



**GIG**  
CYMRU  
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WALES

Bwrdd Iechyd Prifysgol  
Abertawe Bro Morgannwg  
University Health Board



		Agenda Item	5.6 (iii)
<b>Health Board Meeting – 28<sup>th</sup> March 2019</b>			
<b>Freedom of Information Status</b>		Open	
<b>Reporting Committee</b>	Local Partnership Forum		
<b>Author</b>	Kim Clee, Workforce Manager		
<b>Lead Executive Director (s)</b>	Hazel Robinson, Director of Workforce and OD		
<b>Date of meeting</b>	28 January 2019		
<b>Summary of key matters considered by the committee and any related decisions made.</b>			
<p><b>UK Exit from European Union</b>            There was an update on the plans in place to prepare for the UK's exit from the EU. A strategy group had been established involving all Delivery Units and was currently meeting fortnightly. A separate procurement group had been established and plans were in place to deal with the procurement of medicines and medical devices. The Executive Team was receiving a fortnightly report highlighting any financial implications for the Health Board. All EU staff had been identified and advice and information would be shared as it became available.</p> <p><b>Organisational Strategy and Clinical Services Plan</b>            There was a presentation on the Organisational Strategy and Clinical Services Plan. It was reported that the Clinical Services Plan was being submitted to the Health Board for approval on 31<sup>st</sup> January 2019. This would then inform the development of the Intermediate Medium Term Plan which would be submitted to Welsh Government later in the year.</p> <p><b>Winter Services Plan</b>            The Winter Services Plan was shared with the group. It was reported that there had been fewer attendances at Accident and Emergency and the Minor Injuries Unit compared to the same period last year, but emergency admissions had increased. There was a discussion of the importance of the Choose Well campaign and the contribution of the GP out of hour's service. It was reported that the plan included an increase in surge capacity, and funding had been made available to ensure this additional capacity could be properly staffed.</p> <p><b>Boundary Change</b>            It was reported that staff in posts that would clearly transfer to Cwm Taf had now been identified. The volunteer process was now underway to identify staff who wished to transfer who work in the more complex areas( including corporate areas, Primary Care and Mental Health) in order to allow the Health Board to transfer the appropriate level of resource to Cwm Taf. All staff will know if they will be transferring by the end of February.</p>			

### **Staff Survey Update**

A further update was received on activity being undertaken to take forward the results of the staff survey. Staff workshops and walking galleries had been established to seek staff views about what is needed to improve the staff and patient experience, and to inform the development of a Staff Experience Strategy.

### **Nursing Update**

A nursing update paper was presented, covering work associated with the Nurse Staffing Act (Wales) 2016. It is anticipated that by April 2019 all identified hot spot wards will have the required health care support workers in post. The paper also gave an update on vacancy levels, recruitment, health care associated infections and progress on e- rostering. In relation to e-rostering a task and finish group had been established to address any issues with the roll out and ensure consistency across the Delivery Units.

### **Workforce Metrics**

A report was received on a range of workforce metrics including sickness absence, establishment levels, turnover, mandatory training and PADRs. There was a discussion of the importance of understanding what development opportunities were available to staff and ensuring staff are given the necessary time to complete their mandatory training.

### **Workforce Policies**

It was confirmed that the revised all Wales Organisational Change Policy and the new all Wales Menopause Policy had been adopted on behalf of the Health Board.

### **Financial Position**

A report on the Health Board's financial position was received including an update on recovery and sustainability.

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

None identified.

### **Delegated action by the committee:**

Adoption of the revised all Wales Organisational Change Policy and the new all Wales Menopause Policy.

### **Main sources of information received:**

- Update on Boundary Change;
- Update on EU exit
- Update on Clinical Services Plan and Organisational Strategy;
- Update on Winter Services Plan
- Update on Staff Survey;
- Update on Nurse Staffing Act; and
- Monthly finance report.

### **Highlights from sub-groups reporting into this committee:**

None received.

### **Matters referred to other committees**

None identified.

<b>Date of next meeting</b>	18 March 2019
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