

**From:** Gary Doherty (BCUHB - Corporate Office) <Gary.Doherty@wales.nhs.uk>  
**Sent:** 13 September 2019 17:21  
**To:** Rees, Sioned (HSS - Mental Health, NHS Governance & Corporate Se <Sioned.Rees@gov.wales>  
**Cc:** Renne Evans (BCUHB - Corporate Office) <Renne.Evans@wales.nhs.uk>  
**Subject:** RE: CE19-1694 - Plaid Cymru Debate

Hi Sioned

Sorry about the delay. Please find below a suggested line to take. I was hoping to strengthen with a reference to the position in other HBs but when I have asked for evidence/formal confirmation as to the position in the rest of Wales I have only had firm confirmation that [REDACTED] do it as we are proposing. Apparently [REDACTED] and [REDACTED] currently do use 1 hour break in long shifts but maybe not in all areas, [REDACTED] don't do it and we can't get a reply out of [REDACTED].

Hope this helps

Cheers

Gary

The Health Board is currently undertaking a review of nursing rotas to take account of the nurse staffing act, to ensure that staff take adequate breaks and to ensure the most effective utilisation of our staff (both from a patient care and a financial perspective). This proposal seeks to standardise shift patterns, handover durations, and break durations, across all divisions. We are particularly keen that our staff when working long shifts get a 1 hour break, as adequate breaks protect the health and safety of the staff member. This also allows them to return to their duties better able to concentrate on our patients, making our wards safer.

BCUHB management are committed to holding meaningful consultations and carefully considering all feedback. The consultation document has been made widely available to the organisation and there has been extensive Trade Union engagement. The consultation period has been extended at the request of Trade Union partners, to ensure adequate time for all impacted staff to access the information and input to the process. The document provides the aims and purpose for the consultation, which includes the need to ensure all staff receive their break allocation. The shift design being proposed is envisaged to provide optimal shift patterns, handover period and breaks to support staff and provide optimal care to patients.

BCUHB management have been considering all feedback as it has been received during the consultation period. The final decision over implementation will be made after careful consideration of all input received during consultation.

Gary Doherty  
**Prif Weithredwr/Chief Executive**

#helofy enw i ydy... #hello my name is...

**Bwrdd Iechyd Prifysgol Betsi Cadwaladr • Betsi Cadwaladr University Health Board**

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**From:** [Sioned.Rees@gov.wales](mailto:Sioned.Rees@gov.wales) [<mailto:Sioned.Rees@gov.wales>]

**Sent:** 12 September 2019 19:36

**To:** Gary Doherty (BCUHB - Corporate Office) <[Gary.Doherty@wales.nhs.uk](mailto:Gary.Doherty@wales.nhs.uk)>

**Subject:** CE19-1694 - Plaid Cymru Debate

Gary

As discussed earlier. Please find below the motion for the debate tabled by Plaid Cymru. If you could provide more detailed information including recent engagement with trade unions and staff tomorrow, it would be appreciated.

***NDM7138 Rhun ap Iorwerth (Ynys Môn)***

*To propose that the National Assembly for Wales:*

- 1. Regrets Betsi Cadwaladr University Health Board's proposals to extend nursing shifts without pay for more than 4,000 nurses and health care support workers.*
- 2. Fears the loss of goodwill among staff who already regularly work through their breaks or are on call on their wards or units.*
- 3. Calls on the Welsh Government to protect frontline workers' pay and conditions within the NHS by ensuring that this regressive proposal is scrapped.*

Regards

Sioned

Sioned Rees

Iechyd a Gwasanaethau Cymdeithasol/ Health & Social Services

Llywodraeth Cymru/Welsh Government

Ffôn/Tel: 0300 062 5275



Sganiwyd y neges hon am bob feirws hysbys wrth iddi adael Llywodraeth Cymru. Mae Llywodraeth Cymru yn cymryd o ddifrif yr angen i ddiogelu eich data. Os cysylltwch â Llywodraeth Cymru, mae ein [hysbysiad preifatrwydd](#) yn esbonio sut rydym yn defnyddio eich gwybodaeth a sut rydym yn diogelu eich preifatrwydd. Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn anfon ateb yn Gymraeg i ohebiaeth a dderbynnir yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi. On leaving the Welsh Government this email was scanned for all known viruses. The Welsh Government takes the protection of your data seriously. If you contact the Welsh Government then our [Privacy Notice](#) explains how we use your information and the ways in which we protect your privacy. We welcome receiving

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