



Agenda Item

8.2.4

CTM Health Board

CTM Clinical Learning Academy Annual Report 24/25

Dyddiad y Cyfarfod / Date of Meeting	27/11/2025
Statws Cyhoeddi / Publication Status	Open/ Public Not Applicable
Awdur yr Adroddiad / Report Author <i>If you do not wish for your name to be included in the public domain, please only include your job title</i>	Janet Gilbertson Assistant Director Clinical Education
Cyflwynydd yr Adroddiad / Report Presenter <i>If you do not wish for your name to be included in the public domain, please only include your job title</i>	Richard Hughes, Executive Director of Nursing & Midwifery
Noddwr Gweithredol yr Adroddiad / Report Executive Sponsor	Richard Hughes Executive Director of Nursing and Midwifery

Pwrpas yr Adroddiad / Report Purpose	For Noting
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Engagement (internal/external) undertaken to date (including receipt/consideration at Committee/Group)		
Committee / Group / Forum Individuals	Date	Outcome
CTMCLA Strategic Education Council	15/09/2025	Approved
Quality, Safety & Experience Committee	18/11/2025	NOTED

Acronyms / Glossary of Terms	



1. Situation /Background

- 1.1 The 2024-25 Annual Report for Clinical Education at CTMUHB records a year of significant progress including the delivery of our strategic ambition to become the Cwm Taf Morgannwg Clinical Learning Academy (CTMCLA), which was approved by Board and launched in April 2025, marking a pivotal step in embedding a sustainable, interprofessional learning culture across the health board.
- 1.2 The CTMCLA Annual report 24/25 is presented in Appendix 1 (available in the papers for the [Quality, Safety & Experience Committee held on 18 November 2025](#)) for noting

2. Specific Matters for Consideration

- 2.1 Investment in education and training of our workforce underpins the required transformation to the way we work. Underpinning the CTM2030 strategy will be the development of staff including new clinical roles, career development programmes, staff wellbeing and leadership development. Education and support are key and as our workforce is forever changing, this is an ongoing need.
- 2.2 CTMCLA purpose is to create a collaborative, interprofessional learning environment that supports workforce development and service improvement to improve patient and population health outcomes.
- 2.3 Education Governance has been strengthened with the establishment of the Strategic Education Council and refreshed governance structures to ensure quality, assurance and alignment with organisational priorities.
- 2.4 The Advanced Practice Board has been integrated with CTMCLA to strengthen governance around enhanced, advanced and consultant professional practice.
- 2.5 The Primary Care Academy is now also more formally linked with CTMCLA to ensure alignment for education and training across acute and primary care.

3. Key Risks / Matters for Escalation

- 3.1 Educational Infrastructure and accommodation constraints;
 - 3.1.1 There is a lack of permanent, accessible dedicated multi-professional education and training facilities across CTMUHB sites which limits capacity for clinical education delivery and interprofessional learning.
 - 3.1.2 It is recommended that the creation of a dedicated multi-professional Education and Learning facility is included as part of the strategic site development plan.
- 3.2 Workforce Capacity for Placement Delivery;
 - 3.2.1 There are increasing clinical placement demands across all health care professions without proportional growth in educator roles or infrastructure, which is placing a strain on clinical teams and a risk to patient care and placement quality. Strategic workforce planning and



investment in educator roles is needed to support workforce capacity for training.

3.3 Advanced Practice Governance;

3.3.1 More robust assurance is required to support the development of enhanced, advanced and consultant level practice and roles across the health board. There is a risk of variation in job-planning, role clarity and portfolio development, inconsistent development pathways and potential service gaps. Work is underway, to be completed December 2025, to review the progress and position within CTM, identify gaps and recommendations for a way forward.

4. Assessment

Objectives / Strategy	
Dolen i Nod (au) Strategol BIP CTM / Link to CTMUHB Strategic Goal(s)	Improving Care
	If more than one applies please list below: Inspiring People Sustaining our Future
Dolen i Feysydd Strategol BIP CTM / Link to CTMUHB Strategic Areas	Not Applicable
	If more than one applies please list below:
Dolen i Ddeddf Llesiant Cenedlaethau'r Dyfodol – Nodau Llesiant / Link to Wellbeing of Future Generations Act – Wellbeing Goals 150623-guide-to-the-fg-act-en.pdf (futuregenerations.wales)	A Healthier Wales
	If more than one applies please list below:
Dolen i Hwyluswyr Ansawdd (Canllawiau Statudol Dyletswydd Ansawdd (Ilyw.cymru)) / Link to Enablers of Quality (Duty of Quality Statutory Guidance (gov.wales))	Learning, Improvement & Research
	If more than one applies please list below:
Dolen i Feysydd Ansawdd (Canllawiau Statudol Dyletswydd Ansawdd (Ilyw.cymru)) / Link to Domains of Quality (Duty of Quality Statutory Guidance (gov.wales))	Effective
	If more than one applies please list below: Efficient Safe Timely Person centred Equitable
Effaith Amgylcheddol/ Cynaliadwyedd (5R) / Environmental /Sustainability Impact (5Rs)	No - Not Applicable
	If more than one applies please list below:



Impact Assessment		
Ansawdd <i>Ydych chi wedi ymgymryd â Sgrinio Asesiad o'r Effaith ar Ansawdd? /</i> Quality <i>Have you undertaken a Quality Impact Assessment Screening?</i>	Yes: <input type="checkbox"/>	No: <input checked="" type="checkbox"/>
	Outcome:	If no, please include rationale below: No policies or services are new or have been withdrawn
Cydraddoldeb a'r Gymraeg <i>Ydych chi wedi ymgymryd â Sgrinio Asesiad o'r Effaith ar Gydraddoldeb a'r Gymraeg? /</i> Equality and Welsh Language <i>Have you undertaken an Equality and Welsh Language Impact Assessment Screening?</i>	Yes: <input type="checkbox"/>	No: <input checked="" type="checkbox"/>
	Outcome for Equality (delete as appropriate): POSITIVE/NEUTRAL NEGATIVE Outcome for Welsh Language (delete as appropriate): POSITIVE/NEUTRAL NEGATIVE	If no, please include rationale below: No policies or services are new or have been withdrawn
Cyfreithiol / Legal	There are no specific legal implications related to the activity outlined in this report.	
Enw da / Reputational	There is no direct impact on the reputation of the Health Board as a result of the activity outlined in this report.	
Effaith Adnoddau <i>(Pobl / Ariannol) /</i> Resource Impact <i>(People / Financial)</i>	There is no direct impact on resources as a result of the activity outlined in this report.	

5. Recommendation

- 5.1 It is recommended that the Board notes the Clinical Education Annual Report 2024/25 and the contribution quality education and training makes to our services and improving patient care.

6. Next Steps

- 6.1 This report reflects CTMUHB's commitment to developing a capable, confident and compassionate workforce through excellence in education. The Clinical Learning Academy will continue to drive innovation, collaboration and transformation in education to support the delivery of CTM's 2030 strategy.

Appendix 1:

Clinical Learning Academy Annual Report 24/25