/PGDip)					
Musculoskeletal Ultrasound (PGCert)		2			
Nuclear Medicine (MSc/PGCert/PGDip)		1			
Occupational Therapy (MSc)		2			
Paediatric Physiotherapy (MSc)		2			
Pharmaceutical Technology and Quality Assurance					
Pharmaceutical Technology and Quality Assurance (MSc)					
Physiotherapy (MSc)		4			
Play Therapy (MSc)					
Professional Practice (MSc)					
Public Health (MSc)					
Public Health(MSc)					
Radiographic Reporting (PGDip/PGCert)		2			
Radiography (CT) PGCert					
Respiratory Medicine (MSc)					
Respiratory Medicine (MSc/PGDip)					
Rheumatology (MSc/PGDip)					
SLT Advanced Practitioner (MSc in Public Health)					
Stem Cells and Regeneration (MSc)					
Systemic Practice in Psychotherapy (PGDip)					
Systemic Psychotherapy (MSc)					
Theory of Podiatric Surgery (MSc)					
Therapeutics					
Understanding Domestic and Sexual Violence (MSc)					
Vision and Strabismus (MMedSci/Diploma/Certificate)					
Wound Healing & Tissue Repair (MSc)	4				

Guidance Notes: -

Extended practice education are modules of education which extends a registrant's skill set and may be at masters level or level 5 and 6. This funding does **not** extend to modules at level 4 and below.

Target group: Non-Medical Registered Healthcare professionals across Secondary/Community and Primary care/GP practice/cluster environments.

Course Name	Nursing and Midwifery	AHP	HCS	Pharmacy	Other Professionals
Achieving Excellence in Care of Older People					
Advanced Assessing & Decision Making					
Advanced Telephone Consultation Skills	30	10		10	8
Advancing complex assessment, decision making and care management (HCT 201)					
Analysis and interpreting advanced practice		2			
ANP Research Methods					
Appendicular/Axial Image appreciation (HCT208)					
Applied Research Methods					
Assessing your current practice					
Assessment and Treatment of Sports Injuries HCT022)					
Assessment Prevention and Management of Falls					
Assistive Technology in Health and Social Care					
Asthma module from diploma in respiratory medicine					
Bone Health, falls and fraility		4			
BSCCP Nurse Colposcopist					
BTEC Level 4 Professional Diploma in Pharmacy Clinical Services				2	
Cardio-Respiratory Physiology and Pathophysiology					
Cardiovascular disease and diabetes					
Changing Health Behaviour & Reflection for Advanced Professional Practice					
Clinical Kinaesiology and Tissue Pathology					
Clinical Assessment and Diagnostics	6	4			
Clinical assessment for Health Care Scientists					
Clinical Assessment in Advanced Practice (20 cr)		1	1		
Clinical Competence in Mammography (HCT053)		1			
Clinical Decision Making					
Clinical Dietetics for children and infants		1			
Clinical Endoscopist Training Programme					
Clinical Examination/Pathology					
Clinical infection Therapy					
Clinical Patient Assessment					
Clinical Risks					
Consultation & History Taking					
Critically Exploring Professional Practice					
Transforming Health Service Delivery Service					
Dermatology for Health professionals online distance learning	10				
Developing Advanced Practice		1			
Developing Advanced Practice Module		1			
Developing Expertise					
Developing Leadership, Innovation and Change		5			
Developing yourself as a leader					
Diabetes in Pregnancy					
Diploma in Therapeutics					
Emergency Practitioner	6				
Epidemiology					
Ethics			1		
Ethics in Health and Social Care					
Evidence based practice and assessment PTY40002			1		
Evidencing Learning in Specialist Professional Practice			1		
Examination & Diagnostics					
Extended Scope Practice					
Facilitating Learning and Teaching (Non-NMC)					
Foundation in advanced clinical assessment					
Foundations in ADV Clinical Assessment for Health Care Professionals					
Foundations in Advanced Clinical Assessment for Healthcare Professionals			1		
Foundations in neuroscience					
Foundations in Physiology and Health Assessment					
From assessment to practice			1		
Global Public Health					
Health Policy and Economics					
Health Psychology of Long Term and Chronic Illness					
Healthcare professionals: end of life care					
Histopathology BMS Reporting			1		
History Taking and Consultation					
Image guided Interventional procedures of the breast		1	1		
Image interpretation and reporting in Mammography (HCT119)		1	1		
Independent Study					
Injection therapy course					
Insulin pump		1			

Introduction to image appreciation and evaluation		1			
Leadership & Professional Module	2	5			
Leadership / Quality / Innovation and Change	1	1			
Leadership and Negotiated Module					
Leadership in Context					
Leading Quality Improvement		2			
Lower Quadrant Neuromuscular Physiotherapy Dysfunction					
Management of Parkinson's disease related conditions				1	
Masters Certificate of Professional Development in Medicines Use in Paediatrics and neonates (20 Credits)					
Maternity Ultrasound Anomalies					
Medical Education Practice module - MSE4031 Teaching Settings Evaluation					
Minor illness management	11	4		4	
Motivational Interviewing: Strategies for Lifestyle Changes					
MSc Clinical Pharmacy (Research module)					
Musculoskeletal Diagnosis and Treatment					
Neuromusculoskeletal I (Upper Quadrant)					
Neuropsychology					
Neurorehabilitation – A Theoretical Basis		2			
Non-Medical Prescribing		6			
Nutrition and Dietetics in common paediatric Disorders		1			
Nutrition for the Older Adult					
Occupational Science and Occupational Therapy Theory and application					
Optimizing asthma management					
Paediatric cardiorespiratory physio		2			
Paediatric Dietetics					
Paediatric Hearing Impairment (Speech and Language Therapy)					
Patient safety and clinical risk					
PG Cert Clinical Medicine					
PgDip in Diabetes	4				
PgDip Psychiatric Pharmacy				1	
Philosophy, ethics & medicine SHPM48					
PMLM Developing Leadership, innovation and change/mentoring and supervision					
Policies & practice for an ageing population					
Post graduate diploma in pain management					
Post graduate diploma in respiratory medicine					
Postgraduate certificate in Psychiatric therapeutics				1	
Postgraduate Diploma in Diabetes					
Postgraduate Diploma in Respiratory Medicine	4				
Postgraduate Diploma in Therapeutics					
Practice of joint and soft tissue injection PTY40015		1			
Public health, health economics and policy					
Quality & Safety					
Quality and Safety Module (Radiographers)					
Quality Improvement	8				
Research Methods					
Research Methods & Health Improvement in Health and Social Care					
Research Methods and Health Improvement in Health and Social Care					
Research Methods and Leadership & Professional Module					
Science of performance & Injury in sport					
Society of Muscularskeletal Medicine (SOMM modules)		6			
Special Tests in MSK Medicine					
Specialist Certificate in Clinical Transfusion Practice			1		
Sport and Exercise Participation					
Strategy and leadership		1		1	
The Social Aspects of Long Term and Chronic Illness					
Theory and practice of injection therapy		9			
Theory and Practice of long term and chronic conditions management					
Transforming Care, Systems and Leadership					
Transforming Care, Systems and Services through Leadership		1			
Transforming Individual Practice Module					
Understanding Cancer: Patient and Professional Perspectives (HCT150)		1			

Independent prescribers: may prescribe for any medical condition within their area of competence

Supplementary prescribers: can only prescribe in partnership with a doctor or dentist.

Limited Prescribing: Prescribing by Community Practitioners from the Nurse Prescribers' Formulary for Community Practitioners.i.e District Nurses and Health Visitors, are able to prescribe independently from a limited formulary comprising a limited range of medicines, dressings and appliances suitable for use in community settings.

Postgraduate Certificate in Blood Component Transfusion enables experienced non-medical Healthcare Practitioners to make the clinical decision and provide the written instruction for blood component transfusion to patients within their own clinical specialty, and within their own areas of competence and expertise.

Course Name	Nursing and Midwifery	AHP	Optometrist / Orthoptists	HCS	Pharmacy	Other Professionals
Full Independent Prescribing	25	8			10	
Supplementary Prescribing	1	1				
Limited Independent Prescribing	10					
PGCert in Blood Component Transfusion (NABT) - Swansea University	7					
Therapeutic Prescribing for Optometrists (PgCert) - Cardiff University						

Please add any education on this sheet that is not included on the Advanced Practice / Extended Skill Worksheets									
Course Title and Educational Level	Course duration	Is This Advanced / Extended Practice Education?	HEI/Provider	Reason for Request	Nursing and Midwifery	AHP	HCS	Pharmacy	Other Professionals
Conversion of B4 to B5 -additional BSc modules required	1 year	No	Swansea University	Expansion of Audiology roles			2		
Hcert Audiology for Band 3	18 monhs	No	Swansea University	Expansion of Audiology roles			2		
Exemptions training - Liverpool University	6 months	yes	Liverpool University	Othorptists are required to undertake this training in order to be able to prscribe a number of limited eye drops		8 Orthoptists			
MSc Gerontology & Ageing Studies	3 years part-time	Yes	Swansea University	Develop skills & knowldege to meet the needs of ageing population		1			
MSc Assessment of the Older Person (module)	3 months	Yes	Swansea University	Expansion of Audiology roles		2			
ILM Level 5 Diploma in Leadership & Management	2 years	Yes	Neath Port Talbot College	Development of leadership skills & succession planning		1			
ILM Level 4 Diploma in Leadership & Management	2 years	No	Neath Port Talbot College	Development of leadership skills & succession planning		2			
ILM Level 3 Diploma in Leadership & Management	2 years	No	Neath Port Talbot College	Development of leadership skills & succession planning		2			
Sensory Intergartion Module 1- Masters	6 months	Yes	Ulster University			2			
Sensory Intergration Module 2- Masters	6 months	Yes	Ulster University						
Sensory Intergration Module 3- Masters	6 months	Yes	Ulster University			1			
Sensory Intergration Module 4- Masters	6 months	Yes	Ulster University						
Sensory Intergration Module 5- Masters	3 months	Yes	Ulster University						
Sensory Intergration Module 6- Masters	3 months	Yes	Ulster University						
Reseach Project- Masters	1 year	Yes	Ulster University			1			
Agored Autonomous Practice in Minor Injury	2 years	Yes	Agored	to support MIU with improving the skills of their workforce	4	1			
Anaesthetic Module Level 3	Module	Yes	Swansea	Skills & capacity	2				
Perioperative Module	Module	Yes	Swansea	Skills & capacity	2				
MSc Advanced Fertility Practice	2 years	Yes	Edge Hill University, Liverpool Women's Hospital.	Highly specialised skills	1				
IBMS Diploma of Expert Practice in Histological Dissection	2 Years	Yes	Institute of Biomedical Science	To support AP pathway in Dissection			1		
IBMS Diploma of Expert Practice in Immunohistochemistry	2 Years	Yes	Institute of Biomedical Science	to support AP pathway in Cell Path			1		
IBMS Diploma of Expert Practice in Non-gynaecological Cytology	2 Years	Yes	Institute of Biomedical Science	To support AP in Non-gynae Cytology			1		
IBMS Advanced Specialist Diploma in Histological Dissection (Breast)	2 Years	Yes	Institute of Biomedical Science	To support AP pathway in Dissection			1		
IBMS Advanced Specialist Diploma in Histological Dissection (GI)	2 Years	Yes	Institute of Biomedical Science	To support AP pathway in Dissection			1		

IBMS Advanced Specialist Diploma in Histological Dissection (Urology)	2 Years	Yes	Institute of Biomedical Science	To support AP pathway in Dissection			1		
IBMS/RCPATH Advanced Specialist Diploma in Histological Reporting (Gynaecological Pathology)	4 Years	Yes	RCPATH/Institute of Biomedical Science	To support Cell Path meet low pathologist numbers			1		
IBMS/RCPATH Advanced Specialist Diploma in Histological Reporting (Gastrointestinal Pathology)	4 Years	Yes	RCPATH/Institute of Biomedical Science	To support Cell Path meet low pathologist numbers			1		
IBMS/RCPATH Advanced Specialist Diploma in Histological Reporting (Dermatopathology)	4 Years	Yes	RCPATH/Institute of Biomedical Science	To support Cell Path meet low pathologist numbers			1		
NEPSEC Dissection Course	10 Days in total	yes	North of Englan Pathology and Screening Education Centre	To support staff undertaking the DEP in Dissection			1		
NEPSEC Reporting in Histopathology course (Stage A)	1 day in total	Yes	North of England Pathology and Screening Education Centre	To support staff undertaking the DEP in Dissection			1		
NEPSEC Reporting in Histopathology course (Stage C)	1 day in total	Yes	North of England Pathology and Screening Education Centre	To support staff undertaking the DEP in Dissection			1		
NEPSEC Non-gynae cytology course	1 day in total	Yes	North of Englan Pathology and Screening Education Centre	To support staff undertaking the DEP in Non-gynae Cytology			1		
Specimen Dissection Course	1 week in total	yes	University of Wolverhampton	To support staff undertaking the DEP in Dissection			1		
Approach to Cut-up; Macroscopic Examination as the Precursor to Accurate Microscopic Interpretation	1 day in total	yes	BDIAP	To support staff undertaking the DEP in Dissection			1		
Molecular Pathology Study Day	1 day in total	yes	BDIAP	To support staff undertaking the DEP in Dissection			1		
MSc module in Diagnosis of Breast Cancer	12 weeks (online)	Yes	Univeristy of Greenwich	To support staff undertaking the ASD			1		
MSc module in Lung Disease	12 weeks (online)	Yes	Univeristy of Greenwich	To support staff undertaking the ASD			1		
MSc Module in Renal Disease	12 weeks (online)	Yes	Univeristy of Greenwich	To support staff undertaking the ASD			1		
MSc Advanced Fertility Practice	2-5 years	Yes	Edgehill University/ Liverpool Womens Hospital	To enable band 7 nursing staff to undertake advanced practice such as embryo transfers and Egg collections	2				
British Fertility Society	18 months max	Yes	British Fertility Society	to enable band 6 nurses to undertake embryo transfers	5				
Ultrasound guided injections course	6 months		East London Universaty				1		

LHB & Trust Specific Internal Service Delivery Plans & Measures

Each LHB & Trust should identify their proposed delivery areas from both the national outcome/delivery domains and their local needs assessment

NOTE - Discretionary Template

Measure		Target	Profile												
			Projected end of March 2020 position	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Monthly															
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Please use this template to provide links to key documents, delivery and programme plans which you reference in your IMTP.

SENT AS SEPARATE APPENDIX