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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



		Agenda Item	2.2 (iii)
Freedom of Information Status		Open	
Reporting Committee	Workforce and OD Committee		
Author	Leah Joseph, Corporate Governance Manager		
Chaired by	Tom Crick, Independent Member		
Lead Executive Director (s)	Debbie Eytayo, Director of Workforce and OD		
Date of last meeting	13 October 2022		
Summary of key matters considered by the committee and any related decisions made.			
Medical Workforce Efficiencies			
<p>A report was received for assurance. The reporting mechanism will move from bi-monthly to quarterly to manage and identify trends. The 'medic on duty' rollout was complex and job plans were not accurate as the system requires greater detail. As such, the team were concentrating on lead models and not job plans.</p>			
Procurement training and awareness across the Health Board			
A report was received from noting following referral from Audit Committee.			
Key risks and issues/matters of concern of which the board needs to be made aware:			
Workforce Recruitment and Retention			
<p>A report was received for assurance. The central resourcing team continue to face pressures and options were being worked through to create workforce availability for the team. 457 applications have been received directly from Nigerian nurses, and the overseas nurse recruitment campaign continues to support the interview processes. Theatres we will put together a generic theatres advert to ensure the Health Board can capture, filter and processing any potential applicants as soon as received to minimise risk of withdrawals or other offers. The team were highly commended at the Health Board LOV Awards after being nominated for the Welsh Language Award due to their commitment to utilising the relevant translations in all their public facing work.</p>			
Workforce Metrics			
A report was received for assurance.			
Caring for the Carers Report			
A report was received for assurance.			
Delegated action by the committee:			
None identified.			
Main sources of information received:			
Verbal update on culture and values			

A verbal update was provided. The LOV Awards was held on 21st September 2022. £12,150 sponsorship had been raised and 2,165 individuals cast a total of 16,973 votes. There is currently no budget for next year's LOV awards, however the team are collaborating with the quality improvement team and the insights, communications and engagement team. The Health Board's vision is to continue to develop its culture so that it is a place where people want to work and stay by ensuring people feel valued, appreciated, listened to and supported to learn and develop. Development of 'The Big Conversation' was ongoing with focusses on building a clinically-led, quality focused organisation, involving and engaging with all staff, and active listening to staff voices. The NUS Wales Staff Survey 2023 was led by Health Education and Improvement Wales. The survey provided the opportunity to learn lessons from NHS England and also links to staff experience indicators.

Verbal update on e-rostering

A verbal update was received. Swansea Bay University Health Board were proceeding with one single roster system 'Allocate' and proposals were being presented to Management Board consolidating to the one system. The team were confident that the roll out would be completed by 1st April 2023. 'Allocate' system had been rolled out to all nurses, however there were challenges getting staff to utilise the system effectively. Work remained ongoing to strengthen usage and utilisation.

Guardian Service Bi-Annual Report

A bi-annual report was received for assurance which highlighted that 251 staff listened to/spoken up and or sign posted in confidence between the period of May 2019 to August 2022. Between the same period, 185 concerns resolved/closed, with 74% of total concerns raised to date. There have been a total of 57 promotional/communications activities and the roadshow remains ongoing to spread messages. It was positive to note that there have been no concerns raised under the theme of bullying and harassment, although management issues remain the main reason for contacting the service. Less contacts were wanting to keep their concern confidential at the end of the last reporting year reducing from 94% to 74%, this year is currently reporting at 80%. In terms of reasons for using the service, fear of reprisal is up from 3.33% last year to 15% this year. 175 new starters have completed our virtual Values Led Corporate Induction Programme.

Committee members discussed the following points:

- *Sharing of lessons learned across Health Boards;*
- *Service Delivery Model to provide the 24/7, 365 day service.*

Highlights from sub-groups reporting into this committee:

Medical Workforce Update Report was received for noting.
Therapies and Health Science Group was received for noting.

Matters referred to other committees

None identified.

Date of next meeting	13 th December 2022
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