



**GIG  
CYMRU  
NHS  
WALES**

Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	<b>30<sup>th</sup> October 2019</b>		<b>Agenda Item</b>	<b>4.3</b>
<b>Report Title</b>	<b>Workforce Action Plan in response to Health Inspectorate Wales Special review of how ABMU HB handled the employment of and allegations made against Kris Wade</b>			
<b>Report Author</b>	Kathryn Jones, Assistant Director of Workforce and OD			
<b>Report Sponsor</b>	Hazel Robinson, Director of Workforce and OD			
<b>Presented by</b>	Kathryn Jones, Assistant Director of Workforce and OD			
<b>Freedom of Information</b>	Closed			
<b>Purpose of the Report</b>	To inform the committee of actions it is taking to address the concerns raised by the HEIW review of how ABMU handled the employment and allegations made against Kris Wade regarding employment practice and workforce issues.			
<b>Key Issues</b>	All actions are complete or in progress, apart from mandating annual update service as decision from Welsh Government is still required.			
<b>Specific Action Required</b> <i>(please ✓ one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>	<b>Approval</b>
	✓		✓	
<b>Recommendations</b>	Members are asked to: <ul style="list-style-type: none"> <li><b>NOTE</b> the contents of the action plan.</li> </ul>			

<b>Governance and Assurance</b>		
<b>Link to Enabling Objectives</b> (please choose)	<b>Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities</b>	
	Partnerships for Improving Health and Wellbeing	<input checked="" type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	<b>Deliver better care through excellent health and care services achieving the outcomes that matter most to people</b>	
	Best Value Outcomes and High Quality Care	<input checked="" type="checkbox"/>
	Partnerships for Care	<input checked="" type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input checked="" type="checkbox"/>
<b>Health and Care Standards</b>		
(please choose)	Staying Healthy	<input type="checkbox"/>
	Safe Care	<input type="checkbox"/>
	Effective Care	<input type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input type="checkbox"/>
	Individual Care	<input type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
<b>Quality, Safety and Patient Experience</b>		
Direct patient care impact allows for a mechanism to consider and address appropriate staffing structures to provide the highest quality service to patients and their families.		
<b>Financial Implications</b>		
This process ensures the most effective use of resources so there will be no increased financial implications.		
<b>Legal Implications (including equality and diversity assessment)</b>		
There are no legal implications.		
<b>Staffing Implications</b>		
This will ensure appropriate workforce practices and skills are in place and will ensure compliance with DBS standards		
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b>		
<ul style="list-style-type: none"> <li>There are no long term implications in relation to the impact of the Well-being of Future Generations Act.</li> </ul>		
<b>Report History</b>	None	
<b>Appendices</b>	Appendix 1	