

**Health and Social Services Group
Welsh Government**

Integrated Quality, Planning and Delivery
Meeting minutes
12 March 2024

Swansea Bay University Health Board



Llywodraeth Cymru
Welsh Government

1. The minutes of the last meeting held on 20 February were agreed, outstanding actions were addressed during the meeting.

2. Maternity and Neonatal

The health board had been successful in recruiting additional staff over the last 12 months and were looking to over establish to allow for sick and maternity leave cover. For neonatal, there is a significant gap at band 6 with nine vacancies. The health board has trained and recruited internal staff with four band 5's ready to progress through to band 6. The health board reported there will be 10 whole time equivalents on maternity leave by the middle of April. Overseas recruitment continues with 17 whole time equivalents recruited so far.

Action: Health board to confirm their management plan in response to the neonatal vacancies and the maternity leave cover

In response to a query about maternity support workers, the health board reported they were looking to recruit more. Following the recruitment taking place in the next few months the senior clinical leadership team should be stabilised including the appointment of head of midwifery services.

Conversations with the health board with Q&S assurance teams have highlighted the need to evidence the staff experience and cultural survey measures and it would be beneficial to see that come through in the IQPD slides.

Action: Health board to include staff experience results in slide pack for future IQPDs.

It was noted that there is a need for the health board to capture the experience of families and users in the investigation process. This is an action for all health boards. There is further work required to mature the systemic capture of user experiences building on the use of CIVICA and the friends and family feedback.

The health board is supportive of the Digital Maternity Programme and have appointed a digital midwife. The health board is providing comments back on the OBC currently outlining concerns on the cost and timescales of the programme.

A wider discussion on maternity and neonatal services takes place at the enhanced monitoring meeting.