

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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All Wales HR Policy Development

We are continuing to co-ordinate the development of a range of All Wales HR policies.

Project groups have been set up with representatives of management of NHS organisations and trade unions. The first round of policies included the Sickness, Disciplinary and Grievance policies. The Sickness and Grievance policies have been agreed and distributed to the Service for adoption. The Disciplinary Policy is awaiting agreement on one issue before presentation to the Welsh Partnership Forum Business Committee for approval.

The second round of policies being developed on an All Wales basis are as follows:-

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

We expect to present these policies to the Welsh Partnership Forum Business Committee for approval in the autumn.

In addition, a group has been set up to develop an All Wales Independent Safeguarding Authority Policy. However, given the Home Office announcement on 15 June that the national scheme would be subject to review, the project has been put on hold to await further guidance.

Support for Workforce and OD Directors Group and Employment Practice Group

We continue to support both the Workforce and OD Directors group and the Employment Practice Group (the operational workforce group). We ensure that links are maintained between the two groups, and that they are kept up to date with work ongoing at UK level. We undertake project work on behalf of both groups including recently facilitating a workshop exploring the workforce implications of delivering the required efficiency savings in Wales.

Wales Revalidation Delivery Board

We are continuing to represent the service at this meeting. Andrew Davies is involved in two of the work streams, on appraisal and remediation.

Response to GMC consultation on revalidation

We co-ordinated the Service's non medical response to the GMC's consultation on Revalidation: The Way Ahead and submitted it by the deadline on 4 June. The GMC is considering all the responses and is expected to report on the consultation in the Autumn. It is understood that the new UK government is supportive of the proposals.

Bank Nursing

We continue to co-ordinate a small group of management and staff side representatives, undertaking a piece of work to consolidate the terms and conditions of bank nurses across Wales. The group's tasks include the development of an all Wales bank worker model terms of engagement based on existing good practice within Wales and further afield; and the development of a workable and acceptable proposal for the establishment of pay levels for both qualified and unqualified bank staff.

Junior Doctors Review Group

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) are expected to report their findings by the end of the year. Based on that, 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. In order to decide whether Wales would wish to join any such contract, negotiation discussions are ongoing with medical directors, workforce and OD directors and medical workforce leads to establish a service view to feed into the Welsh Assembly Government.

Andrew Davies is also representing the Service on the UK wide Joint Negotiating Committee for junior doctors, as well as on the WAG led Junior Doctors Review Group, which is addressing the issue of recruiting and retaining junior doctors in Wales.

Modernising Scientific Careers

Andrew Davies sits on the NHS Employers MSC Reference Group (England) to ensure links are maintained and has recently been invited to represent the service on the MSC Implementation group for Wales.

Knowledge and Skills Framework

As part of an ongoing review into the KSF, work has nearly been completed on developing a simplified and more flexible structure that will support a new emphasis in Wales on ensuring employees' skills and experience are recognised and better aligned to the posts they hold.

On-call

A UK-wide review of on-call payment arrangements has developed a set of principles that will guide Wales in developing new arrangements for the reimbursement of on-call work.

A project to reach agreement on the new arrangements will shortly be set up and will be completed by April 1st 2011.

Reimbursement of travel expenses

Work to redesign and simplify the travelling expenses reimbursement system has now concluded and a formal proposal is before the UK government for approval.

If approved, the proposal will then be subject to formal consultation before implementation.