



**POWYS TEACHING HEALTH BOARD  
SUMMARY OF THE WORKFORCE AND CULTURE COMMITTEE MEETING  
HELD ON FRIDAY 28 JANUARY 2022,  
VIA MICROSOFT TEAMS**

**Present:**

Ian Phillips	Independent Member (Chair)
Matthew Dorrance	Independent Member
Trish Buchan	Independent Member
Cathie Poynton	Independent Member

**In Attendance:**

Carol Shillabeer	Chief Executive Officer
Julie Rowles	Director of Workforce and Organisational Development
Hayley Thomas	Deputy Chief Executive and Director of Planning and Performance
Jamie Marchant	Director of Environment
James Quance	Interim Board Secretary

**Observers:**

Mark McIntyre	Assistant Director of Workforce and Organisational Development
Bethan Hopkins	Audit Wales
Vivienne Harpwood	Chair, PTHB
Kirsty Williams	Vice Chair, PTHB

**Apologies for absence:**

Rhobert Lewis	Independent Member
Claire Madsen	Director of Therapies & Health Science
Pete Hopgood	Director of Finance and IT
Kate Wright	Medical Director

**Committee Support:**

Liz Patterson	Interim Head of Corporate Governance
Bethan Powell	Corporate Governance Officer

## **STAFF WELLBEING – INCLUDING AUDIT WALES REPORT: CARING FOR THE CARERS**

A presentation was provided giving an overview of the *Taking Care of the Carers?* report, published by Audit Wales (AW) in October 2021 outlining how NHS bodies supported staff well-being during the Covid-19 pandemic. It was highlighted that the management response to the six recommendations along with the Checklist for NHS Board Members produced by Audit Wales.

The Committee welcomed further discussion around evidence of best practice and the wider approach to measuring outcomes and timescales on an organisation wide basis. It was requested that this would be considered at a future Board Development session.

### **WORKFORCE ESCALATION APPROACH**

The Committee received the report on the workforce escalation approach. The risk that the Health Board would be unable to sustain an adequate workforce had been increased from 12 to 16 at Board in January 2022. The presentation outlined the initiatives that had been undertaken in response to the heightened risk. The risk remained under regular review and if the initiatives proved successful it was hoped that the risk score could be reduced in time.

An overview of the Covid-19 Booster programme was provided with a clear focus of the number of redeployed staff into the Mass Vaccination service. Approximately 200 Registrants and support workers had been trained which enabled a flexible approach in response to the constraints of the pandemic. On 12 December 2021, Welsh Government had announced a requirement to bring forward the delivery of the booster vaccine by the 31 December 2021, requiring a considerable increase in capacity to the mass vaccination service.

The Memorandum of Understanding with the Powys Association of Voluntary Organisations (PAVO) had been successful with over 500 volunteers registered to work in the mass vaccination centres, of which 260 were currently active.

The principles of the 'Care Reservist' pilot scheme had been approved by the Executive Committee in January 2022. The aim was to support a group of volunteering staff to take up a reservist role, whereby they could be deployed at pace across clinical areas as a Health Care Support Worker, in the event of a staffing crisis caused by high levels of sickness absence. The pilot scheme would be worked up during the summer months in preparation for next winter.

Staff absence had peaked in the second week of January at 6.3% although hotspots of up to 9% were noted. Occupational Health service waiting times had also increased.

The Temporary Staffing Unit had moved to a seven-day service to support the high demand during the omicron surge. The Nursing establishment had been reviewed to enable an amended skill mix to be implemented in case it had been necessary to move to a surge position.

The Committee NOTED the report and RECEIVED assurance that the performance of the Workforce Escalation Approach had influenced the successful management to date of system resilience pressures.

**ITEMS TO BE BROUGHT TO THE ATTENTION OF THE BOARD AND OTHER COMMITTEES**

Board to be advised that Caring for the Carers had been discussed.

**DATE OF THE NEXT MEETING:**

15 March 2022, via Microsoft Teams