



Healthcare Professionals Forum (HPF)

Minutes of the meeting held on Friday 3rd September 2021 via Microsoft Teams

Present:	
Gareth Evans	Therapy Services Representative (Chair)
Adrian Thomas	Executive Director of Therapies and Healthcare Sciences (Lead)
Susan Murphy	Hospital and Primary Care Pharmacy
Mandy Jones	Nursing Advisory
Fiona Giraud	Midwifery and Women's Services
Manon Haf	Optometry Advisory
Ian Douglas	Dental Advisory
John Speed	Community Pharmacy Advisory
In Attendance:	
Louise Brereton	Board Secretary
Teresa Owen	Executive Director Public Health
Nick Lyons	Executive Medical Director
Rona Newton	PA to Executive Director Therapies and HCS – for minutes
H21/24 Welcome, Introductions and Apologies	
<p>H21/24.01 The Chair opened the meeting and welcomed those present. The Chair wished to note and extend congratulations to Mandy Jones (MJ), who has been selected as Vice Chair of the HPF. The Chair thanked MJ for nominating herself and offered his support to her in the role; in return, MJ thanked the Forum members for their kind messages of congratulations. The HPF members made their introductions for the benefit of the guest presenters.</p> <p>H21/24.02 Apologies received: Jane Wild, Healthcare Science Advisory. Dr Jay Nankani, Primary Care and Community Medical Representative.</p>	
H21/25 Declarations of Interest	
H21/25.01 No declarations of interest were made.	
H21/26 Draft minutes of the meeting held on Friday 4th June 2021 – for approval.	
H21/26.01. The Forum members accepted the minutes of the meeting held on 4 th June 2021 as an accurate record of the meeting.	
H21/27 Matters arising and summary action log	
H21/27.01 Updates were provided for incorporation into the summary action log.	

<p>H21/27.02 The Chair raised the subject of the replacement of two representatives of the HPF, namely the Mental Health & Learning Disabilities Representative and the Specialist and Tertiary Care Representative, which are currently vacant positions on the Forum. Lead Executive, Adrian Thomas confirmed that the Office of the Medical Director (OMD) had not received any nominations for either post; however, conversations with the new Medical Director, Nick Lyons and his team are ongoing in order to identify the two new members and the action log will be updated accordingly.</p> <p>Action: follow up with OMD on progress of representation.</p>	AT
<p>H21/28 Introduction to Louise Brereton, Board Secretary</p> <p>The Chair welcomed Louise Brereton (LB) following the introductions of the Forum members present. A brief overview of the role of the Board Secretary was presented by LB with clarity concerning duties and governance responsibilities. LB offered her support and guidance to the Forum members; she also offered to take further questions outside of the meeting if the members so wished.</p> <p>The Chair thanked LB very much for joining the Forum for the informative presentation.</p> <p>[Louise Brereton left the meeting]</p>	
<p>H21/29 Public Health Update – Teresa Owen, Executive Director Public Health</p> <p>The Chair welcomed Teresa Owen (TO) to present an update on Public Health. The presentation slides shared with the Forum members prior to the meeting, follow the journey in Public Health from 2018/19 through to 2021/22 and discussed in further detail the following points:</p> <ul style="list-style-type: none"> • Covid 19 • POD/ TTP • Brechiadau / Vaccinations • Anghydraddoldebau / Inequalities • Lles meddyliol / Mental wellbeing • Y system iechyd cyhoeddus / Public Health system • Adferiad / Recovery (Adnewyddu / Renewal) <p>The presentation ended with a look to the future and prevention and wellbeing priorities going forward into 2022/23. A question and answer session ensued.</p> <p>The Chair thanked TO very much her time at the meeting and for the informative presentation, which covered a large topic. TO thanked the Forum members and their teams for all their hard work and support over recent times.</p> <p>[Teresa Owen left the meeting]</p>	
<p>H21/30 Chair's and members written updates</p>	
<p>H21/30.1 HPF Member Summary Report - Community Pharmacy</p>	

Members received the Community Pharmacy Member Written Summary for information from John Speed and noted the following:

Good News to Share:

All primary care cluster community pharmacy leads are currently in place and all community pharmacies have received information of the community pharmacy cluster meetings taking place. It is hoped that this should improve engagement between contractors and strengthen engagement within cluster meetings across BCU.

Key Issues for Attention of HPF:

A draft pharmaceutical needs assessment has been released for BCU, which has identified gaps in current service provision. In respect to essential service provision there are current needs for a pharmacy namely in areas of Anglesey, Betws-y-Coed and Towyn, with requirements in other areas on certain days.

Flu vaccinations – how can healthcare professionals work together to maximise the uptake for this season and how will this work with COVID booster programmes?

A community pharmacy enhanced service has been recommissioned for 2021-22 for pharmacists providing off-site flu vaccinations for care home staff.

Negotiations are still ongoing in relation to the longer-term reform of the Community Pharmacy Contractual Framework (CPCF).

H21/30.2 HPF Member Summary Report – Dentistry

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

Good News to Share:

Successful procurement for the dental academy in Bangor. This will hopefully be up and running some time in 2022 and is viewed by some as a precursor to the development of a comprehensive medical/dental training facility in North Wales
Things have been relatively quiet over the summer months.

Key Issues for Attention of HPF:

Covid/Contract reform have resulted in prioritization of high need patient groups in high street dental practices.

Regular patients of GDS dental practices are low in the pecking order for the provision of routine treatment and as a result, there is anecdotal evidence that this significant cohort of patients are seeking treatment from the private sector.

Contract reform is officially on hold until 2022, but in reality is progressing on the ground.

LHBs across Wales are imposing local variations on Contractors and there is some confusion about exactly what is and is not being measured across the Principality. The BCUIB contracting team have been clear about the outcomes they are seeking from practices.

CDS Ventilation. The is concern that the CDS is being forced down the inappropriate route of complying with secondary care standards of decontamination and ventilation rather than the standards applied in primary care

This is likely to have significant cost implications as well as negatively affecting patient throughput.

A rethink on this would be advised.

Quality and activity monitoring is difficult for LHBs at this time and is likely to remain so No new SOP in the offing so things unlikely to change in the near future.

The Assistant Dental Director has handed in his notice to BCUHB. A short-term interim is likely to be appointed but the long-term situation in respect of the ongoing structure is not so clear. There is an opportunity for the service to become clinically led should this be the longer term aim of the Health Board

H21/30.3 HPF Member Summary Report – Optometry

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

Good News to Share:

- Primary Care ODTC utilised more (still under agreed target but BCU sending out more patients) These used for Glaucoma patients and Diabetic Retinopathy patients. Excellent progress in number of G px seen, inconsistency to flow of Diabetic Retinopathy (being addressed)
- IOP community pathway approved – this includes all practices who wish to participate, ensuring a more level playing field to community optometrists and care closer to home to patients
- Cataract PTL gone live - reducing inequity of waits between sites if over 4 weeks in wait discrepancy

Key Issues for Attention of HPF:

- Concerns re lack of Ophthalmology Clinical Leads on all sites
- Concerns re lack of PAN –BCU ophthalmology clinical leads.
- Concerns that many ophthalmologists in BCU are nearing retirement age
- Some optometrists considering stopping providing WECS as feel they do not have enough capacity especially practices who receive numerous referrals. Patients should be encouraged to contact usual optometrist practice in the first instance.

H21/30.4 HPF Member Summary Report - Chair and Therapy Services

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. The Welsh Government launched the Adferiad programme on the 18th June 2021 with a £5million package of support to expand the provision of diagnosis,

treatment, rehabilitation and care for those suffering from the long-term effects of Covid-19 in Wales. In response, the BCUHB Long-COVID Pathways group has identified a model for North Wales for a Multi-Disciplinary Team approach based around a bio-psychosocial model incorporating a complex needs assessment and inter-disciplinary co-creation of care packages.

2. Sue Brierley-Hobson, Head of Dietetics in Central Area and Professional Lead for Dietetics, recently received a national Ibex award from the British Dietetic Association her outstanding contribution to the profession of Dietetics.

Key Issues for Attention of HPF:

As Chair of HPF I have attended the following:

1. Health Board workshop on the 03/06/2021
2. Health Board workshop on the 24/06/2021
3. QSE Committee on the 06/07/2021
4. Health Board meeting on the 15/07/2021
5. Health Board Development on the 21/07/2021
6. Health Board AGM on the 29/07/2021
7. Health Board workshop on the 05/08/2021

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. A new Board Development programme, supported by the Kings Fund, was initiated during this last period.

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

- The targeted intervention improvement framework
- Approval of the annual plan for 2021-22
- Living Healthier, Staying Well refresh
- Vascular services
- All Wales Positron Emission Tomography Programme Business Case
- Future of Residential accommodation
- Sustainability in Health Care - NHS Wales Decarbonisation Strategic Delivery Plan
- Integrated Medium Term Plan - Shaping Our Plan for 2022/25

Members received the Healthcare Science Member Written Summary for information from Jane Wild and noted the following:

Good News to Share:

The *Allied Health Professionals and Healthcare Scientists 'All Wales' Conference & Awards 2021 A Healthier Wales: Moving forward together* events are taking place virtually on 25th (Conference) & 26th (Awards) November 2021. The Welsh Allied Health Professions Committee (WAHPC) and the Welsh Scientific Advisory Committee (WSAC) are organising this event, which will provide an opportunity to recognise and celebrate the important and innovative work of the allied health and healthcare science professions across Wales. It is anticipated that abstracts and nominations will be submitted from BCUHB.

Key Issues for Attention of HPF:

There is a strategic review of HCS education and commissioning underway led by HEIW – this includes an engagement event in Sept with HEIs and patient groups followed by engagement with HCS services as stakeholders.

National review of Level 4 Healthcare Science qualifications underway as mandated in the Welsh Healthcare Science Associate Apprenticeship Framework. Consultation phase closed 14th July and awaiting outcomes. There were 15 L4 learners registered in first cohort including 2 from BCUHB.

H21/30.6 HPF Member Summary Report – Nursing

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

Good News to Share:

Matrons Development Programme – positive feedback

Stroke Business Case approved - progressing

Two teams MHLD and Renal Home therapies have been shortlisted for the Nursing Times Awards.

Eirian Edwards, ANP YG has had her MSc dissertation research project on staff knowledge on sepsis accepted and published in the British Journal of Nursing.

<https://doi.org/10.12968/bjon.2021.30.15.920>

Key Issues for Attention of HPF:

Safe Clean Care Harm Free Programme, 3rd round of baseline assessments and plan on a page submitted. Behaviour science programme to reduce nosocomial infections.

Nurse Staffing Act Wales Reporting – bi annual nurse staffing calculations report due to be presented to Board in November.

Welsh international critical care information system roll out delayed.

H21/30.7 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:

- Community Pharmacies are experiencing significant workforce challenges, due to a shortage of pharmacists. This is caused by many European pharmacists leaving the UK during 2020 and not returning, self-isolation, annual leave backlogs and a scarcity of locum pharmacists and as a result, there has been an increase of temporary closures. This has an impact on patients not being able to collect prescriptions or access community pharmacy services for advice on a range of treatments. Also reported is increased workload, made more difficult by limited access to GP practices and physical working conditions in community pharmacies (social distancing).
- Significant national medicine shortages continue to be managed centrally by the Welsh Government Medicines Shortages Advisory Group, for which BCUHB provides membership. This early intelligence allows the BCUHB pharmacy procurement team to efficiently and effectively plan for any shortage with the potential to pose a risk to the BCUHB population
- Replacement of pharmacy stock control and labelling system (EDS) with the implementation of the WellSky system is on track for completion in 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.
- Special products unit refurbishment Phase 2 started on Monday 2nd August. Upgrades to all three air-handling units and control panel completed and receipt of two new negative pressure isolators. Commissioning and validation work to commence Wednesday 25th August. Estimated completion end of September 2021. The contingency plans in place to ensure continued access to medicines prepared in a sterile environment are:
 - Chemotherapy at Ysbyty Glan Clwyd is being prepared in the cancer centre
 - Ysbyty Gwynedd and Ysbyty Wrecsam Maelor are supporting necessary Central intravenous additive service (CIVAS) for the preparation of readymade product for wards.
 - Some products are being purchased readymade e.g. Total Parenteral Nutrition bags.
 - Welsh Health Care Courier services are supporting the logistics.
- A thematic report (HIW) and HASCAS highlighted the variable standards in medicines management. HIW have made clear recommendations for dedicated pharmacy input recognising the role that they play in medicines governance and optimisation. The current pharmacy workforce to mental health patients across BCUHB is just 4wte, which is minimal and only just sufficient to provide a core service to acute and forensic inpatient units. A business case has been completed and is being considered by the Executive Team.

Good News to Share:

- P and MM have established a number of new innovative posts to attract newly qualified pharmacists utilising multisector two year training posts designed to gain

experience and clinical skills within:

- GP practices in primary care including triage, acute and chronic disease management.
- Acute care including unscheduled care, speciality, medicine information, mental health and the aseptic manufacturing of medicines.
- Community pharmacy undertaking advanced and enhanced services delivering patient facing pharmaceutical care.

These newly qualified pharmacists are being supported to complete postgraduate training undertaking academic modules within each placement setting. All advertised posts were filled with high calibre students. Our aim is for the Pharmacists to achieve a high academic qualification and to support them to settle and enjoy life in north Wales.

- Pharmacist Emily Rose won the Novice Researcher Category at the BCUHB Research and Innovation Showcase and Excellence Awards 2021. In addition Pharmacist Liz Alexander (with Sarah Hulse) was runner up in the Patient Impact Innovation Category for the Hepatitis C test and treat project within the homeless hub.
- Foundation Pharmacist Joanna Swan was the top student in the 2020 Cardiff Diploma Course.

Key Issues for attention to HPF:

- None

H21/30.8 HPF Member Summary Report - Womens and Midwifery

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

Good news to share:

1. Assessing the staffing implications of implementing *Maternity Care in Wales – A 5 Year Vision for the Future*

Proposal

The Minister for Health and Social Services has set out a Vision for maternity services in Wales to provide person-centred, safe, and high-quality care for mothers and their babies, throughout the maternity pathway. The Vision has implications for the maternity workforce, including its emphasis on public health interventions and, in particular, the implementation of Continuity of Carer.

All Health Boards completed a workforce assessment with Birthrate Plus in 2019/20. Working with the Office of the Chief Nurse and Health Board the Birthrate Plus Team will apply their methodology to assess the impact of The Vision on maternity services, including Midwifery-Led Units and for core staffing. They will focus on and model the staffing implications of the proposed continuity approach, which has the following features (for both women assessed as low risk and those requiring more specialist care):

1. A named midwife who meets the women at her initial booking and assessment visit and supports her through her antenatal and postnatal care, and supports her choice of birthing options
2. A “buddy” who supports the woman when the named midwife is, for example, on leave
3. For women requiring specialist care the named midwife and buddy are aware of care plans and outcomes as women access services and settings according to their needs

There are other elements within the Vision that will be explored in depth with all stakeholders to understand fully their application and implications for staffing in Maternity Services in Wales.

These include:

Model of Care

- Greater choice for women
- Meeting the public health aspirations of the Vision
- Routine community care as per NICE
- Parent education, advice, and guidance
- The aspiration to improve breastfeeding rates
- Implementation of debriefing opportunities for women
- Carrying out labour assessments at home
- Integrated model with community for MLUs or core staffing
- Consideration of including I/P care within the continuity pathway
- The implications of telemedicine
- Management of HDU care
- Demographic issues such as travel, postnatal clinics and/or home visiting

Training Implications

- Training needs for staff
- Provision of support for students, preceptorship, and mentoring
- Specialist training requirement & provision to women (contraception)
- Specialist training requirement & provision to women (Fetal Medicine/USS)

Specialist Midwives

- The role of Specialist Midwives and their contribution to clinical care, assess the nonclinical requirement
- Potential need for additional project midwives to support implementation of vision

Leadership development and succession planning

- Senior Management roles
- Leadership development time requirements
- Succession planning and secondment opportunities – implications on time for midwives – time for development

Service developments

- The role of support workers

- Skill mix contribution to clinical care
- Implementation of Maternity EHR

The project will run from July 2021 to March 2022.

2. PROMPT Wales Compliance (2020/21)

The overall compliance for Midwifery, Medical and Anaesthetic Staff is 96% in BCUHB. The WRP/WG Standard for multi-professional participation in 'PROMPT Wales Training' is a minimum of 95% of all staff. Compliance with this standard has been achieved by the end of July 2021 ahead of the WRP/WG target date of August this year. This is a huge achievement in view of all the pressures to maintain essential services during a Pandemic.

3. Student Midwifery Streamlining

Student streamlining process was introduced as a new concept in midwifery on an all Wales basis this year. Of the 18 students who are currently completing their midwifery studies at Bangor University, 16 applied via the National Streamlining process for a post in BCUHB. All applicants have received an employment offer of a band 5 0.60wte 2year fixed term contract in BCUHB. The temporary posts will be in addition to the midwifery budget establishment. As substantive midwifery posts become available, the 16 newly qualified midwives will be eligible to apply for the posts.

Upon completing their midwifery education studies and successful qualification and registration with the NMC as a midwife, the current students will commence in post as band 5 midwives within the Womens Directorate - 5 allocated to YG, 5 to YGC and 6 to Wrexham maternity units. Each Health Board has the option of negotiation with the current students an interim pre-registration band 4 post, however as the midwifery streamlining posts are over and above the budgeted establishment in BCUHB, there is no requirement for such negotiation locally..

4. Designated Practice Supervision Training

Bangor University are planning to provide qualified midwives with an overview of coaching and supervision in practice (during their August theory week in preparation for practice). This will prepare newly qualified midwives to be practice supervisors, but not designated practice supervisors. However, they will be able to support students for some shifts, and for short placements upon qualification.

5. Clinical Supervision for Midwives Peer Review

A formal review was undertaken on the 12th July 2021. Initial feedback was very positive. The formal report is awaited and will be presented to HPF on receipt. The BCUHB presentation prepared for the review is attached as reference H21.30.8.1 for your information.

Key Issues for attention to HPF:

None	
<p>H21/31 Discussion regarding Targeted Improvement (TI) representation from the HPF</p> <p>The Chair introduced the item regarding the requirement for a representative from the HPF to attend two internal groups which have been established, one the TI Evidence Group, and the other the TI Outcomes Group. Both groups will be considering whether the outcomes identified within the improvement framework that Welsh Government have set are being delivered.</p> <p>Following a discussion and self-nomination from those present at the meeting, it was agreed that Fiona Giraud will represent the HPF at the TI Evidence Group meetings, and Susan Murphy will represent the HPF at the TI Outcomes Group meetings going forward.</p> <p>Further to the HPF representation discussion, the Chair received comments and suggestions with regards to the need to receive formal updates from a governance perspective of the TI programme and incorporate this into the HPF Cycle of Business which will be reviewed</p> <p>Action: Cycle of business to be reviewed</p> <p>A separate discussion ensued regarding the December agenda, and it was agreed that an informal workshop would be planned for the end of November to focus on the development of the Integrated Medium Term Plan (IMTP), in turn allowing time for TI update at the December meeting.</p> <p>Action: A workshop to be arranged with the Planning Team at the end of November prior to the next HPF meeting on 3rd December 2021.</p>	<p>AT/GE /RN</p> <p>AT/GE /RN</p>
<p>H21/32 Introduction to Dr Nick Lyons, Executive Medical Director</p> <p>The Chair welcomed the opportunity to have an early audience with Dr Nick Lyons (NL) especially, as he noted, is only in the Executive Medical Director position very recently. The Forum members made their introductions. This was followed by an introduction of himself and a summary of previous professional experience prior to joining BCUHB.</p> <p>NL conveyed his optimism with regards to the future of BCUHB, in particular with regards to the North Wales Medical and Health Sciences School in collaboration with Prifysgol Bangor University, with the aim of attracting undergrad students to make a positive choice to train and gain education and research in North Wales. With cooperation from Prifysgol Wreccsam Glyndwr University and Chester Medical School, creating an identity in higher education, with a good clinical placement it is highly likely they will stay in the area, especially if there is the opportunity to diversify into education or research.</p> <p>A discussion regarding the potential for the North Wales Medical and Health Sciences School, and a question and answer session ensued.</p>	

<p>The Chair thanked NL very much for his time at the meeting.</p> <p>[Dr Nick Lyons left the meeting]</p>	
<p>H21/33 Items to be received for information:</p> <p>H21/33.1 Minutes of the Quality, Safety and Experience Committee held on 4th May 2021</p> <p>The minutes were received and noted.</p>	
<p>H21/34 Summary of information to be included in Chair's report to the Board</p> <ul style="list-style-type: none"> • The Forum received an annual update from Teresa Owen, Executive Director of Public Health who provided a reflection of the journey in Public Health from 2018/19 through to 2021/22 and the opportunities looking forward. The significant challenge to the Public Health team from the pandemic; with the establishment of a TTP service and a vaccination programme on top of existing public health priorities was noted. The Forum continue to support the Health Board's strategic focus towards a prevention and wellbeing agenda observing that the pandemic has widened the challenge to reduce health inequalities within our population. • Following a discussion between Forum members regarding the development of the Integrated Medium Term Plan it was agreed that a workshop would be planned for the end of November to ensure timely advice and input to the Board before its approval. • Forum members welcomed Dr Nick Lyons who had joined BCUHB recently as the Executive Medical Director. Dr Lyons conveyed his optimism with regards to the future of BCUHB and, in particular, with regards to the North Wales Medical and Health Sciences School in collaboration with Bangor University. Forum members are strongly supportive of such a development and the broader opportunities for all professions to construct good clinical placement experience to enable clinical staff to stay and create their careers in the region • Forum members discussed correspondence from the Corporate Governance team in relation to HPF engagement within the Targeted Intervention (TI) improvement framework. It was agreed that Fiona Giraud, Midwifery representative, will represent the HPF at the TI Evidence Group meetings, and Susan Murphy, Hospital and Primary Care Pharmacy representative will represent the HPF at the TI Outcomes Group. 	
<p>H21/35 Date of next meeting noted as: 3rd December 2021 from 9.30am – 12.30pm via Microsoft Teams</p> <p>Future scheduled HPF meeting dates were noted: Friday, 4th March 2022</p>	