

**Cyflwynwyd yr ymateb i ymgynghoriad y [Pwyllgor Iechyd a Gofal Cymdeithasol](#)
ar y [gweithlu Iechyd a Gofal Cymdeithasol](#)**

**This response was submitted to the [Health and Social Care](#)
[Committee](#) consultation on [Health and Social Care Workforce](#)**

HSC 10

**Ymateb gan: | Response from: Bwrdd Iechyd Prifysgol Bae Abertawe |
Swansea Bay University Health Board**





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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

Cadeirydd / Chair:
Prif Weithredwr/Chief Executive:

gofalu am ein gilydd, cydweithio, gwella bob amser
caring for each other, working together, always improving

Rydym yn croesawu gohebiaeth yn y Gymraeg ac yn y Saesneg.

We welcome correspondence in Welsh or English.

Dyddiad/Date: 6th October 2021

Health & Social Care Committee
Welsh Parliament
Cardiff Bay
Cardiff,
CF99 1SN

Sent via email only to: SeneddHealth@senedd.wales

Dear Sirs,

Health and social care workforce written evidence response:

Thank you for your inquiry dated 25th August 2021 ahead of the Health and Social Care Committee session with HEIW and SCW.

Please kindly see below responses addressing points raised:

1. Plans for Implementation of A Healthier Wales: our workforce strategy for health and social care (published in October 2020) including progress made to date and whether delivery is on track for 2030.

SBUHB have approached the implementation of A Healthier Wales: our Workforce strategy for health and social care, through the Health Board's Annual Plan for 2021/22. The five workforce priorities we have identified to take forward align to the seven themes, which underpin A Healthier Wales workforce strategy. Progress to date includes:

- *Robust Health and Wellbeing initiatives implemented for staff*
- *Health and Wellbeing Strategy developed and approved by Workforce & OD Board sub-committee in August 2021*
- *Joint Board staff side and senior leader's development workshop on Just and Learning Culture in Feb 2021. Further work on track with a focus on the organisation's values and behaviours culture which will also embed inclusion and equality strand and talent work streams.*
- *Development of Staff Networks and work is continuing to expand and support this area*



Pencadlys BIP Bae Abertawe, Un Porthfa Talbot, Port Talbot, SA12 7BR / Swansea Bay UHB Headquarters, One Talbot Gateway, Port Talbot, SA12 7BR

Bwrdd Iechyd Prifysgol Bae Abertawe yw enw gweithredu Bwrdd Iechyd Lleol Prifysgol Bae Abertawe
Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

- *Targeted recruitment schemes underway including joint recruitment adverts with Swansea Local Authority and Neath Local Authority for Health and Care Support Workers to support domiciliary care.*
- *Focus on Student and trainee experience working with Swansea University, HEIW and local Faculty Teams and roll out of the Kickstart programme focusing on recruitment of under 25s,*
- *Bilingual freedom to speak up Guardian Service offered to all staff*
- *Staff engagement measures including surveys, listening sessions and staff engagement events*

2. The alignment of the strategy and its implementation with other priorities and actions, including those identified in the Welsh Government's Programme for Government for 2021-2026, and A Healthier Wales: our Plan for Health and Social Care (2018)

The strategy appears to clearly align with other Welsh Government priorities and actions.

3. The extent to which HEIW/SCW's workforce strategy and broader work on workforce planning and the commissioning/delivery of education and training, will ensure that we have a health and social care workforce which is able to meet population health and care needs, and support new models of care and ways of working, including optimising the use of digital technology and the development of Welsh language services.

Given the current social care workforce crisis, it would be helpful to give further consideration on how we intend to achieve a seamless health and social care workforce. It would be helpful to have a focus on the options for commissioning to widen educational delivery and participation, including hard to reach groups, welsh language and culture and how the use of digital technology factors into this.

4. The mechanisms, indicators and data that will be used to measure progress in implementing the workforce strategy and evaluate its effectiveness.

A broad range of actions have been set out which will require local translation into actions at organisational level

5. Whether the financial and other resources allocated to implementation of the strategy are adequate.

It is expected that additional resources will be required to develop programmes but also given the impact of Covid, there is a need for additional resources to support wellbeing, equipping managers and staff to work in this new environment as well as staff engagement

6. The extent to which the strategy and its implementation are inclusive, reflect the needs/contribution of the whole workforce- for example on the basis of progression, stage of career or protected characteristics – and also to take into account the role of unpaid carers and volunteers.

Strategy appears to touch on the various protected characteristics, fair reward and welsh language and culture. Whilst this is embedded within the 7 themes, it might be helpful to articulate expectations in more detail so that the impact can be clearly measured.

7. Whether there are any specific areas within the strategy that would benefit from focused follow up work by the Committee.

A particular area within the strategy that would benefit from focused follow up work would be on workforce supply, breaking down the barriers and support the development of a seamless workforce. It would also be helpful for there to be a focused approach to workforce planning linking this to the new models of care as well as the streamlining work for newly qualified staff and thereby managing the workforce skill mix to provide safe and effective care.

Chief Executive Officer