



PWYLLGOR CYLLID FINANCE COMMITTEE

DYDDIAD Y CYFARFOD: DATE OF MEETING:	26 January 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.

This report outlines the process being followed in developing the model and will be accompanied by a demonstration of the draft models.

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.

The models are being designed at a 'high level'. The level of modelling granularity for the long-term financial model (LTFM) will allow high level changes in service delivery to be modelled (i.e. switching whole groups of activity from one setting to another, which will follow the associated cost base), however it will not allow for the modelling of more nuanced changes in service delivery which would (for example) be associated with clinical strategy proposals. While the LTFM could be further developed at a later stage to allow more granular modelling of scenarios if required, this is not part of the current specification.

Similarly, the workforce model will be high-level and strategic in nature, adopting a top-down approach based on high-level trends in workforce relative to activity, rather than building up the workforce requirement from the amount of staff time needed per unit and type of activity, and will provide the workforce basis of a LTFM.

Asesiad / Assessment

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

Argymhelliad / Recommendation

Finance Committee is requested to review and discuss the draft 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: Hyperlink to HDdUHB Well-being Objectives Annual Report 2018-2019	10. Not Applicable

Gwybodaeth Ychwanegol:

Further Information:

Ar sail tystiolaeth: Evidence Base:	Previous experience of PWC
Rhestr Termiau: Glossary of Terms:	Explanation of terms is included in the main body of the report
Partïon / 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