



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	13 December 2022	Agenda Item	5.2
Report Title	Therapies & Health Sciences Workforce & OD Key Issues Report		
Report Author	Alison Clarke – Deputy Director of Therapies & Health Science		
Report Sponsor	Christine Morrell – Director of Therapies & Health Science		
Presented by	Alison Clarke – Deputy Director of Therapies & Health Science		
Freedom of Information	Open		
Purpose of the Report	The report informs the W&OD Committee on current, relevant key workforce issues relating to the Therapy and Health Science professions.		
Key Issues	<p>Education and Workforce Development</p> <ul style="list-style-type: none"> • Recruitment and Retention • NHS Bursary Monitoring 2023 • Inter-professional Education • Engagement with Higher Education Institutions (HEIs) • Talent Development • Procurement of Practitioner Training Programme (PTP) part-time education for clinical engineering, audiology and life sciences <p>Cross Cutting Service and Legislative Developments</p> <ul style="list-style-type: none"> • Building Capacity and Capability in Health & Care Research <p>Celebratory Events</p> <ul style="list-style-type: none"> • Therapies & Health Sciences Learning Events • Living Our Values Awards • Advancing Healthcare Awards Wales 2022 		
Specific Action Required <i>(please choose one only)</i>	Information	Discussion	Assurance
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recommendations	<p>Members are asked to:</p> <ul style="list-style-type: none"> • Receive the information in the report. • Note the continued work on Recruitment and Retention, the requirement of the Health Board to 		

	<p>implement graduate recruitment arrangements following the cessation of SSP and the requirement to collaborate with HEIW on the bursary.</p> <ul style="list-style-type: none">• Note the successful contribution of the Therapy and Health Science professions in Undergraduate Medical education.• Note the progress on collaborative working with HEIs to improve staff experience and monitoring of Advanced Practice Education.• Note the progress and commitment to support Talent management across the professions.• Note the proposed changes to education commissioning for a part-time education Practitioner Training Programme (PTP) for clinical engineering, audiology and life sciences• Note the series of Therapies & Health Sciences Learning Events and recognition awards.
--	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Therapies and Health Sciences Workforce & OD Key Issues Report

1. INTRODUCTION

The purpose of this report is to draw to the attention of the committee, key workforce issues and risks relating to the Therapies and Health Science professions and any mitigation being undertaken.

2. KEY ISSUES

2.1 Education and Workforce Development

2.1.1 Recruitment and Retention

The Therapies & Health Science professions are engaging with the Health Board's recruitment and retention team to promote their service to potential employees. Occupational Therapy, Physiotherapy, Nutrition & Dietetics, and Radiology services have developed recruitment packs. Staff have been filmed and photographed whilst undertaking their professional roles, and this visual imagery will be used in recruitment materials for the Health Board recruitment campaign.

In light of the cessation of the student streamlining process for AHPs and Health Scientists, health boards will be responsible for the graduate recruitment process and effective recruitment campaigns. The Therapy and Health Science professions, within SBUHB are progressing work to deliver on graduate recruitment for 2023. Enhancing the student experience during clinical placements is considered a key aspect to providing welsh healthcare graduates and the organisation every opportunity to source and secure employment following completion of their studies and fill vacancies.

2.1.2 NHS Bursary Monitoring 2023

Further to the evaluation and cessation of the student streamlining process for AHPs and Health Scientists it is necessary for the engagement and monitoring arrangements with HEIW to change in order for the effective governance of the Welsh Government bursary scheme to continue. A national Bursary Review Programme Board has been established with a consultation anticipated. Locally we collaborate with HEIW to establish a process for managing the recruitment and monitoring of bursary graduates going forward.

2.1.3 Inter-professional Education

Therapies and Health Science professions are engaged in multi-professional clinical education activities. Feedback received at the Annual Teaching Review meeting for Undergraduate Medical Education, reported on the introduction of a new mandatory clinical rotation of allied specialties in 'Clinical Diagnostics and Therapy' for 2nd year medical students. The rotation offered specific experience in radiology, microbiology, infectious diseases, histopathology and physiotherapy, with the majority of students

providing a high rating for this learning experience. Multi-professional working being reported as a positive experience in SBUHB.

2.1.4 Engagement with Higher Education Institutes (HEIs)

The Deputy Director of Therapies & Health Sciences engages with various HEIs, in particular, Swansea University, Cardiff University, Cardiff Metropolitan University, and University of South Wales over effective processes for the provision and monitoring of Advanced Practice Education. Welsh Government continues to invest in health professional education for the funding of advanced practice and extended practice education on an annual basis and staff apply to undertake Masters and Masters modules. The collaboration with the universities ensures that the health board is appraised on costs and programmes operating which is then disseminated to the staff. This engagement has also enabled effective management and monitoring of staff enrolment data which was previously disconnected, realising an improved staff experience.

2.1.5 Talent Development

The Director and deputy director of Therapies & Health Sciences have undertaken initial talent discussions with all direct reports. It has been established that all Heads of Therapies & Health Sciences will be categorised as Tier 3 reports owing to their professional line of reporting, this is to ensure that talent is identified and nurtured to grow future leaders. Discussions and plans for next steps are proceeding with the Directors and OD colleagues. The senior leaders across the therapy and health science professions are committed to progressing this agenda.

2.1.6 Procurement of Practitioner Training Programme (PTP) part-time education for clinical engineering, audiology and life sciences

Following a review of education provision and feedback from stakeholder events, HEIW reports overwhelming support for the procurement of a new part-time pathway through to PTP.

Three task and finish groups were established across Clinical Engineering, Laboratory Sciences and Audiology to capture views on future education models considering student numbers, capacity of departments to train and provide opportunities to achieve all PTP competencies, identification of barriers to accessing education, and an insight into profession specific issues. Directors of Therapies & Health Sciences have been asked to provide comment on the proposed education tender and consider the impact on services to deliver a part-time programme.

2.2. Cross Cutting Service and Legislative Developments

2.2.1. Building Capacity and Capability in Health & Care Research

The Research Design & Conduct Service is facilitating a workshop 'Realising your research ideas' for HCPC registered practitioners in Wales who wish to develop a clinical research career. The aim of the event is to provide HCPC registered

professionals with support to navigate the clinical research career pathway relevant to their setting. The desired outcome is for these professionals to succeed in securing research funding, deliver their own clinical research in Wales and ultimately to improve the health and wellbeing of people in Wales through research in practice. This is unique to Wales and to HCPC professions and the Director of Therapies and Health Science is supporting this opportunity with the intention to strengthen science in the organisation and across the professions to improve outcomes for patients.

2.3. Celebratory Events

2.3.1. Therapies & Health Sciences Learning Events

The Director of Therapies and Health Science continues to sponsor a series of learning events for the Therapies and Health Science professions. The most recent event was facilitated by the digital team and focused on the Swansea Bay Digital Vision sharing information and engaging staff on:

- Patient Empowerment
- Supporting Clinicians
- Integrated Health and Care
- Digital Workforce
- Digital Tools, Infrastructure and services
- Data driven decision making

The events are well attended and include presentations from staff, offering the opportunity to showcase, challenge and celebrate work.

2.3.2 Living Our Values Awards

The Medical Devices Training Team won the Ultimate 'Living Our Values' Award for 'Back to the Floor' Essential Skills for Covid.

A 'back-to-the floor' course was designed and developed by the team covering essential skills required for staff returning to the NHS to help during the Covid pandemic. At the start of the pandemic, many retired healthcare workers, including AHPs, nurses, Operating Department Practitioners, healthcare students and those with limited recent clinical experience responded to calls to return to work, which resulted in individuals requiring training in critical aspects of high-risk medical device use and intravenous drug administration. To increase opportunities for learning and provide valuable practice for staff moving into new care areas, the Medical Devices Training Team set up a dedicated skills room to help staff access medical device training and essential skills. The training moved to the Swansea.com Stadium to mitigate for social distancing measures and to accommodate large numbers of staff returning to the NHS. The team also went on to win the President's Gold Medal Award from the Institute of Physics and Engineering in Medicine for their outstanding contribution made during the pandemic.

2.3.3 Advancing Healthcare Awards Wales 2022

The Paediatric Respiratory Physiotherapy Rapid Response Outreach-In Reach Team were shortlisted for the New Ways of Working Award and were Highly Commended for their project; *Breath of fresh air! Keeping Children and Young People with complex disability well at home*. Through baseline lung function assessment, provision of comprehensive baseline and escalation treatment plans for home and school settings, and competency-based training for parents/carers/school staff, this project empowered those closest to the child to manage respiratory conditions at home. It's the first project of its kind in Wales, delivering cost-effective, prudent healthcare based upon population health strategies preventing hospital admission and supporting early discharge.

3. GOVERNANCE AND RISK ISSUES

Governance and risks have been highlighted in the individual sections identifying the current key issues for the AHP and HCS workforce.

4. FINANCIAL IMPLICATIONS

Service group finance partners are informed of financial risks highlighted in the report.

5. RECOMMENDATION

Members are asked to:

- **Receive** the information in the report.
- **Note** the continued work on Recruitment and Retention, the requirement of the Health Board to implement graduate recruitment arrangements following the cessation of SSP and the requirement to collaborate with HEIW on the bursary.
- **Note** the successful contribution of the Therapy and Health Science professions in Undergraduate Medical education.
- **Note** the progress on collaborative working with HEIs to improve staff experience and monitoring of Advanced Practice Education.
- **Note** the progress and commitment to support Talent management across the professions.
- **Note** the proposed changes to education commissioning for a part-time education Practitioner Training Programme (PTP) for clinical engineering, audiology and life sciences
- **Note** the series of Therapies & Health Sciences Learning Events and recognition awards.

Governance and Assurance	
	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities

Link to Enabling Objectives <i>(please choose)</i>	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"/>
	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 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 type="checkbox"/>
Health and Care Standards		
<i>(please choose)</i>	Staying Healthy	<input type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input checked="" type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input checked="" type="checkbox"/>
	Individual Care	<input checked="" type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
Quality, Safety and Patient Experience		
A sustainable AHP and HCS workforce is essential to provide effective, patient centred care with improved outcomes for patient, carer and workforce. Patient safety runs through education standards and requirements and is inseparable from an excellent learning environment and culture that values and supports learners and educators.		
Financial Implications		
Financial risks associated with the key themes described are not specified in the paper and are operationally managed via Service Groups.		
Legal Implications (including equality and diversity assessment)		
As set out in the paper.		
Staffing Implications		
As described in the paper.		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
This paper reflects <i>The Well-being of Future Generations (Wales) Act (2015)</i> and working relationships between organisations helping to meet the longer-term needs of NHS Wales and enhance the sustainability of the healthcare workforce.		
Report History	Eighth report	
Appendices		