

PWYLLGOR CYLLID FINANCE COMMITTEE

DYDDIAD Y CYFARFOD: DATE OF MEETING:	25 February 2021
TEITL YR ADRODDIAD: TITLE OF REPORT:	Development of Strategic Workforce and Long-Term Financial Models
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Huw Thomas, Director of Finance
SWYDDOG ADRODD: REPORTING OFFICER:	Huw Thomas, Director of Finance

Pwrpas yr Adroddiad (dewiswch fel yn addas)

Purpose of the Report (select as appropriate)

Ar Gyfer Trafodaeth/For Discussion

ADRODDIAD SCAA

SBAR REPORT

Sefyllfa / Situation

Hywel Dda University Health Board (HDdUHB) has identified the need to develop a strategic workforce model and a long-term financial model to help financial forecasting and inform decision making.

PWC were commissioned to help design and build these models.

Following the demonstration of the draft models at the Finance Committee meeting on 26th January 2021 a further demonstration of the models will be presented at the Finance Committee meeting on 25th February 2021.

Cefndir / Background

HDdUHB does not have an established strategic workforce model or a model for longer term financial forecasting. The organisation has identified the need for such capability to inform strategic decision-making from a financial perspective and to deliver a model that enables high-level financial forecasts for strategic scenarios to be produced and compared, while providing flexibility for future updates and further development.

Following the presentation of the draft models at the Finance Committee meeting in January, further work has been undertaken by PWC on refining and finalising the models. This will include testing the models with HDdUHB Finance and Workforce colleagues; however, this testing has not commenced at the time of writing this report.

Asesiad / Assessment

The models will be presented at a workshop session during the Finance Committee meeting.

Argymhelliad / Recommendation

Finance Committee is requested to review and discuss the strategic workforce model and long-term financial model presented.

Amcanion: (rhaid cwblhau) Objectives: (must be completed)	
Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	5.2 Provide assurance in respect of short, medium and long term financial performance and financial planning.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Risk 646 (score 16) Ability to achieve financial sustainability over the medium term.
Safon(au) Gofal ac Iechyd: Health and Care Standard(s):	Governance, Leadership and Accountability
Amcanion Strategol y BIP: UHB Strategic Objectives:	Not Applicable
Amcanion Llesiant BIP: UHB Well-being Objectives:	10. Not Applicable

Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	Previous experience of PWC
Rhestr Termau: Glossary of Terms:	Explanation of terms is included in the main body of the report
Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y pwyllgor cyllid: Parties / Committees consulted prior to Finance Committee:	Director of Finance, Director of Workforce & OD, representatives from Finance and Workforce Directorates

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	Successful implementation of the models will aid with financial forecasting and decision making.
Ansawdd / Gofal Claf: Quality / Patient Care:	Not applicable
Gweithlu: Workforce:	Not applicable
Risg: Risk:	Not applicable
Cyfreithiol: Legal:	Not applicable
Enw Da: Reputational:	Not applicable
Gyfrinachedd: Privacy:	Not applicable
Cydraddoldeb: Equality:	Not applicable