



CYFARFOD BWRDD PRIFYSGOL IECHYD UNIVERSITY HEALTH BOARD MEETING

DYDDIAD Y CYFARFOD: DATE OF MEETING:	26 January 2023
TEITL YR ADRODDIAD: TITLE OF REPORT:	Report of the Chair
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Miss Maria Battle, Chairman
SWYDDOG ADRODD: REPORTING OFFICER:	Miss Maria Battle, Chairman

Pwrpas yr Adroddiad (dewiswch fel yn addas)

Purpose of the Report (select as appropriate)

Ar Gyfer Penderfyniad/For Decision

ADRODDIAD SCAA SBAR REPORT

Sefyllfa / Situation

To provide an update to the Board on relevant matters undertaken by the Chair of Hywel Dda University Health Board (the UHB) since the previous Board meeting.

Cefndir / Background

This overarching report highlights the key areas of activity and strategic issues engaged in by the Chair and also details topical areas of interest to the Board.

Asesiad / Assessment

As Board members and the Public know through the media and personal experience we, along with the NHS and social care across the UK, are experiencing the most unprecedented pressures. This is causing moral harm to our staff and, regrettably in some circumstances, poor care to our patients. We have done and are doing everything we can to plan for and respond to these pressures. I would like to thank everyone in Hywel Dda University Health Board for their dedication and service in these very difficult times.

Digital Inclusion Charter

In a bid to help reduce the digital divide across our communities, the UHB has achieved the Digital Inclusion Charter for Wales accreditation, the first Health Board in Wales to do so. We are developing a digital inclusion programme focusing on people's digital skills and confidence, ensuring equal access to, and improvement in engaging with health and other public services. The Board believes that digital inclusion is an important aspect to digitising any service. Without digital access, skills and confidence we will never be certain that our population are truly ready for the ever changing and evolving digital world. The UHB has a responsibility to ensure that there are ample opportunities and support available within our services and wider communities to reduce the risk of leaving people behind.

Healthy Hearts Project Launches in Carmarthenshire

A new project to assist individuals across Carmarthenshire to follow a healthier lifestyle has been launched this week. The Healthy Hearts project will work collaboratively with the support from Primary Care, Community Nursing, Community Pharmacy, Dietetics, and Cardiology, along with Carmarthenshire County Council and Public Health Wales to prevent and reduce poor cardiovascular (heart) health. The project has received funding for two years and will work alongside and complement the pre-diabetes and lifestyle work, helping patients to stay well, lead healthier lifestyles and live independently for as long as possible. The project is an exciting and welcome addition to the services provided by our Primary Care Teams. Through a range of lifestyle support services, Healthy Hearts will help to improve overall quality of life and general health outcomes for our patients in Carmarthenshire.

LUMEN Service

The UHB has extended its Moondance Cancer Initiative funded Lung Cancer Symptom Assessment Line (LUMEN). LUMEN is a Nurse-led service that launched on 15th August 2022, as a pilot in the Carmarthenshire area; however, following the positive patient feedback and impact, the service has now been extended to all counties across Hywel Dda UHB. In Wales, over 2,300 patients are diagnosed with lung cancer each year, however less than 20% of these are diagnosed at an early stage. It has been shown that early diagnosis increases the chances of survival. LUMEN is a phone line service which provides an access point for people to speak with a specialist nurse to discuss their symptoms and be referred for a chest X-Ray, if needed, to investigate their symptoms. LUMEN is available to anyone registered with a GP in the Hywel Dda UHB area, who is aged 40 or over. LUMEN provides people experiencing respiratory problems with direct access to a specialist nurse who can discuss their symptoms, and if appropriate, refer them for further investigation. We are working hard to ensure that lung cancer survival rate is improved through early detection. In order to promote the service during the pilot stage roadshows were held in Carmarthenshire, in addition to meetings with GP Clusters and engagement with community services. The Communication team within Hywel Dda has been invaluable and very supportive in promoting LUMEN through the Facebook at intervals to continue to raise awareness both of early diagnosis, lung cancer symptoms and LUMEN. Now that the service has been expanded, further roadshows are planned for Hywel Dda. In addition, dates are available on the Respiratory Innovation Wales (RIW) Mobile Respiratory Hub to allow us to reach all areas of Hywel Dda every Tuesday during January and February 2023.

New Partnership Set to Improve Outcomes for Cardiovascular Patients in Wales

The Next Generation Population Health in NHS Wales project will see the UHB, Swansea University and global biotechnology firm Amgen working together over the next two years. The level of cardiovascular disease (CVD) health need across all regions is one of the biggest challenges facing the NHS in Wales today. Services and care for the patients with, or at risk of, CVD varies considerably in different areas, particularly when it comes to identifying high-risk patients and the adoption of evidence-based guidelines in treatment. The UHB is pleased to be supporting this important project through our TriTech Institute. It offers the chance of identifying patients at higher risk of developing CVD at an earlier point and taking steps with them to improve their health and quality of life. The project also highlights the innovative life science partnerships, with leading companies like Amgen, that are now underway in South West Wales and the associated benefits for patients and clinicians.

Chair's Action

There may be circumstances where decisions which would normally be made by the Board need to be taken between scheduled meetings, and it is not practicable to call a meeting of the Board. In these circumstances the Chair, supported by the Board Secretary as appropriate, may deal with these matters on behalf of the Board.

There has been one such action to report since the previous meeting of the Board (attached as Appendix 1), which relates to the approval of a request for Strategic Cash Assistance issued to the Director General Health and Social Services on 8th December 2022 (Appendix 2). The Health Board has subsequently received confirmation of the support Welsh Government will provide, which is outlined in Appendix 3.

Board Seminar 1st December 2022

Targeted Intervention Update

Members received an update on progress with the Health Board's Annual Plan, financial position and escalation status in addition to the requirements for de-escalation. In terms of the actions in respect of our Targeted Intervention status for finance and planning, assurance was received that these are on track. Whilst work is continuing to progress the Health Board's 10-year strategy, Members noted that from April 2023 the Health Board will move to a 3 year Integrated Medium Term Plan to maximise the current opportunities framework.

Forward Look to the 2023/24 Planning Round

Members received an update on the 2023/24 planning approach, highlighting that at a corporate level, the UHB is now organised around the Strategic Objectives. It is recognised that the Planning Objectives are not necessarily well recognised and owned below Executive level and further work is required to embed them across the organisation. Members were presented with a draft document which aims to connect with staff and the population and also provide clarity on the goal, method and outcome approach of the organisation. Members noted that a further iteration will be presented to Board Seminar in February 2023.

COVID-19 Inquiry

Members received a detailed update on the COVID-19 Inquiry and noted that as part of Module 3, an application has been made to be a core participant, which was endorsed by the Board. Due to the significant workload expected, it was proposed that a collaborative approach be undertaken with other Health Boards in Wales in order to divide tasks according to particular expertise.

Key Meetings

I have attended the following meetings:

- Ministerial Meeting - NHS Chairs & Chief Execs Meeting Q4
- Alun Jones, Healthcare Inspectorate Wales
- Community Health Council (CHC) Monthly Meeting
- Chair Peer Group Meeting
- Queens Green Canopy Catch Up
- Meeting with Heather Scammell
- Social Care Wales Round Table
- Meeting with Housekeeping, Estates and Portering teams Withybush Hospital
- PhD students from Ukraine

- Solva Surgery Public Engagement Event
- Local Authority Leaders and CEOs
- Regional MSs and MPs
- Vocational Qualifications Review
- MIU team Prince Phillip Hospital Llanelli
- Chair Betsi Cadwallader Health Board
- SOSPAN
- Anti Racist Action Plan

Visits/Event

Health Minister Visits

On 16th December 2022, I joined the Health Minister and Shadow Secretary of State for Wales on a visit to Glangwili Hospital. On 5th January 2023, the Health Minister visited the Day Surgery Unit at Llanelli's Prince Philip Hospital. The visits were an opportunity to listen to staff, see the extraordinary pressures we are experiencing and thank staff who continue to work so hard to offer a service to their patients during this difficult time.

Cyswllt Royal College of Physicians (RCP) Connect Engagement Event

On 7th September 2022, the RCP in Wales visited hospitals in Hywel Dda University Health Board for a Cyswllt RCP Connect engagement event with Physicians working across west Wales. Around 60 attendees joined us across two meetings which were held in person at the postgraduate centres in Prince Philip Hospital (PPH) and Glangwili Hospital (GH). The meetings were free to attend and open to doctors-in-training, Physician Associates (PAs), Staff, Associate Specialist and Specialty (SAS) Doctors, and Consultants.

Chaired by Dr Sam Rice in Llanelli (RCP regional adviser for south-west Wales) and Dr Nicholas Coles in Carmarthen (RCP college tutor for Glangwili Hospital) with conclusions from Dr Olwen Williams (RCP Vice President for Wales), the group discussed medical education, innovation in planned care and community-based intermediate care. The findings and feedback from the visit are contained in the [thinking outside the box report](#). This includes the following summary entry by Dr Olwen Williams, Vice President of the Royal College of Physicians:

"I came away from our visits to Glangwili and Prince Philip hospitals feeling very uplifted. We heard some fantastic presentations, and I was inspired and energised by everything I heard. Widening access to medicine is crucial, especially in rural and remote areas where things are very different to central Cardiff. I want to thank everyone in the NHS in west Wales for all their hard work in delivering and supporting high-quality patient care across Hywel Dda University Health Board".

Independent Board Member Site Visits

Historically, Independent Board Members have undertaken formal and informal visits to both acute and primary care teams across Hywel Dda. However, due to restrictions during the COVID-19 pandemic, all visits were paused. Formal visits re-started in April 2022 and have been extended to include non-clinical teams across Hywel Dda; since my previous update to Board in November 2022, the following areas have been visited:

- Catering Staff Glangwili Hospital
- St Non's Adult Mental Health Ward, Bro Cerwyn Day Hospital, Haverfordwest.
- Medical Education, Glangwili Hospital
- Hotel Facilities Withybush Hospital

Celebrating Success/Awards

New Year's Honours

Senior Chaplain for the UHB, Euryl Howells has been awarded the British Empire Medal (BEM) for services to the Chaplaincy in NHS Wales. Rev'd Howells started his career in banking but undertook his theological training more than 30 years ago. After serving in the Parish of Llangeler, just outside Newcastle Emlyn, he joined the then Carmarthenshire NHS Trust in 2002. Euryl is an unsung hero, who has been a pillar of strength and support for our patients, their families and our staff for so many years and we are delighted he has been recognised with this BEM. The needs of people are rich and complex and we are so grateful to have the contribution of Euryl, and the wider chaplaincy team and people of other faiths and none whom they work closely with, to be able to provide spiritual guidance, pastoral care, and comfort, to people within healthcare when they need it.

Honorary Professorships Awarded

Three senior leaders from Hywel Dda University Health Board have been awarded Honorary Professorships by Aberystwyth University, further strengthening the university's expertise in healthcare and its partnership with the local health board. Dr Helen Munro, Consultant in Community Sexual and Reproductive Healthcare; Dr Leighton Phillips, Director of Research, Innovation and University Partnerships, and Huw Thomas, Director of Finance, collectively have decades of expertise in the health sector in the United Kingdom. On behalf of the Board I would like to offer my warmest congratulations to Helen, Leighton and Huw on their appointment as Honorary Professors at Aberystwyth University. Our partnership with the University continues to go from strength to strength and we look forward to continuing our vital work together in the future.

Hywel Dda Commended at the Learning at Work Week Impact Awards

Hywel Dda University Health Board's Learning and Development team have been recognised at the Learning at Work Week Impact Awards for their innovative approach to educating and developing staff at a time of significant change and recruitment in the NHS.

The awards celebrate bold, creative, and impactful campaigns by employers across the UK that champion and drive lifelong learning at work and opportunities for staff. This year's winners, created by the educational organisation Campaign for Learning, are from a diverse mix of sectors, including national media, banking and finance, corporate utilities, and the NHS. Hywel Dda UHB's Learning and Development team were commended in the Innovation in Learning and Development category, for building a learning culture at a time of significant change, managing the COVID-19 crisis, and enabling hundreds of new employees to start each month.

Health Board Recognised for Staff Health and Well-Being Approach

The UHB has been recognised for supporting and promoting the health and well-being of its staff through the Healthy Working Wales programme. The programme's award scheme is recognised as the national quality mark for health and well-being in the workplace. This accreditation demonstrates that the UHB has successfully maintained its existing Corporate Health Standard award level, through its continuous commitment to healthy working practices, initiatives, and support.

Throughout the pandemic, the UHB's Workforce and Organisational Development teams worked tirelessly to ensure that staff had access to a wide range of support. The creation of a network of Well-being Champions has been instrumental in ensuring that colleagues know how and where to access support. The Staff Psychological Well-being Service has also developed a wealth of resources to provide staff with the support they need.

Dietetics Team National Success

For the second year running, one of the teams from the UHB's Nutrition and Dietetics service, in collaboration with the Quality Improvement and Practice development teams, has received high praise for its work during the recent UK-wide Malnutrition Awareness Week. Malnutrition Awareness Week (MAW) is an annual UK initiative led by the British Association for Parenteral and Enteral Nutrition (BAPEN). As part of a national annual survey undertaken during the week, members of the Health Board's Nutrition & Dietetic team organised the screening survey on hospital wards and in community settings. The Carmarthenshire team was so successful that it was announced as the top screener in Wales by BAPEN, at their recent national conference, meaning it completed and collected the highest number of screening surveys on patients. The data gathered will be used to support our work, within both acute and community settings, to identifying those at risk from malnutrition, so that we can continue to identify and prevent its occurrence.

Staff Awards 2022

Staff from across health care in Carmarthenshire, Ceredigion and Pembrokeshire have been congratulated on a number of award successes at this year's new Hywel's Applause event (Appendix 4). In recognition of the successes, achievements and contribution from its staff, Hywel Dda University Health Board held a virtual awards event on 7th December 2022. It was a heart warming event and produced so professionally. A huge thank you to the Culture and Workforce Experience Team. Staff were nominated for awards across a range of categories by their colleagues and shortlisted by independent staff panels, including members of our trade unions. The winners were announced at the virtual event, which also featured an introduction by Dr Frank Atherton, Chief Medical Officer in Wales and a short message from Welsh rugby star Shane Williams.

The finalists and winners were:

Category	Winner	Runners Up
Living our Values Award	Overseas Liaison Nurses for their commitment to embedding the Health Board's organisational values at every level.	Gwenllian Ward, Bronglais Hospital and the Vaccination Team in Carmarthen.
Best Use of Language Award	Karen Shearsmith-Farthing, Occupational Therapy Dementia Lead for introducing a Welsh version of 'the journey through dementia' programme.	Georgina Kersey, Education and Development Officer and Non Elias, Communication Development Officer
Innovating and Inspiring Practice Award	Dr Savita Shanbhag, GP Cancer Lead for her development and pilot of LUMEN, an innovative nurse-led telephone screening service for lung cancer symptom assessment.	The Children and Young People's Physiotherapy Group, and Speech Language Therapists Libby Jefferies and Mererid Davies.
Supportive Colleague Award	Joanne Phillips, Community Nurse and Susan Griffiths, Senior Physiotherapy Manager for always being there to help and support	Angela Watkins, Patient Advice and Liaison Services Officer, and Catherine Bowdler, Nurse at Gerontology Day Hospital.

	colleagues, having a positive impact on their colleagues' day.	
Patient's Voice Award	Jasmine Raymond, Nurse from Withybush Hospital for being welcoming and ensuring families were coping whilst their loved one was in her care.	Teifi Ward in Glangwili Hospital and Ward 5 in Prince Philip Hospital.
Rising Star Award	Amelia Davies, Community Child Health Nurse at Pennar Flying Start for empowering, building confidence of the families she supports.	Catherine Regola, Junior Sister, Special Care Baby Unit, Glangwili Hospital, Claire Phelps, Assistant Practitioner at Pembroke Dock Health Centre, and Colette Lloyd, Project Manager, Teledermoscopy at Withybush Hospital.
Volunteer of the Year Award	Heledd Lloyd, Volunteer at Bronglais Hospital for her role as a befriender, supporting the outpatients department, and for mentoring new volunteers.	Mass Vaccination Centre Volunteers, and Penny Randell, Volunteer Tutor.
Unsung Hero Award	Jo Rudd, Health Visiting Assistant Practitioner at Prince Philip Hospital for the positive impact on health visitors from an evidence-based approach, and Lynsey Ponsonby-Lewes, Assistant Practitioner at the Paediatric Ambulatory Care Unit (PACU) for being a shining example of understanding pressures and encouraging others.	Alys Thomas, PA to the Head of People and Organisational Effectiveness, Euryl Howells, Chaplain at Glangwili Hospital, Jan Calford, Domestic at Ty Bryngwyn and Natalie Rees, Healthcare Support Worker at Withybush Hospital.
Diversity and Inclusion Award	Augusta Stafford-Umughele, Workforce Culture Diversity and Inclusion Manager for working tirelessly to try resolve issues for many employees across the Health Board.	Beverly Davies, Strategic Partnership and Inclusion Manager, and Dr Tipswalo, Day Doctor at Glangwili Hospital.
Well-being Award	Leony Davies, Health Intervention Lead, Occupational Therapy for her work as the founding member and driver of the Well-being Champion Network.	Carly Butler and Catherine Ruff, Team Secretary and Workforce Advisor respectively at Bronglais Hospital and Jennifer Pearce, Midwife at Glangwili Hospital.
Lifetime Achievement Award	Buddug Roberts, Nurse at Withybush Hospital who has	Karen Jones, Senior Nurse, Special Care Baby Unit at

	given over 50 years' service to patients and the Health Board.	Glangwili Hospital, and Liz Duffy, Macmillan Cancer Information Support Officer at Glangwili Hospital.
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Chairs Commendation Awards

The Chair's Commendation Awards aim to celebrate the outstanding dedication of our colleagues. There will be one winner for each award chosen by an impartial panel of staff members each month. If you have witnessed a colleague or team go beyond the requirements of their role to demonstrate our values to an exemplary level then please nominate them for a Commendation Award. The first awards event took place on 16th November 2022, with the following awards presented.

Compassion Award

For an individual who has demonstrated compassion to an exemplary level and worked above and beyond the normal requirements of their role to ensure that people are at the heart of everything they do.

August 2022	September 2022
Compassion Award Winner - Deborah McIntyre	Compassion Award Winner - Kim Thomas
Compassion Award Highly Commended - Hayley Smith	

Collaboration Award

For an individual who has demonstrated an exceptional ability to foster collaboration, communication and co-operation among partners, colleagues and stakeholders.

August 2022	September 2022
Collaboration Award Winner - The Health improvement and Wellbeing Team	Collaboration Award Winner - Teddy Davies
Collaboration Award Highly Commended - Melanie Richards, Hywel Dda Stand at the National Eisteddfod, Kerrie Johns, The Ceredigion Children's Speech and Language Therapy Team, Lee Evans	Collaboration Award Highly Commended - The Switchboard Team

Innovation Award

For an individual who has significantly improved a work process or system / has significantly increased the efficiency of an operation, department or team unit.

August 2022	September 2022
Innovation Award Winner - Smoking and Wellbeing Team	Innovation Award winner - LUMEN team
Innovation Award Highly Commended - Paul Evans, Withybush Pharmacy Department	Innovation Award Highly Commended - Carmarthenshire Rota Coordination Team, Linda Goodrick

The next event will be on 15th February 2023 and will encompass awards from October, November and December 2022.

Associate Board Member Update

Since the previous Board meeting, I am pleased to confirm that following approval by the Minister for Health & Social Services:

- Dr Mohammed Nazemi has been re-appointed as the Associate Board Member in his capacity as Chair of the Healthcare Professionals Forum for Hywel Dda University Health Board, until 31st August 2023.
- Mrs Hazel Lloyd-Lubran has been re-appointed as the Associate Board Member in her capacity as Chair of the Stakeholder Reference Group for Hywel Dda University Health Board, until 9th December 2023.

Outgoing Chair - Rural Health and Care Wales

I wish to extend my thanks and appreciation to Mr Jack Evershed, who has been Chair of the Rural Health and Care Wales for the past 8 years, whose appointment finishes on 31st January 2023. I look forward to continuing to work with him in his new role as a member of the Citizens Voice Panel.

Argymhelliad / Recommendation

The Board is asked to:

- **SUPPORT** the work engaged in by the Chair since the previous meeting and note the topical areas of interest;
- **RATIFY** the actions undertaken by the Chair on behalf of the Board, detailed in Appendices 1-3.

Amcanion: (rhaid cwblhau)

Objectives: (must be completed)

Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Not Applicable
Safon(au) Gofal ac Iechyd: Health and Care Standard(s):	Governance, Leadership and Accountability
Amcanion Strategol y BIP: UHB Strategic Objectives:	Not Applicable
Amcanion Cynllunio Planning Objectives	Not Applicable

Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2018-2019	6. Contribute to global well-being through developing international networks and sharing of expertise 8. Transform our communities through collaboration with people, communities and partners
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Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	Chairman's Diary & Correspondence
Rhestr Termiau: Glossary of Terms:	Included within the body of the Report
Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y Cyfarfod Bwrdd Iechyd Prifysgol: Parties / Committees consulted prior to University Health Board:	Chairman

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	No impact
Ansawdd / Gofal Claf: Quality / Patient Care:	Ensuring the Board and its Committees make fully informed decisions is dependent upon the quality and accuracy of the information presented and considered by those making decisions. Informed decisions are more likely to impact favourably on the quality, safety and experience of patients and staff.
Gweithlu: Workforce:	No impact
Risg: Risk:	No impact
Cyfreithiol: Legal:	No impact
Enw Da: Reputational:	No impact
Gyfrinachedd: Privacy:	No impact
Cydraddoldeb: Equality:	No EqIA is considered necessary for a paper of this type.

Appendix 1 - Register of Chairman's Actions 2022/23

Serial No.	Requesting Department	Details of Request	Cost, where applicable	Date Issued	Date Signed by Chair
129	Finance Directorate	To approve the request for Strategic Cash Assistance issued to the Director General Health and Social Services.	£52.3m	08.12.22	13.12.2022



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

Ein cyf/Our ref: CEO.
Gofynnwch am/Please ask for: Kelly Sursona
Rhif Ffôn /Telephone: 01267 239569
Dyddiad/Date: 08/12/2022

Swyddfeydd Corfforaethol, Adeilad Ystwyth
Hafan Derwen, Parc Dewi Sant, Heol Ffynnon Job
Caerfyrddin, Sir Gaerfyrddin, SA31 3BB

Corporate Offices, Ystwyth Building
Hafan Derwen, St Davids Park, Job's Well Road,
Carmarthen, Carmarthenshire, SA31 3BB

Mrs Judith Paget
Director General Health and Social Services
NHS Wales Chief Executive
Health and Social Services Group
Cathays Park
Cardiff
CF10 3NQ

By e-mail to: Judith.Paget@Gov.Wales

Cc: Steve.Elliot@gov.wales, Jacqueline.Salmon@gov.wales

Dear Judith,

Hywel Dda University Health Board Financial Deficit Accountable Officer Letter December 2022

I am writing to formally request Strategic Cash assistance and provide an update on the end of year financial projection for 2022/23.

Strategic Cash Assistance 2022/23

I write in accordance with Technical Update Note 01, dated 8 November. This note requested that Chief Executives, as Accountable Officers, should formally notify the Chief Executive of NHS Wales of requests for repayable Strategic Cash assistance by 8 December.

In line with this, on behalf of the Board, I am formally requesting strategic cash assistance for 2022/23 of £52.3m. This assumes that £14.7m is also provided to cover the cash consequences of our assumed changes in working capital balances over the year. This request is based on us achieving our revised forecast deficit of £59m.

We have reviewed our creditor types to identify different payment policies that could be adopted with a cash strategy developed should the full amount of strategic cash assistance not be made available. These options all contain risks for the Health Board and represent a significant reputational concern for us.

Swyddfeydd Corfforaethol, Adeilad Ystwyth,
Hafan Derwen, Parc Dewi Sant, Heol Ffynnon Job,
Caerfyrddin, Sir Gaerfyrddin, SA31 3BB

Corporate Offices, Ystwyth Building,
Hafan Derwen, St Davids Park, Job's Well Road,
Carmarthen, Carmarthenshire, SA31 3BB

Cadeirydd / Chair
Miss Maria Battle
Prif Weithredwr/Chief Executive
Mr Steve Moore

Bwrdd Iechyd Prifysgol Hywel Dda yw enw gweithredol Bwrdd Iechyd Lleol Prifysgol Hywel Dda
Hywel Dda University Health Board is the operational name of Hywel Dda University Local Health Board

Mae Bwrdd Iechyd Prifysgol Hywel Dda yn amgylchedd di-fwlg Hywel Dda University Health Board operates a smoke free environment

Nonetheless, this approach has been scrutinised in detail by the Sustainable Resources Committee on behalf of the Board, and the Board was apprised of the situation at its November meeting.

Priority creditors would need to be paid to maintain service levels. If no strategic cash assistance is made available and restrictions on creditor payments are not undertaken, we estimate that the Health Board will fully utilise our approved cash resource limits by 13 March 2023.

While the Board has not met formally during December, the Director of Finance did advise the Board in his finance report in November that we would be requesting formal cash support from Welsh Government.

While I appreciate that the financial challenges which the Board is facing are significant, I understand that officers in Welsh Government have been working to secure cash cover for the NHS deficit as a whole this year. I am grateful for your support, and look forward to receiving confirmation of the strategic cash assistance.

End of Year Financial Projection

As our Month 7 Monitoring Return confirms, the Health Board has a revised forecast deficit of £59.0m; we acknowledge that, following the Month 7 Reply Letter, this remains an unacceptable outturn position. Whilst the forecast deficit has improved from £62.0m to £59.0m; this is inclusive of an additional £5.0m of operational variation offset by £8.0m of non-recurrent Accountancy Gains.

The Workforce national policy revision to the Annual Leave carryover has resulted in the release of £8.0m of the provision in the Month 7 end of year forecast.

This further challenge into our underlying financial deficit continues to be a key focus of the Board. We expect that the Planning cycle for 2023/24 will clarify the extent of the impact, and the Health Board's appropriate mitigating response.

My team and I welcome the continuation of the ongoing dialogue with colleagues from Welsh Government and the Finance Delivery Unit as we progress through the remainder of this financial year.

In the absence of a Board meeting in December, a draft of this letter has been circulated for comment amongst our Independent Members.

Yours sincerely



Steve Moore
Prif Weithredwr / Chief Executive

Cc Maria Battle (Chair)
HDUHB Executive Team

Cyfarwyddwr Cyffredinol Iechyd a Gwasanaethau Cymdeithasol/
Prif Weithredwr GIG Cymru
Grŵp Iechyd a Gwasanaethau Cymdeithasol

Director General Health and Social Services/
NHS Wales Chief Executive
Health and Social Services Group



Llywodraeth Cymru
Welsh Government

Steve Moore
Chief Executive
Corporate Offices
Ystwyth Building
Hafan Derwen
St David's Park
Job's Well Rd
Carmarthen
SA31 3BB

Our Ref: JP/JS/SB

20 December 2022

Dear Steve

Strategic Cash Support to Hywel Dda UHB

Further to your letter dated 8 December 2022, advising Welsh Government of the year-end cash pressures arising as a consequence of your forecast deficit position of £59m, I am writing to confirm that subject to discussion at and with the agreement of your board, Welsh Government will provide a maximum of £52.3m strategic cash only support to Hywel Dda UHB to support your management of this position.

On the 8 July 2020 the Minister for Health and Social services announced that the accumulated strategic cash only support previously provided by Welsh Government was no longer repayable. The 2022-23 strategic cash assistance must be disclosed in your financial accounts.

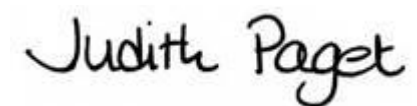
A cash allocation will be provided in February 2023, and funds will be available to draw in March 2023. This is to ensure that the actual support provided reflects the cash support required, not simply the forecast position. Hywel Dda UHB is expected to continue actions to seek to manage its cash position, to mitigate the level of cash support requested. HSSG does not receive additional cash to support these requests, all such support impacts upon the overall cash resources available to NHS Wales.

Please ensure all future monthly monitoring returns provide updates on the actual strategic cash assistance required.

If strategic cash assistance will need to be drawn prior to March 2022, please advise Jacqueline Salmon, Financial Accountant in writing of your requirement and the circumstances.

Your request for working capital allocations for capital and revenue have been approved in separate correspondence.

Yours sincerely

A handwritten signature in black ink that reads "Judith Paget". The script is cursive and fluid, with the first letters of each name being capitalized and prominent.

Judith Paget CBE



Staff Awards 2022



Cymeradwyaeth Hywel
Hywel's Applause



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

Hywel's Applause Annual Staff Awards



We are delighted to introduce Hywel's Applause 2022, our new annual staff awards event. We are holding the event virtually this year as we were unsure of the timescales for lifting the Covid restrictions.

The awards event is a celebration of the dedication and achievements of our staff, who have made a real difference to the people we care for, their carers or their work colleagues. We have been amazed by the high standard of entries received.

The nominations make inspiring reading and our judging panels have had the unenviable task of trying to choose a winner for each of the eleven categories.

Staff Excellence Awards

- Living Our Values Award
- Best Use of the Welsh Language
- Innovating and Inspiring Practice Award
- Supportive Colleague Award
- Patients' Voice Award
- Rising Star Award
- Volunteer of the Year Award
- Unsung Hero Award
- Diversity and Inclusion Award
- Wellbeing Award
- Lifetime Achievement Award

Celebrating the dedication and achievements of our staff who have made a real difference to the people we care for.

To be recognised and nominated for your work is a great achievement, but to be a finalist in the light of such robust competition is incredible and you should all be rightfully proud. Thank you all for your outstanding commitment and hard work to provide the best care possible to our population.

We hope you can all join the celebration of our wonderful staff on the 7th December at 7.00pm.



Maria Battle
Chair



Steve Moore
Chief Executive



<https://youtu.be/ORcgPCd5o5Q>

Living Our Values Award

This category is for a team who have demonstrated exemplary Health Board Values, communication skills and a rich compassionate culture where all staff are recognised and supported.

We were looking demonstration of:-

- A supportive, compassionate culture.
- Values driven.
- Collaboration and communication is strong across the team.
- Team have a recognition initiative in place.



Gwennllian Ward Bronglais General Hospital

Gwennllian Ward are a tight knit team who work closely and collaborate together. During Covid-19 the team have supported each other and worked extremely hard to cover the shift shortfalls. The team show outstanding care and compassion to both the people they care for and the staff they work with.



Overseas Liaison Nurses

This relatively new team have had to adapt and learn rapidly in an ever-changing environment to ensure pastoral support to overseas nurses. They have gone the extra mile to ensure the nurses have a welcome that has made them feel wanted, valued and supported. The team support each other, as well as the overseas nurses.



Vaccination Team Carmarthen

Everyone worked selflessly for the success of the Vaccination Programme in Carmarthenshire, they worked above and beyond the hours expected of them and all were welcomed into the team not to get awards or recognition for doing so but just to improve the health of local people and raise our fight against Covid-19.

Best Use of the Welsh Language Award

This award is for an individual or team who has demonstrated dedication and commitment to promoting the Welsh Language.

We were looking for an entry that showed they go beyond the statutory duty to:-

- Support colleagues/patient to use Welsh Language.
- Is a role model for the Welsh Language standards.
- Promote the use of Welsh Language externally or internally.
- This person may not be fluent but makes the effort to use Welsh daily.



Georgina Kersey
Education and Development Officer

Georgina has launched the first Welsh delivery workshop for 'Making a Difference'. This is the first course delivered through Welsh in Learning and Development, and one of only three classroom-based courses delivered within the Hywel Dda.



Karen Shearsmith-Farthing
Occupational Therapy Dementia Lead

Karen has been involved in introducing a Welsh version of a programme known as 'the journey through dementia' which was previously only available in English.



Non Elias
Communication Development Officer

Georgina has launched the first Welsh delivery workshop for 'Making a Difference'. This is the first course delivered through Welsh in Learning and Development, and one of only three classroom-based courses delivered within the Hywel Dda.

Innovating and Inspiring Practice Award

This award is for a team or individual who have made a change which has had a positive impact on staff, patients or care.

We were looking for a nomination which met one or more of the following criterion:-

- Demonstrated innovation or having made a change, be it small or large, that has had a positive impact.
- Improved a work process or system which has had a positive impact on staff, patients or care.
- Ensured that any changes made were in line with policies or best practice guidance.
- Kept abreast of best practice and standards for excellence and applied these to their practice.
- Worked together across different roles / settings in a multidisciplinary approach to make a positive change.
- This could involve digital, clinical or other transformation.



Children and Young People's Physiotherapy Group

Since the start of the pandemic, the team from across the 3 counties have pulled together and have strived to deliver new ways of working and increasing the service's presence in a virtual world. A variety of innovative projects have been undertaken.



Dr Savita Shanbhag
GP Cancer Lead

Savita is involved with a varied portfolio of innovative activities that aim to positively impact cancer services across Hywel Dda University Health Board. Most recently, Savita won funding from Moondance Cancer Initiative to develop and pilot an innovative nurse-led telephone screening service for lung cancer symptom assessment, called LUMEN. Patients will be able to self-refer to the service and speak to a lung cancer clinical nurse specialist who will support them through their journey and liaise with the respiratory team to arrange chest x-rays and specialist referrals as necessary.



Libby Jefferies and Mererid Davies
Speech and Language Therapists

Libby and Mererid have collaborated to develop communication boards that can now be seen across the Health Board. The boards were designed to support children who cannot express their thoughts using verbal communication.

Supportive Colleague Award

This award is for an individual who goes that extra mile to help and is always there to support colleagues and has a positive impact on their colleagues' day.

We were looking for someone who:-

- Supports and helps colleagues beyond the requirements of their role.
- Demonstrates exemplary compassion for their colleagues.
- Has a positive impact on their teams' day by being supportive of everyone.



Angela Watkins
Patient Advice and Liaison Services Officer

Angela has supported the team and continually ensures that all staff wellbeing is supported, going over and above to support team members not only on work matters but personal challenges as well.



Catherine Bowdler
Nurse, Gerontology Day Hospital

Cath puts everyone else first. She is always reaching out and checking in with other people and colleagues. You feel that if things get tough, Cath would be there for you - you know she would have your back. Cath is thoughtful and compassionate. She is non-judgemental.



Joanne Phillips
Community Nurse

Joanne is always on hand to support, train and guide all members of the team in every discipline. She has an ability to support staff to grow and feel confident in their role without taking ownership of their development.



Susan Griffiths
Senior Physiotherapy Manager, Glangwili General Hospital

Sue appreciates the human qualities of her team. She understands that everyone has their own strengths and seeks to help grow these strengths. She leads by example and inspires everyone around her to want to develop themselves and be part of developing others. She creates an environment that strives for a rising tide to lift all boats. She stands by her principles, is honest in the way she manages, and is open and welcoming to all points of view; actively listening to her team and honestly valuing input from all around her.

Patients' Voice Award

This category is for a team or individual who a patient has recognised for providing excellent care.

We were looking for exemplary demonstration of the Health Board Values.



Jasmine Raymond
Nurse, Withybush General Hospital

For being welcoming and ensuring the family were coping whilst their loved one was in her care.



Teifi Ward
Glangwili General Hospital

For all the care, skill, hard work, humour and kindness which supported a family in the last few weeks of their mother's life.



Ward 5
Prince Philip General Hospital

For the outstanding support they gave to a family when they were unable to be with their loved one due to covid 19 restrictions.

Rising Star Award

This award is for an individual who has had an outstanding positive impact on the service outcomes of their department.

We were looking for:-

- Going over and above to exceed the expectations of their role.
- Is enthusiastic and driven to achieve.
- Has had a positive impact on the service outcomes of their department.



Amelia Davies
Community Child Health Nurse, Pennar Flying Start

Amelia has empowered families who she works alongside to engage in community events, building their confidence to support their parenting. She has supported staff around her in highlighting that there are other ways to engage families with the use of technology. Her positive attitude is infectious within the team.



Catherine Regola
Junior Sister, SCBU, Glangwili General Hospital

Cath has grown from a newly qualified paediatric nurse to be a Speciality neonatal nurse. Cath is an excellent role model to all members of the team. As well as acting as a source of knowledge and expertise to both junior doctors as well as more senior doctors. She is contentious and honest. She is always considerate and polite. She is totally committed to providing a high standard of care to the babies and parents as well as caring for all of the staff.



Claire Phelps
Assistant Practitioner, Pembroke Dock Health Centre

Claire has advanced within the organisation by her own efforts. Claire began her career here as a domestic then became a Health Care Support Worker and completed her grow your own pre-registration nurse training in August 2022. Claire will commence her Specialist Community Public Health Nurse training in October 2022. She is an inspiration to her colleagues.



Colette Lloyd
Project Manager - Teledermoscopy, Withybush General Hospital

Colette has been pivotal in the development of a Teledermoscopy system within the Dermatology service. Through Colette's enthusiasm to see this project succeed, she has developed an agile business case which has been supported by both Welsh Government and the Executive Team.

Volunteer of the Year Award

An award for a volunteer who has had an outstanding impact on volunteers, colleagues, patients, relatives and carers.

We were looking at a range of criterion such as:-

- Has stood out as a volunteer mentor that has brought out confidence and self-esteem within peers.
- Naturally puts patients/ relatives/carers at ease and is able to maintain a sense of calm and positivity.
- Going above and beyond to support people.
- Has shown considerable dedication and growth.
- Has demonstrated great motivation, dedication and great desire to help others.



Heledd Lloyd
Volunteer in Bronglais General Hospital

Heledd Volunteers in Bronglais hospital as a befriender and on the outpatients desk and also at the mass vaccination centre in Aberystwyth. She is also a volunteer mentor training up new volunteers when they are ready to start.



Mass Vaccination Centre Volunteers

There is a rota in place and it is difficult to single out one person as they are all very special, make everyone feel welcome and are adaptable to the needs of the service.



Penny Randell
Volunteer Tutor

Penny is a volunteer tutor, delivering Self-Management courses, suffering with various Chronic Conditions herself Penny dedicates her time to teach others on how they can self-manage their condition and live a more fulfilling life.

Unsung Hero Award

This award is for a non-registered member of staff that has a positive impact on patients / colleagues through little behaviours that are embedded in their nature and daily activity.

We were looking for someone who:-

- Demonstrates exemplary Health Board values.
- Has a positive impact on patients or colleagues.
- Perseveres to have a positive impact on people around them even if their day is tough.



Alys Thomas
Personal Assistant to the Head of People and Organisational Effectiveness

Alys always goes the extra mile to help colleagues and does so with kindness. She has a positive energy around her and will offer to help others often to the detriment of her own workload. She epitomises the Health Board values in every way. She will encourage others to speak up.



Euryl Howells
Chaplain, Glangwili General Hospital

He is a true advocate for patients and families at times of happiness but more often sadness. He has the ability to use words of great comfort which do not rely on any particular religious belief. He interacts with compassion and kindness at all times. His ability with words of comfort in cards, letters and text messages etc. is incredible as he always finds the right words to say at such difficult times.



Jan Calford
Domestic, Ty Bryngwyn

Jan always demonstrates exemplary health board values. Jan always takes responsibility for the effective care of patients by going over and above for them and their families. Whilst also supporting all members of the team by always asking how our days are, making a hot drink when times are too busy for this and ensuring the building is gleaming. She ensures she places people at the centre of all she does. Jan takes responsibility to work alone or as a team and to build reputable services to deliver the very best health for our patients and families. Jan not only is compassionate and caring towards patients but also families.



Jo Rudd
Health Visiting Assistant Practitioner, Prince Philip Hospital

Jo's experience in working in places like Sure Start and interest in children's behaviour means her knowledge is essential to positively impact Health Visitors that work with her as she provides essential evidence-based support and advice that others can learn from. Jo has a positive impact on the families she cares for as her kind nature shines through and no matter what the tasks is always ready to help. Jo is never judgemental and will spend as much time as needed for families to feel supported. Jo is always open and honest when she feels additional support is needed which is essential for health visitors to be able to put the correct things in place for families. Jo's compassion means she goes above and beyond to think of creative ways to support parents on an individual basis.



Lynsey Ponsonby-Lewes
Assistant Practitioner, PACU

Lynsey supports the Nursing and Medical Team with utmost commitment and always performs her designated duties to the very best of her ability, and with positivity. During the Pandemic, Lynsey was instrumental in providing peer support to staff at all levels. Lynsey was a constant shining example of understanding the pressures of the situation and encouraging others to work through the difficulties and do what was needed to support staff to get through each day.



Natalie Rees
Health Care Support Worker, Withybush General Hospital

Natalie is amazing with patients, very helpful, understanding and kind especially when they are feeling nervous. She makes you feel at ease and will do everything she can to support you.

Diversity and Inclusion Award

This award is for a team or individual who have/has gone beyond the requirements of their job role in order to have a positive impact on equality, diversity and inclusion for patients / staff.

We were looking for an entry that showed they've gone beyond the requirements of their role to meet at least ONE of the following:-

- Promote inclusive participation and eliminate discrimination.
- Developed an innovative initiative or project that promotes equality, diversity and inclusion.
- Developed an innovative response to an equality, diversity and inclusion issue.
- Improved equality, diversity and inclusion provision across the Health Board for service users / staff.



Augusta Stafford-Umughele
Workforce Culture, Diversity and Inclusion Manager

Augusta works tirelessly to try and resolve issues for many employees across the Health Board. She does everything she can to make others feel welcome and supports the methodology that we should be able to bring our whole selves to work.



Beverly Davies
Strategic Partnership and Inclusion Manager

Bev works tirelessly to make connections throughout the service, and Bev's recent work to co-ordinate a week-long celebration for our Filipino nurses was a great cultural triumph and embraced such things as recognition of the food, flags and the journey our staff have been on for the past 20 years.



Dr Tipswalo Day
Doctor, Glangwili General Hospital

Dr Day is passionate about reducing health inequalities. Dr Day's comprehensive Multidisciplinary Cardiotocograph (CTG) teaching program enables professionals to learn about interpreting CTG which supports us to tackle the disparities in pregnancy outcomes for these women.

Wellbeing Award

This award is for a team or individual who has had a positive impact on the wellbeing of patients or staff beyond the requirements of their role.

We were looking for demonstration of:-

- Having a positive impact on the wellbeing of patients or staff beyond the requirements of their role.
- Implementing a wellbeing initiative or resource beyond the requirements of their role.



Carly Butler and Catherine Ruff
Team Secretary and Workforce Advisor, Bronglais General Hospital

Carly and Catherine have both completed their Wellbeing Champions training which is an additional responsibility separate from their job roles. Upon completion of their training they showed great initiative and tasked themselves with organising a wellbeing day to promote wellbeing practices and support the wellbeing of staff in Bronglais Hospital. They also rang around Ceredigion businesses to seek discounts/ additional benefits which weren't currently offered. This was a fantastic idea and spans far beyond the requirements of their role.



Jennifer Pearce
Midwife, Glangwili General Hospital

Jennifer has been instrumental in introducing and supporting wellbeing within the maternity service in Glangwili Hospital. She manages a staff fund in which she buys gifts on behalf of all staff for special occasions such as weddings, retirement etc. She is also co-lead for the Wellbeing Wednesday. She encourages wellbeing walks, being happy in work, and works with colleagues in running events. She helped put individual gift bags together for each member of midwifery staff on international day of the midwife. She is also co-lead for the Maternity Employee of the Month, sourcing and arranging gifts for the winner which include vouchers for evening meals in local restaurants.



Leony Davies
Health Intervention Lead - Occupational Health

Leony is a founding member and driver of the Wellbeing Champions Network. This has taken a phenomenal amount of work and Leony has approached this whole-heartedly and with such energy.

Leony took on this daunting task and drove it to success through collaborating with others, setting examples and leading from the front.

Lifetime Achievement Award

This award is for an individual who has made an outstanding contribution to the NHS during their lifetime.

We were looking for someone who:-

- Has worked in the NHS for a long period of time.
- Has had a positive impact on the service.
- Improved the service for patients and staff.



Buddug Roberts
Nurse, Withybush General Hospital

Buddug first joined the register in 1972. Buddug was a sister on Ward 1 before becoming a Senior Nurse within the Health Board. In later years she worked bank shifts in day surgery. When she retired, she immediately returned to support the Health Board. However, her dedication to the Health Board clearly shone when it was decided during the Pandemic to open Bluestone field hospital. In November 2020, the field hospital needed to be open, the biggest issue was staffing. One phone call to Buddug and she jumped at the opportunity to support.

Buddug was able to share her 50 years' experience with new members of staff to the Health Board, her passion and love for the Health Board is amazing! Buddug truly is an inspiration, sadly after 50 plus years of being a nurse, Buddug had made the decision not to revalidate this September.



Karen Jones
Senior Nurse, SCBU, Glangwili General Hospital

Karen has worked in Glangwili Paediatric and Neonatal services since 1981. She retires later this year, leaving a huge legacy behind her.

She has worked her way up from a Staff Nurse on Cilgerran ward to the Senior Nurse in charge of Special Care, a post she has been in for more than a decade.

She has seen the Special Care Baby Unit (SCBU) through several major transitions and played a vital role in evolving the unit from a small unit of a few cots, into the impressive unit that it is today, with excellent facilities for babies and their families.

She has consistently advocated for Hywel Dda babies and their families, representing us across Wales to the Welsh Neonatal Network. She has played a vital role in the education and professional development of our nurses and paediatric doctors.



Lis Duffy
Macmillan Cancer Information Support Officer,
Glangwili General Hospital

Lis started her career as a receptionist & typist in Tenby Surgery in 1985. She moved to Glangwili Hospital as a Medical Secretary Float in 1989 in Gynaecology, Geriatrics and also worked with the Orthodontics Team.

She moved to Radiology and worked with them for 6 months. She began her career as secretary to Mr O'Riordan, Consultant UGI Surgeon in 1996 followed by Mr Harries, also a Consultant UGI Surgeon. She then progressed to be Medical Secretary to Dr Phan, Consultant Oncologist. Lastly & finally, as she will be retiring at the end of January 2023. Lis also joined the League of Friends in 2011 and was Minute Secretary until 2021 and then became Secretary for the Friends.

Thank you to our staff panellists who volunteered to be part of the shortlisting process:

Ann Griffiths

Trade Union Representative (RCN)

Ann Murphy

Trade Union Representative (RCN)

Ashleigh Cullen

Assistant Psychologist

Christina John

Trade Union Representative (Unison)

Claire Moore

Family Liaison Officer

Clare Jackson

Team Secretary

Daniel Warm

Strategic Planning Manager

Emma Durley

Community Staff Nurse

Enfys Williams

Welsh Language Services Manager

Helen Martin

Trade Union Representative (Unison)

Helen Sullivan

Head of Partnerships, Diversity and Inclusion

Helen Williams

Trade Union Representative (RCN)

Leighton Phillips

Director for Research and Innovation

Lesley-Ann Stedman

Registered Vaccinator

Louise O'Connor

Assistant Director (Legal and Patient Support)

Nadia Probert

Trade Union Representative (Unison)

Nia Gibbon

Future Workforce Coordinator

Nicola Drake

Senior Consultant

Priya Sai-Giridhar

Advanced Biomedical Scientist

Rachel Leach

Speech and Language Therapist

Resmi Sugnathan

Physiotherapist

Rob Blake

Head of Culture and Workforce Experience

Sam Evans

Immuniser

Sarah Jenkins

Head of People and Organisation Effectiveness

Sharon Daniel

Assistant Director of Nursing

Simon Chiffi

Head of Operations

Suzanne Tarrant

Consultant Clinical Psychologist

Tim Griffiths

Clinical Lead Physiotherapist

The awards will be presented to the winners after the event by one of the Executive Team