

workforce bulletin

workforce bulletin is a regular update for members on the work being carried out by the Welsh NHS Employers' Unit on their behalf. If you have any queries, please contact andrew.davies@welshconfed.org

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About the Welsh NHS Employers' Unit

Working to support strategic change in the NHS in Wales

The Welsh NHS Employers' Unit supports the strategic agenda of the NHS in Wales from a workforce perspective.

We represent health boards in Wales on workforce issues at a strategic level; helping employers to make the most of the potential of their workforce; and as a consequence improve the quality of service and provide better patient care.

The Welsh NHS Employers' Unit is part of the Welsh NHS Confederation.

All Wales HR Policies

The development of the first group of policies is almost complete. The Sickness Policy has been sent out to the Service via the Welsh Assembly Government. The Grievance Policy has been completed and submitted to the Welsh Assembly Government for ministerial approval. The Disciplinary Policy is the subject of final discussions between the staff side and the Welsh Assembly Government before submission to the Minister.

The next round of policies for development on an All Wales basis include:-

- Special Leave
- Capability
- Secondment
- Dignity in the Workplace
- Rehabilitation

In addition, we are co-ordinating the early development of a consistent Independent Safeguarding Authority procedure for implementation by organisations in time for when the scheme becomes mandatory for new workers and those moving jobs on 1 November 2010.

Doctors' Revalidation

We are continuing to represent the service at the Wales Revalidation Delivery Board. Policy and Development Manager, Andrew Davies, is actively supporting the two workstreams focusing on appraisal and remediation.

In relation to appraisal, he is working with representatives of the Welsh Assembly Government, the Deanery and a small group of medical directors to take this work forward.

In relation to remediation, the initial piece of work has involved undertaking a survey of key groups and individuals within the service to establish an understanding of the remediation services available to the service and the levels of awareness in relation to these services.

The GMC launched its consultation on revalidation for doctors in Wales on 9 March 2010 at an event in Cardiff. The consultation will run until 4 June. We will be working closely with the GMC in Wales and the Service to ensure that views are represented and fed into the process. If you require further information about the consultation, please contact thewayahead@gmc-uk.org or telephone 020 7189 5280.

Bank Workers

The bank project group (consisting of staff side and management representatives) has continued to meet to take forward the development of a consistent approach to engaging bank workers and to develop consistent pay levels for bank workers in Wales.

A survey of NHS organisations in relation to the current terms and conditions, and the management of bank workers has been undertaken and the findings demonstrate consistency in a number of areas e.g. payment of premiums, but diverse practice in other areas, e.g. pay levels, training, management of sickness.

Some financial modelling is being undertaken to identify the impact of a number of pay level options on NHS organisations in Wales. Following completion of this work, and consideration by the Service, a recommendation will be made to the Welsh Partnership Forum.

A draft All Wales terms of engagement document for bank workers is also being developed and is currently out for comment with group members.

Junior Doctors

NHS Employers (England) have been commissioned by the Department of Health to scope the potential case for a new contract following an undertaking given last year to the Doctors and Dentists Pay Review Body (DDRB) by the Secretary of State in England. NHS Employers (England) reported their initial findings earlier this year. Based on these, and discussions with the Treasury, England are expected then to make a decision on whether to open negotiations with the BMA on a new contract.

The Devolved Administrations are being kept aware of progress with the NHS Employers' review. We are currently in communication with the Welsh Assembly Government, ensuring that service views are represented, on any decision as to whether Wales would

wish to join any UK wide contract negotiation.

Andrew Davies is also a member of the junior doctors review group, ensuring that service views are fed into the development of solutions to the recruitment and retention problems currently being experienced in several areas in Wales.

Mileage Payments review

The UK NHS Staff Council, on which the Welsh NHS Confederation sits to represent the views of employers in Wales, is due to consider shortly the outcome of the recent comprehensive review into mileage payments. The current draft proposal would be less costly in the longer run, although like any system of payment linked to fuel prices, there is the likelihood of cost increasing over time. Unfortunately there is an expectation of a not insubstantial cost increase over three year transition period, and for this reason, discussions are proceeding carefully, whilst further modelling of potential costs takes place.

Review of KSF

The Institute for Employment Studies has undertaken an independent review of the NHS Knowledge and Skills Framework, the personal development and progression strand of the Agenda for Change pay reforms. The study was undertaken on behalf of the Executive of the NHS Staff Council in the second half of 2009. The aims have been to identify barriers to the implementation of the KSF and to make recommendations to support more widespread and effective use. The outcome of the review indicates that there is widespread support for retaining the KSF but there is a need to make it more user-friendly. Work is now underway to consider how that can best be achieved.