

Strategic People Planning and Education Group (SPPEG) COMMITTEE UPDATE REPORT

Date of last meeting: 21 May 2024

Quoracy: Met

Report by: Amanda Glanville (Vice Chair)

KEY DISCUSSION POINTS AND MATTERS TO BE ESCALATED FROM THE DISCUSSION AT THE MEETING:

Alert¹

SPPEG Group have no issues they wish to alert to members of the People, Organisational Development and Culture Committee (PODCC).

Advise² (to monitor)

SPPEG Group wish to advise members of the People and Organisational Development Committee that:

- HEIW Visit Report – Trauma and Orthopaedics Glangwili presented, noting this was the open as all others have been closed following successful implementation of actions. Concern raised as the department had received multiple visits from HEIW and suggested support be provided from senior leaders and directors to complete some of the actions presented by HEIW in the report.
- Joint Apprenticeship Evaluation report submitted following the Health and Social Care programme with Pembrokeshire County Council. The success of the programme was noted, including the high retention rate of 80% and the strength of partnership working between both Hywel Dda University Health Board (HDdUHB) and the local authority. It was considered how such a model could be replicated in the future and agreed to have follow up discussions with operational and county management teams, who may be able to influence uptake and create opportunities across the 3 local authority areas, with the possibilities of developing the workforce to support the shift from hospital to community. This evaluation will now be fed into the Regional Partnership Board.
- An update was provided on the Registered Nursing Associate (RNA) in Wales, replacing the existing Band 4 Health Care Support Worker (HCSW) nursing role. It was noted that Nursing and Workforce Teams were working very closely recognising the impact this will have on nursing, workforce and education. It was agreed more discussion would be needed around the RNA role as the report raised many questions, including, what were the implications on workforce planning, existing assistant practitioners, apprenticeship routes, future vacancies in terms of skill mix and the Nurse Staffing Act. It was agreed an action plan was needed outlining how HDdUHB would deliver this change and noted that subgroups have now been established. It was agreed this would be added to the workplan and a timeline

¹ There is a lack of confidence that any action in place is sufficient to address the issue satisfactorily and/or within the scope of the operational team or executive to resolve. Engagement, action or intervention required.

² There are areas of concern where assurance has been taken on actions in place but requires close monitoring. An early warning of an emerging and potentially serious concern.

agreed for when the delivery plan is brought to SPPEG to gain assurance the health board is delivering against expectation and the delivery plan is responding to national and local context.

- Interprofessional Education Plan update provided demonstrating progress towards the five key deliverables. An Interprofessional Education (IPE) Steering Group has been created and four workstreams will now drive progress. These are:
 - Support Worker Development: Focussing on a Support Worker Induction that is accessible to all clinical support workers and a Support Worker Continuous Professional Development (CPD) programme, supporting all non-registered staff, both clinical and non-clinical. This workstream is done in collaboration with three local authorities and Powys Teaching Health Board, supporting the work of the Regional Partnership Board and the Mid and West Wales Executive Committee.
 - Interprofessional Preceptorship Programme: Building on the success of the Nurse Preceptorship Programme, working towards an IPE model of delivery.
 - Interprofessional Mapping of Competencies: Identify how the core competencies for IPE could be embedded into the current educational offer with a focus on roles and responsibilities, values and ethical practice, conflict resolution, communication, collaboration and teamwork
 - System learning: Identify issues through Quality and Safety Committee, Health and Safety Committee, risk registers, escalation framework, patient feedback reports, complaints and concerns, fragile services, clinical audit and how IPE can support system learning or change.

It was noted that Collaboration with Swansea University will continue, who will support towards the interprofessional mapping of competencies and system learning, using simulation as one of the modalities to create engaging learning interventions.

Assure³ (to note)

SPPEG Group wish to assure members of the People and Organisational Development Committee that:

- Update report submitted in relation to challenges around meeting the standards of the GMC Practical Skills and Procedures Framework. Assurance received that not only had the situation regarding the F1 Doctors qualifying improved, passing the Prescribing Safely Assessment, but an action plan was submitted that will be monitored through the Medical Oversight Group.

Review of Risks

No risks that need to be escalated.

Sharing of learning

³ There is confidence that actions are robust and will be sufficient to address the issue or generally operating effectively. Routine monitoring.

Clinical Psychology Grow Your Own report highlighted lack of options to address the local challenges related to lack of part-time provision and the need to raise with HEIW how HDdUHB can influence the future educational offer as this issue is not isolated to psychology and also impacts other professions.

Recommendation

The Committee is asked to:

- Note the contents of the update report
- Provide formal approval of the HEIW Visit Report – Trauma and Orthopaedics (Glangwili) to be monitored by the Audit Committee enabling the monitoring of progress against the recommendations.

Agenda, papers and minutes are available on request.