

MAIN REPORT		ABM University Health Board
Health Board		Date: 26th January 2017 Agenda Item: 6 (iii)
Subject	Key Issues – Partnership Forum	
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PURPOSE

To set out the key issues considered by the Partnership Forum at its meeting on 30th November 2016

KEY ISSUES

111 Project update

An update was received on the implementation of the 111 project. This new service brought together NHS Direct Wales together with GP Out-of-Hours services to simplify access to services for patients who are unsure about how to navigate the unscheduled care system when they have an urgent health need. ABMU Health Board was acting as a Pathfinder for this project and once assessed, it would be rolled out more widely across Wales. It had been launched on a phased basis from 4th October becoming fully operational from 21st October. Staff were commended for their efforts in contributing to a successful roll out, particularly as they were dealing with a significant change to the clinical systems used.

There has been a recruitment programme for call takers, nurses and doctors and another cohort of call takers will be taken on to cover the Christmas and busy winter period. A number of approaches to nurse recruitment are being adopted to maximise the pool of potential recruits without destabilising hospital and community services.

There would be a formal review of the service after 6 months but anecdotal feedback had been generally positive.

Nursing and Midwifery Update

An update was received on nursing and midwifery issues. European and overseas recruitment was continuing. There were some difficulties in terms of the very high standard of written and oral English required by the NMC and this is a matter that is being considered on a national basis.

It was reported that Health Board staff had received two RCN Winner Awards and three runner-up awards which was an excellent achievement for our staff.

Operational management arrangements

An update was received on the implementation of the revised operational management arrangements. The majority of staff affected by the restructuring had been slotted/appointed into a role. Work was underway to resolve a few outstanding

issues. There are a number of posts which remain vacant and these are currently being advertised up to Band 8A. It is anticipated that the Band 7 posts will be advertised in the New Year.

It was confirmed that a piece of work would be undertaken to look at the lessons that could be learned from this process, to improve future work. Staff side representatives would be asked to be involved in this work.

Risk and Governance.

A report was received setting out a range of workforce metrics as follows:

- Sickness Absence,
- Establishment and Vacancies
- Turnover and Labour stability
- Appraisal
- Mandatory and Statutory Training
- Variable Pay
- Operational Workforce activity

There was a discussion in relation to a number of issues in particular, it was agreed that the retention of nursing staff was an issue, particularly those who are leaving within a year of appointment, and it was important to develop a robust values based exit interview process to understand their reasons for leaving.

Work was also required to look at the age profile of our staff to ensure that we have adequate succession plans in place.

Workforce policies

The following new/revised workforce policies were noted:

- Workplace Health Clearance and Immunisation Policy
- Employee Stress and Emotional Wellbeing
- Personal Appraisal and Development Review policy
- Retirement policy
- All Wales Revalidation and Registration policy

Terms of Reference

There was a discussion of the terms of reference and membership of the meeting and it was agreed that these should be revisited in light of the Delivery Unit structures.

Financial Position

A report on the Health Board's financial position was received.

RECOMMENDATION

The Health Board is asked to note the report.