



**Healthcare Professionals Forum (HPF)**  
Minutes of the meeting held on Friday 13<sup>th</sup> December 2019

<b>Present:</b>	
Mr G Evans	Therapies Representative (Chair)
Prof M Rees	Specialist & Tertiary Medicine (Vice-Chair)
Mr A Murphy	Optometry Advisory
Mr A Thomas	Executive Director of Therapies and Healthcare Sciences (Lead)
Mr Ian Douglas	Dental Advisory
Ms S Murphy	Hospital and Primary Care Pharmacy
Dr J Nankani	Primary Care and Community Medical
Mr J Speed	Community Pharmacy
<b>In Attendance:</b>	
Ms S Baxter	Assistant Director for Health Strategy
Mr John Darlington	Assistant Director, Corporate Planning
Mrs D Platt	Business Support Manager to Director of MHLD – for minutes.
<b>H19/42 Welcome, Introductions and Apologies</b>	
<p><b>H19/42.01</b> The Chair opened the meeting and welcomed those present.</p> <p>Members noted the Chair of the Health Board has requested that our advice noted in the HPF Advisory Group Chair's report is important and to crystallise exactly what the committee wishes to draw attention to.</p> <p><b>H19/42.02 Apologies</b> received on behalf of Fiona Giraud, Jane Wild and Mandy Jones.</p> <p><b>H19/42.03 Mental Health representation.</b> It had been noted that the representative for Mental Health continued to be sought and this will be addressed with the Executive Medical Director.</p>	
AT	
<b>H19/43 Declarations of Interest</b>	
<p><b>H19/43.01</b> No declarations of interest were made.</p>	
<b>H19/44 Draft minutes of the meeting held on Friday 13<sup>th</sup> September 2019 – for approval.</b>	
<p><b>H19/44.01</b> It was noted Mrs S Murphy was in attendance and the minutes will be updated to reflect this.</p> <p><b>H19/44.02</b> H19.34.01 should say NICE and All Wales Strategy Group</p> <p><b>H19/44.03</b> The minutes of the meeting held on 13<sup>th</sup> September were approved as a</p>	

correct record once the above amendments have been corrected.	
<p><b>H19/45 Matters arising and summary action log</b></p> <p><b>H19/45.01</b> Updates were provided for incorporation into the summary action log</p> <p><b>H19/45.02</b> Under matters arising in relation to item H18/10/6 summary action log the Specialist &amp; Tertiary Medicine Advisor mentioned conflict around communication and wondered how HPF can communicate general interest back to their professional areas. The conflict is related to his role in the Office of the Medical Director and data protection and affects every doctor within the health board. A further discussion ensued and members thought this might be best to be discussed with GDPR Team in the first instance. The Chair felt there were established organisational routes for this issue to be addressed and asked for a discussion to be held outside of this meeting.</p> <p>The Chair asked what would the Specialist &amp; Tertiary Medicine Advisor wish HPF to do and it was noted to give advice to the Health Board regarding the correct use of GDPR.</p> <p><b>H19/45.03</b> The Primary Care and Community Medical Advisor also raised concerns around feedback and asked if what is discussed at these meetings. It was noted these meetings are public and therefore it is appropriate for members to feedback to their respective areas.</p>	
<p><b>H19/46 Terms of Reference (ToR)</b></p> <p><b>H19/46.01</b> This item was asked to be on the agenda at this meeting for information.</p> <p><b>H19/46.02</b> It was noted our Health Board HPF meeting does meet on a regular basis and is functioning well.</p>	
<p><b>H19/47 Corporate Planning Update</b></p> <p><b>H19/47.01</b> The Assistant Director for Health Strategy and Assistant Director, Corporate Planning gave an update to members on Development of the Clinical Strategy - BCU Health Board 3 Year Plan 2020/23. A presentation was distributed to Members within the meeting.</p> <ul style="list-style-type: none"> <li>• The handout include the following slides:</li> <li>• Current Position</li> <li>• Moving Forward</li> <li>• North Wales Planning Framework 2020/23</li> <li>• Deliverables</li> <li>• Strengthening our Approach</li> <li>• Strategy &amp; Planning Map</li> <li>• From Board to PADR</li> <li>• Cluster Plans – example Key Themes</li> <li>• Work to Develop our Clinical Strategy</li> <li>• Outlines timetable for our plan</li> </ul> <p><b>H19/47.02</b> A discussion ensued on the Improvement Groups that have been created</p>	

for the Health Board and are ensuring that the health economic view is being looked at and working alongside the plans for the Health Board.

**H19/47.03** It was noted part of the role of Strategic Planning is to ensure there is connection with the Strategic plan long-term and is not deviated.

**H19/47.04** Members noted a Planning Workshop had taken place on Tuesday 17<sup>th</sup> December and noted that £113million had been saved over the last three years. HPF Members asked if the presentation from the workshop could be distributed.

**H19/47.05** Members noted the finance is one of the major constraints for the Health Board to achieve their objectives and goals. The cost of Locums was raised and it was asked if this is being addressed in the plan. It was noted this is part of the Workforce Strategy but this will not be rectified in the short-term. A discussion ensued and the key point from the discussion is HPF Advisory Committee supports the plan for a more sustainable workforce. A further discussion ensued around the implementation of the provision of Locum Agency. It was asked if this could be further discussed outside of this meeting.

**H19/47.06** It was reported significant work has been undertaken around Cluster Planning and the Health Board is seen as progressing on this and Welsh Government recognises this.

**H19/47.07** The Dental Advisory highlighted to members issues in relation to ring-fenced budget for Dental. It was noted this reinforces need to move from a short term to long term emphasis and members noted there is a Dental Strategy being looked at. Dentists wish to have clusters, but it was noted the funding is not there.

**H19/47.08** A discussion ensued on contracting for Dentists and the number of steps which contracting have to go through in relation to closure of practices and the re-contracting of dental monies, which can take up to 18 months. It was noted some other Health Boards only have 2 steps and it was felt this needs to be addressed within this Health Board in order to improve access to dental services across North Wales. It was noted this is being raised and possibility of us learning from other Health Boards of their processes.

**H19/47.09** Members felt it was important to support and develop Cluster working but highlighted the need to learn from those Clusters that are working well.

**H19/47.10** Clinical Strategy work is being led by Medical Director and Nursing Director. The timescales were discussed at the board workshop which took place on the 5<sup>th</sup> December 2019. Clinical Pathways were highlighted and a discussion ensued around NICE guidelines and the significant capital investment which is required to do this.

**H19/47.11** Members of HPF thanked the Assistant Director for Health Strategy and Assistant Director, Corporate Planning for attending the meeting today.

*[Sally Baxter and John Darlington left the meeting]*

## **H19/48 Chair's and members' written updates**

**H19/48.01** Members received for information the Midwifery Profession Update for information from Ms Fiona Giraud and noted the following:

### **Good News to Share:**

- All vacancies recruited to within Midwifery.
- Service attracting good numbers of candidates from within and outside of North Wales for all vacancies.
- Poster presentation on Midwifery Led Care in BCUHB accepted for presentation at the International Confederation of Midwives Conference in Bali 2020.
- Maternity Services – A Five Year View – was launched in June/July 2019 and the newly established Maternity and Neonatal Network in Wales has set up National Task and Finish Groups to reflect the 5 Principles in Vision and implementation the recommendations.  
Women's Services has reflected the Strategy into its 3 Year Service Planning.  
We have Local Midwifery Leads representing the Health Board on the respective National Boards and Task and Finish Groups.
- Similarly, we have local Obstetric Colleagues representing the Health Board on the various Task and Finish Groups and appointed to National Clinical Lead Roles for the Network.

### **Key Issues for attention to HPF:**

#### **Cross Professional Boundary Issue**

##### **New Midwifery Education Standards**

The new standards will be formally launched in each UK country at the start of 2020.

The Standards will make a real difference to the Midwifery profession, and will enable Midwives of the future to provide the best and safest care to women, their babies and families. Key areas include continuity of midwifery care and carer, a focus on perinatal mental health and the Midwife's role in promoting public health as well as an emphasis on multidisciplinary working.

The Women's Directorate will be working in partnership with Bangor University to develop a new local curriculum validated against the new Midwifery Education Standards for September 2020.

##### **Implementation of PROMPT Standards in Maternity Services in Wales – (WHC/2019/2020)**

The PROMPT Wales national team has established a series of PROMPT Wales Standards, which enable Health Boards to determine the clinicians for whom training is mandatory and provide a platform for organisations to monitor their compliance.

As a minimum standard WG expect that staff, including midwives, obstetricians and anaesthetists who regularly provide Maternity Care undertake PROMPT Wales training annually.

The mandating of Anaesthetic staff to attend annual training is new and its introduction and compliance locally has been discussed with the Secondary Care Medical Director.

**H19/48.02** Members received the Pharmacy & Medicines Management Update for information from Mrs Susan Murphy and noted the following:

1. We have two contributions to the Allied Healthcare Professionals conference on 26th November 2019 in Cardiff.

Betsi Cadwaladr University Health Board (BCUHB) is the first to adopt the mepolizumab homecare service in Wales; and Wales was the second country in Europe to offer homecare for severe asthma patients.

(Joint) Jane Wild (Healthcare science - presentation) jane.wild@wales.nhs.uk “First Point of Contact Audiologists (HCS), Physiotherapists (AHP) and Pharmacists delivering specialist care closer to home.” We have a community pharmacist from north west wales contributing as a practitioner with “First point of contact.” He is the first community pharmacy to be offering patient’s appointments for acute conditions were he assesses and manages their care away from the GP surgery.

2. In September members of the Medicines Information team attended the UK Medicines Information Practice Development Seminar and presented posters on:

- Medication Counselling Support Cards
- Avoiding Refrigeration Errors
- MyNEWT guides

Charlotte Hay has become an active member of the UK Medicines Information national Quality and Risk Management working group which advises on matters relating to the quality of MI services in the UK. The Group develop quality assurance programmes for MI services, in line with relevant NHS policy, and produce associated documentation and guidance. Its remit includes development of national Audit standards, the Incident Reporting in Medicines Information Scheme (IRMIS), guidance to support enquiry answering (including the Essential Resource List), and resources to support service development.

**H19/48.03** Members received the Therapy Services and HPF Associate Board Member Update for information from Mr Gareth Evans and noted the following:

#### **Good News to Share:**

National AHP day 14/10/19- a series of events took place across BCUHB to celebrate the value of this workforce.

Launch of Welsh AHP Framework 7/11/19 - This framework sets out the strategic response to A Healthier Wales (2018) from the Allied Health Professions. It describes the challenges that need to be addressed, the value that Allied Health Professionals (AHPs) offer and the actions needed to help maximise their value and impact.

The first Welsh Advancing Health Awards and conference for AHPs, Pharmacists and

Health Sciences was held on Tuesday 26th November in Cardiff. BCUHB therapists had posters, presenters and nominations for the awards.

Occupational Therapy Week 4<sup>th</sup> – 8<sup>th</sup> November - Theme this year was small change big impact with events across all 3 areas.

Bangor University Post Grad Diploma in Physiotherapy –final approval for the course expected from the HCPC any day now.

First All Wales Consultant Therapist for Dementia has been appointed and will start working the 1<sup>st</sup> February 2020.

**H19/48.03.01** It was observed by a member of HPF of the restrictions that the Health Board is currently facing with Finance and Performance, which seems to be deteriorating and the effect this is having on departments and in particular staff. It was noted by the Chair, the Board is conscious of its status of still being in Special Measures and note the plan for the future.

**H19/48.04** Members received the Secondary and Tertiary Care Update from Prof. M Rees for information and discussion and the following documents were distributed to members before the meeting for reference to this update:

- Caring for Doctors, Caring for Patients
- Thriving at work – Stevenson Farmer Review
- Wellness Action Plan
- Staff Mental Wellbeing Champions Role – June 2019

#### **Good News to Share:**

Presentation by Jack Jackson on Staff Welfare and proposals for propagating measures for improvement in welfare

#### **Key Issues for attention of HPF**

Members were informed there is a need to make sure staff welfare measures are propagated and action taken to support.

**H19/48.05** Members received a verbal update from Dental and the following information was noted:

#### **Contract Reform**

The WCDO is pushing ahead with contract reform and aims to have 100% of practices involved by 2021. This is an unrealistic target and the data from the 20% of practices in reform throughout Wales has not been analysed to a sufficient degree as yet to allow the profession and the LHBs to make meaningful assumptions on impact in terms of finance or output.

## Dental underspend

Despite the efforts of the contracting team dentistry will be underspent. The reasons for the underspend are multifactorial and include the slow process for contracting and there is a recruitment problem nationally and this impacts especially on areas like N Wales.

## E referrals.

- The programme has been rolled out and is working reasonably well

## Access.

- BCUHB is second from bottom in terms of dental access in Wales and the picture is deteriorating quickly with further practice closures a strong possibility over the next 12 months. This places a greater load on GMS and A&E services and is short-sighted.
- Secondary Care and CDS services are also under pressure with long waiting lists in certain areas.

**H19/48.06** Members received a verbal update from Optometry and the following information was noted:

At the meeting held on the 13<sup>th</sup> September 2019 a discussion had taken place on Contact Lenses and at today's meeting it was reported this is now improving after a discussion with Dr Jill Newman.

**H19/48.07** Members received a verbal update from Community Pharmacy and the following was noted:

## Good News

- Sore Throat Testing – point of care testing, this is being rolled out as Community Pharmacists have to undertake training for this testing.
- Flu Vaccination, uplift in community 20% compared to last year.

## H19/49 Summary of information to be included in Chairs report to the Board

- **H19/47.01** Development of the Clinical Strategy - BCU Health Board 3 Year Plan 2020/23 update. HPF members would like to again advise the Board of the importance of clinical engagement.
  - Dental Clusters request to the Board for them to be kept separate in the short-term
- **H19/48.02** To advise the Board to recognise the need to invest in our staff. The current financial recovery process is stopping and restricting training, at times when it is deemed required training to do the job.
- **H19/48.04** HPF Members would like the Board to note its support for the need for

<p>appropriate resources for the Occupational Health and Mental Health Support Team</p> <ul style="list-style-type: none"> <li>• <b>H19/48.05</b> Dental Funding: currently have 5 levels of process that the Contracting Team have to go through. HPF advise the Board that this could be reviewed in order to help with improved dental access going forwards.</li> </ul>	
<b>H19/50 Items for information</b>	
<p><b>H19/50 a Quality, Safety and Experience Committee held on 16<sup>th</sup> July 2019 and 24<sup>th</sup> September 2019</b></p> <p><b>H19/50 a</b> The minutes were received and noted.</p>	
<p><b>H19/50 b Cycle of Business</b></p> <p><b>H19/50 b</b> Members noted the Cycle of Business</p>	
<p><b>H19/50 c Team Briefing updates</b></p> <p><b>H19/50 c</b> Members noted the team briefing update from September and November 2019.</p>	
<p><b>H19/51 Date of next meeting noted as:</b></p> <p><b>H19/51.01</b> 13<sup>th</sup> March 2020 from 9:30am - 12:30pm in the Board Room, Carlton Court, St Asaph, LL17 0JG</p>	
<b>H19/52 Comfort Break</b>	
<p><b>H19/53 13/12/19 Workshop</b></p> <p><b>H19/53.01</b> The workshop started at 12 noon until 12.30pm</p>	