



AGENDA ITEM

5.3.2

AUDIT & RISK COMMITTEE

MEDICAL ROSTERING – PROGRESS REPORT

Date of meeting	19/04/2023
FOI Status	Open/Public
If closed please indicate reason	Not Applicable - Public Report
Prepared by	Paul Harrison Head of Workforce Productivity and eSystems, Nerys Conway Assistant Medical Director Medical Workforce
Presented by	Dom Hurford, Executive Medical Director
Approving Executive Sponsor	Executive Medical Director
Report purpose	FOR NOTING

Engagement (internal/external) undertaken to date (including receipt/consideration at Committee/group)

Committee/Group/Individuals	Date	Outcome
(Insert Name)	(DD/MM/YYYY)	Choose an item.

ACRONYMS

AMD	Assistant Medical Director
BMA	British Medical Association
ED	Emergency Department
MD	Medical Director

1. SITUATION/BACKGROUND

- 1.1 The purpose of this paper is to give the committee an update on the progress achieved in relation to the audit report on Medical Rostering.

2. SPECIFIC MATTERS FOR CONSIDERATION BY THIS MEETING (ASSESSMENT)

2.1 Recommendation 3.1

Responsible person: AMD for Workforce

"The draft Medics Rostering Policy should be further reviewed to remove any legacy references to the Nursing Rostering Policy. Feedback should then be sought from the appropriate groups and approval obtained from the appropriate committee ahead of making the policy available to all relevant staff."

Update – In progress

The policy has been updated and amended as recommended. The policy is now being processed through Policy Review Group.

The policy will then be taken to the next Local Negotiating Committee for noting and implementation.

2.2 Recommendation 3.2

Responsible person: Anaesthetics & Emergency Department (ED) roster managers

"For areas where the full roll out of Health Roster is not imminent, separate 'how to' guides on the local system used should be considered. The guides should include the step-by-step process for creating the rosters and also guides for users of the system, allowing consistency during unexpected periods of absence."

Update – In progress

No change.

How to guides are yet to be developed or shared by Anaesthetics or ED colleagues.

2.3 Recommendation 4.1

Responsible person: Executive Medical Director (MD)

"Management should ensure that the Study Leave policy is approved and circulated within the Health Board."

Update – Closed

The former Cwm Taf policy and the Swansea Bay policy have some key fundamental differences. The BMA have now stated that they do

not support the movement of all previous Swansea Bay employees to a Cwm Taf Morgannwg University Health Board policy. As the Transfer of Undertakings Protection of Employment (TUPE) rules apply to this, the UHB are unable to move these staff without agreement.

All staff who were previously Swansea Bay employees and were subject to TUPE, will be allowed to remain on the Swansea bay policy if they chose to do so.

All new employees start in the UHB, will be employed under a CTM wide policy.

3. KEY RISKS/MATTERS FOR ESCALATION TO BOARD/COMMITTEE

There are no risks/matters for escalation to the Committee on this occasion.

4. IMPACT ASSESSMENT

Quality/Safety/Patient Experience implications	Yes (Please see detail below)
Related Health and Care standard(s)	Staff and Resources If more than one Healthcare Standard applies please list below:
Equality Impact Assessment (EIA) completed - Please note EIAs are required for <u>all</u> new, changed or withdrawn policies and services.	No (Include further detail below) If yes, please provide a hyperlink to the location of the completed EIA or who it would be available from in the box below. If no, please provide reasons why an EIA was not considered to be required in the box below.
Legal implications / impact	There are no specific legal implications related to the activity outlined in this report.
Resource (Capital/Revenue £/Workforce) implications / Impact	There is no direct impact on resources as a result of the activity outlined in this report.
Link to Strategic Goals	Improving Care



5. RECOMMENDATION

- 5.1 The Committee are requested to **NOTE** the report and the update provided.