

STRATEGIC PEOPLE PLANNING AND EDUCATION GROUP UPDATE REPORT

Date of last meeting: 30 July 2025

Quoracy: Met

Report by: Tracy Walmsley Assistant Director of People Planning (Acting 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 wish to alert to members of the People, Organisational Development and Culture Committee (PODCC) of the following:

Statutory & Mandatory Training (Capacity Burden, Quality & Safety & Financial Impact)

- Volume of training mandated by comparison to other Health Boards raising concerns around efficacy of training, increased costs due to backfill
- Low compliance in key areas for several clinical and non-clinical areas remaining below the 85% benchmark i.e. Resuscitation (Level 2 & 3), Safeguarding Level 3 and Consent.
- Inequity in access & booking due to inability to release staff and availability of provision.

Advise² (to monitor)

SPPEG wish to advise the PODCC Committee of the following:

An Action-Oriented Risk Management approach to creating synergy with PODCC will be adopted, ensuring a consistent and coordinated strategy for identifying and managing workforce-related risks.

Clinical Education Governance Group has highlighted a number of risks and opportunities to governance and are working to address these, which include: Advanced Practice and Annexe 21.

Health Education and Improvement Wales (HEIW) targeted visits have taken place at the following sites with next steps identified:

- General Surgery Withybush Hospital: an action plan is in place with a follow up visit in October 2025
- General Medicine Glangwilli Hospital: an action plan to be submitted by 31 July 2025 and a follow up visit in 6 months time.

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.

- Removal of GP Trainees from night shifts in A&E: staffing model to be reviewed.

Assure³ (to note)

SPPEG wish to assure the PODCC Committee that projects across all sub groups of SPPEG are progressing with the action plans; with the exception of the areas noted above which require further investigations.

Review of Risks

There is a risk of future medical trainees within departments where risks are not effectively managed. The risks identified as part of the HEIW targeted visits are held on the HEIW educational risk register.

A number of operational risks are noted across the sub-groups with mitigations in place.

Sharing of learning

There are a number of new developments for awareness:

New Clinical Governance Intranet page including associated templates for competency framework development and scope of practice (when agreed by the Clinical Education Governance Group (CEGG)).

Recommendation

The Committee is asked to:

- Respond to the items that they are being alerted to.
- Note the items the Committee is advising them of.
- Be assured on the items that the Committee is providing assurance on.
- Minutes of the meeting are attached for reference.

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