

STRATEGIC PEOPLE PLANNING AND EDUCATION GROUP UPDATE REPORT

Date of last meeting: 03 March 2025

Quoracy: Met

Report by: Amanda Glanville, Vice Chair

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

Alert¹ (to discuss)

The Strategic People Planning and Education Group (SPPEG) Group had no matters of which to **alert** to the People, Organisational Development and Culture Committee (PODCC).

Advise² (to monitor)

SPPEG wishes to **advise** members of PODCC:

- There is an increasing level of staff not attending courses (Did Not Attend - DNA) which are either face to face or where numbers need to be limited to manage participation. DNA rates on some courses have been up to 56%, leading to delivery capacity issues and inefficiencies. While oversubscribing courses has been attempted as a solution, it has not made a substantial difference. Scoping work is underway to identify the full extent of the problem, however delivery teams are already highlighting the consequences of high DNA rates on resources and staff workload. People Development are exploring alternative strategies, such as improved communication, scheduling adjustments and targeted interventions to help mitigate the issue.
- A report was submitted highlighting the Hywel Dda University Health Board (HDdUHB) resuscitation training requirements, including a summary of the challenges faced in meeting the demand for resus training across the Health Board within the current resources. The challenges around DNA were noted and the risk associated with the need for 841 training days, against the shortfall of 263 days. It was noted that to manage this in the short term the resus team were having to risk assess who was most in need of training and that assurance was given that the risks were being monitored at a corporate level on the Risk Register.

Assure³ (to note)

SPPEG wishes to **advise** members of PODCC:

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.

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

- The Future Workforce Governance Sub-Group has re-commenced, providing assurance to SPPEG in relation to work undertaken in relation to School engagement, work experience, widening access programmes, volunteering and apprenticeship opportunities has a tight governance process and supports a Health Board wide approach.
- It was noted that the recording of training differs between medical and dental and the remaining workforce, and assurance was provided that this would be looked at when the new Intrepid system (Codi) was embedded to avoid duplication of work.
- Statutory & Mandatory Training Update was provided and assurance that overall compliance is increasing for the Core Skills Training Framework (CSTF) and currently at 87.02% at time of meeting. Medical and Dental and Estates and Facilities were below the Welsh Government 85% benchmark although assurance was provided that the People Development Team were working closely with these teams to offer support. Compliance data has increased as a result of many interventions by all involved, however these plans will continue to be scrutinised as part of the Mandatory Training Group (MTG). Assurance was also taken in relation to the ongoing review of mandatory training and SPPEG noted the 'Fraud Awareness Module' will become a non-renewal e-learning module.
- People Plan update provided assurance that a People Plan would be developed for 2025/26, with a future focus to align resources to agreed priorities via the Annual Planning Cycle. It was noted that People Stabilisation Programmes were in place for Nursing and Medical professional groups and linked to associated professionals (Additional Clinical Services (ACS) staff group and Medical Associate Professions (MAPS)). People Plans were in development for other clinical professions, Allied Health Professions, Healthcare Science, Additional Professional and Technical (including Pharmacy), Estates and Ancillary and Administrative and Clerical.
- Assurance was provided in relation to the oversight and implementation of the work relating to the Registered Nurse Associate (RNA) programme.
- A report was submitted of how the organisation is progressing with the Modernising Scientific Careers (MSC) healthcare science career framework. Challenges notes were access to continuing professional development (CPD), a lack of formal job planning for HCS and the lack of part-time degree schemes available. It was noted that work was required for the development of the Bands 2-4 educational pathways to allow entry into full time or part time degrees for some professions. Assurance was provided that work was commencing to explore potential opportunities with local universities and Health Education and Improvement Wales (HEIW) to develop an action plan of how to progress these challenges.
- An update was provided demonstrating progress that had been made towards the Education and Commissioning process. SPPEG took assurance that this would be submitted by the deadline.

Review of Risks

No risks that need to be escalated.

Sharing of learning

There was lots of discussion around the number of requests for new learning to be added to mandatory training, with approximately 1-2 being submitted every month. It

was noted that mandating training does not demonstrate learning is taking place and suggestions were made as to how using bitesize video clips, microteaches, screen savers are very effective in many cases. It was also noted that recording learning from sessions can be done through automation and therefore be able to capture level of engagement for reporting.

Recommendation

The Committee is asked to:

- Note the items the Group is advising them of and take assurance from the items that the Committee is providing assurance on. Agenda, papers and minutes are available on request.