



Healthcare Professionals Forum (HPF)

Minutes of the meeting held on Friday 4th June 2021 via Microsoft Teams

Present:	
Mr G Evans	Therapies Representative (Chair)
Mr A Thomas	Executive Director of Therapies and Healthcare Sciences (Lead)
Sue Murphy	Hospital and Primary Care Pharmacy
Dr J Nankani	Primary Care and Community Medical
Mandy Jones	Nursing Advisory
Jane Wild	Scientific Advisory
Fiona Giraud	Midwifery and Women's Services
Manon Haf	Optometry Advisory
Ian Douglas	Dental Advisory
In Attendance:	
Clare Darlington	Assistant Director Primary Care & Community Services
Sue Green	Executive Director, Workforce & Organisational Development
Rona Newton	PA to Executive Director Therapies and HCS – for minutes
H21/12 Welcome, Introductions and Apologies	
<p>H21/12.01 The Chair opened the meeting and welcomed those present. The HPF members made their introductions for the benefit of the guest presenters.</p> <p>H21/12.02 Apologies received: John Speed, Community Pharmacy Advisory</p>	
H21/13 Declarations of Interest	
<p>H21/13.01 No declarations of interest were made.</p>	
H21/14 Primary Care & Community Services Update - Clare Darlington, Assistant Director Primary Care & Community Services	
<p>The Chair welcomed Clare Darlington (CD) to present an update on Primary Care and Community Services. Clare noted that although the presentation discusses both areas, that there is more focus on the former. The updated slides shared with the Forum members prior to the meeting, covering the following points:</p> <ul style="list-style-type: none"> • Covid 19 Response • The Strategic Programme for Primary Care • Primary and Community Care Academy • Looking ahead <p>A question and answer session ensued. CD welcomed any feedback from the Forum</p>	

<p>members regarding any specific areas and would be happy to return to the Forum to discuss items in further detail.</p> <p>The Chair thanked CD very much her time at the meeting and for the informative presentation, which covered a large topic, and noted a couple of aspects to be advised to the Health Board.</p> <p>[Claire Darlington left the meeting]</p>	
<p>H21/15 Draft minutes of the meeting held on Friday 5th March 2021 – for approval.</p> <p>H21/15.01. The Forum members accepted the minutes of the meeting held on 5th March 2021 as an accurate record of the meeting.</p>	
<p>H21/16 Matters arising and summary action log</p> <p>H21/16.01 Updates were provided for incorporation into the summary action log.</p> <p>H21/16.02 New action in relation to vaccination of staff, specifically new starters in particular from overseas vaccinations are not part of the support program of pre-employment checks. Adrian Thomas to follow up with Gill Harris, Executive Director Nursing and Midwifery.</p>	AT
<p>H21/17 Workforce & Organisational Development Update - Sue Green, Executive Director, Workforce & Organisational Development</p> <p>The Chair welcomed Sue Green (SG) to present an update on Workforce, and Organisational Development. It was noted that members of the Forum are encouraged to contact SG if they have any concerns regarding a Workforce issue in order to resolve any issues quickly, efficiently and completely.</p> <p>A set of presentation slides were shared with the Forum members during the meeting called Mewn Undod mae Nerth / Stronger Together covering the following points:</p> <ul style="list-style-type: none"> • Thoughts • Determinants • Characteristics of high-performing Healthcare organisations • Outcomes <p>It was noted that every individual in the organisation must be involved in the process. Further slides were presented showing the detail of a Strategic Organisation & System Development Route Map highlighting the Discovery, Design and Delivery phases and how it will be achieved over the next three years through promotion, prioritising and participation.</p> <p>An interactive discussion ensued around engagement of the strategy and integration of the programme throughout the local health care professions across North Wales. A question and answer session followed.</p> <p>The Chair thanked SG for her time and the informative presentation at the meeting. The Chair also acknowledged the strong level of support to improve the engagement</p>	

across the network. SG noted that the Workforce Team would be happy to share the slides and to come to discuss the Mewn Undod mae Nerth / Stronger Together presentation to any of the Forum member's and their teams.

[Sue Green left the meeting]

H21/18 Chair's and members' written updates

H21/18.1 HPF Written Summary Update – Therapy Services / HPF as Associate Board Member

Members received the Therapy Services / HPF as Associate Board Member Written Summary for information from Gareth Evans and noted the following:

Good News to Share:

1. As part of the organisational approach to pathway transformation, there are several Consultant therapist posts under development in areas of stroke rehabilitation, mental health and frailty.
2. Work to restart the implementation of The Allied Health Framework for Wales has commenced. The work is led by Health Education and Improvement Wales.
3. A review of the all-Wales recruitment streamlining process for some AHP and Health Care science professions is underway. This was a process undertaken this year for the first time and is similar to the approach undertaken in other professions where students studying in Wales, under the Welsh bursary, can be matched into Band 5 jobs as they graduate.

Key Issues for Attention of HPF:

As Chair of HPF I have attended the following:

1. Health Board workshop on the 08/03/2021
2. Health Board Trustees meeting on the 11/03/2021
3. Health Board meeting on the 11/03/2021
4. Health Board meeting on the 30/03/2021
5. Health Board workshop on the 08/04/2021
6. Health Board workshop on the 27/04/2021
7. QSE Committee on the 04/05/2021
8. Health Board meeting on the 20/05/2021

The key focus of Board's attention throughout this period has remained its ongoing response to the Covid 19 pandemic and its plan for 2021 and beyond.

Updates and topics worthy of particular note from the Board meetings and workshops have been:

The targeted intervention improvement framework
 The annual plan for 2021-22
 The new organisational development programme for BCUHB
 The Socio-economic Duty.
 Vascular services
 Infection Prevention annual report
 BCUHB Digital strategy

H21/18.2 HPF Written Summary Update – Nursing

Members received the Nursing Member Written Summary for information from Mandy Jones and noted the following:

Good News to Share:

Matrons Development Programme Commenced April 2021
 Stroke Business Case approved
 InPlace Pilot between Bangor University and BCUHB (electronic placement module)
 Nursing Minds toolkit to support wellbeing
 International nurses day

Key Issues for Attention of HPF:

Sue Tranka appointed as chief nursing officer for Wales.
 Safe Clean Care Harm Free Programme, 2nd round of baseline assessments and plan on a page submitted. Behaviour science programme to reduce nosocomial infections.

Covid 19 Outbreak Learning: key thematic domains:

- Leadership and Behavioural
- Operational/Practice
- Technical
- Infrastructure
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Nurse Staffing Act Wales Reporting – annual report and triannual report will be tabled at BCUHB board in April/May pre submission to WG.

Welsh international critical care information system roll out

H21/18.3 HPF Written Summary Update – Optometry

Members received the Optometry Member Written Summary for information from Manon Haf and noted the following:

Good News to Share:

Digital Programme – The development of e-referral software is due to be completed

by end of May 2021 with User Acceptance Testing to follow shortly after. An operational solution is planned for July 2021 with full connectivity to WCCG and hospital PMS October 2021. There is an expectation for open API into the Health Record and NDR by October 2021. The director of Innovation NHSX has agreed to collaborate on the development of an open API to allow PMS providers to interface with national systems. BCU expected go live dates November/December 2021. BCU Digital eyecare subgroup formed (need to ensure optometric representation).

North Wales Regional Cataract Centre Proposal – Goal – to deliver efficient, effective, high quality, high volume pathways, reflecting national and professional guidance.

Current Cataract waiting times are 12 months + in BCU. Demand v's Capacity calculations showed possible outcomes of 6 weeks within 2 years by using additional theatres, estates, equipment and staff. Business case submission.

IP – 6 IP optometrists in BCU (more in training) WPA10 prescription pads been agreed. Will benefit patients, GP services as well as reduce demand on acute services in secondary care

Key Issues for Attention of HPF:

Digital Programme – Concerns as BCU is an outlier from other HB in their progress of implementation. BCU still need to recruit a clinical lead for the IT project and still need to employ an architect and architect assistant. Most other HB have these positions filled and progressing at pace.

Paediatric Care Concerns raised regarding paediatric ophthalmology services. Measures agreed for intra site referrals for specialist opinion where needed.

Ongoing Placements– Need to ensure that BCU support placements for optometrists undertaking further training for higher qualifications –Glaucoma, Medical Retina, IP

ODTC – current contracts have expired since March 2021, but single contract waiver ensured that current services continued. A re-tendering process is imminent, however the process needs simplifying so that more practices can take part, to cover a wider geographical area to ensure that patients receive care closer to home. Currently, with the present set up some patients travelling 50 mile round trip, when their own optometry practice is a mile from home.

H21/18.4 HPF Written Summary Update – Dental

Members received the Dental Member Written Summary for information from Ian Douglas and noted the following:

Good News to Share:

- The procurement process for the establishment of a "dental academy" in Bangor is currently taking place. It is hoped that this will improve R&R in N wales for dentistry in the future.

Key Issues for Attention of HPF:

- Contract reform has been delayed due to Covid-19 and it is unclear whether it will restart in the current year.
- An outline of expectations for GDS practices to achieve has been provided and is expected to be updated throughout the year to allow practices to maintain their funding
- Although a return to routine examinations is permissible, the combination of the expectations for contract funding maintenance and adherence to SOPs mean that routine dentistry is not likely to return for most in the near future. NHS dental practices have reduced capacity and are being expected to see more "toothaches" at the expense of routine appointments.
- GA and sedation waiting lists are getting longer, CDS capacity to provide these services is limited by the availability anaesthetic sessions, and the fact that the service is also firefighting seeing urgent patients and the referral pressure is increasing.
- The Welsh CDO has announced her retirement and it is unclear what effect the appointment of a new CDO will have on all of the above.
- The dental structure is somewhat fragmented to say the least, and this is not helping matters.

H21/18.5 HPF Written Summary Update – Primary Care and Community Medical

Members received the Primary Care and Community Medical Member Written Summary for information from Dr Jay Nankani and noted the following:

Good News to Share:

Three poorly performing practices in East have gone back to HB for running as managed practices. It remains to be seen if they will run to the patients' satisfaction.

Key Issues for attention to HPF:

Too much workload in Primary care.

H21/18.6 HPF Written Summary Update - Pharmacy and Medicines Management

Members received the Pharmacy and Medicines Management Written Summary for information from Susan Murphy and noted the following:

Member area update

- Replacement of pharmacy stock control and labelling system (EDS) planned April/May 2021 with the implementation of the WellSky system has been delayed until Sept/Oct 2021. The team are working to rationalise and align the five individual systems to align to one system for BCU. This is a key project that will modernise our pharmacy system and financial monitoring of costs.
- Work has commenced on the refurbishment of the YGC the production unit and will provide security of supply of injectable medicines and chemotherapy when completed.

Good News to Share:

- Delyth Atherton, Pharmacy Technician at Ysbyty Gwynedd has successfully passed her competencies to join the register of UK Medicines Information (UKMi) accredited technicians. To achieve accreditation Delyth has submitted a portfolio of queries which have been formally assessed externally as meeting the UKMi standard; she has also been interviewed by a panel including members of the UKMi executive committee. As a result Delyth will be able to work in this expanded role without a pharmacist second check for certain categories of enquiry: complementary medicines, adverse drug effects, drug interactions, availability of medicines, pharmaceutical stability and member of the public enquiries. These skills within the BCU Medicines Information and Advice Service enables pharmacist members of the team to concentrate on queries of a different complexity such as medicines use in pregnancy or breastfeeding.
- Due to the covid-19 pandemic, the General Pharmaceutical Council (GPhC) registration assessment for our 2019-20 cohort our pre-registration pharmacists was delayed until March 2021. This meant that they joined a temporary provisional register in August 2020. We had 12 provisionally registered pharmacist in BCUHB and we are happy to report that they all passed their registration assessment and will soon be joining the full GPhC pharmacist register.
- On the 18th of May 2021, Health Education and Improvement Wales (HEIW) held their annual national awards event online for the 2020-21 Pre-registration Pharmacists cohort. Two BCUHB trainees presented their audit work on “Appropriate Tazobactam/Piperacillin Prescribing in Secondary Care” and “Allopurinol use in Patients with Gout in Primary Care” during the event after winning in their regional group categories. Elan Jones from BCUHB West was shortlisted for the “Trainee of the year” award. Julian Denrico (BCU East), Ceri Williams (BCU West) and Samantha Clitheroe (BCU central) were shortlisted for “Educational Supervisor of the year”. We are very proud to share that Samantha won the overall prize in recognition of her outstanding support for her trainee. Well done all!
- Post outbreak and vaccination program staff well-being has improved. We are sourcing external support /tools to raise awareness and manage mental health and well-being.

Key Issues for attention to HPF:

- None

H21/18.7 HPF Written Summary Update – Midwifery

Members received the Midwifery Written Summary for information from Fiona Giraud and noted the following:

Good News to Share:

Consultant Midwife Appointment – Laura Latina has now commenced in post and is working across Community and all three Acute Sites as part of her introduction programme. She will also be supporting colleagues in North Wales in their

preparations for HIW's Phase 2 Maternity Review, focused on Community Midwifery Services.

Training Compliance – Compliance remains very high amongst Midwifery colleagues, 100% for PROMPT, CTG, CSfM Annual Contact hours and Midwifery Mandatory Training as of the 31st March 2021.

The Iolanthe Midwifery Trust – an application submitted by Midwife Katie Poljakovic, to support Biomechanics for Birth training for Midwives has been successful. The funding will support the release of 54 Midwives from North Wales to attend this self-development training to support service improvements locally.

Key Issues for attention to HPF:

Once for Wales Midwifery Practice Assessment Document (MPAD) – has been designed to capture midwifery students' placement learning to enable them to be assessed in line with the new NMC Standards of Proficiency for Midwives. The new MPAD is due to be implemented into the Midwifery programmes across Wales in 2022.

Implementation of the NMC future Midwife Education standards in North Wales - is scheduled in September 2022.

Midwifery Streamlining for Students in Wales – has been approved by HEIW. This will commence in 2021. The first University Output will be in October this year. There will be 18 newly qualified in this first cohort in North Wales, who will be offered a contract of 22.5hrs/week for 24 months.

A National evaluation of this introduction is being led by HEIW in partnership with stakeholders.

Birth Rate Plus National Review – as part of the 5 Year Maternity Strategy in Wales and in response to the learning/recommendations made in the Shrewsbury and Telford Ockenden Maternity Review and Cwm Taf Maternity Review, the Birth Rate Plus UK Team has been commissioned by Welsh Government to revise this workforce methodology for Wales. A National Midwifery Workforce Task and Finish Group has been set up to lead on this work. The first meeting is to be held In June 2021.

H21/18.8 Members received a verbal summary update for information from **Healthcare Science** member Jane Wild and noted the following:

Good news to share:

BCUHB has successfully recruited Healthcare Scientist Trainees for the 3-year Masters degree programme funded by HIW. There was a rise of 300 applications compared to 2020, up to 1500 for 35 places, which is worthy of note as it demonstrates there is an appetite for careers in the Healthcare Science profession, including at BCUHB.

Key Issues for attention to HPF:

None	
<p>H21/19 Summary of procedure for Electronic Election of Vice Chair HPF 2021</p> <p>Exec Lead for HPF described the process for electing the new Vice Chair for information for the Forum members.</p> <p>Dates for the diary:</p> <ul style="list-style-type: none"> • Friday 4th June - Letter to members inviting Expressions of Interest • Friday 18th June - Members to send written Expressions of Interest, short biography highlighting relevant skills and experience • Friday 25th June - Simple voting process circulated via email • Monday 12th July - Nominee with highest number of votes will become Vice Chair 	
<p>H21/20 Summary of information to be included in Chair's report to the Board</p> <ul style="list-style-type: none"> • The Forum noted the ongoing and significant pressure upon primary care, alongside the learning and transformation gained from its response to the pandemic. In particular, positive developments around the role of locality working and the key responsibility of GMS in the immunisation work stream are highlighted. • Secondary care planned care access is identified as a key issue for primary care services with pathways more polarised than the pre-covid state. The Forum advises the importance of primary care involvement and leadership in the planned care transformation programme including the Diagnostic and Treatment centre model. • The Stronger Together work programme is supported by the Forum. Members considered a number of areas to maximise its success. It is advised that independent contractors and their representative groups are included in the work of the programme. This reflects the ambition to acquire a picture of a fully integrated system as part of the learning and feedback. Clarity of what will be different this time to previous attempts to engage was considered important to ensure involvement and participation. Finally, it is advised that a process must be identified for separating out the more immediate issues that emerge from the feedback from those that will inform longer term design. 	
<p>H21/21 Items to be received for information:</p> <p>H21/21 Minutes of the Quality, Safety and Experience Committee held on Friday, 15th January 2021</p> <p>The minutes were received and noted.</p> <p>H21/22 Minutes of the Quality, Safety and Experience Committee held on Tuesday, 2nd March 2021</p> <p>The minutes were received and noted.</p>	

H21/23 Date of next meeting noted as: 3rd September 2021 from 9.30am – 12.30pm
via Microsoft Teams

Future scheduled HPF meeting dates were noted:

Friday, 3rd September 2021

Friday, 3rd December 2021

Friday, 4th March 2022