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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Agenda Item	
Health Board xx/xx/ 2023	
Freedom of Information Status	Open
Reporting Committee	Health Board Partnership Forum
Author	Kim Clee -Workforce Manager
Lead Executive Director (s)	Debbie Eyitayo- Director of Workforce and OD
Date of meeting	16th February 2023

Summary of matters considered by the Health Board Partnership Forum at its meeting on 16th February 2023.

1. OUR BIG CONVERSATION

An update was given on Phase 1 of the Big Conversation staff engagement programme launched in October 2022. A Phase 2 discussion was facilitated by the Chief Executive and the following areas were discussed:

- Leadership and culture
- Compassionate leadership
- Issues with flow and discharge
- The relationship with social care services
- Public engagement

It was agreed that it was necessary to develop a new way of working within the organisation and develop a new deal with patients to allow the organisation to provide the care people want and need. A session would be arranged with staff representatives in order to co-create this new vision for the organisation.

2. RECRUITMENT AND RETENTION

A presentation was received on recruitment and retention. This included details of the activity of the Central Resourcing Team who are focused on supporting areas of high-volume recruitment, recruitment for AMSR, Theatre Nurses and overseas nurses.

Feedback was received in relation to the turnover “deep dive”. Analysis of the data suggested that there should be a focus on mentorship/buddy scheme for new starters, a “stay interview” framework and work to improve flexibility for staff.

There was also an update on the branding and attraction project which has been commissioned with the marketing agency SBW. The recruitment website has now moved from design to build and there will be a “soft” launch by the end of March and a “hard” launch will follow.

3. WORKFORCE UPDATE

An update was received on workforce matters, including sickness rates, turnover, PADR, mandatory and statutory training compliance and employee relations. This showed that there had been a reduction in both short and long term sickness absence, and both mandatory and statutory training and PADR compliance has improved. Turnover is slightly down and case work has reduced significantly.

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

None

Delegated action by the committee:

None

Main sources of information received:

Oral Updates were received from:

Julian Quirk- Assistant Director of Workforce

Presentations were received from:

Julie Lloyd- Big Conversation and OD Culture Project Lead

Guy Holt- Associate Head of Workforce

Highlights from sub-groups reporting into this committee:

None received

Matters referred to other committees

None identified

Date of next meeting

20 April 2023