

PWYLLGOR ADNODDAU CYNALIADWY SUSTAINABLE RESOURCES COMMITTEE

DYDDIAD Y CYFARFOD: DATE OF MEETING:	23 February 2022
TEITL YR ADRODDIAD: TITLE OF REPORT:	Performance Update for Hywel Dda University Health Board – Month 10 2021/22
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Huw Thomas, Director of Finance In association with all Executive Leads
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

The full performance assurance report is made available in the format of a Power BI dashboard which can be accessed via the following link: [Integrated Performance Assurance Report \(IPAR\) dashboard as at 31st January 2022](#). The IPAR dashboard includes data for all measures and narrative for measures showing concern.

An update on IPAR developments:

- A strategic objective filter has been added to the IPAR dashboard.
- Planning Objectives have been assigned to all measures, with the planning objective reference provided in brackets for each measure name within the IPAR dashboard.
- New Improving Together measures have been added to the IPAR dashboard, including economic measures, which are accessible via the 'Finance' topic filter.
- Statistical Process Control (SPC) calculations are now being completed using Structured Query Language (SQL) programming, rather than Excel.

The Sustainable Resources Committee (SRC) Committee is requested to advise on any issues that require escalation to the March 2022 Board meeting.

Please refer to the help pages on the performance report dashboard for a key to the icons used in the SPC charts. There are also two short videos available to explain more about SPC charts:

- [Why we are using SPC charts for performance reporting](#)
- [How to interpret SPC charts](#)

If assistance is required in navigating the IPAR dashboard, please contact:
Performance Team - GenericAccount.PerformanceManagement@wales.nhs.uk

Cefndir / Background

The [final NHS Wales Delivery Framework 21/22](#) was published in October 2021 and is modelled on 'A Healthier Wales' quadruple aims, as part of the 'Single Integrated Outcomes Framework for Health and Social Care'. This document can also be accessed via the supporting documents section of the *Monitoring our performance* internet page - <https://hduhb.nhs.wales/about-us/performance-targets/our-performance-areas/monitoring-our-performance/>.

Asesiad / Assessment

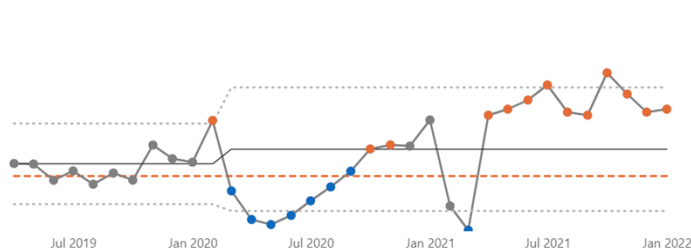
Position at 31st January 2022

Measure	Target	Latest data	Variance	Assurance
Financial deficit (in month)	£2,190k	£2,190k	●	n/a
Capital resource (YTD)	0	0	n/a	n/a
Cash expenditure < cash limit	n/a	-£263k	●	n/a
Savings plan (YTD)	100%	102%	n/a	n/a
Variable pay (in month)	£4,800k	£6,763k	●	☐
Non-NHS invoices	95%	94.6%	●	☐
Agency spend	5%	7.0%	●	☐

Finance – Agency spend

High agency spend continues for premium agency Medical and Nursing staff due to high vacancies, absence cover and continued pressures in emergency departments across the four acute sites. Workforce issues will be further discussed at the Systems Engagement meetings. A potential improvement as a consequence of the implementation of the Allocate roster system is anticipated. Reduction in variable pay is a key strategic aim for the Workforce department.

% Agency spend of total pay bill



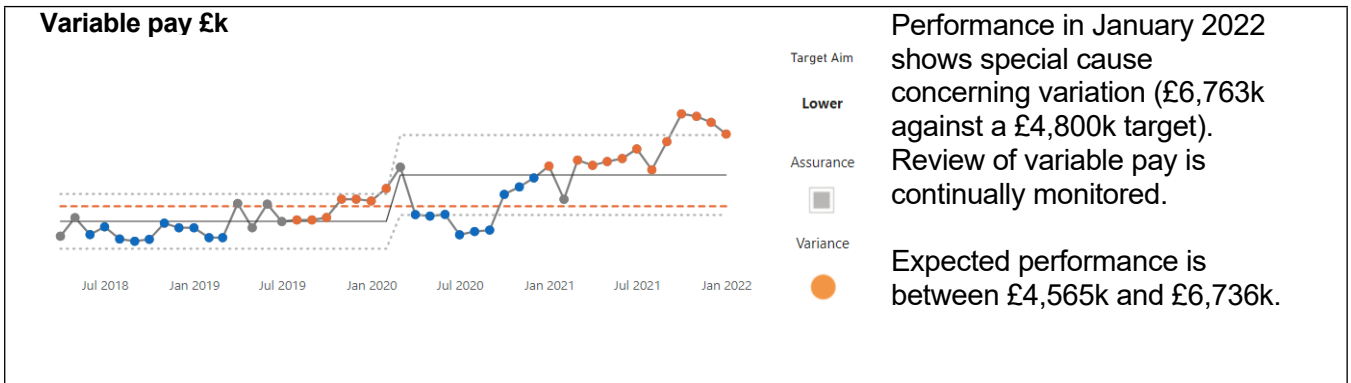
Performance in January 2022 shows special cause concerning variation (7% against a 4.79% target). Review of agency spend is continually monitored.

Expected performance is between 3.6% and 7.7%.

Finance – Variable pay

High variable pay costs are being incurred across a wide range of staff professions due to a combination of high vacancy rates, absence cover for leave and continued pressures across all four acute sites emergency departments. Nurse Agency expenditure continues its upward trajectory this month as pressures continue in Unscheduled Care. This has been further impacted this month by the recognition of enhanced rates of payment made to Specialist categories and the Executive agreement to offer enhanced rates of overtime to substantive and bank staff.

Workforce issues are discussed in Systems Engagement meetings and there is potential improvement as a consequence of the implementation of the Allocate roster system. Reduction in variable pay is a key strategic aim for the Workforce department.



Argymhelliad / Recommendation

The Committee is requested to consider the SRC measures from the Integrated Performance Assurance Report and advise of any issues arising, including issues that need to be escalated to the March 2022 Public Board meeting.

Amcanion: (rhaid cwblhau) Objectives: (must be completed)	
Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	2.1 Provide assurance on financial performance and delivery against Health Board financial plans and objectives and, on financial control, give early warning of potential performance issues, making recommendations for action to continuously improve the financial position of the organisation, focusing in detail on specific issues where financial performance is showing deterioration or there are areas of concern. 2.2 To receive an assurance on delivery against all relevant Planning Objectives falling in the main under Strategic Objective 6 Sustainable Use of Resources (See Appendix 1), in accordance with the Board approved timescales, as set out in HDdUHB's Annual Plan.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Risks are outlined throughout the report
Safon(au) Gofal ac Iechyd: Health and Care Standard(s):	All Health & Care Standards Apply
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2018-2019	9. All HDdUHB Well-being Objectives apply

**Gwybodaeth Ychwanegol:
Further Information:**

Ar sail tystiolaeth: Evidence Base:	NHS Wales Delivery Framework 2021-22
Rhestr Termau: Glossary of Terms:	Contained within the body of the report
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Adnoddau Cynaliadwy: Parties / Committees consulted prior to Sustainable Resources Committee:	Finance

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	Better use of resources through integration of reporting methodology
Ansawdd / Gofal Claf: Quality / Patient Care:	Use of key metrics to triangulate and analyse data to support improvement
Gweithlu: Workforce:	Development of staff through pooling of skills and integration of knowledge
Risg: Risk:	Better use of resources through integration of reporting methodology
Cyfreithiol: Legal:	Better use of resources through integration of reporting methodology
Enw Da: Reputational:	Not applicable
Gyfrinachedd: Privacy:	Not applicable
Cydraddoldeb: Equality:	Not applicable