



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

Ymgynghoriad Gwella Rhestrau Rota Optimisation Consultation

Annwyl Gydweithwyr,

Diolch i bawb a gymerodd ran yn yr ymgynghoriad diweddar ar newidiadau arfaethedig i shifftiau yn yr Uwch Adran Gofal Eilaidd, Uwch Adran Merched, Paediatreg ac Ysbytai Cymuned, gyda'r nod o safoni patrymau shifft a sicrhau cyfnodau egwyl priodol. Mae eich adborth wedi bod yn werthfawr iawn i benderfynu ar y ffordd orau o gyflawni'r newidiadau oedd eu hangen. O ganlyniad, rydym wedi gwneud nifer o newidiadau ac wedi cynnwys nifer o fesurau i sicrhau bod effaith y newidiadau hyn yn bositif, ac yn adlewyrchu anghenion gwahanol ein gwasanaethau ac unigolion.

Penderfynwyd symud ymlaen i roi'r newid ar waith ym mis Ionawr 2020 i roi digon o amser i roi rhai o'r mesurau hyn ar waith, i brofi'r broses adrodd ar eithriadau a rhoi amser i gael sgysiau unigol gyda'ch rheolwyr os oes angen. Mae hyn hefyd yn rhoi amser i'n timau adeiladu'r rhestrau ar sail 12 wythnos.

Dear Colleagues

Many thanks to everyone who participated in the recent consultation regarding proposed changes to shifts within Secondary Care Division, Women's Division, Paediatrics and Community Hospitals, which was aimed at standardising shift patterns and ensuring adequate breaks. Your feedback has been really valuable in determining how best to achieve the improvements needed. As a result we have made a number of changes and included a number of measures to ensure the impact of these changes is positive, reflecting the different needs of our services and of individuals.

The decision has been taken to proceed with implementation in January 2020 to provide enough time to implement some of these measures, to test the exception reporting process and provide time for individual conversations to take place with your managers if needed. This also gives our teams time to build the rosters on a 12 week basis.

Mae'r ymateb llawn i'r
Ymgynghoriad a'r Asesiad Effaith
ar Gydraddoldeb ynghlwm a
byddant yn cael eu cyhoeddi ar y
wefan yn nes ymlaen heddiw.
Hefyd, er mwyn eglurder llwyr,
bydd adroddiad a gyflwynwyd i'r
Pwyllgor Cyllid a Pherfformiad
hefyd ar gael ar y wefan.

Gill Harris
Dirprwy Prif Weithredwr /
Cyfarwyddwr Gweithredol Nyrsio
a Bydwreigiaeth

Sue Green
Cyfarwyddwr Gweithredol
Gweithlu a Datblygiad Sefydliadol

The full response to the
Consultation and Equality Impact
Assessment are attached and will
be published on the website later
today. In addition, for absolute
transparency, a report submitted
to the Finance and Performance
Committee will also be available
on the website.

Gill Harris
Deputy Chief Executive /
Executive Director of Nursing and
Midwifery

Sue Green
Executive Director of Workforce
and Organisational Development
