



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	09 February 2021	Agenda Item	3.2
Report Title	Internal Audit Action Plan Update - Recruitment Standards Variation COVID-19 Pandemic and NHS Wales Temporary Pay Arrangements		
Report Author	Julian Quirk, Assistant Director of Workforce & OD		
Report Sponsor	Kathryn Jones, Director of Workforce and OD (Interim)		
Presented by	Kathryn Jones, Director of Workforce and OD (Interim)		
Freedom of Information	Open		
Purpose of the Report	<p>Noting the re-instatement of the Board's Workforce & OD Committee, Audit Committee asked that management provide a report on the approach taken to recruitment and pre-employment checks, with information on progress (and/or completion) of ongoing checks for staff commenced in post under the amended process. This will provide assurance on the management of risk in this area of activity.</p> <p>Make the Committee aware that SBU has followed NHS Wales policy on variations to A4C terms during the pandemic.</p>		
Key Issues	<p>As part of the response to COVID-19 outbreak, the Health Board needed to accelerate recruitment processes where necessary. The Health Board already undertake the minimum checks required under statutory regulation and the NHS Wales recruitment standards. By accelerating and changing what we do then there are risks to the Health Board in not maintaining the minimum standards that normally apply.</p> <p>For the Health Board to establish clearly the available workforce on a daily basis there was and remains a need to agree appropriate contract terms for the temporary workforce recruited as part of the response to the COVID-19 outbreak.</p> <p>Measures taken in terms of risk are temporary in nature and available only when needed. Measures remain under review but are likely to be needed for the foreseeable future.</p>		
Specific Action Required (please choose one only)	Information	Discussion	Assurance
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
			<input type="checkbox"/>
Recommendations	<p>Members are asked to:</p> <ul style="list-style-type: none"> - RECOGNISE the measures introduced in response to the Pandemic and ENDORSE the continued use of the flexibilities as necessary. 		

INTERNAL AUDIT ACTION PLAN UPDATE VARIATION IN RECRUITMENT STANDARDS

1. INTRODUCTION

As part of the response to the Covid crisis and the need to maximise the opportunities for recruitment, a range of modest temporary changes were introduced as part of the Health Board response. The first change took place in April 2020 with a further change agreed in January 2021 that **only** applies to recruitment within the Immunisation programme.

A4C terms and conditions have been varied in accordance with NHS Wales guidance.

The Health Board Audit committee asked that the WF&ODC be made aware of the temporary measures that have been taken and endorse their continued use.

2. BACKGROUND

The unprecedented challenges of the COVID-19 Pandemic and the impact on staff availability required a specific response. A range of modest and low risk measures were introduced on a temporary basis to speed up recruitment when needed. The rationale is set out in the two paper attached as appendices to this cover paper.

As part of the NHS Wales response to the Pandemic a range of changes to A4C terms and conditions including pay were agreed nationally and issued via NHS Wales FAQ. The Health Board has adopted the policy changes in full. In late December Welsh Government offered flexibilities for overtime rates during the winter peak of Covid wave two. In keeping with actions taken in other Health Boards SBU adopted enhanced overtime which impacted at weekends only.

3. GOVERNANCE AND RISK ISSUES

The relative risks and mitigations introduced as part of the temporary measures are set out in detail in the attached papers. The risks are considered to be acceptable given the challenges of the COVID-19 Pandemic.

Audit Committee asked that the WF&ODC be made aware of the measures taken and note their continued use during the Pandemic.

4. FINANCIAL IMPLICATIONS

There are no financial impact to these changes.

The financial impact of adopting the enhanced rate of overtime was assessed by Finance and set out for the Senior Leadership Team. The costs will be captured as part of the overall costs for responding to the COVID-19 Pandemic.

5. RECOMMENDATION

The committee is asked to **recognise** the measures introduced in response to the Pandemic and **endorse** the continued use of the flexibilities as necessary.

Governance and Assurance

Link to Enabling Objectives <i>(please choose)</i>	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities	
	Partnerships for Improving Health and Wellbeing	<input type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	Deliver better care through excellent health and care services achieving the outcomes that matter most to people	
	Best Value Outcomes and High Quality Care	<input type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>
Health and Care Standards		
<i>(please choose)</i>	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"/>
Quality, Safety and Patient Experience		
n/a		
Financial Implications		
n/a		
Legal Implications (including equality and diversity assessment)		
n/a		
Staffing Implications		
n/a		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
n/a		
Report History	n/a	
Appendices	n/a.	