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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



		Agenda Item	
Health Board Meeting – 30 th May 2019			
Freedom of Information Status		Open	
Reporting Committee	Local Partnership Forum		
Author	Kim Clee, Workforce Manager		
Lead Executive Director (s)	Hazel Robinson, Director of Workforce and OD		
Date of meeting	18 March 2019		
Summary of key matters considered by the committee and any related decisions made.			
<div><div>-</div><div><div>Dissolution of ABMU Health Board</div><div>There was a report on activities being undertaken to mark the end of ABMU Health Board. These activities include the creation of a time capsule to commemorate ABMU Health Board with an unveiling event hosted by the Chairman and a Patients’ Choice Awards specifically to recognise the contribution of staff working at Princess of Wales Hospital and in the Bridgend area. In addition, staff attending either event were to be given the NHS @70 book as a gift.</div><div>Items would also appear on the intranet to celebrate and commemorate ABMU Health Board, sharing some of the achievements of ABMU Health Board, focussing on Princess of Wales and Bridgend staff.</div></div><div><div>-</div><div><div>Workforce and OD Strategy</div><div>A presentation was received on the draft Workforce and OD Framework that sets out the vision based on the following:</div><div><div><div>•</div><div>The shape of the Workforce, describing the Workforce needed to achieve the Health Board objectives.</div></div><div><div>•</div><div>Workforce resourcing, recruitment and retention.</div></div><div><div>•</div><div>Workforce efficiency, effective deployment of staff.</div></div><div><div>•</div><div>Leadership, Culture and Values, improving organisational performance through leadership, development and culture</div></div><div><div>•</div><div>Pay & Terms & Conditions, exploring opportunities for better staff rewards.</div></div><div><div>•</div><div>Core Workforce Functions, developing the role and contribution of the Workforce function in delivering the Health Board’s plans</div></div></div></div></div><div><div>-</div><div><div>Sustainable Travel</div><div>A report was received on the Sustainable Travel Solutions Project, which describes a suite of modernisation proposals in relation to travel, including increased use of skype, the use of iPads in the community and the Enterprise Car scheme.</div></div></div></div>			

It was reported that a decision had been taken not to renew the Enterprise Scheme for the time being, but to examine the impact of the other schemes and the Bridgend boundary change, on travel requirements before deciding whether to renew the contract.

- **Boundary Change**

An update was given on the work of the Transition Team. It was reported that the process was now complete and 3,500 TUPE/volunteer letters had been issued. The hard work of the Transition team in completing this work in a very short time scale was acknowledged, as was the contribution of staff representatives, for their work in supporting this process. It was reported that work would continue in relation to the management of both clinical and non-clinical Service Level Agreements and work was underway to develop a Memorandum of Understanding with Cwm Taf to ensure agreed principles relating to these services.

- **Workforce Metrics**

A report was received on a range of workforce metrics. There was a discussion about nursing numbers and vacancies, and it was pointed out that our turnover for qualified nursing staff was around 8%, which is low for an organisation of this size, although continued work is required to improve retention.

It was reported that a team of dedicated Investigating Officers were due to be appointed and it was expected that this team would result in investigations being completed in a shorter time period which is to the benefit of the employees involved and the service.

- **Guardian Service**

A presentation was received on the Guardian Service. This external organisation had been appointed as part of the work to address the comments received around Raising Concerns. The scheme provides independent, confidential and non-judgemental support to staff who wish to raise concerns, based on one to one contact. It does not provide a mediation or legal advice service or replace any internal processes but is available to offer an additional option for staff.

- **Financial Position**

A report on the Health Board's financial position was received along with an update report on recovery and sustainability.

- **Nursing and Midwifery Update**

An update was received on issues relating to Nursing and Midwifery staff, including work on the Nurse Staffing Act, E-Rostering and recruitment initiatives.

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

None identified.

Delegated action by the committee:

None.

Main sources of information received:

- Presentation on Workforce and OD strategy
- Presentation on Guardian Service
- Update on dissolution of ABMU.
- Update on Sustainable Travel
- Update on Boundary Change
- Update report on Nursing issues
- Monthly finance report.

- Update on recovery and sustainability
- Workforce metrics report

Highlights from sub-groups reporting into this committee:

None received.

Matters referred to other committees

None identified.

Date of next meeting

03 June 2019