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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



		Agenda Item	3.8
Health Board Meeting – 26 th September 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	22 July 2019		
Summary of key matters considered by the committee and any related decisions made.			
Operating Model- Strengthening Structures A presentation was given on the current discussion and thinking in relation to the changes to the organisational structures. This was part of the engagement process to inform the formal consultation document. The proposals reflect the smaller footprint of the organisation since April 2019 and the clinical service plan. It also incorporates what has already been learnt about how the structures can be made more effective. These proposals include a reduction from 5 units to 4 groups as follows: <ul style="list-style-type: none">• Primary Care & Therapies,• Morriston Hospital,• Singleton and Neath Port Talbot Hospitals,• Mental Health & Learning Disabilities. A further meeting was scheduled to discuss the proposals in more depth.			
Integrated Medium Term Plan/ Clinical Service Plan A presentation was received on the IMTP/Clinical Service Plan. The four principles of the Clinical Service Plan were outlined as follows: <ul style="list-style-type: none">• One System of Care• My Home First• Right Place, Right Person, Right Time• Better Together			
Occupational Health Update An update was received on the work being undertaken to develop a more sustainable Occupational Health Service with increased capacity and shorter waiting times as follows: <ul style="list-style-type: none">• Funding secured from the Investment & Benefits Group to scan 35 000 staff records to improve efficiency• A text reminder service had been implemented which had resulted in a reduction in DNA rates.• A Senior Nurse had been appointed role to support the pre-employment process• The appointment of an additional physiotherapist• A new Staff Wellbeing Service had been developed using Welsh Government funding			

- More than 300 wellbeing champions have been identified.

Workforce Metrics

A report was received on a range of workforce metrics. It was reported that PADR hotspots were being looked at to improve returns, and casework figures were improving. A team of dedicated Investigating Officers were due to be appointed and it was expected that this would result in investigations being completed in a shorter time.

Dying To Work

A paper was received on the TUC campaign calling for additional employment protection for terminally ill workers. The Partnership Forum agreed that they were in support of the Dying to Work Charter that sets out an agreed way in which employees will be supported, protected and guided throughout their employment, following a terminal diagnosis.

Workforce Policies

A number of Workforce Policies approved or adopted (for all Wales policies) at the Sub Group of the Partnership Forum were submitted for ratification. These were :

- The Transitioning Policy
- The revised all Wales Special Leave policy
- The revised Job Evaluation protocols.

Financial Position

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

Nursing Update

An update report on Nursing issues was received. Nursing and Midwifery staff, including work on the Nurse Staffing Act, E-Rostering and recruitment initiatives including student streamlining process and recruitment fairs.

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 the Operating Model- Strengthening Structures
- Presentation on IMTP/Clinical Service Plan
- Update on Occupational Health.
- Update report on Nursing issues
- Monthly finance report.
- Workforce metrics report
- Report on Dying to Work campaign
- Report on the development of the Transitioning Policy
- Workforce Policies update

Highlights from sub-groups reporting into this committee:	
None received.	
Matters referred to other committees	
None identified.	
Date of next meeting	24 September 2019