

HEALTH & SOCIAL SERVICES GROUP

2015 / 2016 ANNUAL UPDATE REPORT ON IMPLEMENTATION OF THE WELSH MINISTERS' BUSINESS SCHEME

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INTRODUCTION

The Welsh Ministers' Business Scheme is a statutory scheme under section 75 of GOWA 2006 and outlines how the Welsh Government will engage proactively with social partners in developing policy and legislation. 'Social partners' are defined in the Welsh Ministers Business Scheme as 'business and employer representative organisations, trade unions and the members they represent'. The First Minister chairs the Council for Economic Renewal which steers this work and also funds a Welsh Social Partners Unit, which supports social partner engagement activity.

This annual update report provides the First Minister and Council for Economic Development with a detailed return of relevant activity that the Health and Social Services (HSS) Group has undertaken related to the requirements of the Welsh Minister's Business Scheme over the period October 2015 to end December 2016.

The Healthcare Innovation team have led the collation of this report, which follows previous formats as submitted in 2013/14 and 2014/15. The information was obtained via engagement with teams within the HSS group between May and July 2017.

This annual update report is presented to HSS Group's Executive Directors Team meeting before being sent for approval to the Cabinet Secretary for Health, Well Being and Sport.

ACTIVITY – HSS GROUP ENGAGEMENT WITH SPECIFIC SOCIAL PARTNER GROUPS

- The **Royal Pharmaceutical Society (RPS)** is the professional body for pharmacists and pharmacy in England, Scotland and Wales. The Cabinet Secretary meets with the RPS on an annual basis to discuss and receive updates on key issues, with the respective policy teams engaging on a more regular basis. Regular RPS meetings take place with the Chief Pharmaceutical Officer and officials to discuss development of the pharmacy profession. RPS are also engaged at the UK level in the Rebalancing Pharmacy Legislation and Regulation programme.

- The **Welsh Partnership Forum (WPF)** supports the development, support and delivery of workforce policies on a national, regional and local level. The WPF meets four times a year in its main meeting format with another 4 meetings of its Business Group. It is engaged on a number of significant policy issues such as the Review of Health and Social Care, establishment of Health Education Wales and the development of the Trade Union Bill.
- The **General Pharmaceutical Council (GPhC)** is responsible for the independent regulation of over 70,000 pharmacists, pharmacy technicians and pharmacy premises in England, Scotland and Wales. The GPC's Director for Wales is in regular contact with the Pharmacy Team on: the development of the new inspection framework for community pharmacies across England, Scotland and Wales; and the rebalancing of medicines and pharmacy legislation and modernising the pharmacy careers and education programme. Regular meetings take place with Chief Pharmaceutical Officer and officials to discuss regulatory issues. The GPhC is involved in the UK DH led Rebalancing Pharmacy Legislation and Regulation programme board ("Rebalancing"). This programme is resulting in changes to UK legislation.
- The **Association of the British Pharmaceutical Industry (ABPI)** represents UK pharmaceutical companies. ABPI members supply 90 per cent of all medicines used by the NHS and are researching and developing over two-thirds of the current medicines pipeline. The Cabinet Secretary and Chief Pharmaceutical Officer meet with ABPI on issues such as the Prescription Pricing Regulation Scheme and access to new medicines. Policy teams such as Healthcare innovation work with the ABPI on NHS industry engagement projects.
- **National Institute for Care and Health Excellence (NICE)** The Cabinet Secretary and Chief Medical Officer hold an annual meeting with NICE in line with their role to improve outcomes for people using the NHS and other public health and social care services by: producing evidence-based guidance and advice for health, public health and social care practitioners; developing quality standards and performance metrics for those providing and commissioning health, public health and social care services; and providing a range of information services for commissioners, practitioners and managers across the spectrum of health and social care.
- **Community Pharmacy Wales (CPW)** represents Welsh based pharmacies who deliver NHS services in communities across Wales on behalf of Welsh Government and its agencies. CPW has been a key contributor to the development of the Choose Pharmacy project.

Regular CPW meetings (at least quarterly) take place with the Chief Pharmaceutical Officer and officials to discuss and negotiate the terms of the community pharmacy contractual framework in Wales.

- **WCPPE (The Welsh Centre for Pharmacy Professional Education)** is a specialist unit in Cardiff University that provides professional training for pharmacists through a main programme comprising of live events, distance learning and e learning. The HSS Group hold Bi annual meetings with WCPPE to discuss how they continue to deliver pharmacy training in Wales through on line and face to face courses, maintaining pharmacy

qualification records and are responsible for providing an accurate representation of Welsh Pharmacy Workforce. Pharmacy branch have biannual meetings with WCPPE to discuss how they continue to deliver pharmacy training in Wales through online and face to face courses, maintaining pharmacy qualification records and being responsible for providing an accurate representation of Welsh Pharmacy Workforce.

- The **British Medical Association (BMA)** is the representative and trade union body for Doctors nationally and locally. It has a Welsh branch, established in 1852 with 15 members and a dedicated secretariat and public affairs team. The Welsh Government engages with the BMA through a wide range of formal and informal channels. Formally, the BMA has 6 representatives on the Welsh Medical Committee, with each rep feeding views and information in from their own bespoke networks. More informally, specific policy divisions across HSS engage in their own spheres with members from each of the eight BMA Wales sub committees, which represent the different types of doctors from Medical students and staff, to specialists and consultants.
- The **Royal College of General Practitioners (RCGP)** is the professional membership body and guardian of standards for family doctors in the UK. The RCGP has a Wales branch and engages with the Welsh Government, Local Health Boards and other stakeholders. Formal representation is via the GP Committee for Wales (linked to the Welsh Medical Committee and the BMA) and the GP National Specialist Advisory Group (NSAG).
- The **Royal College of Radiologists (RCR)** is the professional body responsible for the specialties of Clinical Oncology and Clinical Radiology throughout the United Kingdom. The Standing Welsh Committee (SWC) represents the College in Wales and includes radiologists from each Health Board, and clinical oncologists working in the 3 Welsh Cancer Centres. The SWC meets 3 times a year, and has an annual meeting with the Chief Medical Officer and Chief Scientific Advisor for Health at which the officers of the RCR are present. The SWC has representatives on the Clinical Oncology sub Committee (COSC) and Medical Imaging sub-Committees (MISC) of WSAC as well as the faculty boards of the RCR in London.
- The **Academy of Medical Royal Colleges Wales** was established in 1999. It exists as a non statutory committee set up by Welsh Government in an advisory capacity. It comprises 18 Medical Royal Colleges and Faculties which meet with the Chief Medical Officer on a quarterly basis to provide a source of expert independent and impartial medical and dental advice and leadership in relation to the delivery of healthcare in Wales.
- The **Royal College of Physicians in Wales (RCP Wales)** has over 30,000 members worldwide, who work in hospitals and the community across 30 different medical specialties. With an emphasis on maintaining education and training for physicians, RCP also has some involvement in Welsh policy and engages with health boards, hospitals, specialist societies and other medical colleges.
- The **British Dental Association (BDA)** is the professional association and trade union for dentists in the United Kingdom. The BDA has a Welsh branch with a National Director for Wales. BDA Wales is consulted about proposed changes to legislation and policy e.g. amendments to the General Dental Services Regulations; and developing the National

Oral Health Plan for Wales. They are included in a number of working, steering and task and finish groups; e.g. new approaches to the delivery of NHS dental services in Wales; and arrangements for the inspection of dental practices. BDA are included in all relevant consultations. The Director meets the Chief Dental Officer and other officials on a regular basis throughout the year, including discussion about pay and expenses.

- The **Royal College of Midwives (RCM)** is the professional association for midwives in the UK, as well as being a trade union. It has a Welsh branch with a Director for Wales. The Director meets the Cabinet Secretary and Chief Nursing Officer (CNO) on a regular basis throughout the year. The RCM was a key stakeholder in the development of the Vision for Maternity Services (2012) and its subsequent implementation during 2013/14, this is due to be refreshed in 2017 and the RCM are key stakeholders. In 2016 the organisation provided professional advice to the stakeholder group developing a Clinical Supervision for Midwifery model and will remain on the implementation and evaluation group. Welsh Government are planning a joint partnership with the RCM to develop a Midwifery leadership programme in 2017/18 and a leadership think tank to develop a new strategy for prudent maternity services. The RCM is invited to provide evidence to support the 6 monthly maternity services performance board meetings which began in April 2013 whilst RCM also had a seat on the Welsh revalidation of nurses and midwives implementation group chaired by the CNO which ran until April 2016 on the future of midwifery supervision and post the regulator's decision to seek change to legislation.
- The **Royal College of Nurses (RCN)** is the leading professional association for nurses in the UK, as well as being a trade union. It has a Welsh Board with a Director for Wales. The Director meets the Cabinet Secretary, Director General and CNO on a regular basis throughout the year. RCN Wales contributes to public and professional consultations initiated by Welsh Government, e.g. the Health Professions Investment Review (2015). The Director RCN also has a seat on the Welsh Government Care Homes Steering Group sub group the Workforce Stream. RCN Wales holds an annual Nurse of the Year celebration every November, at which the CNO presents a Welsh Government sponsored award. The CNO also attends the UK national RCN Congress to speak to Welsh delegates to gauge issues faced by front line staff.
- The **Wales Council for Voluntary Action (WCVA)** is the representative body for the third sector in Wales. HSS Ministers meet with the WCVA twice a year at the Biannual Ministerial round table meeting. There is more specific HSS Group engagement on the Third Sector Partnership Council and through the Third Sector Departmental Action Plan. Specific third sector groups also sit on their associated Major Health Condition Implementation Groups. In addition, in 2015-16 and 2016-16 the WCVA, on behalf of the Health and Social Care Alliance of Alliances, was given £15,000 and £10,000 in grant funding respectively, in order to support implementation of the Social Services and Well-being (Wales) Act 2014. During this period it also sent representatives to both the National Social Services Partnership Forum and the National Social Services Leadership Group. As at the time of writing, the WCVA is represented on the National Partnership Board for Social Care, the successor to the National Social Services Partnership Forum and the National Social Services Leadership Group. In December 2016 the Cabinet Secretary wrote to third sector representatives to encourage more coordinated engagement between WG and the third sector, at official level and proposed quarterly meetings to create space for discussion on strategic priorities and to deliver a shared programme of action.

- The **Welsh Local Government Association Social Services Policy Group** (SSPG) exists as an advisory arm to the WLGA and is chaired by the WLGA's Political Spokesperson for Health and Social Services. Its membership consists of cabinet members from each local authority in Wales with a responsibility for social services. The Minister for Health and Social Services SSPG meets on an all Wales level biannually with the Group to discuss the implementation of Welsh Government policy for Social Services in Wales, as set out in *Sustainable Social Services for Wales: A framework for Action*.
- The **British Association of Social Workers Cymru** (BASW Cymru) is the professional organisation representing social workers in Wales, and an integral part of the British Association of Social Workers (BASW). Ministers launched the BASW Cymru Social Work Awards 2015 and 2016. In addition, a BASW Cymru representative sat on the Advisory Panel for the transition to Social Care Wales. Policy officials have also met with BASW Cymru members as part of an ongoing stakeholder engagement exercise to better understand the issues affecting their members directly.
- **Care Forum Wales** represents 450+ care homes, nursing homes and other independent health and social care providers across Wales with the chair and officers meeting Ministers and senior officials on a regular basis throughout the year. In 2015-16 Care Forum Wales was supported to engage with the Welsh Government on the Social Services and Wellbeing (Wales) Act 2014 and White Paper on the Regulation and Inspection of Social Care. Specifically, to further support engagement over the implementation of the Social Services and Well-being (Wales) Act 2014, the Welsh Government provided grant funding to Care Forum Wales of £15,000 in 2015-16 which enabled Care Forum Wales to contribute to the technical groups thus supporting development of the regulations, codes of practice and statutory guidance underpinning the Act and to produce and disseminate helpful information to its members on the Act. During this period it also represented the interests of independent providers of social care on both the National Social Services Partnership Forum and the National Social Services Leadership Group. As at the time of writing, Care Forum Wales is represented on the National Partnership Board for Social Care, the successor to the National Social Services Partnership Forum and the National Social Services Leadership Group.
- The **Association of Directors of Social Services Cymru** (ADSS Cymru) is the professional and strategic leadership organisation for local authority social services in Wales, major employers in the field of social care. It is composed of statutory Directors of Social Services, and the Heads of Service who support them in delivering social services responsibilities and accountabilities. Ministers, the Director General and Director of Social Services and Integration meet the ADSS Cymru regularly to discuss the implementation of Welsh Government policy for Social Services in Wales, as set out in *Sustainable Social Services for Wales: A framework for Action* and, now, in *Taking Wales Forward* and *Taking Social Care Forward*. In addition, in 2015-16 and 2016-17 the ADSS Cymru was given £200,000 and £150,000 respectively in grant funding in order to support implementation of the Social Services and Well-being (Wales) Act 2014.
- **ADSS Cymru** members were informally asked to provide comments upon the terms and conditions for the Social Care Workforce Grant that is designed to help the sector manage the implications of the National Living Wage. The informal consultation sought to ensure that the principles are proportionate and can deliver a clear evidence base that the funding has helped improve the terms and conditions of the workforce. Using the feedback provided, officials were able to ensure that the grant would secure evidence to

detail where the funds were used and clarify that they were used to meet the Welsh Ministers' objectives for the grant funding.

ACTIVITY – SPECIFIC HEALTH AND SOCIAL SERVICES GROUP ENGAGEMENT WITH BUSINESS AND INDUSTRY

Research & Development Division (R&DD) – formerly Department of Social Care and Health Research (DSCHR) and NISCHR

The DSCHR restructure took place in 2014/15, to realign research infrastructure to focus on investment in areas where Wales excels and is unique.

R&DD is the Welsh Government division responsible for setting policy direction for health and social care research in Wales. R&DD funds **Health and Care Research Wales**, a national, multi-faceted virtual organisation comprising several distinct elements.

Health and Care Research Wales supports and develops excellent research which has a positive impact on the health, wellbeing and prosperity of people in Wales and provides the infrastructure to support and increase R&D capacity. The infrastructure also allows a sharper focus on Wales' current and emerging areas of excellence. This research in turn supports the development of policy.

Prior to the restructure Health Research Wales provided information and support for life sciences' based companies wishing to undertake clinical research in Wales. As part of the NISCHR review, services previously delivered under the Health Research Wales brand are now delivered within the Health and Care Research Wales infrastructure.

This change builds on the successful work already achieved through the industry stream of Health Research Wales and incorporates the same excellent functions and service provision that industry stakeholders have come to expect. Health and Care Research Wales is supported by a senior industry manager who works with NHS R&D organisations to promote Wales as a destination for clinical research. This work includes a single approach for the UK wide coordination of expressions of interest from international global pharmaceutical and Clinical Research Organisations which will increase opportunities for patients in Wales to participate in global drug discovery programmes.

- **Genomics for Precision Medicine Strategy.** The Genomics taskforce engaged with a wide range of partners during the development of the Genomics for Precision Medicine Strategy. This included **AstraZeneca, Bristol Myers-Squibb, ABPI Cymru Wales, Intel Corporation, Genetic Alliance UK, MSD, Roche Diagnostics, GlaxoSmithKline, Nantworks and Genomics PLC**, to ensure that the Strategy was informed by the widest possible range of stakeholders from the earliest stages of the process.
- The membership for the **Joint Welsh Consultants Contracts Committee (JWCCC)** includes Welsh Government officials, NHS employers and representatives from the BMA. The purpose of the JWCCC is to systematically review the Amendment to the National Consultant Contract in Wales and its implementation to date and to provide agreed

definitive guidance to all parties on the interpretation of the Amendment, any JWCCC agreements flowing therefrom and their future implementation. Meeting on a quarterly basis to discuss relevant issues affecting the consultant contract in Wales, it has previously met to discuss arrangements around changing the mileage rate for medical and dental staff and a mechanism for updating the 2003 Wales medical and dental handbook. It has also been used as a mechanism of positively engaging with a trade union that represents the whole medical and dental workforce - keeping in touch with the medical and dental workforce and providing information and advice on policies or changes that are likely to affect medical and dental staff and vital that a positive relationship is formed with the BMA to ensure the medical and dental workforce in Wales are fully represented and have a voice on changes that are made to their terms and conditions.

- **Promoting NHS Wales and Industry collaboration** – Healthcare Innovation officials have supported engagement between NHS Wales and a number of industry partners and are developing an NHS Wales Industry Engagement Framework which would establish general principles and terms of engagement for working with industry. Dr Andrew Goodall has also personally championed NHS/industry projects and has made public statements about NHS Wales working more closely with industry at numerous public events such as **BioWales** and the **NHS Connects conference**. Officials have developed and delivered new industry engagement platform initiatives, such as the **Bevan Health Technology Exemplars** programme delivered by the Bevan Academy, which backfills the time of clinicians to work with industry partners to trial new, innovative health technologies.
- NHS / industry engagement is also included in refreshed criteria for **University Health Board** status, and this was further promoted through the first triennial review of University Health Board activity, which was undertaken in 2016. Increased engagement with external partners, including industry, is further supported through the innovation enabler sections of **NHS Wales Integrated Medium Term Plans**.
- A cross-department **Life Sciences and Health Officials Group** meets bi monthly to share information and to align policy across government. This group is chaired by a senior health official but includes strong representation from the economy department, including Life Sciences, Innovation and Chief Scientific Adviser.
- As part of the ongoing commitment to industry, HSS Group continues to work in a number of spheres with **MediWales** the forum representatives of the life sciences sector in Wales and with **ABPI Cymru Wales**. The work undertaken has helped to develop policy and built on and improved the research and innovation landscape for companies which they represent. MediWales hosted a number of events over 2015/16 which supported policy aims to drive increased engagement between NHS Wales and industry, including a new annual event titled “MediWales Connects” which is solely focused on NHS-industry engagement.
- The HSS Group holds full membership of **Life Sciences Hub Wales** and has held numerous health themed events on its premises, from policy specific meetings to industry visits to NHS Wales CEO meetings. All NHS Wales organisations are members of the Life Sciences Hub Wales.

- **The Welsh Therapies Advisory Committee (WTAC)** is currently working on advice to Welsh Government on the role of therapies in primary care which covers both the public and private sector contracted professions and how they can engage with General Practice to delivery population need based clinical services through the primary care clusters. Examples of recent policy reports include 'The contribution of physiotherapy to community service provision' and the 'Health and social care occupational therapy progress report in respect of the development of integrated services'. Welsh Government is represented on WTAC through policy leads and committee secretariat.
- **Care Forum Wales** represents 450+ care homes, nursing homes and other independent health and social care providers across Wales with the chair and officers meeting the Minister for Health and Social Services and senior officials on a regular basis throughout the year. Care Forum Wales has been supported to engage with the Welsh Government on the Social Services and Wellbeing (Wales) Act 2014 and White Paper on the Regulation and Inspection of Social Care. The Forum represents the interests of independent providers of social care in the National Social Services Partnership Forum, chaired by Gwenda Thomas AM, formerly the Deputy Minister for Social Services. To further support engagement over the implementation of the Social Services and Well-being (Wales) Act 2014, the Welsh Government has also provided grant funding to Care Forum Wales of £10,000 in 2014-15 which enabled Care Forum Wales to contribute to the technical groups thus supporting development of the regulations, codes of practice and statutory guidance underpinning the Act and to produce and disseminate helpful information to its members on the Act.
- To reinforce the consultation underway on tranche 1 of the implementation of the Social Services and Well-being (Wales) Act, the Minister for Health and Social Services attended a meeting the **UNISON Social Services Forum** and discussed the implications of the Act for the social services workforce.
- Another example is the engagement with the alcohol industry through the **Welsh Government Alcohol Industry Network (WGAIN)** which was established primarily to support Welsh drink retailers to play their part in helping the alcohol industry to deliver on the Public Health Responsibility Deal Pledges. The network is also a forum where Government and the Industry can exchange information and work together to address alcohol related harm.
- The **Care Home Steering Group** was established in 2015 to look at the immediate issues around a number of care home closures and to develop the Welsh Care Home sector into one that is fit for purpose in the 21st Century and supports those needing care to live in the manner they choose, with the support they need. It is supported by a number of workstreams and contains membership from within Welsh Government, health boards, local authorities, care providers including **Care Forum Wales** and the third sector. Over the past year the HSS Group has implemented various recommendations of the Older People's Commissioner's Care Home Review. It has, for example, issued best practice guidance for providers and recently tasked the National Commissioning Board with analysing the care home market. The Steering Group is now undertaking work to establish robust methodologies for residential care fee levels. This will help local authorities and health boards to determine the balance between demand and supply for services and the appropriate fees to ensure providers can deliver high quality care.

- The nine Welsh **Major Health Condition implementation groups** are NHS 'owned' and accountable (via their Chairs) to the Chief Executive of NHS Wales. Each group is NHS run and any policy on co-operating with the social partners and measures to support this; arrangements for effective dialogue and consultation with social partners; and arrangements for reviewing the implementation of the Welsh Ministers' Business Scheme are determined by the Chair and members of the groups rather than the Welsh Government.

ACTIVITY – LEGISLATIVE PROCESS

Public Health (Wales) Act 2017

Introduced to the National Assembly for Wales on 8 November 2016

The Public Health (Wales) Bill was introduced into the National Assembly for Wales on 8 November 2016.

The Bill comprised provisions in a number of discrete public health policy areas, including tobacco and nicotine products, the regulation of special procedures such as body piercing and tattooing, health impact assessments, pharmaceutical services and the planning of provision for toilets for public use.

The Health, Social Care and Sport Committee undertook an enquiry in to the general principles of the Public Health (Wales) Bill during November and December 2016 at Stage 1. Written evidence submitted included responses from organisations representing different business interests, such as Japan Tobacco International and the National Federation of Retail Newsagents and Association of Convenience Stores. Interest from business representatives in the legislation has primarily focused on the provisions to establish a national register of retailers of tobacco and nicotine products in Wales.

Regulation and Inspection of Social Care (Wales) Bill

Timeframe: Stage 2 of Bill submitted on 14th July passing Stage 1 of legislative scrutiny process of National Assembly for Wales and expected to receive Royal Assent in late December 2015/ early 2016.

During the development of the policy for the White Paper and Draft Bill, the Policy/Bill team held a series of consultation events and technical workshops with stakeholders including, including **Care Forum Wales, UK Homecare Association** (UKHCA - representing over 2,000 home care providers from the independent, voluntary, not-for-profit and statutory sectors across the UK) and a number of businesses (including **HC One Healthcare, Glasallt Fawr, Perthyn, Linc Cymru, Afon Goch Children's Homes Ltd, Highbury Care Services, Integra Community Living Options, Quarry Hall Care Home, Bluebird Care (Newport), ND Care and Support, Ludlow Strett Healthcare, Tros Gynnal Plant, Steddy Ltd, Leonard Cheshire Care Homes and Michael Phillips Care Agency Ltd**).

Implementation of the Regulation and Inspection of Social Care (Wales) Act 2016

During this period a number of draft Regulations within phase one of implementation were publicly consulted upon between 28 June and 20 September 2016. These included proposals intended to: achieve a new system of workforce regulation under the Act (to be operated by Social Care Wales from April 2017); put in place some of the key processes underpinning a new system of service regulation under the Act (to be operated by the Care and Social Services Inspectorate Wales from April 2018) and to test a definition of regulated advocacy services for the purposes of the Act.

As part of this exercise, officials notified relevant stakeholders of the proposals and held two national consultation events to help inform and encourage responses. These events were attended by representatives from a wide range of public, private, third and voluntary sector organisations with an interest in the provision of social care. In turn consultation responses were received from, amongst others, the Care Council for Wales (now renamed Social Care Wales), British Association of Social Workers, Care Forum Wales and UK Homecare Association (UKHCA - representing over 2,000 home care providers from the independent, voluntary, not-for-profit and statutory sectors across the UK). Representative responses were also submitted by Flintshire County Borough Council on behalf of 19 care home providers and 16 domiciliary care providers in their area.

Also during this period, in autumn 2016, a series of technical group meetings were held to support the development of draft Regulations within phase two of implementation. These draft regulations – out to consultation, from 2 May to 25 July 2017 – place requirements on service providers (and Responsible Individuals) of the Regulated Services within phase two, namely, adults' and children's residential care; adults' and children's domiciliary care and Residential Family Centres. Service providers will be registered, and subsequently inspected, against these requirements by CSSIW from April 2018. Those organisations that participated in the technical groups included representative bodies and private companies, including , the Care Council for Wales (now renamed Social Care Wales), British Association of Social Workers, Care Forum Wales, UKHCA, UNISON, Integra Community Living; Bethel Healthcare; Dewis Centre for Independent Living and HC One.

In addition during this time private service providers across the residential and domiciliary care sectors have also been contacted, and many have been engaged in events held, by the inspectorate as part of its implementation activity connected with the Act.

Recently, in drafting the regulations around delineation of travel time and zero hours contracts, officials met with representatives of the **UK Home Care Association** (UKHCA) and **Unison** to discuss the policy direction and seek their views; this helped officials to formulate policy and informed draft regulations currently out to consultation. Similar engagement with sector representatives, through technical groups, took place in relation to proposals on service regulation requirements and informed the draft regulations currently out to consultation in this area.

During the reporting period, HSS officials undertook stakeholder meetings with **UKHCA** as part of a Welsh Government consultation on issues affecting domiciliary care recruitment and retention. **Care Forum Wales**, **UKHCA** and **Unison** were all involved in the consultation and all provided formal responses which were considered as part of the analysis of the responses.

ACTIVITY – POLICY DEVELOPMENT

The **Ministerial Taskforce on the Primary Care Workforce** is responsible for overseeing the First Minister's commitment to '*bring forward plans to recruit and train additional GPs and primary care professionals*'. The taskforce includes representation from the Royal College of General Practitioners, GPC Wales (BMA), Royal College of Nursing, Chartered Society of Physiotherapy and the Royal College of Occupational Therapists.

Public Health

The Public Health division routinely seeks views from business organisations and social partners when consulting on new legislation. For example, the team responsible for the Food Hygiene Rating (Wales) Act and Regulations sought views from representatives of the food industry in relation to a consultation on draft food hygiene regulations, including direct communication with over 2500 takeaway businesses in Wales. Industry representatives who responded included **Sainsbury's PLC, Federation of Small Businesses, Wales Tourism Alliance, Welsh Retail Consortium** as well as a number of small food business owners. The draft regulations were revised on the basis of some of the responses from the food industry, and will be subject to a further consultation later in 2015.

The **Healthy Working Wales (HWW)** range of programmes are funded by Welsh Government and delivered by Public Health Wales. These programmes aim to improve health and well-being at work, reduce the impact of ill health at work, including mental health, and encourage early intervention to rehabilitate those who have become ill or injured, through work with employers, health professionals and individuals. Employers are able to access support and advice to develop health, well-being and safety initiatives in the workplace, through the Corporate Health Standard and Small Workplace Health Award, across all risk behaviours (*for example* alcohol, physical activity, nutrition and smoking) and aims to reduce both mental and musculoskeletal disorders.

Support offered through Healthy Working Wales has been extended to include the In-Work Support service through European Social Fund monies in the 2014-2020 programme. In-Work Support provides rapid access to early, work-focussed interventions, including physiotherapy, psychological therapy and occupational therapy aimed at helping employees on, or at risk of, a long-term sickness absence to remain in work, or to return to work sooner than would be possible without the intervention.

The operation is delivered in partnership with Rhyl City Strategy (Social Enterprise) and ABMU HB and supported:

- **4232** people with work limiting health conditions
- **525** enterprises
- Workplaces through **130** workplace programmes.

Employment Practices & Development, Workforce and Organisational Development

A number of groups contribute towards to developing and shaping workforce policies on a national, regional and local level. The **Welsh Partnership Forum (WPF)** is a key group and provides strategy leadership on partnership working between employers and employee representatives as well as being involved in all aspects of strategic implementation including; planning; education; recruitment; retention; development and support of NHS Wales' staff. WPF also commissions the development of all Wales policies where there is discretion to do so within the UK Agenda of Change agreement and has previously developed the following policies - Dignity at Work, Raising Concerns, Special Leave, Recruitment & Retention Payment Protocol, Reserve Forces Training & Mobilisation, Secondment, Capability, Sickness Absence, Grievance, Employment Break, Pay Progression for Agenda for Change staff, Disciplinary Policy (for non-medical and non-dental employees) Organisational Change and Use of Settlement Agreements and Confidentiality Clauses. Once approved, the expectation is for health boards and trusts in Wales to adopt and operate these policies of work and subject to periodic review or development.

Planned Care Programme

The Planned Care Programme through its structure of a National Programme Board and Clinically led speciality Boards engage with a range of partners including **Health boards, NSAG leads, clinical leads, Royal College of Surgeons, British Medical Association, Community Health Councils, third sector organisations and patient representatives** to ensure that the policies and plans being developed for the **Planned Care Programme** are informed by the widest possible stakeholder grouping and enables best practice and the latest information to be incorporated into current thinking.

DHSS Capital, Estates and Facilities. The Designed for Life: Building for Wales Framework is NHS Wales' construction procurement and delivery framework for major capital projects. This framework has been in operation since 2006 and is based on three fundamental principles of integrated supply chains, collaborative working, and continual improvement. The NHS in Wales and the Welsh construction industry were consulted prior to commencement of the procurement process. The NHS ProCure 21 process standardises the procurement of healthcare facilities through developing long term relationships with carefully selected supply chains which have the capability to work with NHS clients from the earliest stages of a scheme through to delivery of completed healthcare facilities.

ACTIVITY – CONSULTATIONS

Health and Social Services consultations taking place between October 2015 and December 2016.

22 Health and Social Services Group Consultations were undertaken during or overlapping this time period:

- CONSULTATION ON THE REFRESHED AUTISTIC SPECTRUM DISORDER STRATEGIC ACTION PLAN – 1 DECEMBER 2016

- PHASE 1 IMPLEMENTATION OF THE REGULATION AND INSPECTION OF SOCIAL CARE (WALES) ACT 2016 – 22 NOVEMBER 2016
- DOMICILIARY CARE WORKFORCE – 17 NOVEMBER 2016
- DRAFT PUBLIC HEALTH (MINIMUM PRICE FOR ALCOHOL) BILL – 9 NOVEMBER 2016
- WELSH LANGUAGE STANDARDS – IMPROVING SERVICES FOR WELSH SPEAKERS WITHIN THE HEALTH SECTOR – 15 OCTOBER 2016
- IMPLEMENTATION OF THE SOCIAL SERVICES AND WELL-BEING (WALES) ACT 2014-CONSULTATION ON THE CODE OF PRACTICE IN RELATION TO PART 10 (COMPLAINTS, REPRESENTATIONS AND ADVOCACY SERVICES) OF THE ACT – 12 OCTOBER 2016
- IMPLEMENTATION OF THE SOCIAL SERVICES AND WELL-BEING (WALES) ACT 2014-CONSULTATION ON THE REGULATIONS AND STATUTORY GUIDANCE IN RELATION TO PART 9 (CO-OPERATION AND PARTNERSHIP) OF THE ACT – 12 OCTOBER 2016
- IMPLEMENTATION OF THE SOCIAL SERVICES AND WELL-BEING (WALES) ACT 2014-CONSULTATION ON THE REGULATIONS AND CODE OF PRACTICE IN RELATION TO PART 6 (LOOKED AFTER AND ACCOMMODATED CHILDREN) OF THE ACT – 12 OCTOBER 2016
- IMPLEMENTATION OF THE SOCIAL SERVICES AND WELL-BEING (WALES) ACT 2014-CONSULTATION ON THE REGULATIONS AND CODE OF PRACTICE IN RELATION TO PART 3 (ASSESSMENT) AND PART 4 (MEETING NEEDS) – 12 OCTOBER 2016
- A FRAMEWORK FOR MANAGING THE NIGHT TIME ECONOMY IN WALES – 12 OCTOBER 2016
- IMPLEMENTATION OF THE SOCIAL SERVICES AND WELL-BEING (WALES) ACT 2014-CONSULTATION ON THE REGULATIONS AND CODE OF PRACTICE IN RELATION TO PART 2 OF THE ACT – 11 OCTOBER 2016
- AMENDMENT TO VELINDRE NHS TRUST (ESTABLISHMENT) ORDER 1993, AND (2) PROPOSED NEW REGULATIONS TO ESTABLISH A SHARED SERVICES COMMITTEE OF VELINDRE NHS TRUST – 11 OCTOBER 2016
- PROPOSALS TO AMEND THE NON-EXECUTIVE DIRECTOR ELIGIBILITY CRITERIA ON THE PUBLIC HEALTH WALES NHS TRUST BOARD – 5 OCTOBER 2016
- CODE OF PRACTICE ON THE ROLE OF THE DIRECTOR OF SOCIAL SERVICES UNDER PART 8 OF THE SOCIAL SERVICES AND WELL-BEING (WALES) 2014 ACT – 5 OCTOBER 2016
- REVISION OF THE MENTAL HEALTH ACT 1983 CODE OF PRACTICE FOR WALES – 5 OCTOBER 2016

- CARE AND SUPPORT (BUSINESS FAILURE) (WALES) REGULATIONS 2015 AND THE CARE AND SUPPORT (PROVISION OF HEALTH SERVICES) (WALES) REGULATIONS 2015, STEMMING FROM THE SOCIAL SERVICES AND WELL-BEING (WALES) ACT 2014 – 5 OCTOBER 2016
- IMPLEMENTATION OF THE SOCIAL SERVICES AND WELL-BEING (WALES) ACT 2014 - CONSULTATION ON THE REGULATIONS AND CODE OF PRACTICE IN RELATION TO PART 11 OF THE ACT – 3 OCTOBER 2016
- IMPLEMENTATION OF THE SOCIAL SERVICES AND WELL-BEING (WALES) ACT 2014- CONSULTATION ON THE REGULATIONS AND STATUTORY GUIDANCE IN RELATION TO PART 7 (SAFEGUARDING) OF THE ACT – 3 OCTOBER 2016
- IMPLEMENTATION OF THE SOCIAL SERVICES AND WELL-BEING (WALES) ACT 2014- CONSULTATION ON THE REGULATIONS AND CODE OF PRACTICE IN RELATION TO PART 5 (CHARGING AND FINANCIAL ASSESSMENT) OF THE ACT – 3 OCTOBER 2016
- DRAFT GUIDELINES FOR LOCAL AUTHORITY COUNSELLING SERVICES AND CHILDREN AND ADOLESCENT MENTAL HEALTH SERVICES (CAHMS) ON COLLABORATIVE WORKING – 28 SEPTEMBER 2016
- GREEN PAPER: OUR HEALTH, OUR HEALTH SERVICE – 13 SEPTEMBER 2016
- CONSULTATION ON REFORMS TO DEATH CERTIFICATION – 14 JUNE 2016
- CONSULTATION ON TOGETHER FOR MENTAL HEALTH DELIVERY PLAN 2016- 2019 – 3 APRIL 2016

The Green Paper – Our Health, Our Health Service

By undertaking a number of consultations, this sets out current systems which support quality and governance in the NHS in Wales and aimed to seek views on to improve, including the possible use of legislation by way of revisiting the current organisational and governance structures following the last major health reforms of 2009. The paper also informs the public debate on the role of Healthcare Inspectorate Wales, leadership in the Welsh NHS and the role of patient feedback with consultation ending 20th November 2015.

Planned Care Programme

As part of the wider consultation developing speciality implementation plans, key alliances through consultation has played an important role in ensuring the views of the public, staff and stakeholders have been supported in their involvement and contribution to discussions about planned care sustainability:

In addition to some of the key alliances highlighted below and the on-going engagement activities undertaken by the programme and speciality boards, there are two specific boards that are established to support the delivery of the implementation plans such as PROMs, PREMs and Efficiency project and Outpatients programme.

- Co- Production Wales
- NHS Benchmarking Network project
- QuEST programme NHS Scotland
- British Airways Maintenance Cardiff (BAMC)
- Royal College of Surgeons
- Cardiff School of Medicine
- Royal College of Physicians
- Patient Activation Measure
- Specialist Orthopaedic Alliance (SOA)
- Healthcare communications
- Professor Richard Osborne and team at Deakin University in Australia
- Patient Knows Best
- Cross Party Group for skin and eyes
- Skin Care Cymru
- Cardiff University
- Public Health Wales
- 1000 lives