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Bwrdd Iechyd Prifysgol  
Betsi Cadwaladr  
University Health Board

## Healthcare Professionals Forum (HPF)

Minutes of the meeting held on Friday 5 December 2025 via Microsoft Teams

|                                                                              | <u>07.03.25</u> | <u>06.06.25</u> | <u>19.09.25</u> | <u>05.12.25/</u><br><u>HPF/IMTP</u><br><u>Workshop</u> |  |
|------------------------------------------------------------------------------|-----------------|-----------------|-----------------|--------------------------------------------------------|--|
| <b>Executive Health Board Lead Officer – Teresa Owen</b>                     | <b>P</b>        | <b>P</b>        | <b>P</b>        | <b>P</b>                                               |  |
| <b><u>Welsh Medical Committee:</u></b>                                       |                 |                 |                 |                                                        |  |
| Primary and Community Care Medical Representative – Dr Tim Davies            | <b>P</b>        | <b>P</b>        | <b>P</b>        | <b>P</b>                                               |  |
| Mental Health Medical Representative – Faye Graver                           | <b>P</b>        | <b>P</b>        | <b>A</b>        | <b>P</b>                                               |  |
| Specialist and Tertiary Care Medical Representative – <b>Vacant</b>          | ◆               | ◆               | ◆               | ◆                                                      |  |
| <b><u>Welsh Nursing and Midwifery Committee:</u></b>                         |                 |                 |                 |                                                        |  |
| Community Nursing and Midwifery Representative – Emma Adamson<br>(Chair HPF) | <b>P</b>        | <b>P</b>        | <b>P</b>        | <b>P</b>                                               |  |
| Hospital Nursing and Midwifery Representative – Naomi Holder                 | <b>P</b>        | <b>A</b>        | <b>P</b>        | <b>P</b>                                               |  |
| <b><u>Welsh Health Professions Committee:</u></b>                            |                 |                 |                 |                                                        |  |
| Allied Health Professions Representative – Dawn Leoni                        | <b>P</b>        | <b>A</b>        | <b>P</b>        | <b>P</b>                                               |  |
| <b><u>Welsh Scientific Advisory Committee:</u></b>                           |                 |                 |                 |                                                        |  |
| Scientific Representative – Jane Wild<br>(Chair HPF)                         | <b>P</b>        | <b>P</b>        | <b>A</b>        | <b>P</b>                                               |  |
| <b><u>Welsh Optometric Committee:</u></b>                                    |                 |                 |                 |                                                        |  |
| Optometry Representative – Manon Haf                                         | <b>P</b>        | ◆               | <b>P</b>        | <b>P</b>                                               |  |

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| Optometry Representative – Geraint Allport                       | ◆ | P | A | ◆  |  |
| <b><u>Welsh Dental Committee:</u></b>                            |   |   |   |    |  |
| Dental Representative – Jeremy Williams                          | P | P | A | P  |  |
| <b><u>Welsh Pharmaceutical Committee:</u></b>                    |   |   |   |    |  |
| Hospital and Primary Care representative – Sarah Kingman         | P | P | P | P  |  |
| Community Pharmacists Representative – Sally Harris              | P | P | P | P  |  |
| <b><u>Guests in attendance:</u></b>                              |   |   |   |    |  |
| Ffion Johnstone, Programme Director - Foundations for the Future |   |   |   | P* |  |
| Nia Boughton, Consultant Nurse, Primary Care.                    |   |   |   | P* |  |
| <b><u>Corporate Governance Directorate:</u></b>                  |   |   |   |    |  |
| Executive Business Manager - Llinos Roberts                      | P | A | ◆ | ◆  |  |
| <b>Secretariat HPF - Rona Newton</b>                             | A | P | A | P  |  |

Key:

**P** - In attendance / **P\*** - Present for part meeting / **A** – Apologies submitted

**X** – Not in attendance / **MC** – Meeting cancelled

◆ Not a member of the Healthcare Professionals Forum at this time/Vacant post

It was noted that the meeting was recorded for administration purposes.

## **H25/36 Welcome, introductory remarks and apologies**

**H25/36.1** The Chair, Emma Adamson, welcomed members to the meeting and members introduced themselves, including their roles and affiliations.

**H25/36.2** Apologies received from:  
Clara Day, Executive Medical Director

## **H25/37 Declarations of Interest**

No declarations of interest were received.

## **H25/38 Draft minutes of previous meeting held on Friday, 19 September 2025 - for approval**

Minutes were accepted by the Forum members as a true and accurate record with no amendments.

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| <p><b>H25/39 Matters arising and summary action plan</b></p> <p><b>H25/39.1</b> The action log was reviewed and updates noted on various items, including expressions of interest for vacant roles.</p> <p><b>H25/39.2</b> The outstanding membership updates were received during the tabled agenda item (H25/42 HPF Membership update).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
| <p><b>H25/40 Foundations for the Future – update – Presentation/Discussion by Ffion Johnstone, Programme Director</b></p> <p>The Chair welcomed Ffion Johnstone to update the members on the Foundation for the Future programme.</p> <p>An overview of the programme's five workstreams (strategy, culture, people, structure, processes) and the design approach was presented, including proposed leadership model across place-based primary/community care and regional acute/specialist services.</p> <p>Members discussed access, travel and equity impacts, and the need for streamlined processes (e.g., business cases, recruitment, scheme of delegation). The programme intends Board consideration in January 2026, followed by staff consultation and organisational change policy steps.</p> <p>The Chair gave thanks to Ffion who very kindly joined the meeting on her day off.</p> <p>[Ffion Johnstone left the meeting]</p>                                                                                                                                                                                                                                                                                                                                                                                                                                |  |
| <p><b>H25/41 Women's Health Plan - Presentation and discussion on the Women's Health Plan by Nia Boughton, Consultant Nurse, Primary Care.</b></p> <p>The Chair welcomed Nia Boughton to the meeting and members introduced themselves.</p> <p>The members received an update on Wales' 10-year Women's Health Plan and the ministerial requirement for a Pathfinder Women's Health Hub by March 2026. The presentation highlighted the high prevalence of LTCs, long waits (menopause/menstrual health), and engagement findings on access and experience.</p> <p>The BCUHB Pathfinder Hub was highlighted, a proposed initial 'pop-up' hub in Llandudno General Hospital (out-of-hours and weekend provision), is a multi-professional model (including nursing, pelvic health/chronic pain physiotherapy, clinical psychology, dietetics; medical input via GP with extended roles/secondary care), with plans for a digital tier and longer-term IHC-based hubs across East/Central/West.</p> <p>An enthusiastic discussion ensued some of the key discussion points raised included:</p> <ul style="list-style-type: none"> <li>• funding beyond March 2026,</li> <li>• equity/access (travel, poverty, transport),</li> <li>• inclusion of Pharmacy,</li> <li>• training pathways and backfill,</li> <li>• prioritisation of vulnerable cohorts (e.g., SMS),</li> </ul> |  |

- communications.

The Chair thanked Nia for the informative presentation, who also very kindly joined the meeting on her day off.

[Nia Boughton left the meeting]

#### **H25/42 Membership update - December 2025**

- Vice Chair: Expression of Interest received from Dawn Leoni; appointment process to be confirmed with Board Secretariat.
- Optometry: GA stepped down; Manon Haf deputising; candidate to be proposed and formalised.
- Specialist & Tertiary Care Medical Rep: Executive Medical Director (Clara Day) supportive of identifying a representative; aim for appointment by next meeting.
- Deputies: all members to confirm named deputies to the Secretariat by the next meeting.
- Tenure: MHL D representative tenure due (Dec 2025); Faye Graver to confirm continuation or successor.

#### **H25/43 HPF Chair and member updates - December 2025– key notes**

- Maternity/perinatal assurance assessment completed; Health Board/team awards noted.
- AHP: awards; All Wales Accessible Standards Framework implementation; AI pilot in Flint cluster; performance measurement support for optometrists.
- Community Pharmacy: flu programme stock/procurement challenges; EPS rollout positive; 111 EPS timeline outstanding.
- Dental: major contract change from 1 April 2026 with higher patient charges; concern about restricted contracts ending and workforce impacts.
- Healthcare Science: network growth (QI and R&I); Explore Wrexham exhibit go-live in Jan; career framework promotion; AHCS senior leadership posts incl. Wales lead.
- MHL D: inpatient flow and out-of-area placements remain a risk; detox tender in train; potential national gambling service for Wales being progressed.
- Optometry: increasing service offers by same workforce—risk to core; discharge pathways underutilised; e-RS and OpenEyes implementations targeted by 31 March 2026; need for public comms on eye care access via high-street optometry.
- Primary Care (LMC): anticipated multi-year GP contract offer (Welsh Government) expected to improve general access slightly; details to follow on announcement.
- Pharmacy & Medicines Management: RPS Wales conference contribution (Malawi partnership); RPS review of pharmacy professionals in GP practices underway.
- Hospital Nursing & Midwifery: EPMA training and go-live schedule for East by 31 March; I-Badge maternity training timeline also by end of March.

#### **H25/44 To be received for information:**

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| <ul style="list-style-type: none"> <li>Confirmed minutes: Planning, Population Health &amp; Partnerships Committee (4 Sept 2025).</li> <li>Confirmed minutes: Quality, Safety &amp; Experience Committee (4 Sept 2025).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |  |
| <p><b>H25/45 Summary of information to be included in Chair's AAA report to the Board (January 2026)</b></p> <p>The Forum wish to Advise members of the Board that HPF noted several challenges raised by various professional representatives including:</p> <ol style="list-style-type: none"> <li><b>1. Community Pharmacy Representative:</b> <ul style="list-style-type: none"> <li>Flu Vaccine Supply and System Challenges. Despite this Community Pharmacy delivered over 21,000 vaccinations in October</li> <li>Funding continues to lag behind the rising operational costs of providing community pharmacy services.</li> </ul> </li> <li><b>2. Dental Representative:</b> <ul style="list-style-type: none"> <li>Release of new contract delayed</li> <li>Significant concerns regarding increased patient charges</li> <li>Dental Access Portal continues to register patients in excess of those being requested by practices</li> <li>The two Dental Practice Advisors (DPAs) continue to cover the work of the third member of who have stepped down, no attempts to replace these roles, causing considerable strain on the DPAs.</li> <li>Concerns raised over replacement for the previous Performers List Validation by Experience (PLVE) arrangements to support international dentists to join the performers list. This inclusion via mentorship as it is now called appears to be a barrier to recruitment for some practices.</li> </ul> </li> <li><b>3. Mental Health and Learning Disabilities Representative:</b> <ul style="list-style-type: none"> <li>Whilst there has been some reduction in out of area placements as a result of targeted efforts, patient levels have plateaued at a level that remains unsustainable from a clinical and financial perspective. An improvement plan has been developed.</li> </ul> </li> <li><b>4. Optometry Representative:</b> <ul style="list-style-type: none"> <li>No Pan BCU Clinical Lead is in place.</li> <li>There is a challenge to meet the Welsh Government target for Digital Implementation by 31<sup>st</sup> March 2026</li> </ul> </li> <li><b>5. Midwifery Representative:</b> <ul style="list-style-type: none"> <li>Findings and recommendations from the National Perinatal Assurance Assessment is due to be published February/March 2026</li> </ul> </li> </ol> <p><b>HPF members noted:</b></p> <ul style="list-style-type: none"> <li>Continued ongoing recruitment process challenges across all professional groups, exacerbated by a lack of training / clinical placement opportunities in some areas.</li> <li>Concerns regarding and sustainability in the local implementation of the Women's Health Plan</li> <li>Complexity of upstream planning when operational services/systems are so challenged</li> </ul> |  |
| <p><b>H25/46 Date of next meeting: Friday 6 March 2026 - 9.30-12.30 via MS Teams</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |

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| (Future dates: 6 June 2026; Sept 2026 (TBC); 4 Dec 2026; 5 March 2027) |  |
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