From: (Redacted)
Sent: 26 January 2018 11:51
To: (Redacted)
Subject: RE: First Minister's Question

HI (Redacted) ,

Please find our responses in red below.

Many Thanks
(Redacted)

From: (Redacted)
Sent: 26 January 2018 09:54
To: (Redacted)
Subject: First Minister's Question
Importance: High

Hi (Redacted)

As discussed, these are the points we need to pick up this morning for the First Minister's Question:

1. The question is from Adam Price AM. What conversations took place with Adam locally in briefing him on the Transforming Clinical Services Programme?

Adam Price attended a meeting on 3rd April with Steve Moore ((Redacted) took notes)
We invited Adam Price to a meeting on 30th August with other Plaid Cymru AM/MPs, only Ben Lake could attend, so we cancelled the meeting. Steve and Bernadine Rees met with Ben Lake MP on 21 August 2017 as part of an introductory meeting in which they raised the issue of TCS/TMHS.
A TCS Update was sent to Adam Price (along with all other AM and MPs) by e-mail on Friday 8th December and we didn't hear back from him – the e-mail invited him to approach us with any concerns.
We sent a follow up e-mail up on 8th January, offering him to visit and see the engine room in action – he did not respond to this offer either.
We offered a call with Adam Price on 23rd January, but this was declined.

2. We have just seen a Tweet on the Hywel Dda account from yesterday which stated:

   "Chair says she will call a reference group with reps invited across political parties and county elected members to regularly update on transformation work, alongside working with @HywelDdaCHC to continue talking to general public"

Is there any further detail on this please?

The meeting will take place on a monthly basis and invitations will be sent to all Hywel Dda AMs, MPs and elected council members (leaders or portfolio holders). The purpose is to

maintain open communication and be a forum for discussion. ToR are being finalised in the next week.

3. Could we have a few points on the specific workforce issues which Hywel Dda is currently facing, and the success it has recently had with recruitment.

- Despite best efforts Hywel Dda Health Board continues to experience staffing pressures particularly relating to medical and nursing vacancies. These are particularly more acute in Pembrokeshire and Ceredigion however Carmarthenshire is also impacted.
- The HB has this week been advised that due to the number of applications for Certificates of Sponsorship across the UK have risen dramatically the Border agency have decided to increase the salary level for applications from £35k to £55k meaning any doctors we were planning to recruit into our vacant junior and middle grade posts are likely to be rejected. We are currently assessing the impact of this on our current recruitment and whilst we think for the posts offered now will be ok (as we've already applied) it will have an impact on us moving forward.

In terms of success:-

- The HB has made 40 medical appointments between October & December 17 these being
  - Consultants – 3 for PPH, 4 for GGH (including 1 paeds), 3 GPs (which included 2 MacMillan) but regrettably there were none for WGH or BGH.
  - Middle grades – 3 PPH, 17 GGH (3 paeds), 2 WGH and 5 BGH (1 paeds)
- There were 90 newly qualified nurses who joined us during 2017 and offers made to date indicate 105 newly qualified nurses joining us during 2018, these nurses now work in
  - 16 PPH
  - 27 GGH
  - 5 BGH
  - 11 WGH
  - 18 MHLD
  - 6 Community
  - 7 Paeds
- We have a student nurse open day scheduled for Saturday 3rd February with 107 nursing students registered to attend – these will be nurses qualifying during 2019 who are interested in working with our Health Board
- The HB continues to use new methods to advertise hard to fill vacancies, and this is in line with our national #trainworklive campaign, our methods include social media, specific geography targeted campaigns (nationally & internationally) as well as the development and utilisation of videos, testimonials and internet sites.

Sorry, but I'm going to need these asap please.

Thanks.
(Redacted)

(Redacted)
Y Grŵp Iechyd a Gwasanaethau Cymdeithasol / Health and Social Services Group
Llywodraeth Cymru / Welsh Government
Ffôn / Tel: (Redacted)
(Redacted)/ (Redacted)