

FOI.13471 - Attachment 1

Name of organisation: Hywel Dda University Health Board (UHB)
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Questions	
Q1	Does your trust have a suitable area for staff where breastfeeding / milk expression can take place which meets the criteria of the Health and Safety Executive? (see criteria in the cover letter)
Q2	Do you hold facilities which are equipped to store expressed milk which staff can access (including during night and weekend duties)?
Q3	Do your staff have access to a workplace nursery?
Q4	Do you offer any other forms of employer supported childcare benefits?
Q5	Have you performed any analysis on your pay data by ethnicity? including pay gaps, awards e.g. clinical excellence awards.
Q5a	If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?
Q6	Does your organisation provide an independent route (not HR or management) where staff can raise concerns of discrimination?
Q7	Do all staff inductions (including medical students on work placements and doctors on short term contracts) include information about how to raise concerns?
Q8	Does your trust use the NHS England Just Culture Guide or a similar process when investigating incidents of patient safety?
Q9	Does your trust have a menopause policy?
Q10	Has your trust implemented the recommendations from Section 7, Appendix B of the NHS England Uniforms and Workwear Guidance (regarding accommodating faith groups) into your local policies?
Q11	Does your trust provide an induction for newly recruited international medical graduates?
Q11a	If yes. Does your induction meet the minimum requirements set out in the document Welcoming and Valuing International Medical Graduates: A guide to induction for IMGs recruited to the NHS?
Q12	What number of SAS doctors that you employ are in leadership or extended roles?

Please can I ask for the responses to these questions to be a simple "Yes." or "No." (please delete where appropriate, on the spreadsheet). The only exception to this is question 12, where further detail is required.

Question	Answer	Additional information
Q1	No	The UHB has access to baby feeding and changing rooms on some sites that could be utilised for a staff breastfeeding space. The Health Board has access to baby feeding rooms and separate changing rooms in Manchester Square, Padarn and Bro Preseli sites; these are third party GMS developments and are not specifically for staff, however, that's not to say they cannot use them for staff breastfeeding areas. There's also a feeding room in Cardigan Integrated Care Centre. There are baby change rooms on sites; again, they are not specifically for feeding.
Q2	No	No facilities available.
Q3	Yes	On site nurseries at Glangwili General Hospital (private lease), Prince Philip Hospital (private lease) and Withybush General Hospital (in-house facility) sites
Q4	Yes	18.5% discount for staff at Prince Philip Hospital
Q5	Yes	The 2022/23 Annual Pay Gap Report will be published on the UHB's website in 2024. Previous reports can be accessed on the Health Board's website at: https://hduhb.nhs.wales/about-us/governance-arrangements/equality-diversity-and-inclusion/
Q6	Yes	There is a Work in Confidence platform available where staff can raise concerns anonymously. This system is administered by Workforce and Organisational Development (W&OD) and will elicit a response to the issue, but staff have the right to remain anonymous. Staff can also raise any concerns via their respective Trade Unions.
Q7	Yes	Yes, we include a dedicated page on Speak Up Safely and Work in Confidence in the Welcome to Hywel Dda Induction Pack, with links to each SharePoint page and the 'Whistleblowing Policy and Procedure'. During the workshop, we refer to both on a dedicated slide.
Q8	Yes	The UHB advocates the use of the Just Culture tool. This is outlined in its Incident, Near Miss and Hazard Reporting Procedure https://hduhb.nhs.wales/about-us/governance-arrangements/policies-and-written-control-documents/policies/incident-near-miss-and-hazard-reporting-procedure/
Q9	Yes	https://hduhb.nhs.wales/about-us/governance-arrangements/policies-and-written-control-documents/policies/all-wales-menopause-policy/
Q10	Not applicable	The NHS England Uniforms and Workwear Guidance does not apply to Wales. The Health Board has recently reviewed its Uniform Policy. This can be found at: https://hduhb.nhs.wales/about-us/governance-arrangements/policies-and-written-control-documents/policies/139-uniform-and-dress-code-policy-for-all-health-board-staff/
Q11	Yes	Included on the Corporate Induction and the local induction managed by Medical Education.
Q11a	No	The UHB is working towards meeting the standards fully

Q12	Number of doctors (headcount)	Additional comments
Total doctors employed	988	Includes locum / bank but not IR35 / agency / Out of Hours GPs or doctors in training employed by the Single Lead Employer
Total SAS doctors employed	211	Includes doctors on the following pay scales: Associate Specialist New Contract, Speciality Doctor, Speciality Doctor - Locum and Speciality Doctor 2021
SAS clinical leads	0	
SAS directors	0	
SAS appraisers	5	The UHB has been actively recruiting to appraiser roles over the last few months and the roles are open to SAS doctors to apply.
SAS appraisal leads	0	The UHB is in the process of recruiting to 2 of 4 appraisal lead roles and the positions will be open to SAS doctors.
SAS clinical governance leads	0	
SAS medical directors	0	
SAS educational supervisors	11	These roles are open to SAS doctors.
SAS undergraduate education lead	1	
SAS audit lead	0	