



Local Partnership Forum

Minutes of the meeting held on 26th July 2021 at 14.00 hrs Via Teams

Present

Jan Tomlinson (JT)	UNISON and Trade Union Partners (Chair)
Adrian Jones (AJ)	BCUHB – Asst. Dir. Of Nursing, Mental Health & Learning Disabilities
Catherine Jones (CJ)	Royal College of Midwives
Debra Payne	British Dietetics Association
Debra Hickman	BCUHB - Secondary Care Nurse Director
Jackie Hughes (JH)	Society of Radiographers and (Trade Union) Independent Member
Jo Whitehead (JW)	BCUHB – Chief Executive Officer
John Darlington (JD)	BCUHB – Assistant Director of Corporate Planning & Performance
Lesley Hall (LH)	BCUHB - Associate Director Human Resources
Mark Polin (MP)	BCUHB – Chairman of the Board
Meilyr Emrys (ME)	Welsh Languages Services
Michael Shaw (MS)	Strategic Organisational Development Consultant
Nia Thomas (NT)	BCUHB - Head Of Organisational & Employee Development, Workforce & Organisational Development
Peter Bohan (PB)	BCUHB – Associate Director of Health, Safety & Equality
Rob Nolan (RN)	BCUHB – Finance Director, Planning & Commissioning
Richard Oldfield (RO)	UNISON
Richard Tanswell (RT)	UNISON
Sara Jones (SJ)	Chartered Society of Physiotherapy
Sharon Cawdell (SC)	UNISON
Stuart Whittaker (SW)	Unite Union
Sue Green (SG)	Executive Director Workforce and OD
Sue Hill (SH)	BCUHB – Executive Director of Finance
Susan Murphy	BCUHB – Assistant Director of Quality & Medicine Management
Susan Williams (SW)	BCUHB – RCN
Toni Wood (TW)	Royal College of Midwives
Vivienne Nelson (VN)	UNISON
IN ATTENDANCE	
Fiona Lewis (FL)	For minute taking

Agenda Item	
<p>The Chair welcomed all attendees to the meeting and all introductions were made.</p>	
<p>L21/28 Apologies for Absence</p> <p>L21/28.1 Apologies were received from Gill Harris, Alex Tapley, Billy Nicholls, Teresa Owen, Iain Wilkie, Lynne Joannou, Kay Hannigan, Ellen Greer, Rod Taylor, David Barber and Alison Pawley.</p>	
<p>L21/29 Minutes of the previous meeting held on 13/04/21 and Summary Action Plan</p> <p>L21/29.1 The minutes were approved as an accurate record and updates were provided to the summary action log.</p>	
<p>L21/30 CORPORATE GOVERNANCE</p>	
<p><i>[Agenda item taken out of order at Chair's discretion]</i></p> <p>L21/32 Welsh Language Standards</p> <p>L21/32.1 Meilyr Emrys delivered an update on Workforce and its operational standards, specifically on BCUHB Bilingual Skills Policy and Procedure provided, to the Members. It was noted that this policy has already received approval and was therefore for information. The Policy, last reviewed at the end of 2019, was to ensure that the Health Board employs sufficient numbers of staff to provide appropriate Welsh language skills in as wide a range of services as possible in both Welsh and English. The responsibility for this sits under the Executive Director of Workforce and Organisational Development, however the production of this document was through a collaboration with the Welsh Language Team.</p> <p>L21/32.2 The 2019 review provided some minor changes:</p> <ul style="list-style-type: none"> • growth of the Health Board's language training provision for staff, which has become increasingly more important, reflected the Welsh language Standards. • the document previously known as the Bilingual Skills Strategy was upgraded to a Policy and Procedure, to reflect its growing importance as a result of the Welsh Language Standards being introduced in 2019. <p>L21/32.3. Sue Green asked if the Translation Team required support from Workforce and the trade union partners, as it had been noted that delays in the turnaround of required vacancy translations was resulting in delays in advertisements being placed and therefore positions being filled. Meilyr Emrys thanked Sue Green for this offer and brought Members' attention to the internal audit carried out in 2019, and its findings that procedures around appointments,</p>	

needed to be tightened up around jobs being advertised bilingually and that more work needs to be done to promote and raise awareness of this newly updated Policy amongst managers and staff in this regard. He felt that this would go a long way to solving the problem.

L21/31 Targeted Intervention

L21/31.1 Jo Whitehead delivered a verbal update regarding the process undertaken to improve and the Health Board's priorities and offered to share with the Members her slides on the subject. She confirmed that on 24th November 2020 the tripartite (Welsh Government, Audit Wales and Health Improvement Wales) made the decision to move BCUHB out of Special Measures into a process called 'Targeted Intervention'. This was an important and significant move for the Health Board which showed it had been able to demonstrate that it had made improvements in a range of services that it had struggled with for some time. The Targeted Intervention framework, confirmed on 3rd March 2021, was based on the following four main areas or domains that require improvement:

- All Ages Mental Health where the Health Board is to continue improvements around Children's (CAMHS), Transition and Adult Mental Health Services.
- Engagement with staff, patients, members of the public and partners.
- Leadership, which includes the governance and culture of the Health Board and our commitment to services improvement and transformation.
- Strategy, Planning and Performance.

L21/31.2 Jo Whitehead confirmed that the Health Board was working with improvement matrices, which it believes have proved to support innovation and improvement from a service transformation point of view, with quality and improvement being a strong, underlying theme. Across the four areas covered, the clinical and corporate teams have co-designed the aspects of improvement that the Health Board hopes to see. The main themes are

- improving patient quality and experience by reducing the variation in clinical services across the organisation, whilst making sure that it is still able to respond to the Covid pandemic.
- system pressure, which is currently being felt across Wales
- remaining mindful of the pressures on urgent care and the extended waiting lists for planned care, as a consequence of Covid.

The simple message that the Health Board wishes to promote is that the organisation intends that these improvements are to make it the best service possible in north Wales.

L21/31.3 Jo Whitehead explained that the organisation has been asked to assess itself in these four domains with a scale of 0-5, where 5 is a perfect service, whilst on its improvement journey. It was explained that this is not to assess the clinical services, the effort or commitment of the staff, but to rate where the Health Board believes it is currently.

JW

L21/31.4. In assessing All Ages Mental Health, it was recognised that whilst there are some aspects of the Mental Health agenda being done very well, the Health Board chose to score itself a '0', recognising that this is the area with the most room for improvement. Arriving at this decision, the Health Board felt it provided the impetus to consider the conversations required with its partners, staff and the service users, with special consideration to be around the work required in the transition time between CAMHS and adults' services. In working with colleagues in Mental Health, it was noted that their work must make use of existing themes, such as 'Mewn Undod mae Nerth - Stronger Together', improving patient/public engagement, 'Living Healthier, Staying Well' and the ongoing clinical services strategy.

L21/31.5. In assessing the second domain, Engagement, it was agreed that there was still some work to be done and therefore it scored itself a '1'. A Stakeholder mapping exercise was being undertaken – again looking at existing themes 'Mewn Undod mae Nerth - Stronger Together', a 'Living Healthier, Staying Well' refresh and the ongoing clinical services strategy, SOS (Speak out Safely). Openness, transparency and trust being very important, with a priority to find out where people can see that improvement is needed and how and to listen and learn from experiences.

L21/31.6. In assessing the third domain, Leadership, The Executive Team scored itself a '1'. The commitment is that when patients and staff raise issues of concern and external scrutiny of the Board's services takes place any reports are routinely reported through the governance and committee structure and put directly into the public domain. Jo Whitehead expressed the commitment once more to be open, transparent and trustworthy. It was confirmed that a new, permanent Executive Medical Director has been appointed and the Board continues its drive to minimise the number of interims as it recognises that consistency in leadership is very important. The Board and Executive Leadership Team have committed to a series of 'We Statements', to be presented by Jo Whitehead and Mark Wilkinson (Executive Director of Planning & Performance) to all the influential leaders within the Health Board, listing things that are important to them, drawn from a position of mutual respect of each other and of a shared understanding of what is important to them as public servants on behalf of the north Wales' population. They also appreciated that front line clinicians require support, understanding that they are best placed to know what is required to improve the situation and how best to deliver this to improve patient outcomes and experiences.

L21/31.7. The final domain to be assessed - Strategy, Planning and Performance – was felt to score just under a '1' – still requiring a substantial amount of work, and acknowledging that since creating the strategic framework 'Living Healthier, Staying Well', the Covid pandemic has taken place. Both this and the Welsh Government's 'Healthier Wales' policy statement, have helped the Executive Team focus on some clinical changes experienced during Covid and how to take some of them into the refresh of 'Living Healthier, Staying Well'. The Board is keen to develop a simplified planning process to be in place by December 2021, which will recognise that the next year is a year of consolidation and delivery and acknowledging the burden of Covid in terms of staff and staff wellbeing. It has clear priorities as an organisation around planned care recovery, urgent care delivery, as well as All

Ages Mental Health, whilst creating a Performance Accountability framework to enable the people of North Wales to hold the Health Board to account for the delivery of services for both staff and patients alike.

L21/31.8. Welsh Government had told BCUHB to expect the improvement journey to take years as opposed to months. A meeting of Welsh Government, Audit Wales and Improvement Cymru took place w/c 19/7/21 and representatives of the Board were expecting to meet with Welsh Government at the end of w/c 26/7/21 to hear how the Health Board's improvements are progressing.

L21/31.9. Jan Tomlinson was very pleased that the Health Board is no longer in Special Measures and wished to praise the Board for choosing to move away from interim managers as the trade union partners agreed that consistent leadership can only enhance the organisation's standing with its partners in the community and also with staff and Welsh Government. She also felt that it was refreshing to hear the quality of work already underway with Targeted Intervention and that staff were appreciative of the 'in Special Measures' label being removed and felt proud of the great work already being carried out. There were no questions.

JW

L21/33 Health & Safety Management Annual and Q4 Report 2020/21

L21/33.1 Peter Bohan presented the report and highlighted some areas of concern contained within. Targeted audits had taken place on three areas - electrical safety, legionella and asbestos. A Strategic Occupational Health & Safety group had been set up to follow action plans created in allegiance with the Estates Team, to monitor the work being carried out, the feedback and lessons learned.

L21.33.2 Peter Bohan confirmed that work is being carried out on development of a dashboard for strategic objectives for the department, with clear KPIs being set out, with weekly meetings with the trade unions, which started during the pandemic, to continue to take place as these have proved very useful for both parties. The obligatory response to violence is now part of the Welsh Health circular and the department now works closely with the local Police, the Crown Prosecution Service and any relevant NHS organisations to ensure that lessons are learned and that prosecutions take place, if required. There is now a case manager, responsible for monitoring and evaluation of all cases, to ensure that they are tracked and that staff are supported. Security and violence and aggression is an area of concern and one that has been raised as a risk and has been escalated through the business case process.

L21/33.3 Mark Polin had previously raised a concern around the increased level of accidents involving sharps in the Central area. Peter Bohan was made aware of this and had looked into the matter and it appeared that some incidents had been double-reported, which he felt could explain the increase. PB and MP to talk outside the meeting.

L21/33.4. Jan Tomlinson wished it to be noted that the weekly meetings between trade unions and the Health & Safety Team had proved to be very successful.

PB / MP

<p>L21/33.4 Sue Green wished it to be noted by the Forum that the Quality and Safety Experience (QSE) Committee had very recently reviewed the report and that there was a unanimous feeling of gratitude for the work that had obviously been done by both the Health & Safety team and the trade unions. The QSE Committee was appreciative of how they had worked so well together pro-actively to keep both staff and patients as safe as possible during the Covid pandemic.</p> <p>L21/33.5 Sue Green asked the Forum to think about a self-safety alert system, which she and Peter Bohan had been discussing both recently and pre-pandemic. The aim of this system is to enable staff to immediately flag when something goes potentially wrong in the Health Board, to bring this to the attention of management and therefore help prevent both patients and colleagues from being injured. It was agreed that the trade unions were to consider and reflect on this and get back to Sue Green and Peter Bohan. It was felt that a joint approach would send out a strong message.</p> <p>L21/33.6 Jackie Hughes enquired around additional support required for staff to offer hand sanitisers and enhanced PPE – brought about by the increased numbers of people coming into hospitals. Peter Bohan advised that Health & Safety were already looking into the best way to put this in place and that they are looking to do more than the guidance requires. It was agreed to discuss this matter at the weekly meetings with trade unions.</p> <p>L21/33.7. Jackie Hughes asked a further question around security for front line staff at hospital entrances. Peter Bohan responded by saying that he was happy to look at any instances where problems have occurred, however he was unaware of any problems as there is already an additional member of security staff available at each entrance, to look at any instances where problems have arisen. Jackie Hughes to bring details to the weekly meetings.</p> <p>L21/33.8 Catherine Jones asked if it was possible to make breakaway training, dealing with risk assessments and challenging behaviour mandatory. Peter Bohan confirmed that Health and Safety are already looking at improving the training around violence and aggression and would keep the Forum apprised.</p> <p>L21/33.9. Sue Williams enquired around supply problems surrounding the supply of enhanced masks. Peter Bohan confirmed that there were no such issues. Sue Green stated that communication must be clear that ill-fitting masks provide a false feeling of security for staff and that they must access the training available to ensure masks are fitted correctly – something that the Infection Prevention & Control team has worked hard to promote.</p>	<p>JT</p> <p>PB</p> <p>JH</p> <p>PB</p>
<p>L21/34 Mewn Undod mae Nerth - Stronger Together - verbal update</p> <p>L21/34.1 Michael Shaw provided his update which encompassed feelings and recent reflections and shared experiences. He explained to the Forum that the feedback he had received so far was that what many people had expected to be a challenging experience, had actually been a thought provoking, positive, cathartic</p>	

<p>and helpful experience. He brought to the Forum's attention the slide referring to Jacqueline Potts and her experience.</p> <p>L21/34.2. His Team's ambition was to connect with 1800 members of staff across all different departments, professional groups and bandings throughout the organisation, over a 3+ month period, in a covid-safe environment, during the discovery phase of the process. Taking into account delays caused by Covid, staff holidays and the importance of maximising participation, it has been decided to extend the discovery phase to 24th September. The Team's ambition was to have 326+ conversations with staff and to date 186 have taken place and a further 102 are already booked. He wished the huge commitment by staff taking part to be noted. Michael Shaw and his Team wished to have group discussions and to facilitate this, without removing staff from direct clinical care, they have chosen to use existing team meetings. 66 members of staff have volunteered to assist with the face-to-face conversations, of which 40 have already gone through development training.</p> <p>L21/34.3. Michael Shaw described the work he is doing with the Communications team to maximise the opportunity for inclusive engagement. The Chair thanked Michael Shaw for his presentation.</p> <p><i>[Michael Shaw left the meeting]</i></p>	
<p>L21/35 Covid-19. A Long Covid Journey.</p> <p>L21/35.1 Cemlyn Roberts was unable to provide his presentation. This item to be added to next agenda.</p>	FL
L21/36 FINANCE, PERFORMANCE & PLANNING	
<p>L21/37 Finance Report</p> <p>L21/37.1 Sue Hill presented the Month 2 Financial report. She highlighted the fact that the balance position shown for the year to date is as a consequence of the Welsh Government's decision to fund the non-delivery of savings from last year during the pandemic, which equated to around £32.6m, creating a surplus for the year.</p> <p>L21/37.2. Sue Hill went on to highlight the Covid expenditure for the year, which is forecast to cost around £100m in total, £5.5m in Month 2, £13.8m year to date. This showed that Covid is still having a considerable impact on the Health Board and is being funded by Welsh Government as part of its Covid Pandemic plan.</p> <p>L21/37.3 Sue Hill also highlighted the savings target for this year which is set at £17m. The Health Board is working hard to identify where these savings can be made.</p> <p>L21/37.4. Jackie Hughes wished it to be noted that she believed the new style of report was an improvement as it was very easy to read and understand. There were no further questions.</p>	

[John Darlington joined the meeting]

L21/38 Corporate Planning Update

L21/38.1 John Darlington delivered his Corporate Planning Update presentation and described the steps being taken. The plan, developed in March 2021, was created whilst there was uncertainty around Covid and the resources available. He confirmed that all departments had been asked to review their plans and these were shared with Welsh Government in June 2021. He described the main focus points of the plan were – the challenges posed by Covid, with huge concerns around waiting lists, questions around how to enhance pathways for urgent and emergency care, continuing the improvements in Mental Health Care and the long term wish to improve the population's health.

L21/38.2 John Darlington went on to describe the ways the Health Board intends to approach the transformation. It recognises the need to grow capability and capacity, and improving the population's access to both planned and unscheduled care services. This long term piece of work covers many areas:

- Health inequalities – the poorer being affected most
- Early intervention
- Tackling smoking rates and issues surrounding obesity, ie physical activity
- improving people's wellbeing
- Creating value-based pathways
- The delivery of more care at home
- How to reduce cancellations
- The potential to de-couple elective from unscheduled care
- Transformational work being done to develop diagnostic and treatment centre facilities
- Capacity planning
- Good patient communication including a better understanding of demand
- Looking at non-surgical approaches of how to manage long waiting lists

L21/38.3. John Darlington confirmed that improving unscheduled care pathways continues to be a challenge but he wished to remind the Members that the innovations brought about by Covid, the re-design of pathways and the speed in which that happened was extraordinary and that this work must be built upon. He confirmed that the National Clinical Commissioning Unit will be coming in and working alongside the Health Board to provide all system approach to ensure that there is a robust approach to managing the pandemic and also that there is surge capacity to deal with the winter ahead.

L21/38.4. John Darlington went on to discuss Mental Health Services and the continuing improvements being made, as laid out in the plan.

L21/38.5. There were no questions.

[John Darlington left the meeting]

L21/40 CLINICAL GOVERNANCE

[Agenda item taken out of order at Chair's discretion]

[Debra Hickman joined the meeting]

L21/41 Safe Clean Care Harm Free - verbal update

L21/41.1 To ensure that the Members were aware of the background, Debra Hickman started by explaining that the aim of the programme was to have zero-tolerance to healthcare acquired infections and that the Health Board is comparable with other Health Boards in Wales in this regard. The driver for this programme is to change behaviour, to simplify what needs to be done to keep patients and staff safe by understanding the capabilities, opportunities and the motivators for staff.

L21/41.2. The programme's focus has been to raise awareness of infection prevention (IP), providing training and simplifying processes across the organisation, checking practices and agreeing targets and recognising when we get it right, encouraging local ownership by using self-assessment techniques. The three main work streams are safe action, safe place and safe space.

- **Safe action** – led by Debra Hickman, has already held numerous immersion events with staff. The initial events have taken place in nursing, however the intention is to roll these 90 day improvement cycles across the whole of the Health Board. All of the IP practices are available on intranet and all competencies and training is being recorded on ESR. Training videos have been reviewed, recognising that those available nationally are not necessarily appropriate. Prior to the pandemic, very little work had been done around the IP problems caused by wandering patients and when during the pandemic this was established as a theme. Debra Hickman's Team, along with help from key colleagues, started an exercise to lay out a framework for best practice in this area. This work is due to complete in September and will be written up as a publication and she asked that it be noted that this work has been put forward as a Bevan Exemplar. Debra Hickman also wished to thank colleagues for the support shown regarding IPC champions, which is working well with the immersions events and training currently taking place. Safe transfer out of the Health Board either to community or to care/patients' homes, where there are vulnerable individuals is an area also being targeted..
- **Safe Space** – chaired by Karen Mottart,- is currently carrying out a piece of work with Toyota around the screening pathway from beginning to end of the patient's journey – from the principles surrounding entering the Health Board and the safe transfer between wards.
- Work around **Safe Place** is not as advanced and is being picked up by newly appointed Clive Marsh moving forward. Confirmation has been received from Welsh Government for the Health Board's bid for Enhanced Cleaning Standards, which is being supported by the Estates Department. It was noted that a further innovative pieces of work is being carried out by IP colleagues on Safe Bed Spacing, Safe Change and Safe Break to develop the key principles to be adopted across the organisation.

[Debra Hickman left the meeting.]

L21/39 Staff Lottery - verbal update

L21/39.1 Sue Hill advised the Members that work on the Staff Lottery has been paused until Covid pressures reduce.

L21/42 WORKFORCE & ORGANISATIONAL DEVELOPMENT GOVERNANCE

L21/43 Workforce Report

L21/43.1 Lesley Hall provided an update, highlighting various points :

- **The Respect and Resolution Policy.** A training package is currently being rolled out through August and September across the organisation. Lesley Hall wished to thank her trade union colleagues for their help in encouraging staff to raise a grievance at the lowest possible level to hopefully prevent matters becoming formal grievances and the damage this causes.
- **Organisational change.** It was noted that they continue to make sure that all consultation documents run through Workforce Partnership Group colleagues first, which is proving to work very well. This not only ensures that all documents are appropriately worded but also that the trade union colleagues are sighted of them before staff bring their queries and concerns.
- **Job Evaluation.** It was noted that Workforce was aware that the numbers of jobs awaiting evaluation had increased slightly and that work was in hand to remedy this.
- **Work on Policy Improvement.** For some time it had been felt that some policies required simplification with better, supportive documentation to become more user-friendly and to this end, Workforce is carrying out a piece of work over the coming three months.

L21/43.2 Sharon Cawdell advised the Members that she had recently attended Respect and Resolution training and she was very positive about the experience. She found to be very easy to follow and felt the early intervention approach it promotes would help to avoid many future grievances.

L21/43.3 In answer to Sue Murphy's question regards recruitment campaigns, Lesley Hall and Sue Green confirmed that the Health Board is currently working with companies regarding targeted recruitment campaigns, specifically for areas where the Health Board is struggling to recruit and if anyone felt there were areas that could benefit from their help, to get in touch with Nick Graham (Associate Director for Workforce Planning & Performance) directly.

L21/43.4 Sue Green confirmed that she was in the process of drafting a commissioning document for someone to come into the Health Board to review Workforce's recruitment policies, recognising that there have been significant improvements time-wise in this process, but obstacles which stop the organisation from being able to recruit in a timely manner, still needed to be identified.

L21/43.5. Sue Green advised the Members that Clinical Service and Workforce reviews were taking place. As well as targeted work, supported by some external partners working with Workforce around some clinical recruitment, there is a review of clinical teams taking place. The aim of this review is to anticipate when prospective job applicants will become available, recognising that different staff groups become available at differing times of the year.

L21/43.6 Sue Murphy confirmed that she was helping write a paper which aims to alleviate the severe recruitment problems that Pharmacy is currently suffering. Historically, a reasonable proportion of pharmacy staff were European and the combination of BREXIT and Covid have caused their numbers to reduce. In the short term, rapid intervention is required and pharmacists will need to be taken out of the acute sites and put into the community to get patients their medical supplies. Jo Whitehead confirmed that she had been having recent conversations with Bangor University regarding attracting undergraduate trainee pharmacists, however she appreciated that this will not have an immediate effect.

L21/43.7. Jackie Hughes enquired as to whether there was anything that the trade union partners could do to help regarding the impact the organisation may be feeling regarding attendance management, since the reductions in restrictions? Lesley Hall confirmed that both Covid-positive and self-isolation numbers had increased and that she had been in contact with Communications department to ensure that regular reminders around the importance of social distancing, wearing masks, etc, remained high profile in their weekly bulletins. Sue Green expressed concern that careful communication is required around the public perception that being double-vaccinated stops the possibility of catching Covid. Jan Tomlinson confirmed that the trade union partners would also continue to remind people in their own social media postings

L21/44 Annual Equality Report 2020-21.

L21/44.1 Sally Thomas presented her report and confirmed that it had been to the Strategy, Partnerships & Population Health Committee and had already been circulated prior to the meeting. It captured the progress against the Health Board's Strategic Equality Objectives over the last year and included areas of all good practice, identifying certain groups and areas that had been disproportionately affected by the pandemic.

L21/44.2. Socio Economic Duty came into force this year and forms part of a much wider commitment by Welsh Government regarding additional strengthening of protection within Wales.

L21/44.3. Sue Green noted that although Sally's team is small, it had been working very well over the last 12 months and the trade unions partners echoed that sentiment, particularly wishing to note the exceptional work that Nick Such had carried out.

L21/44.4. Jo Whitehead, referring back to her earlier comments around the Living Healthier Staying Well refresh and how the organisation needs to meaningfully and safely engage with patients, staff and public, reconfirmed the Board’s commitment to three main acute sites as a point of principle. Discussions were needed to take place to help answer the question on how can the organisation make its aspirations around community-focussed care and support and self-care, have a stronger focus within the local Health Board as well as making sure that there are strong, safe and secure services ready, if and when required.

L21/45 Verbal Update from Trade Union Partners' Secretariat

L21/45.1. Debra Payne asked if the Health Board intends to continue with virtual meetings post-pandemic. Sue Green confirmed that is the Health Board’s intention for them to continue as set out in the Safe and Agile Working Programme paper due to go to the Executive Team for approval the next week, and that she hopes that the organisation will continue to be able to engage with trade union colleagues and staff pan-BCU to find out where they are felt to be appropriate and how to make them work, whilst enabling safe face to face meetings to resume, should they be required. Sue Green suggested that a workshop at the next Forum meeting might be an appropriate time to discuss this.

L21/45.2. Sharon Cawdell asked for an update on current pressures being suffered in the West that the trade union partners could assist with. Jo Whitehead responded that there were extreme pressures being felt across the whole of the organisation and wished to thank all colleagues in the YG and YMH for their support offered recently to YGC. She went on to state that the organisation is urgently looking at social care’s responsiveness and availability, with 45 out of 51 care homes not accepting discharged patients and 200+ patients deemed medically fit for discharge across the acute sites. Conversations were hoped to take place with ‘111’ around how their internal algorithms are working and to see if would be possible to change the current system from patients being triaged to putting them into direct contact with our Emergency Departments. Decisions were due to be made about Planned Care, Outpatients and the safe referral criteria with regard to community beds and the resumption of 7 day Command and Control systems for over the summer period. Welsh Government has asked the Health Board for an urgent response to how it intends to support system pressure.

Jo Whitehead confirmed the Board’s message is to put patients’ safety, very closely followed by staff safety, in terms of priority and if it has to be creative in how this will work across the system – Welsh Government has given permission to consider paid-for support to care and nursing home placements.

L21/45.3 Jackie Hughes asked if a standard operating procedure could be provided for recording meetings as trade union partners are very concerned that recording meeting is becoming common practice, without regulation. A discussion ensued around how often meetings are recorded, where these recordings are kept and how long for and what was felt could be recorded? Sue Green confirmed that she was unaware that this was a problem and if it was felt necessary that a communication be sent out to managers to confirm when meeting may or may not be recorded, she would do so. Sue Green thanked the trade union members for

LH / FL

<p>bringing this matter to her attention and she and Lesley Hall agreed to discuss this outside the meeting and report back to the Members.</p> <p>L21/45.4. Jackie Hughes asked if it was possible to get Information Governance assistance regarding email security? Jan Tomlinson confirmed that someone from Information Governance was due to present at the next Workforce Partnership Group meeting and that this would be an ideal opportunity to ask this question. Sue Green agreed that this should be done. Jackie Hughes to bring this up at the next WPG meeting.</p> <p>L21/45.5 Jackie Hughes asked if Sue Green would be able, when discussing the Safe and Agile Working proposals, to ensure that the Respectability Network is kept involved? Sue Green agreed to this.</p> <p>L21/45.6. Vivienne Nelson asked if there is an increase in staff isolating since the easing of restrictions in England. Lesley Hall responded by saying that there was a slight increase however it was still too early to tell what were the contributory factors.</p> <p>L21/45.7. Sue Murphy asked if a decision had been reached as to how long staff will get paid when suffering from 'long-covid'. Jan Tomlinson responded by confirming that full pay is until December but no firm decision has been reached prior to the meeting and that she would provide update as soon as one is available.</p> <p>L21/45.8 Cath Jones asked how confident the Board was that it will have the correct number of nursing staff to fulfil the safe staffing levels required? Sue Green responded by confirming the Nurse Staffing Act report had gone through the last committee cycle and in that it set out the next phases of the Safe Staffing Act. She confirmed that there are going to be challenges not only with regards to staffing vacancies but also where existing staff are not available due to self-isolation requirements. To this end, Gill Harris, Debra Hickman and Alison Griffiths are currently working with Workforce to look at forecasts for the relevant teams. Sue Green was confident that there is a robust supply of both newly-qualified nurses along with internationally-recruited nurses and that Human Resources working alongside its nursing colleagues would have a strong campaign for recruitment. Cath Jones asked it to be noted that an increase on the promised 3% pay rise would help to retain staff and hoped the Health Board would support this.</p> <p><i>[Mark Polin left the meeting]</i></p>	<p>SG / LH</p> <p>LH / JH / JT</p> <p>SG / LH</p>
<p>L21/46 FOR INFORMATION</p>	
<p>L21/47 Quality & Performance Report 2020-21</p> <p>L21/47.1. The report was noted.</p>	
<p>L21/48 Corporate Risk & Assurance Framework</p> <p>L21/48.1 The report was noted.</p>	

<p>L21/49 Strategic Occupational Health & Safety Group</p> <p>L21/49.1. The report was noted.</p>	
<p>L21/50 Documents circulated via email to members between meetings:</p> <p>13.4.21 Mewn Undod mae Nerth Stronger Together</p> <p>20.4.21 Mewn Undod mae Nerth Stronger Together</p>	
<p>L21/14 Any other Business. There was none.</p> <p><i>[The meeting closed at 16:35 hrs]</i></p>	
<p>L21/15 Date of Next Meeting</p> <p>Tuesday, 12/10/21, 1-4pm, Virtual via Teams.</p>	