



Agenda

11:00 - 11:25

25 min

1. MATERION RHAGARWEINIOL

00 - Board Agenda (Open) 270521-en-cy-C.docx cym.pdf (2 pages)

1.1. Croeso a Chyflwyniad

Cyflwynydd: Cadeirydd - Llafar

1.2. Ymddiheuriadau am Absenoldeb

Cyflwynydd: Cadeirydd/Llafar

1.3. Datgan buddiannau

Cyflwynydd: Cadeirydd/Llafar

1.4. Cofnodion Drafft cyfarfod y Bwrdd a gynhaliwyd ar 25Mawrth 2021

Cyflwynydd: Cadeirydd/Atodiad

1.4 - FINAL March Minutes_2021-03-25 (Open)_cym.pdf (11 pages)

1.5. Cofnod Gweithredu o gyfarfod y Bwrdd a gynhaliwyd ar 25Mawrth 2021

Cyflwynydd: Cadeirydd/Atodiad

1.5 - FINAL Board Actions (Open) March 2021-en-cy-C.docx cym.pdf (2 pages)

1.6. Materion sy'n codi

Cyflwynydd: Cadeirydd/Llafar

11:25 - 11:45

20 min

2. ADRODDIADAU'R CADEIRYDD A'R PRIFWEITHREDWR

2.1. Adroddiad y Cadeirydd

Cyflwynydd: Cadeirydd/ Atodiad

2.1 Chairman's Report 27.5.21.pdf (5 pages)

2.2. Adroddiad y Prif Weithredwr

Cyflwynydd: Prif Weithredwr/ Atodiad

2.2 - CEO Report May 2021. (F)-en-cy-C.docx cym.pdf (6 pages)

11:45 - 12:15

30 min

3. MATERION STRATEGOL

3.1. Y wybodaeth ddiweddaraf am Faterion Addysg Broffesiynollechyd

English, Catherine
05/28/2021 09:17:57

3.2. Y wybodaeth ddiweddaraf am Rôl AaGIC mewn ArwainRhaglenni Cenedlaethol

 3.2 Update on HEIW's Role in Leading National Programmes cym.pdf (9 pages)

12:15 - 12:55
40 min

4. LLYWODRAETHU, PERFFORMIAD A SICRWYDD

4.1. Adroddiad y Cyfarwyddwr Cyllid

 4.1a - May 2021 - Finance Board paper-en-cy-C.docx CYM.pdf (6 pages)

 4.1b - May 2021 - Board Finance Paper Appendix 1.pdf (2 pages)

 4.1c - 2021_22 MMR Template April 21.pdf (33 pages)

4.2. Adroddiad Perfformiad

 4.2a - Adroddiad Blynyddol Gorffenedig.fho cyf mai 21.pdf (26 pages)

 4.2b - 2021-05-11 Quarterly Integrated Performance Report End of Year 2020-21 Final.pdf (39 pages)

 4.2c - 2021-05-12- HEIW - Performance Reporting Dashboard - Mar21.pdf (3 pages)

4.3. Adroddiad Blynyddol Cydymffurfiaeth Caffael 2020/21

 4.3a - HEIW Procurement Compliance Annual Report_May_2021_CYMRU cym.pdf (4 pages)

 4.3b Health Education Improvement Wales 010420 - 310321.pdf (13 pages)

4.4. Safon Arweinyddiaeth ac Atebolrwydd Llywodraethu

 4.4a - AG self assessment -Corporate Governance Code (13.05.21)-en-cy-C.docx cym.pdf (3 pages)

 4.4b - Appendix 1 - AG Self Assessment - CGCode(F)docx.pdf (10 pages)

4.5. Derbyn adroddiad mater allweddol gan:

4.5.1. Y Pwyllgor Archwilio a Sicrwydd a gynhaliwyd ar 7Ebrill 2021.

 4.5.1a - Key Issues Report AAC (7 April) to Board (tracked)270521_CYMRU cym.pdf (3 pages)

 4.5.1b - Key Issues Report Appendix 1.pdf (3 pages)

4.5.2. Y Pwyllgor Archwilio a Sicrwydd a gynhaliwyd ar 6Mai 2021

 4.5.2a - Key Issues Report AAC (6 May) to Board 270521(open)(tracked)_CYMRU cym.pdf (3 pages)

 4.5.2b - Key Issues Report AAC (6 May) Appendix 1(tracked).pdf (2 pages)

 4.5.2c - Key Issues Report AAC (6May) Appendix 2.pdf (12 pages)

4.6. Penderfyniadau Pwyllgor Mewnol

 4.6 - In Committee Decisions (March) Board (tracked)270521_CYMRU cym.pdf (4 pages)

12:55 - 13:00
5 min

5. MATERION ERAILL

5.1. Unrhyw Fater Brys Arall

Cyflwynydd: Cadeirydd/Llafar

5.2. Crynodeb o'r Camau Gweithredu Allweddol

Cyflwynydd: Cadeirydd/Llafar

5.3. Dyddiadau'r Cyfarfodydd Nesaf:

- Bwrdd AaGIC i'w gynnal ar 10 Mehefin 2021 drwy Zoom/Telegynhadledd.
- Sesiwn Datblygu Bwrdd AaGIC i'w chynnal ar 17 Mehefin 2021 drwy Microsoft Teams/Telegynhadledd

ADDYSG A GWELLA IECHYD CYMRU (AaGIC)

Cyfarfod Bwrdd Agored – 11:15-13:00

i'w gynnal ddydd Iau, 27 Mai 2021
Drwy Microsoft Teams/Telegynhadledd

AGENDA

RHAN 1	MATERION Y PWYLLGOR MEWNOL	11:15-11:25
1.1	Croeso a Chyflwyniadau	Cadeirydd/Llafar
1.2	Ymddiheuriadau am absenoldeb	Cadeirydd/Llafar
1.3	Datgan buddiannau	Cadeirydd/Llafar
1.4	Cofnodion Drafft cyfarfod y Bwrdd a gynhaliwyd ar 25 Mawrth 2021	Cadeirydd/Atodiad
1.5	Cofnod Gweithredu o gyfarfod y Bwrdd a gynhaliwyd ar 25 Mawrth 2021	Cadeirydd/Atodiad
1.6	Materion sy'n codi	Cadeirydd/Llafar
RHAN 2	ADRODDIADAU'R CADEIRYDD A'R PRIF WEITHREDWR	11:25-11:45
2.1	Adroddiad y Cadeirydd	Cadeirydd/Atodiad
2.2	Adroddiad y Prif Weithredwr	Prif Weithredwr/Atodiad
RHAN 3	MATERION STRATEGOL	11:45-12:15
3.1	Y wybodaeth ddiweddaraf am Faterion Addysg Broffesiynol Iechyd	Cyfarwyddwr Nyrsio Dros Dro/Atodiad
3.2	Y wybodaeth ddiweddaraf am Rôl AaGIC mewn Arwain Rhaglenni Cenedlaethol	Cyfarwyddwr y Gweithlu a Datblygiad Sefydliadol/Llafar
RHAN 4	LLYWODRAETHU, PERFFORMIAD A SICRWYDD	12:15-12:55
4.1	Adroddiad y Cyfarwyddwr Cyllid	Cyfarwyddwr Cyllid/Atodiad
4.2	Adroddiad Perfformiad	Cyfarwyddwr Cynllunio Perfformiad a Gwasanaethau Corfforaethol/Atodiadau
4.3	Adroddiad Blynyddol Cydymffurfiaeth Caffael 2020/21	Cyfarwyddwr Cyllid/Atodiad
4.4	Safon Arweinyddiaeth ac Atebolrwydd Llywodraethu	Ysgrifennydd y Bwrdd/Atodiad
4.5	Derbyn adroddiad mater allweddol gan: 4.5.1 - Y Pwyllgor Archwilio a Sicrwydd a gynhaliwyd ar 7 Ebrill 2021. 4.5.2 – Y Pwyllgor Archwilio a Sicrwydd a gynhaliwyd ar 6 Mai 2021.	Cadeirydd y Pwyllgor/Atodiad
4.6	Penderfyniadau Pwyllgor Mewnol	Ysgrifennydd y Bwrdd/Atodiad
RHAN 5	MATERION ERAILL	12:55-13:00

5.1	Unrhyw Fater Brys Arall	Cadeirydd/Llafar
5.2	Crynodeb o'r Camau Gweithredu Allweddol	Cadeirydd/Llafar
5.3	Dyddiadau'r Cyfarfodydd Nesaf: • Bwrdd AaGIC i'w gynnal ar 10 Mehefin 2021 drwy Zoom/Telegynhadledd. • Sesiwn Datblygu Bwrdd AaGIC i'w chynnal ar 17 Mehefin 2021 drwy Microsoft Teams/Telegynhadledd	

Yn unol â darparu Adran 1(2) o Ddeddf Cyrff Cyhoeddus (Derbyniadau i Gyfarfodydd) 1960, penderfynir y dylid eithrio cynrychiolwyr y wasg ac aelodau eraill o'r cyhoedd o ran olaf y cyfarfod ar y sail y byddai'n niweidiol i fuddiannau'r cyhoedd oherwydd natur gyfrinachol y busnes a drafodwyd. Mae'r adran hon o'r cyfarfod i'w chynnal mewn sesiwn breifat.

English Catherine
05/28/2021 09:17:57

**Cofnodion Cyfarfod Bwrdd AaGIC (Heb eu cadarnhau)
a gynhaliwyd am 10.30am ar 25 Mawrth 2021
drwy Zoom/Telegynadleda, drwy Tŷ Dysgu, Nantgarw**

Yn bresennol:

Dr Chris Jones	Cadeirydd
John Hill-Tout	Is-gadeirydd, Aelod Annibynnol
Dr Ruth Hall	Aelod Annibynnol
Gill Lewis	Aelod Annibynnol
Yr Athro Ceri Phillips	Aelod Annibynnol
Dr Heidi Phillips	Aelod Annibynnol
Alex Howells	Prif Weithredwr
Angela Parry	Cyfarwyddwr Nyrsio Dros Dro
Julie Rogers	Cyfarwyddwr y Gweithle a Datblygu Sefydliadol
Eifion Williams	Cyfarwyddwr Cyllid
Yr Athro Pushpinder Mangat	Cyfarwyddwr Meddygol

Hefyd yn bresennol:

Dafydd Bebb	Ysgrifennydd y Bwrdd
Nicola Johnson	Cyfarwyddwr y Gwasanaethau Corfforaethol, Cynllunio a Pherfformiad
Sian Richards	Cyfarwyddwr Digidol
Helen Cade	Rheolwr Cyfathrebu ac Ymgysylltu
Huw Owen	Rheolwr Gwasanaethau'r Gymraeg
Catherine English	Rheolwr Llywodraethu Corfforaethol (Ysgrifenyddiaeth)

RHAN 1	MATERION RHAGARWEINIOL	Cam Gweithredu
2503/1.1	Croeso a Chyflwyniadau	
	Croesawodd y Cadeirydd bawb i'r cyfarfod. Cadarnhawyd bod cworwm yn bresennol.	
2503/1.2	Ymddiheuriadau am absenoldeb	
	Cafwyd ymddiheuriad gan Tina Donnelly.	
2503/1.3	Datgan buddiannau	
	Datganodd yr aelodau canlynol fudd drwy eu cysylltiadau â phrifysgolion mewn perthynas ag eitem 3.3 Cam 1 – Adolygiad Strategol o Addysg Gweithwyr Iechyd Proffesiynol ac eitem [4.1] Adroddiad Materion Allweddol gan Gadeirydd y Pwyllgor Addysg, Comisiynu ac Ansawdd a oedd yn ystyried argymhelliad yn ymwneud â Cham 2 yr Adolygiad Strategol. • Dr Ruth Hall, Aelod Annibynnol • Yr Athro Ceri Phillips, Aelod Annibynnol • Dr Heidi Phillips, Aelod Annibynnol • Angela Parry, Cyfarwyddwr Nyrsio Dros Dro • Eifion Williams, Cyfarwyddwr Cyllid	

English Catherine
05/28/2021 09:17:57

	Yr Athro Pushpinder Mangat, Cyfarwyddwr Meddygol Nododd y Cadeirydd fod yr holl ddatganiadau wedi'u cynnwys yn y Gofrestr Datgan Buddiannau ac wedi'u datgan yn flaenorol.	
2503/1.4	Derbyn a chadarnhau cofnodion y Bwrdd a gynhaliwyd ar 28 Ionawr 2021	
Penderfynwyd	Cafodd y cofnodion eu derbyn a'u cymeradwyo fel cofnod cywir o'r cyfarfod.	
2503/1.5	Cofnod Camau Gweithredu	
Penderfynwyd	Derbyniodd y Bwrdd y Cofnod Camau Gweithredu a nodi bod y camau gweithredu naill ai wedi'u cwblhau neu'n faterion i'w hystyried ar agenda heddiw. Cyflwynodd Eifion Williams yr wybodaeth ddiweddaraf: 2801/4.1 Cydymffurfio ag anfonebau heb fod yn gysylltiedig â'r GIG: Roedd AaGIC wedi gwneud llawer o waith i wella'r broses, ac roedd targed Polisi Taliadau'r Sector Cyhoeddus wedi cael ei gyflawni, gyda dros 95% o anfonebau'n cael eu talu erbyn mis Chwefror. Bydd Eifion Williams yn rhoi'r wybodaeth ddiweddaraf yn llawn i'r Pwyllgor Archwilio a Sicrwydd ar 7 Ebrill.	
Penderfynwyd	Nododd y Bwrdd y Cofnod Camau Gweithredu	
2503/1.6	Materion yn Codi	
	Ystyriodd y Bwrdd ymestyn y cyfnod ar gyfer cynnal cyfarfodydd y Bwrdd a'i Bwyllgorau ar-lein.	
Penderfynwyd	Cytunwyd y byddai'r cyfnod ar gyfer cynnal cyfarfodydd y Bwrdd a'i Bwyllgorau ar-lein yn cael ei ymestyn hyd ddiwedd mis Medi 2021.	DB
RHAN 2	ADRODDIADAU'R CADEIRYDD A'R PRIF WEITHREDWR	
2503/2.1	Adroddiad y Cadeirydd	
	Derbyniodd y Bwrdd yr adroddiad. Myfyriodd y Cadeirydd ar ddigwyddiadau'r flwyddyn ddiwethaf, gan nodi bod COVID-19 wedi effeithio ar fywyd pawb ac wedi arwain at gerrig milltir ofnadwy a thrychinebau personol. Ar yr un pryd, cafwyd hanesion calonogol o dosturi a gofal. Roedd yn bwysig cydnabod ymdrechion pawb, yn enwedig hyfforddwyr, athrawon ac addysgwyr sydd wedi gweithio i gefnogi hyfforddiant ac addysg gweithlu'r GIG. Mynegodd y Cadeirydd ei ddiolch i aelodau o weithlu'r GIG am eu hymdrechion drwy gydol y pandemig ac ymdrechion staff AaGIC i gynnal addysg a hyfforddiant. Mynegodd y Cadeirydd ei edmygedd o'r ymdrech a wnaed gyda'r rhaglen frechu ac eglurodd sut roedd wedi helpu i dynnu sylw at bwysigrwydd manteisio ar dechnoleg newydd. Llongyfarchodd y Cadeirydd yr Athro Ceri Phillips, sy'n gadael y Bwrdd ddiwedd y mis i ymgymryd â rôl yr Is-gadeirydd ym Mwrdd Iechyd Prifysgol Caerdydd a'r Fro. Diolchodd y	

English Catherine
05/28/2021 09:17:57

	Cadeirydd i'r Athro Ceri Phillips am ei gyfraniad at waith AaGIC a dymunodd bob llwyddiant iddo yn ei rôl newydd. Myfyriodd y Cadeirydd ar yr hyn a oedd wedi bod yn gyfnod prysur i AaGIC. Pwysleisiodd y rôl hollbwysig y byddai AaGIC yn ei chwarae o ran cefnogi'r GIG a Gofal Cymdeithasol yng Nghymru i adeiladu yn ôl yn well, yn gryfach ac yn decach. Bydd yn bwysig sicrhau bod gweithlu'r dyfodol yn addas i'r diben a bod gan y gweithlu arweinyddiaeth dosturiol sy'n canolbwyntio ar lesiant staff a hyfforddeion. Amlinellodd y Cadeirydd y gwaith sy'n mynd rhagddo ar yr agenda anghydraddoldebau a llongyfarchodd y sefydliad am gefnogi cynhadledd SAS, a oedd yn cynnig cyfle i wrando ar hanesion y rheini y mae'r materion hynny'n effeithio arnynt. Yn olaf, gofynnodd y Cadeirydd i'r Bwrdd gadarnhau Cam Gweithredu'r Cadeirydd fel y nodwyd ar dudalen 5 ei adroddiad. Roedd y Cadeirydd wedi ymrwmo i gadarnhau llofnodi'r contract gyda'r cyflenwr CDMS Interactive Solutions i ddarparu Porth Arweinyddiaeth Ddigidol a Rheoli Talent Gwalia.	
Penderfynwyd	Fe wnaeth y Bwrdd: • nodi'r amrywiaeth o waith a amlygwyd gan y Cadeirydd. • cadarnhau Cam Gweithredu'r Cadeirydd fel y nodwyd ar dudalen 5 adroddiad y Cadeirydd.	
2503/2.2	Adroddiad y Prif Weithredwr	
	Derbyniodd y Bwrdd yr adroddiad. Wrth gyflwyno'r adroddiad, ailadroddodd Alex Howells negeseuon Adroddiad y Cadeirydd. Nododd fod ymdrechion y staff wedi arwain at amharu cyn lleied â phosibl ar raglenni addysgol a hyfforddi ac roedd cyfle i adeiladu ar y llwyddiant hwnnw yn y flwyddyn i ddod. Nodwyd bod Strategaeth y Gweithlu wedi'i gosod yn gadarn yng nghynlluniau adfer ac ailsefydlu Llywodraeth Cymru ac y bydd hyn yn helpu i lunio Cynllun Blynyddol y flwyddyn nesaf yn ogystal â llywio'r cyfeiriad.	
Penderfynwyd	Fe wnaeth y Bwrdd: • nodi adroddiad y Prif Weithredwr.	
RHAN 3	MATERION STRATEGOL	
2503/3.1	Cynllun Blynyddol 2021-22	
	Derbyniodd y Bwrdd yr adroddiad. Cyflwynodd Nicola Johnson Gynllun Blynyddol drafft terfynol 2021/22 a diolchodd i bawb a oedd wedi cyfrannu at ei ddatblygu. Cadarnhawyd bod ansicrwydd parhaus y sefyllfa iechyd cyhoeddus, ynghyd â'r amseriad gwleidyddol, yn golygu y byddai rhai elfennau o'r Cynllun Blynyddol, yn enwedig	

English Catherine
05/28/2021 09:17:57

	elfennau cyllid, yn parhau i gael eu datblygu yn ystod chwarter un ac y byddent yn cael eu hail-gyflwyno i'r Bwrdd ym mis Mai neu ym mis Gorffennaf i'w cymeradwyo'n derfynol. Gwahoddwyd y Bwrdd i gymeradwyo'r drafft terfynol i'w rannu â Llywodraeth Cymru. Cadarnhawyd bod Llywodraeth Cymru wedi gofyn i AaGIC rannu'r Cynllun Blynyddol ddiwedd mis Mawrth er mwyn cael adborth. Roedd y Cynllun Blynyddol wedi cael ei ddiweddarau i adlewyrchu'r Cynllun Cydraddoldeb Hiliol a'r canllawiau a gafwyd gan Lywodraeth Cymru, gwaith ymgynghori â'r Bwrdd ac ymgysylltu ehangach â rhanddeiliaid. Bydd AaGIC yn adolygu'r Cynllun Blynyddol bob chwarter i sicrhau bod blaenoriaethau'r sefydliad yn adlewyrchu cyd-destun yr agenda ymateb ac adfer parhaus. Nododd y Bwrdd bod nodau strategol a chanlyniadau allweddol wedi cael eu cynnwys a chytunodd bod angen ymestyn y rheini yn y dyfodol i gynnwys canlyniadau ac effaith sy'n amlygu gwerth a phwysigrwyd gwaith AaGIC. Trafododd y Bwrdd y cysylltiadau rhwng Cynlluniau Blynyddol â Gofal Cymdeithasol Cymru, yn enwedig Strategaeth y Gweithlu ar gyfer lechyd a Gofal Cymdeithasol. Nododd fod gwaith yn parhau i nodi elfennau allweddol eraill i'w cyflawni ar y cyd.	
Penderfynwyd	Fe wnaeth y Bwrdd: • dderbyn Cynllun Blynyddol Drafft Terfynol 2021-22 a'i gymeradwyo i'w rannu â Llywodraeth Cymru er mwyn cael adborth; • Nodi y bydd canlyniadau'r amcan strategol yn cael eu hadolygu bob chwarter yn ystod y flwyddyn er mwyn i ni barhau i fod yn hyblyg yng nghyswllt pandemig COVID-19; • Nodi y bydd y cynllun ariannol yn cael ei fireinio eto yn chwarter un; • Nodi y bydd Cynllun Blynyddol terfynol 2021/22 yn cael ei gyflwyno i'r Bwrdd ym mis Mai neu ym mis Gorffennaf i'w gymeradwyo;	NJ
2503/3.2	Lansio Egwyddorion Arweinyddiaeth Dosturiol	
English Catherine 05/28/2021 09:17:57	Derbyniodd y Bwrdd yr adroddiad. Wrth gyflwyno'r adroddiad, tynnodd Julie Rogers sylw at y ffaith bod cynnydd sylweddol yn dal i gael ei wneud mewn perthynas â'r nod strategol hwn a'r set hon o amcanion. Mae'r gwaith sy'n ymwneud ag arweinyddiaeth dosturiol ac ar y cyd wedi cael ei gyflymu mewn ymateb i bandemig COVID-19 a bydd yn hanfodol i helpu'r gweithlu i adfer ac ailsefydlu. Eglurodd Julie Rogers fod adolygiad o ddau ymarfer ymgynghori a gynhaliwyd ar y cyd gan AaGIC, Gofal Cymdeithasol Cymru ac Academi Wales, wedi arwain at gyfres o Egwyddorion Arweinyddiaeth Dosturiol y cytunwyd arnynt, a fydd yn cael eu lansio ym mis Ebrill. Bydd ymgyrch farchnata yn cyd-fynd â'r	

	lansiad, a bydd yn canolbwyntio ar dynnu sylw at un egwyddor bob mis er mwyn gwreiddio'r egwyddorion hyn mewn prosesau caffael, recriwtio a pholisïau er mwyn annog newid diwylliannol ar draws y system gyfan. Trafododd y Bwrdd bwysigrwydd mentora a'r angen i sicrhau ei fod yn cael ei ddarparu'n gyson ar draws GIG Cymru. Nododd y Bwrdd fod AaGIC wedi dechrau rhaglen fentora weithredol chwe mis ym mis Chwefror 2021, gan roi cyfle i aelodau o rwydwaith Talentbury gymryd rhan mewn tair sesiwn fentora gyda Tracy Myhill. Bydd y rhaglen yn cael ei gwerthuso ym mis Awst. Cadarnhawyd bod cyfres o gerrig milltir a chynlluniau prosiect wedi cael eu datblygu o ran arweinyddiaeth dosturiol, sy'n cael eu hadlewyrchu yng Nghynllun Blyneddol AaGIC. Pwysleisiodd y Bwrdd bwysigrwydd cofnodi canlyniadau'r gwaith arwain fel dangosydd o'r amgylchedd a'r diwylliant arwain. Nododd y Cadeirydd fod y pandemig wedi tynnu sylw at rai enghreifftiau da o arweinyddiaeth dosturiol a phwysleisiodd bwysigrwydd dangos gofal a chydymdeimlad tuag at ein gilydd.	
Penderfynwyd	Nododd y Bwrdd yr adroddiad a'r cynnydd a wnaed hyd yma.	
2503/3.3	Cam 2 - Adolygiad Strategol o Addysg Gweithwyr Iechyd Proffesiynol	
	Atgoffodd y Cadeirydd yr aelodau o'r datganiadau o fudd a oedd wedi'u hailddatgan ar ddechrau'r cyfarfod. Derbyniodd y Bwrdd yr adroddiad. Cyflwynodd Angela Parry'r adroddiad gan dynnu sylw'r Bwrdd at yr amserlenni diwygiedig, camau'r rhaglen a'r costau cysylltiedig ar gyfer cam dau yr Adolygiad Strategol o Addysg Gweithwyr Iechyd Proffesiynol. Nododd Angela Parry, er bod cryn ddysgu wedi bod o gam un, roedd cam dau yn cynnwys nifer o gyfleoedd strategol i ail-lunio addysg a hyfforddiant, ac y byddai angen dull wedi'i addasu fwy, a fyddai'n cymryd amser. Er bod angen ystyried rhai trefniadau contractau, roedd yr adroddiad yn cynnig dilyn dull gweithredu fesul cam i leihau unrhyw risg i AaGIC a sicrhau bod sylw'n cael ei roi i angen y GIG i ailsefydlu ac adfer ar ôl y pandemig ar yr un pryd. Y gobaith yn wreiddiol oedd y byddai cam 2 yn cael ei gwblhau erbyn mis Medi 2022; o ystyried cwmpas y gwaith ac i gydnabod y cyfleoedd y mae'n eu cyflwyno i GIG Cymru, roedd hi bellach yn debygol y byddai'n cymryd pum mlynedd i'w gwblhau. Cadarnhaodd Dr Ruth Hall fod y Pwyllgor Comisiynu, Addysg ac Ansawdd wedi ystyried y cynigion yn fanwl yn eu cyfarfod diwethaf a'u bod wedi cefnogi'r amserlenni diwygiedig a'r cynnig i recriwtio rheolwr prosiect.	

English Catherine
05/28/2021 09:17:57

English Catherine
05/28/2021 09:17:57

	Ystyriodd y Bwrdd sut byddai'r gwaith hwn yn helpu GIG Cymru i adeiladu yn ôl yn gryfach ac yn decach a thrafododd y cyfleoedd y mae'r gwaith hwn yn eu cyflwyno i AaGIC i ddatblygu'r agenda cydraddoldeb. Roedd y Bwrdd yn cydnabod bod y broses o ddarparu addysg a gofal wedi newid yn sylweddol mewn ymateb i bandemig COVID-19, a byddai gweithredu cam 2 yn caniatáu i AaGIC fwrw ymlaen â'r gwaith hwnnw. Fodd bynnag, byddai hyn yn galw am ymgysylltu a chefnogaeth sylweddol ac yn cysylltu'n ôl â gwaith ehangach sy'n cael ei wneud yng nghyswllt yr agendâu digidol a'r iaith Gymraeg. Byddai hefyd yn gyfle i AaGIC edrych ar beth fyddai'r sefyllfa orau i addysg er mwyn adeiladu gweithlu Cymru a datblygu enw da Cymru fel lle gwyh i hyfforddi a dysgu. Roedd y Bwrdd yn cydnabod pwysigrwydd cam 2 fel un o gonglfeini sylfaenol cynnig AaGIC a diolchodd i Angela Parry a'i thîm am y gwaith a'r cynnydd hyd yma. Roedd y Bwrdd yn edrych ymlaen at ragor o adroddiadau a diweddariadau yn y dyfodol.	
Penderfynwyd	Nododd y Bwrdd • yr amserlen bum mlynedd ddiwygiedig; • gwahanol gamau cam dau a • chostau disgwylidig y rhaglen.	
2503/4	LLYWODRAETHU, PERFFORMIAD A SICRWYDD	
2503/4.1	Adroddiad y Cyfarwyddwr Cyllid	
	Derbyniodd y Bwrdd yr adroddiad. Wrth gyflwyno'r adroddiad, esboniodd Eifion Williams fod AaGIC yn adrodd tanwariant o £2.2m yn erbyn y cyllidebau wedi'u proffilio ddiwedd mis Chwefror 2021. Tynnwyd sylw at y ffaith bod yr holl gyfarwyddiaethau ar draws AaGIC wedi tanwario i wahanol raddau, ac eglurir hyn yn fwy manwl yn atodiadau'r adroddiad. Tynnwyd sylw at gyllid comisiynu ac eglurwyd y byddai'n rhaid i AaGIC ddychwelyd amcangyfrif o £5m i Lywodraeth Cymru yn y chwarter olaf, yn seiliedig ar ei sefyllfa dybiedig ar ddiwedd y flwyddyn ariannol. Tynnwyd sylw at y ffaith bod cyllid wedi'i osod ar £275m yng nghynllun ariannol newydd AaGIC ar gyfer 2021-22, sy'n cynrychioli cynnydd o tua £40m yn y gwariant tebygol yn ystod y flwyddyn ariannol bresennol. Tynnodd Eifion sylw at Bolisi Taliadau'r Sector Cyhoeddus (PSP), ac esboniodd fod AaGIC wedi talu 95.2% o anfonebau heb fod yn gysylltiedig â'r GIG o fewn y targed o 30 diwrnod yn ystod y cyfnod rhwng 1 Ebrill a 28 Chwefror 2021. Mae'r sefyllfa'n cael ei dadansoddi â'i chymharu â mis 11 yn y tabl ym mharagraff 5.5.	

English Catherine
05/28/2021 09:17:57

	Nododd y Bwrdd y tanwariant tebygol ar Wariant Cyfalaf, gan ystyried a oedd Llywodraeth Cymru yn debygol o leihau'r cyllid cyfalaf y flwyddyn nesaf mewn ymateb i hynny. Dywedodd Eifion Williams nad oedd Llywodraeth Cymru wedi awgrymu hynny hyd yma a nododd, er na fyddai'r dyraniad cyfalaf cyfan yn cael ei wario'n llawn eleni, mai bychan fyddai'r tanwariant ac na fyddai'n debygol o beri pryder i Lywodraeth Cymru. Trafododd y Bwrdd ymhellach sut byddai'r rhaglen ddigidol yn dylanwadu ar benderfyniadau ynghylch gwariant cyfalaf yn y dyfodol.	
Penderfynwyd	Fe wnaeth y Bwrdd: • nodi'r sefyllfa ariannol a adroddwyd ar gyfer AaGIC ym mis 11; • nodi'r esboniad cryno o'r prif amrywiadau yn ôl Cyfarwyddiaeth; • nodi'r sefyllfa o ran cyfalaf a sefyllfa'r Fantolen; • nodi'r ffaith bod y targed PSPP wedi'i gyflawni ym mis 11; • Cytuno ar y bwriad i ddychwelyd £5m o gyllid comisiynu a danwariwyd i Lywodraeth Cymru yn chwarter pedwar.	EW
2503/4.2	Adroddiad Perfformiad Ch3	
	Derbyniodd y Bwrdd yr adroddiad. Wrth gyflwyno'r adroddiad, tynnodd Nicola Johnson sylw at y ffaith bod AaGIC, at ei gilydd, wedi gwneud cynnydd da o ran cyflawni'r Amcanion Strategol diwygiedig ac wedi perfformio'n effeithiol yn ystod cyfnod yr adroddiad. Er bod cyfradd lenwi resymol ar gyfer carfan yr hydref o Weithwyr Iechyd Proffesiynol, nodwyd bod y cyfyngiadau symud wedi effeithio ar recriwtio carfan y gwanwyn ar gyfer nyrsio cyn-cofrestru. Fodd bynnag, ers drafftio'r adroddiad, mae gwaith pellach wedi dangos mai dim ond gostyngiad o 2-3% y gellir ei briodoli i'r pandemig o ran cyfradd lenwi carfan y gwanwyn. Nodwyd bod nifer yr hyfforddeion sy'n cael cymorth drwy'r Uned Cymorth Proffesiynol am resymau sy'n ymwneud ag iechyd wedi cynyddu ers mis Ionawr 2020; mae'r Tîm Gweithredol wedi cytuno i fuddsoddi mwy o gymorth yn yr Uned i gefnogi'r cynnydd hwn. Diolchodd y Bwrdd i Nicola Johnson a'i thîm am y trosolwg cynhwysfawr o berfformiad yn ystod y chwarter a nododd y llwyddiannau arwyddocaol a amlinellwyd yn yr adroddiad.	
Penderfynwyd	Fe wnaeth y Bwrdd: • nodi'r Adroddiad Perfformiad a'r dangosfwrdd.	
2503/4.3	Adroddiad Blynyddol ar Gydraddoldeb 2019/2020	
English Catherine 05/28/2021 09:17:57	Derbyniodd y Bwrdd yr adroddiad. Cyflwynodd Julie Rogers yr adroddiad, gan egluro bod gan sefydliadau'r sector cyhoeddus ddyletswydd o dan Ddeddf Cydraddoldeb 2010 i lunio a chyhoeddi Adroddiadau Cydraddoldeb Blynyddol. Yr adroddiad hwn oedd Adroddiad	

	Ansawdd Blynyddol llawn cyntaf AaGIC ac roedd yn berthnasol i 2019-20. Diolchodd Julie Rogers i'r tîm am lunio'r adroddiad ac eglurodd ei fod yn dangos ymrwymiad gwirioneddol i ansawdd ac amrywiaeth. Tynnodd sylw at amrywiaeth eang o weithgareddau a gynhaliwyd yn ystod deuddeg mis llawn cyntaf AaGIC. Diolchodd y Bwrdd i'r tîm am ei ymdrech yn paratoi'r adroddiad, a oedd yn un calonogol iawn.	
Penderfyniad	Cymeradwyodd y Bwrdd gyhoeddi Adroddiad Cydraddoldeb Blynyddol AaGIC 2019-20 erbyn 31 Mawrth 2021.	JR
2503/4.4	Adborth i Broses Ymgynghori'r Cynllun Iaith Gymraeg	
	Derbyniodd y Bwrdd yr adroddiad. Cyflwynodd Dafydd Bebb yr adroddiad gan egluro bod tri phrif ddiweddariad i'w nodi yn yr adroddiad: canlyniadau Proses Ymgynghori'r Cynllun Iaith Gymraeg; cynnydd yn erbyn ein deg prif faes blaenoriaeth mewn perthynas â Pholisi Iaith Gymraeg presennol AaGIC, a'r gwaith ehangach a wnaed gan AaGIC yng nghyswllt y Gymraeg. Mewn perthynas â chanlyniadau'r ymgynghoriad cyhoeddus, nododd Dafydd Bebb fod y broses ymgynghori ar-lein wedi rhedeg am gyfnod o dair wythnos ar ddeg, gan ddod i ben ym mis Ionawr. Cysylltodd AaGIC ag wyth deg pedwar o gyrff allanol yn uniongyrchol, ac er mai nifer cymharol fach o ymatebion o sylwedd a gafwyd, roedd y rhain yn gadarnhaol ac yn gefnogol. Gofynnir i'r Bwrdd gymeradwyo'r Cynllun drafft i'w gyflwyno i'r Comisiynydd. Mewn perthynas â'r deg prif faes blaenoriaeth, cadarnhawyd bod cynnydd da wedi'i wneud er gwaethaf yr heriau sy'n gysylltiedig â gweithio o bell. Amlygwyd hyn drwy'r cynnydd yn y galw am wasanaethau cyfieithu, sy'n golygu bod AaGIC yn cyfieithu 350,000 o eiriau bob mis ar gyfartaledd, sy'n cyfateb i dros bedair miliwn o eiriau bob blwyddyn. Yn ogystal â hyn, cafwyd cynnydd o 50% yn nifer y staff a gofrestrodd ar y rhaglen dysgu Cymraeg eleni, gyda 52 o ddysgwyr wedi cofrestru erbyn hyn. Roedd hyn yn brawf o waith caled a sgiliau cadarnhaol Huw Owen yn ei rôl. O ran y rhaglen ehangach, roedd cryn waith wedi'i wneud o ran y gwasanaethau rydym yn eu darparu y tu allan i'r corff, gyda'r Gymraeg yn llinyn euraidd drwy Strategaeth y Gweithlu. Mae AaGIC wedi cyflwyno sawl cam i gefnogi nod Cymru lachach o gryfhau sgiliau Cymraeg gweithlu'r GIG drwy gam 1 yr Adolygiad Strategol o Addysg Iechyd. Roedd hyn yn cynnwys bod gofyn i bob myfyriwr ddilyn cwrs ymwybyddiaeth o'r Gymraeg bob blwyddyn a bod gwersi Cymraeg am ddim ar gael i unrhyw fyfyrwr sy'n dymuno dysgu'r Gymraeg.	

English Catherine
05/28/2021 09:17:57

	Roedd y Bwrdd yn cydnabod pwysigrwydd y Gymraeg fel llinyn euraidd sy'n rhedeg drwy GIG Cymru a phwysigrwydd defnyddio'r iaith yn y gweithle. Llongyfarchodd y Bwrdd Huw Owen a'i dîm ar y ffordd y maent wedi defnyddio'r polisi ac atgyfnerthu pwysigrwydd y Gymraeg a sefyllfa AaGIC fel sefydliad dwyieithog. Mynegodd y Bwrdd eu diolch i bawb yn y sefydliad sy'n ymwneud â hyrwyddo defnyddio'r Gymraeg ac annog pob un ohonom i ddysgu a siarad Cymraeg.	
Penderfynwyd	Fe wnaeth y Bwrdd: • gymeradwyo'r Cynllun Iaith Gymraeg i'w gyflwyno i Gomisiynydd y Gymraeg; a • nodi'r adroddiad mewn perthynas â'r 'deg prif flaenoriaeth' ar gyfer y polisi iaith Gymraeg, ynghyd â'r cynnydd ehangach a wnaed gan AaGIC.	DB
2503/4.5	Cofrestr Risgiau Corfforaethol	
	Derbyniodd y Bwrdd yr adroddiad. Cyflwynodd Dafydd Bebb yr adroddiad, gan nodi bod naw risg ar y Gofrestr Risgiau Corfforaethol ar hyn o bryd. Aseswyd bod un yn goch ac wyth yn oren. Cadarnhawyd bod y risg coch yn ymwneud â Seiberddiogelwch a bod cynnydd da'n cael ei wneud o ran rhoi'r Cynllun Gweithredu Seiberddiogelwch ar waith. Ers i'r gofrestr gael ei hystyried ddiwethaf gan y Bwrdd ym mis Medi, nododd y Bwrdd bod tri risg (risgiau 17, 18 ac 19) wedi cael eu hychwanegu at y Gofrestr Risgiau Corfforaethol ers yr adroddiad diwethaf a bod chwe risg (risgiau 3, 4, 5, 9, 14 a 18) wedi cael eu dileu. Dywedodd Gill Lewis fod y Gofrestr Risgiau Corfforaethol yn cael ei hadolygu'n rheolaidd yn y Pwyllgor Archwilio a Sicrwydd ac eglurodd fod y Pwyllgor wedi bod yn monitro'r risg seiberddiogelwch yn ofalus ac roedd yn fodlon â'r gwaith oedd yn mynd rhagddo i liniaru a rheoli'r risg. Rhoddodd y Bwrdd glod i'r sefydliad ar ei agwedd tuag at y Gofrestr Risgiau Corfforaethol ac roedd yn falch o'i gweld yn gadarn ar agenda'r uwch dîm rheoli. Ystyriodd y Bwrdd yr angen i ganolbwyntio ar yr hyn a fyddai'n digwydd pe bai'r risgiau a nodwyd yn cael eu gwireddu a gofynnodd am i hyn gael ei gynnwys mewn adroddiadau yn y dyfodol.	
Penderfyniad	Diolchodd y Bwrdd i'r sefydliad am y ffordd y mae'n ymdrin â'r gofrestr risgiau a nododd gynnwys yr adroddiad.	
2503/4.6	Adroddiadau ar Faterion Allweddol gan:	
2611/4.6.1	Y Pwyllgor Addysg, Comisiynu ac Ansawdd a gynhaliwyd ar 9 Chwefror 2021	

	Derbyniodd y Bwrdd yr adroddiad. Rhoddodd Dr Ruth Hall ddiweddariad i'r Bwrdd ar y trafodaethau a gynhaliwyd yng nghyfarfod y Pwyllgor Addysg, Comisiynu ac Ansawdd a gynhaliwyd ar 9 Chwefror. Esboniwyd bod y Pwyllgor wedi cael diweddariad ynghylch goblygiadau COVID-19 ar gyfer Addysg a Hyfforddiant i'r holl fyfyrwyr a hyfforddeion proffesiynol yn y maes gofal iechyd, a nododd bod ymdrech sylweddol staff AaGIC i amharu cyn lleied â phosibl ar fyfyrwyr a'r addasiadau i'r ddarpariaeth addysgu seiliedig ar theori wedi galluogi i'r astudio barhau. Tynnwyd sylw'r Pwyllgor at nifer o risgiau o ran gallu datblygu nifer o feysydd hyfforddiant meddygol, llawfeddygol a deintyddol a oedd yn canolbwyntio ar gymwyseddau seiliedig ar ymarfer, ond roedd y Pwyllgor yn fodlon â'r gwaith a oedd yn cael ei wneud i reoli a lliniaru'r effaith. Cadarnhawyd bod y Pwyllgor hefyd wedi ystyried yr Arolwg Cenedlaethol o Fyfyrwyr a nododd mai Cymru oedd wedi cael y sgôr uchaf o ran profiad myfyrwyr ar draws y DU, gan adlewyrchu ansawdd yr addysg a gomisiynir gennym. Cafodd y Pwyllgor hefyd drosolwg o Gam 2 yr Adolygiad Strategol o Gontractau Addysg Gweithwyr Iechyd Proffesiynol a chafodd sicrwydd o'r gwaith sy'n mynd rhagddo, ond byddai'n parhau i fonitro materion wrth iddynt ddod i'r amlwg.	
Penderfynwyd	Fe wnaeth y Bwrdd: • nodi'r datganiadau o fudd a gafodd eu hailddatgan ar ddechrau'r cyfarfod. • nodi'r adroddiad. • cymeradwyo argymhelliad y Pwyllgor ar gyfer Cam 2 yr Adolygiad Strategol o Gontractau Addysg Gweithwyr Iechyd Proffesiynol i ddilyn yr amserlen 5 mlynedd ddiwygiedig a'r dull gweithredu newydd. • cymeradwyo Cylch Gorchwyl y Grŵp Ansawdd ac Addysg Aml-broffesiynol a'r Grŵp Cyngori ar Addysg.	
2503/4.7	Penderfyniadau Cyfarfodydd Caeedig	
Penderfynwyd	Fe wnaeth y bwrdd dderbyn a nodi'r adroddiad a oedd yn cyflwyno'r prif faterion a drafodwyd 'yn gaeedig' yng nghyfarfod y Bwrdd fis Ionawr.	
2503/4.8	Blaenraglen Waith 2021/22	
	Derbyniodd y Bwrdd yr adroddiad.	
Penderfynwyd	Cymeradwyodd y Bwrdd y Blaenraglen Waith	
2503/5	ER GWYBODAETH/I'W NODI	
2503/5.1	Adroddiad Sicrwydd Pwyllgor Partneriaeth Cydwasaethau GIG Cymru ar gyfer y cyfarfod a gynhaliwyd ar 21 Ionawr 2021	
	Fe wnaeth y Bwrdd dderbyn a nodi'r adroddiad.	
2503/5.2	Cofnodion Fforwm Arweinyddiaeth Gydweithredol GIG Cymru a gynhaliwyd ar 1 Rhagfyr 2020 (wedi'u cymeradwyo)	
	Cafodd y cofnodion eu derbyn a'u nodi gan y Bwrdd	

2503/6	MATERION ERAILL	
2503/6.1	Unrhyw Faterion Brys Eraill	
	Nid oedd materion eraill i'w hystyried.	
2611/6.2	Dyddiad y cyfarfod nesaf	
	Dyddiadau'r Cyfarfodydd Nesaf: • Sesiwn ar Ddatblygu Bwrdd AaGIC i'w gynnal ar 29 Ebrill 2021 drwy Microsoft Teams/Telegynadleda • Bwrdd AaGIC i'w gynnal ar 27 Mai 2021 drwy Zoom/Telegynadleda	

.....
Chris Jones (Cadeirydd)

.....
Dyddiad

English Catherine
05/28/2021 09:17:57

Bwrdd AaGIC (Agored)
25 Mawrth 2021
Log Gweithredu

(Mae'r Daflen Weithredu hefyd yn cynnwys camau y cytunwyd arnynt yng nghyfarfodydd blaenorol y Bwrdd Agored AaGIC ac yn aros i'w cwblhau neu wedi'u hamserlennu i'w hystyried yn y dyfodol gan y Bwrdd. Mae'r rhain wedi'u cysgodi yn yr adran gyntaf. Pan fydd y Bwrdd wedi'i lofnodi, bydd y camau hyn yn cael eu cymryd oddi ar y daflen weithredu dreigl.)

Cofnod Cyfeirnod	Gweithredu Cytûn	Arwain	Dyddiad Targed	Cynnydd / Wedi'i gwblhau
2801/3.4	Addysg Gofal Sylfaenol a Hyfforddiant			
	Dylid darparu diweddariad i'r Bwrdd yn gynnar yn yr Haf	Prif Weithredwr	Gorffennaf 2021	Mae diweddariad wedi'i drefnu yn Rhaglen Blaen-Waith y Bwrdd ar gyfer Gorffennaf 2021
2503/1.6	Materion yn Codi			
	Mae'r trefniadau ar gyfer cynnal cyfarfodydd Bwrdd a Phwyllgorau bron yn cael eu hystyried i ddiwedd Medi 2021.	Ysgrifennydd y Bwrdd	Medi 2021	
2503/3.1	Cynllun Blynyddol 2021-22			
	Ymestyn y nodau strategol a'r cyflawniadau allweddol i'w cynnwys i gynnwys canlyniadau ac effeithiau sy'n tynnu sylw at werth gwaith AaGIC.	Cyfarwyddwr Cynllunio, Perfformiad a Gwasanaethau Corfforaethol	Mawrth 2021	Mae mesurau llwyddiant wedi'u cynnwys yn y Cynlluniau ar Dudalen ar gyfer pob Amcan Strategol. Mae gwaith pellach ar ganlyniadau a DPA yn cael ei wneud i gefnogi gweithrediad y Fframwaith Perfformiad (yn parhau dros y 12 mis nesaf).
	Bydd y Cynllun Blynyddol terfynol 2021-22 yn cael ei rannu â Llywodraeth Cymru erbyn diwedd mis Mawrth.	Cyfarwyddwr Cynllunio, Perfformiad a Gwasanaethau Corfforaethol	Mawrth 2021	Wedi'i gwblhau
	Y Cynllun Blynyddol terfynol 2021-22 i'w gyflwyno i'r Bwrdd ym mis Mai /	Cyfarwyddwr Cynllunio, Perfformiad	Gorffennaf 2021	



GIG
CYMRU
NHS
WALES

Addysg a Gwellu Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

	Gorffennaf i'w gymeradwyo'n derfynol.	a Gwasanaethau Corfforaethol		
--	---------------------------------------	-------------------------------------	--	--

Cofnod Cyfeirnod	Gweithredu Cytûn	Arwain	Dyddiad Targed	Cynnydd / Wedi'i gwblhau
2503/3.4	Adroddiad y Cyfarwyddwr Cyllid			
	Mae'r £5m o gomisiynu cyllid yn cael ei ddychwelyd i Lywodraeth Cymru cyn 31^{ain} Mawrth 2021.	Cyfarwyddwr Cyllid	31 ^{ain} Mawrth 2021	Wedi'i gwblhau
2503/4.3	Adroddiad Cydraddoldeb Blynnyddol 2019/20			
	Adroddiad Cydraddoldeb Blynnyddol AaGIC 2019-20 i'w gyhoeddi erbyn Mawrth 31 2021.	Dirprwy Brif Weithredwr / Cyfarwyddwr y Gweithlu a DS	31 Mawrth	Wedi'i gwblhau
2503/4.4	Adborth Ymgynghoriad Cynllun Cymraeg			
	Y Cynllun Cymraeg drafft i'w gyflwyno i Lywodraeth Cymru	Ysgrifennydd y Bwrdd	Mawrth 2021	Wedi'i gwblhau

English Catherine
05/28/2021 09:17:57



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Dyddiad y Cyfarfod	27^{ain} Mai 2021	Eitem ar yr agenda	2.1
Teitl yr Adroddiad	Adroddiad y Cadeirydd		
Awdur yr Adroddiad	Dr Chris Jones, Cadeirydd		
Noddwr yr Adroddiad	Dr Chris Jones, Cadeirydd		
Cyflwynir gan	Dr Chris Jones, Cadeirydd		
Rhyddid gwybodaeth	Agored		
Cam penodol a fynir	Gofynnir i'r Bwrdd: - sicrhau bod yr adroddiad yn cael ei nodi a - Bod tri Cham Gweithredu'r Cadeirydd ym mherthynas y canlynol yn cael eu cadarnhau: • cymeradwyo anfoneb gan Addysg ac Iechyd Lloegr ar gyfer swm o £363,985. • cymeradwyo mai AaGIC a fydd yn llywyddu cyflogaeth Prif Swyddfa Nyrsio Cymru. • penodi Lisa Llewelyn yn Gyfarwyddyd Nyrsio ac Addysg Iechyd Broffesiynol.		

English Catherine
05/28/2021 09:17:57

ADRODDIAD Y CADEIRYDD

1. DIBEN YR ADRODDIAD

Diben yr adroddiad hwn yw rhoi'r wybodaeth ddiweddaraf i'r Bwrdd am yr ystod o weithgareddau a chyfarfodydd a gynhaliwyd gan Gadeirydd AaGIC, Is-gadeirydd a Chadeiryddion y Pwyllgor Archwilio a Sicrwydd a'r Pwyllgor Addysg, Comisiynu ac Ansawdd ers cyfarfod diwethaf y Bwrdd.

2. ADRODDIAD Y CADEIRYDD

Yn dilyn Etholiadau Senedd Cymru 2021 mae gennym Weinidog Iechyd Newydd - Eluned Morgan, Dirprwy Weinidog newydd dros Iechyd Meddwl a Lles - Lynne Neagle, ac mae Julie Morgan yn parhau fel Dirprwy Weinidog Gwasanaethau Cymdeithasol. Edrychwn ymlaen at weithio gyda'r Gweinidogion wrth inni lywio drwy'r heriau ar gyfer iechyd a gofal cymdeithasol yng Nghymru. Bydd rôl AaGIC fel corff Cenedlaethol ar gyfer arweinyddiaeth, gweithlu a hyfforddiant y GIG yn ffactor hollbwysig wrth i ni ymdrechu i adfer ac adeiladu drachefn ein gwasanaethau Iechyd a Gofal Cymdeithasol yn gryfach. Mae'r agenda heddiw yn adlewyrchu elfennau allweddol ar gyfer adferiad, dyfodol hyfforddiant ac addysg a rôl AaGIC o ran cefnogi'r economi sylfaenol.

Mae llwyddiant rhaglen frechu COVID-19 bellach yn golygu y gall Cymru edrych ymlaen at fwrw arni yn ochelgar gyda llai o gyfyngiadau cymdeithasol ac adnewyddu'r modd yr ydym yn mynd ynglŷn â'n bywydau dyddiol. I lawer, bydd hyn yn rhyddhad yn ogystal ag yn her. Fel sefydliad, hoffwn gydnabod y gwaith a'r ffocws sydd wedi'u cyflawni dros y flwyddyn ddiwethaf gan ein staff a'n partneriaid. Edrychaf ymlaen yn fawr at ail-gydbwyso'r gwaith gartref a'r gwaith swyddfa. Byddai'n gymaint o bleser ailfywiogi ein gwaith tîm a'n harloesedd. Yn amlwg, bydd angen gwneud hyn â phob gofal a sicrhau ein bod yn ymgysylltu'n briodol ac yn cynnwys y staff wrth symud ymlaen.

Rydym oll yn hynod ymwybodol o sut y bydd y sefyllfa bresennol gyda COVID-19 yn India a'r gwledydd cyfagos yn peri gofid arbennig i'n cydweithwyr yng Nghymru sydd â theulu a ffrindiau yn y rhanbarth hwnnw. Mae'r newyddion o India'r wythnos hon yn llunio darlun trallodus gyda thros 300,000 o farwolaethau yn sgil y pandemig, gan gynnwys nifer sylweddol o glinigwyr ar y rheng flaen. Mae cyfran uchel o'n Hyfforddeion Meddygol, Meddygon SAS, Meddygon Teulu, Ymgynghorwyr a Nyrsys yn hanu o'r is gyfandir Asiaidd. Ynghyd â BAPIO Cymru a BINA, mae AaGIC wedi estyn llaw i rannu ein meddyliau a'n cefnogaeth gyda'n cydweithwyr mewn cyfnod mor anodd.

Materion y Bwrdd

Yn dilyn penodi Ceri Phillips i swydd Is-gadeirydd ym Mwrdd Iechyd Prifysgol Caerdydd a'r Fro rwyf wedi dechrau'r broses i geisio penodi aelod Bwrdd newydd ar gyfer AaGIC.

Mae trefniadau'n cael eu llunio i gynnal arfarniad diwedd blwyddyn o aelodau annibynnol.

Yn ein Sesiwn Datblygiad y Bwrdd ym mis Ebrill, cawsom gyflwyniad diddorol ar Ymgynghoriad y DU ar Reoleiddio a fydd yn llywio cyflwyniad AaGIC. Cawsom gyflwyniad a thrafodaeth ynghylch ymgynghoriad Llywodraeth Cymru ar ddrafft y Cynllun Cydraddoldeb Hiliol a bydd hyn yn sail i ymateb AaGIC. Cafodd aelodau'r Bwrdd hefyd ddiweddariad a throsolwg o'r Rhaglen Arweinyddiaeth ac Olyniaeth. Dilynwyd hyn gan drafodaeth fywiog a gwelwyd ei bod yn agenda wirioneddol bwysig a chyffrous. Cafodd y cynnydd a wnaed ei gydnabod a'i werthfawrogi'n fawr o ystyried heriau COVID-19 dros y 18 mis diwethaf.

Mae aelodau'r Bwrdd hefyd wedi cael dwy sesiwn frifio arbennig yn ystod y cyfnod adrodd – lechyd Meddwl a Lles, a'r ymateb i'r ymgynghoriad Papur Gwyn Ailgydbwysio Gofal a Chymorth yng Ngofal Cymdeithasol.

Mynychais gyd-gyfarfod pwyllgor caeedig y pwyllgorau Comisiynu Archwilio ac Addysg ac Ansawdd ar 14^{eg} Mai i ystyried y broses werthuso a'r argymhellion a wnaed o ran y cynigwyr llwyddiannus sy'n deillio o Gam 1 yr Adolygiad Strategol o Addysg lechyd. Mae'r cam hwn o'r gwaith yn tynnu at ei derfyn. Mae hi wedi bod yn dasg enfawr ac wedi'i chyflawni mewn ffordd broffesiynol a phenodol.

Mae Aelodau Annibynnol yn cyfarfod yn anffurfiol bob pythefnos am sgwrs.

Mae John Hill-Tout a minnau'n cyd-sgwrsio ddwywaith yr wythnos. Rwy'n parhau i gyfarfod ag Alex fel Prif Swyddog Gweithredol yn ffurfiol bob wythnos ac aelodau o'r tîm gweithredol bob pythefnos.

Ynghyd ag aelodau'r Bwrdd, ymunais â'r gynhadledd staff ar 19^{eg} Ebrill, ynglŷn â manteision gweithio o fewn sefydliad Dwyieithog. Roedd hon yn sesiwn fywiog, addysgiadol ac ymgysylltiol, ac fe'i mwynhawyd yn fawr gan bawb.

Mae cadeiryddion holl sefydliadau lechyd Cymru yn parhau i gyfarfod yn fisol. Ym mis Mai cyfarfuom â Helen Herkots y Comisiynydd Pobl Hŷn a chanolbwyntio ar heriau a phrofiadau pobl hŷn drwy gyfnod y pandemig. Cafwyd diweddariadau a chyflwyniadau ar epidemioleg pandemig COVID-19 ynghyd â chyflwyniad gan Mark Bellis ar y niwed i'r boblogaeth ehangach. Roedd hyn yn ddiddorol ac yn sobreiddiol. Cefais gyfle i roi'r wybodaeth ddiweddaraf i Gadeiryddion am fy ngwaith ar Lywodraethu Integredig mewn Gofal Brys ac Argyfwng. Yna cyfarfuom â Dr Andrew Goodall a chawsom drafodaeth eang am adferiad y GIG a blaenoriaethau sy'n ymgodi ar gyfer y 4 blynedd nesaf.

Adroddiad yr Is-gadeirydd

Mae Is-gadeiryddion yn parhau i gwrdd yn fisol er na fu unrhyw gyfarfodydd â Gweinidogion yn ystod cyfnod yr etholiad. Mae sylw wedi troi at y cynlluniau adfer yn dilyn y pandemig yn enwedig yn y meysydd hynny y mae Is-gadeiryddion yn gyfrifol amdanynt. Mae pryder penodol ynghylch effaith y Pandemig ar dargedau Perfformiad, o ystyried y galw cynyddol am yr holl wasanaethau, ond yn enwedig gwasanaethau ar gyfer Anhwylderau Bwyta ac ar gyfer Plant a Phobl Ifanc.

Mae'r Cynllun Cyflawni ar gyfer lechyd Meddwl yn nodi'r blaenoriaethau ar gyfer y tair blynedd nesaf a gofynnwyd i'r Is-gadeiryddion fonitro sut mae cronfeydd buddsoddi newydd yn cael eu defnyddio, a'r camau a gymerir i ganolbwyntio ar atal.

Fel rhan o'r fenter Gyda'n Gilydd i Blant a Phobl Ifanc, bydd fframwaith NEST yn cael ei lansio ar 25ain o Fai, ac yn cael ei arwain trwy Fyrddau Partneriaeth Rhanbarthol ledled Cymru, i gydlynu gwasanaethau i blant.

Bydd y gwaith y mae AaGIC yn ei wneud i ddatblygu Cynllun y Gweithlu ar gyfer lechyd Meddwl yn hanfodol i'r mentrau hyn.

Yn ein Cyfarfod ym mis Ebrill, derbyniodd Is-gadeiryddion gyflwyniad ar waith AaGIC i gefnogi myfyrwyr sydd ar leoliadau a chroesawyd y mesurau cefnogol sydd ar waith.

Ar 5ed o Fai, bûm mewn sesiwn ragorol a drefnwyd gan Gyflogwyr y GIG ar Berthynas Gweithio Iach, lle'r oedd cynrychiolaeth dda o AaGIC, a chyfeiriodd yn gryf at bwysigrwydd Strategaeth y Gweithlu ar gyfer lechyd a Gofal Cymdeithasol.

Yn olaf, rhaid imi ddweud cymaint y mwynheais y gynhadledd staff ar 19eg o Ebrill, ar fuddion gweithio o fewn sefydliad Dwyieithog. Diolch i bawb a gymerodd ran yn y digwyddiad ysbrydoledig hwn.

Gweithredoedd y Cadeirydd

Cyflawnwyd tri Cam Gweithredu Cadeirydd yn ystod y cyfnod adrodd. Gofynnir i'r Bwrdd gadarnhau pob Cam Gweithredu'r Cadeirydd.

Gweithred y Cadeirydd - Anfoneb Addysg lechyd Lloegr

Cymerwyd Camau Gweithredu'r Cadeirydd i gymeradwyo anfoneb gan Addysg lechyd Lloegr am y swm o £363,985. Roedd yr anfoneb yn ymwneud â chostau recriwtio ac yn benodol â chyfran AaGIC o'r costau recriwtio meddygol a deintyddol ar gyfer 2020-21. Dyma'r flwyddyn gyntaf i AaGIC cael y gyllideb ar gyfer yr holl gostau recriwtio.

Cymerwyd Camau Gweithredu'r Cadeirydd mewn perthynas â'r mater ar 13 Ebrill. Yn unol â Rheolau Sefydlog AaGIC, gweithredodd y Cadeirydd a'r Prif Weithredwr ar ôl ymgynghori â dau Aelod Annibynnol yn gyntaf.

Gweithred y Cadeirydd - Cynnal Prif Swyddog Nyrsio Cymru

Cymerwyd Camau'r Cadeirydd i gymeradwyo bod AaGIC yn cynnal cyflogaeth Prif Swyddfa Nyrsio Cymru. Cymerwyd Camau Gweithredu'r Cadeirydd ar ôl ystyried y nodyn ffurfiol o gyngor a gafwyd ar y mater gan Gyfarwyddwr y Gweithlu a Datblygu Sefydliadol dyddiedig 23ain o Ebrill. Cafodd y nodyn ffurfiol o gyngor mewn perthynas â'r mater hwn hefyd ei ystyried yng nghyfarfod y Pwyllgor Taliadau a Thelerau Gwasanaeth ar 29ain o Ebrill.

Cymerwyd Camau Gweithredu'r Cadeirydd mewn perthynas â'r mater ar 25ain o Ebrill. Yn unol â Rheolau Sefydlog AaGIC, gweithredodd y Cadeirydd a'r Prif Weithredwr ar ôl ymgynghori â dau Aelod Annibynnol yn gyntaf.

Gweithred y Cadeirydd - Cyfarwyddwr Addysg Nyrsio ac lechyd Proffesiynol

English
05/28/2021 09:13:15

Cymerwyd Camau Gweithredu'r Cadeirydd i benodi Lisa Llewelyn yn Gyfarwyddwr Nyrsio ac Addysg Iechyd Proffesiynol. Cefnogwyd y penodiad yn flaenorol gan gyfarfod y Pwyllgor Taliadau a Thelerau Gwasanaeth a gynhaliwyd ar 29ain Ebrill.

Cymerwyd Camau Gweithredu'r Cadeirydd mewn perthynas â'r mater ar 7fed o Fai. Yn unol â Rheolau Sefydlog AaGIC, gweithredodd y Cadeirydd a'r Prif Weithredwr ar ôl ymgynghori â dau Aelod Annibynnol yn gyntaf.

Llywodraethu a Sicrwydd			
Cyswllt â nodau strategol IMTP (os gwelwch yn dda✓)	Nod Strategol 1: Arwain cynllunio, datblygiad a lles gweithlu cymwys, cynaliadwy a hyblyg i gefnogi cyflwyno ' Cymru Iachach '	Nod Strategol 2: Gwellu ansawdd a hygyrchedd addysg a hyfforddiant i'r holl staff gofal iechyd gan sicrhau ei fod yn diwallu anghenion y dyfodol	Nod Strategol 3: Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol o fewn GIG Cymru trwy feithrin gallu arweinyddiaeth dosturiol a chyfunol ar bob lefel
	✓	✓	✓
	Nod Strategol 4: Datblygu'r gweithlu i gefnogi darparu diogelwch ac ansawdd	Nod Strategol 5: I fod yn gyflogwr enghreifftiol ac yn lle gwyb i weithio	Nod Strategol 6: I gael ei gydnabod fel partner, dylanwadir ac arweinydd rhagorol.
	✓	✓	✓
Ansawdd, Diogelwch a Phrofiad y Claf			
Nid oes unrhyw faterion ansawdd, diogelwch a phrofiad claf uniongyrchol yn ymwneud â'r adroddiad hwn.			
Goblygiadau Ariannol			
Nid oes unrhyw oblygiadau ariannol uniongyrchol i'r adroddiad hwn			
Goblygiadau Cyfreithiol (gan gynnwys asesiad cydraddoldeb ac amrywiaeth)			
Nid oes unrhyw oblygiadau cyfreithiol uniongyrchol i'r adroddiad hwn.			
Goblygiadau Staffio			
Nid oes unrhyw oblygiadau staffio uniongyrchol i'r adroddiad hwn.			
Goblygiadau Hir Tymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)			
Bydd yr ystod o weithgareddau a amlinellir yn yr adroddiad yn cyfrannu at agwedd AaGIC tuag at Ddeddf Llesiant Cenedlaethau'r Dyfodol. Fodd bynnag, bydd y cyfraniadau'n benodol i bob un o'r meysydd unigol a gwmpesir yn gyffredinol yn yr adroddiad hwn.			
Hanes Adrodd	AMHERTHNASOL		
Atodiadau	AMHERTHNASOL		

English Catherine
05/28/2021 09:17:57



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Dyddiad Cyfarfod	27 Mai 2021	Eitem ar yr Agenda	2.2
Teitl yr Adroddiad	Adroddiad y Prif Weithredwr - Mai 2021		
Awdur yr Adroddiad	Dafydd Bebb, Ysgrifennydd y Bwrdd		
Noddwr yr Adroddiad	Alex Howells, Prif Weithredwr		
A gyflwynir gan	Alex Howells, Prif Weithredwr		
Rhyddid Gwybodaeth	Agored		

English Catherine
05/28/2021 09:17:57

ADRODDIAD Y PRIF WEITHREDWR - MAI 2021

1. CYFLWYNIAD

Fel y gwelwch o agenda'r Bwrdd, treuliwyd llawer iawn o amser ar ddechrau'r flwyddyn ar flaenoriaethau addysg a hyfforddiant - yr adolygiad strategol yn cyrraedd carreg filltir allweddol; datblygu cynllun addysg a hyfforddiant y flwyddyn nesaf; a'r gwaith sy'n gysylltiedig â charfan raddedig Gwyddor Gofal Iechyd Perthynol a Gwyddor Gofal Iechyd eleni. Mae hyn yn rhoi cyfle i gael trafodaeth fwy strategol ar draws y GIG am addysg a hyfforddiant sy'n amserol iawn o ystyried y ffocws ar ailosod ac adfer - gan fod angen ymdrech ar y cyd yn y pen draw. Er nad yw'r Cynllun Blynyddol wedi'i gytuno'n swyddogol mae'n dal i ddarparu'r map llwybr ar gyfer ein gwaith - mae'n uchelgeisiol, ond mae hynny'n anochel gan fod y system yn rhoi ei holl ymdrechion i fynd i'r afael â heriau a oedd gyda ni bob amser hyd yn oed cyn y pandemig. Mae angen i ni sicrhau bod gennym y gallu a'r sgiliau a osodwyd yn y sefydliad nid yn unig i gynllunio ond i gyflawni newid a gwelliant, a bydd hynny'n ffocws allweddol i'r Tîm Gweithredol, gan gydnabod bod y model gweithio o bell wedi gwneud hyn yn arbennig o heriol. Cawsom sesiwn ddatblygu ddefnyddiol iawn ar wella ansawdd dan arweiniad ein cydweithwyr QIST o'r Ddeoniaeth Feddygol sydd wedi rhoi blas i ni feddwl amdano o ran cyfleoedd datblygu.

2. GWEITHGAREDDAU ALLWEDDOL

Coronafeirws - Ailosod ac Adferiad

Mae'r dangosyddion ar gyfer y Coronafeirws wedi bod yn symud i'r cyfeiriad cywir gyda chyfyngiadau'n codi'n raddol. Mae'r ffocws diweddar ar yr amrywiolyn a nodwyd yn wreiddiol yn India wedi ein hatgoffa ein bod yn dal i fod mewn sefyllfa bandemig, ac rydym yn aros i ddeall yr hyn y mae'r data yn ei ddweud wrthym am ddifrifoldeb, trosglwyddiad ac effaith yr amrywiolyn hwn. Mae'r rhaglen frechu yn parhau i wneud cynnydd rhagorol.

O safbwynt y GIG mae'r ffocws i raddau helaeth ar orffwys ac adferiad, ac mae'r llywodraeth newydd wedi ailddatgan ei hymrwymiad i ddatblygu hyn yng nghyd-destun strategaethau a chynlluniau sy'n bodoli fel Cymru Iachach a Strategaeth y Gweithlu ar gyfer Iechyd a Gofal Cymdeithasol.

Gyda Gofal Cymdeithasol Cymru, byddwn yn cyhoeddi Cynllun Gweithredu'r Strategaeth Gweithlu 12 mis nesaf cyn bo hir, yn unol â ffocws eleni ar gynlluniau blynyddol a'r rôl hanfodol wrth ailosod ac adfer. Yn unol â nodwedd "Darbodus ar Waith" y Fframwaith Clinigol Cenedlaethol rydym wedi bod yn curadu'r adnoddau a'r rhaglenni a arweinir gan AaGIC sy'n cefnogi ein staff i weithio ar frig eu trwydded fel canllaw i dimau clinigol a fydd angen ystyried pob un cyfle i ystwytho'r adnoddau sydd ar gael.

Rydym yn parhau i fonitro effaith y pandemig ar addysg a hyfforddiant, yn enwedig gan ei fod yn ymwneud â dilyniant unigolion.

Englyn Gwynne
05/28/2021 09:17:57

Mae Tŷ Dysgu yn parhau i fod ar agor i'r staff hynny sydd angen dod i mewn am resymau busnes neu les ac mae'r Tîm Gweithredol wedi dechrau cyfarfod ar y safle bob wythnos. Rydym yn parhau i gynnal fforwm agored rhithwir staff bob pythefnos, sy'n parhau i fod yn bresennol yn dda, i sicrhau bod cyfathrebu rheolaidd a chyfle i ddiweddarau staff ar unrhyw newidiadau neu ddatblygiadau.

Gan ragweld y bydd y rhaglen frechu yn cael ei chyflwyno'n llawn yn ystod yr haf, rydym yn cynllunio i weithredu model gweithredu newydd o'r pwynt hwnnw, a fydd yn gweld yr holl staff yn dychwelyd i weithio i'r swyddfa.

Penodiadau Newydd

Rwy'n falch o gadarnhau ein bod wedi penodi Lisa Llewelyn i rôl Cyfarwyddwr Addysg Nyrsio ac Iechyd Proffesiynol. Yn wreiddiol o Gymru, mae Lisa wedi bod yn Gyfarwyddwr Gweithlu System Gofal Integredig Suffolk a Gogledd Ddwyrain Essex yn fwyaf diweddar, a oedd yn swydd ar y cyd i'r Grŵp Comisiynu Clinigol ac Addysg Iechyd Lloegr. Cyn hynny roedd Lisa yn Gyfarwyddwr Nyrsio ac Ansawdd Clinigol yng Ngrŵp Comisiynu Clinigol Gogledd Ddwyrain Essex am chwe blynedd, gan gynnwys pedair blynedd fel Dirprwy Brif Swyddog. Dechreuodd Lisa ei gyrfa yn y GIG fel Nyrs Gofrestredig, yna cymhwyso fel Bydwraig Gofrestredig ac yn ddiweddarach fel Ymwelydd Iechyd Cofrestredig felly mae'n dod ag ystod eang o wybodaeth glinigol i'r rôl, ynghyd â phrofiad ehangach o weithio ar iechyd aml-broffesiynol a heriau iechyd poblogaeth, gan gynnwys ym maes gofal sylfaenol ac iechyd meddwl. Mae Lisa hefyd yn siaradwr Cymraeg rhugl sy'n golygu bod 50% o'r tîm gweithredol yn siaradwr Cymraeg.

Bydd Lisa yn dechrau gyda ni ar 1 Mehefin i ganiatáu mis o drosglwyddo gan Angela Parry. Mae Angela wedi bod yn Gyfarwyddwr Nyrsio dros dro ers Mehefin 2020. Rwy'n siŵr y bydd y Bwrdd yn ymuno â mi i ddiolch i Angela am y gefnogaeth broffesiynol a'r arweinyddiaeth y mae wedi'i darparu yn ystod yr hyn a fu'n gyfnod heriol iawn, ac am ddod yn aelod mor werthfawr o'r Tîm Gweithredol a'r Bwrdd.

Cynllunio Arweinyddiaeth ac Olyniaeth

Cynhaliwyd ail gyfarfod y Bwrdd Talent Cenedlaethol yn gynharach y mis hwn, ac roedd yn canolbwyntio ar gyfleoedd i gynyddu amrywiaeth mewn arweinyddiaeth a'r rhaglen Cyfarwyddwr Gweithredol yr oeddem wedi'i ddatblygu gyda Chronfa Kings. Yn gynharach y mis hwn gwnaethom hefyd lansio'r egwyddorion Arweinyddiaeth Dosturiol a byddwn yn parhau i hyrwyddo'r rhain trwy gynnwys astudiaethau achos a gwybodaeth am bob egwyddor unigol dros yr ychydig fisoedd nesaf. Rydym hefyd wedi cychwyn ar ein peilot "interniaeth" gyda naw o israddedigion o brifysgol Caerdydd a gafodd ymsefydliad pythefnos i AaGIC yn ystod gwyliau'r Pasg, ac a fydd yn dychwelyd i ymgymryd â lleoliad 6 wythnos yn ystod gwyliau'r haf. Ar hyn o bryd mae pob tîm yn llunio prosiectau gwella y gall yr interniaid eu harwain.

Adolygiad Strategol o Addysg Gweithwyr Iechyd Proffesiynol

Mae'r Adolygiad Strategol o Addysg Gweithwyr Iechyd Proffesiynol yn parhau i fod yn faes gweithgaredd allweddol. Adolygwyd y broses werthuso a chanlyniad y broses dendro ar gyfer Cam 1 y broses Adolygu Strategol yr wythnos diwethaf mewn cyd-

gyfarfod caeedig o'r Pwyllgor Comisiynu Addysg ac Ansawdd a'r Pwyllgor Archwilio a Sicrwydd. Disgwylwn allu cyhoeddi'r cynigwyr llwyddiannus ar gyfer contractau Cam 1 ddechrau mis Gorffennaf. Rydym yn hyderus y bydd canlyniad y broses hon yn sicrhau buddion sylweddol i addysg israddedig yng Nghymru.

Diweddariad ar y Cynllun Comisiynu a Hyfforddiant Addysg Blynyddol 2022/23

Mae'r broses o ddatblygu'r Cynllun Comisiynu a Hyfforddiant Addysg ar y gweill a bydd yn adlewyrchu'r angen i barhau i gynnal piblinell newydd iach o newydd-ddyfodiaid i'r gweithlu yng nghyd-destun rhai newidiadau sylweddol ac ailgynllunio rhaglenni addysg a hyfforddiant. Mae'r broses ymgysylltu â rhanddeiliaid allweddol wedi cychwyn ac eleni am y tro cyntaf bydd yn cynnwys ystyried y cynllun gan y Pwyllgor Cynghori ar Addysg a fydd yn cael ei gynnal yn ei gyfarfod ym mis Mehefin. Bydd fersiwn derfynol y cynllun yn cael ei hystyried i'w chymeradwyo yng nghyfarfodydd mis Gorffennaf y Pwyllgor Comisiynu Addysg ac Ansawdd a'r Bwrdd cyn ei gyflwyno i Lywodraeth Cymru i'w gymeradwyo a'i hariannu.

Diweddariad ar Recriwtio Graddedigion Proffesiynol Iechyd

Mae gan AaGIC ran allweddol i'w chwarae wrth sicrhau bod y graddedigion rydyn ni'n eu hariannu trwy'r cynllun addysg a hyfforddiant yn trosglwyddo i'r gweithlu yng Nghymru yn unol â bwrsari "clymu i mewn". Gyda nifer o raglenni a sefydliadau mae hon yn dasg gymhleth ac mae'n cynnwys cyfraniadau gan Sefydliadau Addysg Uwch, Byrddau ac Ymddiriedolaethau Iechyd a NWSSP. Profwyd gwahanol ddulliau yn 2020 a 2021 fel y disgrifir yn y papur sydd wedi'i gynnwys ar yr agenda ac mae'r rhain yn cael eu gwerthuso ar hyn o bryd i lywio dull cynaliadwy ar gyfer y dyfodol.

Trosglwyddo Rhaglenni Gwaith Strategol Cenedlaethol

Trosglwyddodd sawl rhaglen waith strategol genedlaethol i AaGIC yn ystod 2020/21 ac mae agenda heddiw yn cynnwys diweddariad ar y meysydd hyn. Mae nifer yn cydfynd yn arbennig â'n hagenda trawsnewid gweithlu ac yn rhoi cyfle inni wneud cyfraniad clir at ddiogelwch ac ansawdd gofal. Mae integreiddio'r rhaglenni hyn a sefydlu timau newydd wedi bod yn dasg gymhleth yn ystod y pandemig o ystyried ein model gweithio o bell ond rydym yn hyderus bod gennym bellach amcanion clir ar waith ar gyfer pob rhaglen fel rhan o'r cynllun blynyddol. Rydym hefyd wedi bod yn adolygu'r trefniadau llywodraethu i sicrhau ein bod yn gallu cyflawni ein hatebolrwydd am y rhaglenni hyn, gan gydnabod ar yr un pryd bod rhanddeiliaid allweddol eraill y mae angen iddynt chwarae rôl allweddol hefyd.

Gofal Sylfaenol

Y mis hwn rydym wedi cyfrannu at sesiwn gynllunio ar gyfer y rhaglen strategol ar gyfer gofal sylfaenol ac wedi cyflwyno ein gwaith sy'n dod i'r amlwg ar y Fframwaith Addysg a Hyfforddiant Gofal Sylfaenol i arweinwyr polisi a phroffesiynol yn LIC. Rydym hefyd yn ymwneud â'r gwaith diwygio contractau gofal sylfaenol a arweinir gan LIC, gan fod y gweithlu yn amlwg yn thema bwysig, yn enwedig mewn perthynas â datblygu'r tîm aml-broffesiynol. Ar hyn o bryd rydym yn ymgynghori ar fframwaith cynnwysedd nyrsio meddygon teulu.

English
05/28/2021 17:57

Cynllun Blynyddol ar gyfer 2021/22

Ystyriwyd y Cynllun Blynyddol drafft yn y Bwrdd ym mis Mawrth lle cafodd dderbyniad da a'i gymeradwyo i'w rannu â Llywodraeth Cymru. Rydym yn aros am dderbyn adborth ffurfiol gan Lywodraeth Cymru, er bod adborth anffurfiol wedi bod yn gadarnhaol. Bydd fersiwn derfynol y Cynllun Blynyddol yn cael ei gyflwyno i'w gymeradwyo gan y Bwrdd yn ei gyfarfod ar 10 Mehefin, ynghyd â Chynllun Adnoddau clir ar gyfer 21/22.

Adroddiad Perfformiad Diwedd Blwyddyn

Mae ein hadroddiad perfformiad diwedd blwyddyn, sy'n rhoi sicrwydd ar berfformiad y sefydliad yn 2020/21 wedi'i gynnwys ar yr agenda heddiw. Ym mis Ionawr cymeradwyodd y Bwrdd ein Fframwaith Perfformiad ac rydym yn parhau i ganolbwyntio ar ddatblygu ein dangosfwrdd. At ei gilydd, mae'r adroddiad yn dangos bod sicrwydd cadarnhaol ar gyflawni Cynllun Gweithredol Chwarter 3 a Chwarter 4. Mae'r adroddiad hefyd yn tynnu sylw at feysydd her ac mae hyn yn cynnwys gwaethygu'r materion mewn perthynas â'r fwsariaeth a arweiniodd at y broses symleiddio ar gyfer y broses recriwtio gysylltiedig i fyfyrwyr ar ôl cymhwyso.

Rydym yn cynnal cyfres o adolygiadau gwasanaeth diwedd blwyddyn gyda thimau unigol i sicrhau bod plymio'n ddwfn i gynlluniau a pherfformiad pob maes gan gynnwys y timau corfforaethol.

Adrodd Blynyddol

Bydd yr Adroddiad Blynyddol, sy'n cynnwys yr Adroddiad Cyfrifon Blynyddol, Adroddiad Perfformiad ac Atebolrwydd yn cael ei ystyried mewn cyfarfod ychwanegol o'r Pwyllgor Archwilio a Sicrwydd a gynhelir ar 9 Mehefin a'r Bwrdd ar 10 Mehefin. Bydd fersiwn derfynol yr Adroddiad Blynyddol yn cael ei ffeilio gyda Llywodraeth Cymru ar 11 Mehefin.

Lletya Swyddfa'r Prif Swyddog Digidol

Derbyniodd y Bwrdd sesiwn frifio arbennig yn gynharach y mis hwn mewn perthynas â'r cynllun i AaGIC gynnal Swyddfa'r Prif Swyddfa Ddigidol (OCDO) ar gyfer lechyd a Gofal Cymdeithasol ar ran Llywodraeth Cymru. Mae hyn yn rhan o swyddogaeth Gweithrediaeth y GIG sy'n cael ei datblygu mewn ymateb i'r Adolygiad Seneddol. Mae trafodaethau mewn perthynas â'r Cytundeb Lletya yn parhau gyda Llywodraeth Cymru ar hyn o bryd a rhagwelir y bydd cynnal yr OCDO yn cychwyn ym mis Hydref.

Risg

Ar hyn o bryd mae naw risg ar y Gofrestr Risg Gorfforaethol ac asesir bod dwy ohonynt yn goch:

- Seiberddiogelwch a statws cytundebol rhai agweddau ar addysg ôl-raddedig

3. ARGYMHELLIAD

English Catherine
05/28/2021 09:15:57

Gofynnir i'r Bwrdd nodi'r adroddiad hwn.

Llywodraethu a Sicrwydd			
Cyswllt â nodau strategol IMTP (os gwelwch yn ddau)	Nod Strategol 1: Arwain cynllunio, datblygu a lles gweithlu cymwys, cynaliadwy a hyblyg i gefnogi cyflwyno ' <i>Cymru Iachach</i> '	Nod Strategol 2: Gwella ansawdd a hygyrchedd addysg a hyfforddiant i'r holl staff gofal iechyd gan sicrhau ei fod yn diwallu anghenion y dyfodol	Nod Strategol 3: Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol o fewn GIG Cymru trwy adeiladu gallu arweinyddiaeth dosturiol a chyfunol ar bob lefel
	✓	✓	✓
	Nod Strategol 4: Datblygu'r gweithlu i gefnogi darparu diogelwch ac ansawdd	Nod Strategol 5: I fod yn gyflogwr enghreifftiol ac yn lle gwyh i weithio	Nod Strategol 6: Cael eich cydnabod fel partner, dylanwadrwr ac arweinydd rhagorol
	✓	✓	✓

Ansawdd, Diogelwch a Phrofiad y Claf	
Nid oes unrhyw faterion ansawdd uniongyrchol, diogelwch cleifion a phrofiad yn ymwneud â'r adroddiad hwn.	
Goblygiadau Ariannol	
Nid oes unrhyw oblygiadau ariannol uniongyrchol i'r adroddiad hwn.	
Goblygiadau Cyfreithiol (gan gynnwys asesiad cydraddoldeb ac amrywiaeth)	
Nid oes unrhyw oblygiadau cyfreithiol uniongyrchol i'r adroddiad hwn.	
Goblygiadau Staffio	
Nid oes unrhyw oblygiadau staffio uniongyrchol i'r adroddiad hwn	
Goblygiadau Tymor Hir (gan gynnwys effaith Deddf Lles Cenedlaethau'r Dyfodol (Cymru) 2015)	
Bydd yr ystod o weithgareddau a amlinellir yn yr adroddiad yn cyfrannu at agwedd AaGIC tuag at Ddeddf Lles Cenedlaethau'r Dyfodol. Fodd bynnag, bydd y cyfraniadau'n benodol i bob un o'r meysydd unigol a gwmpesir yn gyffredinol yn yr adroddiad hwn.	
Hanes yr Adroddiad	Cyflwynir adroddiad y Prif Swyddog Gweithredol ym mhob sesiwn Bwrdd agored a gynhelir unwaith bob deufis.
Atodiadau	AMHERTHNASOL.

English Catherine
05/28/2021 09:17:57



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Dyddiad Cyfarfod	27 Mai 2021	Eitem ar yr Agenda	3.2
Teitl yr Adroddiad	Diweddariad ar Rôl AaGIC mewn Arwain Rhaglenni Cenedlaethol		
Awdur yr Adroddiad	Charlette Middlemiss ac Angie Oliver		
Noddwr yr Adroddiad	Angela Parry a Julie Rogers		
A gyflwynir gan	Angela Parry		
Rhyddid Gwybodaeth	Agored		
Pwrpas yr Adroddiad	Bydd y papur hwn yn hysbysu'r Bwrdd ar: 1. Trosglwyddiad y rhaglenni gwaith cenedlaethol i AaGIC yn ystod 2020/21. 2. Diweddariad ar ddatblygiadau a chynnydd		
Materion Allweddol	• Trosglwyddwyd sawl rhaglen waith genedlaethol i AaGIC yn ystod 2020/21. • I adlewyrchu agenda a ffocws y rhaglenni y maent wedi'u trosglwyddo i ddwy o Gyfarwyddiaethau AaGIC - Nyrsio, Gweithwyr Proffesiynol Perthynol i Iechyd a Gwyddor Gofal Iechyd a Gweithlu a Chyfarwyddiaeth DS. • Mae trefniadau llywodraethu ar gyfer rhai o'r rhaglenni trawsnewid gweithlu yn cael eu hadolygu i adlewyrchu'r trosglwyddiad i AaGIC. • Nid yw'r trefniadau cyllido blynyddol yn adlewyrchu'r llinellau amser tymor hwy sy'n ofynnol i gefnogi gweithredu fframweithiau cenedlaethol.		
Angen Camau Penodol (os gwelwch yn ddau un yn unig)	Gwybodaeth	Trafodaeth	Sicrwydd
	✓		
Argymhellion	Gofynnir i Aelodau'r Bwrdd: • Dderbyn a nodi'r adroddiad er gwybodaeth.		

English Catherine
05/28/2021 09:17:57

--	--

DIWEDDARIAD AR RÔL AaGIC MEWN ARWAIN RHAGLENNI CENEDLAETHOL

1. CYFLWYNIAD

Mae sawl rhaglen waith genedlaethol sydd â chydannau gweithlu sylweddol wedi trosglwyddo i AaGIC yn ystod 2020/21. Mae'r rhain yn cyd-fynd â'n swyddogaethau statudol ac yn darparu cyfleoedd inni ymgorffori dull integredig ac aml-broffesiynol yn unol â Strategaeth y Gweithlu ar gyfer lechyd a Gofal Cymdeithasol. Mae'r rhaglenni'n gymhleth ac yn amrywiol ac mae angen arweinyddiaeth sylweddol, gweithio mewn partneriaeth ac ymgysylltu, rheoli prosiectau strwythuredig a llywodraethu clir.

Bydd y papur hwn yn rhoi trosolwg i'r Bwrdd o ddatblygiadau a chynnydd ar bob rhaglen. Mae'r rhaglenni wedi trosglwyddo i ddwy o Gyfarwyddiaethau AaGIC: Nyrsio, Gweithwyr Proffesiynol Perthynol i lechyd a Gwyddor Gofal lechyd a Chyfarwyddiaethau'r Gweithlu a DS, ac mae'r papur hwn wedi'i strwythuro i adlewyrchu hyn.

2. TÎM TRAWSNEWID GWEITHLU

Mae'r rhaglenni canlynol wedi trosglwyddo i Dîm Trawsnewid y Gweithlu ac mae ganddynt rolau hanfodol i'w chwarae mewn perthynas â diogelwch ac ansawdd gofal cleifion.

- Tîm Staff Nyrsio (NST) - trosglwyddwyd i AaGIC o lechyd Cyhoeddus Cymru (PHW) ym mis Gorffennaf 2020. Cynhaliwyd yn flaenorol gan PHW i gefnogi GIG Cymru i weithredu Deddf Lefelau Staff Nyrsio (Cymru) (2016)
- Fframwaith Gwyddor Gofal lechyd (HCS) - trosglwyddwyd ef i AaGIC o Gydweithfa GIG Cymru ym mis Hydref 2020.
- Fframwaith Gofal lechyd Perthynol (AHP): 'Edrych Ymlaen Gyda'n Gilydd' - a sefydlwyd yn 2020 i gefnogi gweithrediad y Fframwaith AHP.
- Canolfan Addysg Ôl-raddedig Optometreg Cymru (WOPEC) - Trosglwyddwyd o Brifysgol Caerdydd i AaGIC ym mis Ebrill 2021.

Ac eithrio'r rhaglen AHP mae'r NST, HCS a WOPEC i gyd yn rhaglenni sefydledig gyda chyllid wedi'i ddynnu'n uniongyrchol gan Lywodraeth Cymru (LIC). Mae'r pedair rhaglen yn rhan annatod o bortffolio gwaith tîm trawsnewid gweithlu AaGIC ac fe'u harweinir gan y Penaethiaid Trawsnewid Gweithlu unigol.

2.1 Rhaglen Staff Nyrsio Holl Gymru

Dechreuodd y Rhaglen Staff Nyrsio yn 2011 gyda chylch gwaith i ddarparu dull seiliedig ar dystiolaeth i gefnogi lleoli staff nyrsio yn effeithiol. Pasiwyd Deddf Lefelau Staff Nyrsio (Cymru) yn gyfraith ym mis Mawrth 2016 ac mae wedi'i gweithredu'n raddol. I ddechrau, cychwynnwyd y Ddeddf o fewn wardiau cleifion mewnol meddygol a llawfeddygol aciwt oedolion ond yn y pen draw fe'i cymhwysir ym mhobman mae nyrsys naill ai'n cael eu cyflogi neu eu comisiynu.

Mae 5 llif gwaith yn y rhaglen; cleifion mewnol meddygol a llawfeddygol oedolion, cleifion mewnol pediatreg, cleifion mewnol iechyd meddwl, ymwelwyr iechyd a nyrsio ardal. Noddir y ffrydiau gwaith gan, ac maent yn adrodd i'r Cyfarwyddwyr Nyrsio a'r Prif Swyddog Nyrsio. Mae Tîm Staff Nyrsio AaGIC (NST) wedi trosglwyddo i AaGIC i gefnogi'r ffrydiau gwaith hyn i alluogi Byrddau Iechyd ac Ymddiriedolaethau i gydymffurfio â gofynion y Ddeddf. Er bod y ffrydiau gwaith hyn ar wahanol gamau, mae pob un yn parhau i wneud cynnydd a chyflawniadau sylweddol. Rôl pob llif gwaith yw dyfeisio dull sy'n seiliedig ar dystiolaeth i bennu lefelau staffio priodol yn eu maes arbenigedd. Rhaid bod tystiolaeth o'r dull gweithredu yng nghyd-destun Cymru a dilyn model cyffredin o driongli, sy'n canolbwyntio ar dair ffynhonnell wybodaeth hanfodol: craffter cleifion, dangosyddion ansawdd a barn broffesiynol.

Mae'r pandemig wedi effeithio ar allu'r rhaglenni i gyflawni rhai o'r camau allweddol yn erbyn llinellau amser cychwynnol. Serch hynny, mae'r rhaglen yn parhau i edrych ar ffyrdd newydd ac arloesol o ymgysylltu â rhanddeiliaid i symud ymlaen â'r gwaith a sicrhau aliniad â rhaglenni gwaith eraill. Ymhlith yr enghreifftiau mae trosi sesiynau hyfforddi ac adborth gan ddefnyddio technoleg ddigidol.

Y flaenoriaeth gyfredol yw sicrhau bod dull y cytunwyd arno o fewn sefydliadau'r GIG i gefnogi casglu ac adrodd ar ddata. Mae AaGIC yn gweithio gydag Iechyd a Gofal Digidol Cymru a Byrddau Iechyd / Ymddiriedolaethau i ddod o hyd i atebion.

2.2 Rhaglen waith Fframwaith 'Edrych Ymlaen' Gwyddor Gofal Iechyd yng Nghymru (HCS)

Ym mis Mawrth 2018, cyhoeddodd LIC y Fframwaith Edrych Ymlaen, 'Gwyddor Gofal Iechyd yn GIG Cymru'. Mae'r Fframwaith yn nodi gweledigaeth a chyfeiriad teithio ar gyfer gweithlu Gwyddor Gofal Iechyd (50 o wahanol broffesiynau) yng Nghymru ac yn trafod rhai o'r heriau sy'n wynebu'r gweithlu amrywiol hwn, sy'n rhychwantu ar hyn o bryd.

Mae'r Fframwaith yn cwmpasu cyfanswm y gweithlu Gwyddor Gofal Iechyd o Fandiau 2 i 9. Mae hyn yn cynnwys proffesiynau rheoledig y Cyngor Proffesiynol Iechyd a Gofal: Gwyddonwyr Biofeddygol, Radiograffwyr a Gwyddonwyr Clinigol; gweithwyr proffesiynol eraill sy'n cael eu rheoleiddio trwy gofrestrau gwirfoddol sicr yn ogystal â phroffesiynau heb eu rheoleiddio.

Trosglwyddodd tîm prosiect bach i AaGIC ynghyd â'r gwaith hwn. Er bod y pandemig wedi effeithio ar rai o'r camau allweddol, gwnaed nifer o gyflawniadau gan gynnwys datblygu compendiwm o enghreifftiau o arfer da; cynnal gweminar i ddathlu cyfraniad y gweithlu gwyddor gofal iechyd yn yr ymateb i Covid-19 yn ystod Wythnos Gwyddor Gofal Iechyd; dal arloesedd a ffyrdd newydd o weithio trwy ledaenu arolwg ar-lein i gefnogi lleoli Gwyddor Gofal Iechyd; cynhyrchu cylchlythyr i rannu diweddariadau ar y rhaglen ac i ddathlu llwyddiannau'r gweithlu Gwyddor Gofal Iechyd.

Mae cynllun prosiect drafft yn cael ei ddatblygu i gefnogi cyflwyno'r rhaglen wrth symud ymlaen sy'n cael ei rhannu â rhanddeiliaid allweddol. Mae'r Pennaeth Trawsnewid sydd newydd ei benodi yn Awdiolegydd yn ôl cefndir proffesiynol yn dechrau ei swydd ar 17^{ed} Mai. Ar hyn o bryd cytunir ar gyllid yn flynyddol gan Lywodraeth Cymru.

2.3 Fframwaith Gweithwyr Proffesiynol Perthynol i lechyd : Rhaglen waith Edrych Ymlaen Gyda'n Gilydd

Cyhoeddwyd y Fframwaith Gweithwyr Proffesiynol Perthynol i lechyd yn 2019 ac mae'n disgrifio gweledigaeth 10 mlynedd ar gyfer trawsnewid gwasanaethau Gweithwyr Proffesiynol Perthynol i lechyd ar draws y System lechyd a Gofal yng Nghymru. Yn 2020 gofynnodd Llywodraeth Cymru i AaGIC arwain y gwaith o ddatblygu a gweithredu'r Fframwaith gan fod elfen sylweddol o'r gweithlu.

Mae Pennaeth Trawsnewid y Gweithlu Gweithwyr Proffesiynol Perthynol i lechyd a benodwyd yn 2020 wedi datblygu cynllun gwaith dwy flynedd cychwynnol wedi'i lunio o amgylch gweledigaeth y Fframwaith, y saith thema yn Strategaeth y Gweithlu ar gyfer lechyd a Gofal Cymdeithasol, gwersi a ddysgwyd o bandemig COVID-19 a'r Fframwaith Clinigol Cenedlaethol (2021). Gyda chyflawniadau blynyddol a nodwyd, mae gan y rhaglen nifer o nodau a ddangosir isod:

- Arweinyddiaeth a datblygiad hyderus ac effeithiol o lwybrau gyrfa ar gyfer ymarfer uwch ac ymgynghorol
- Mabwysiadu ac arwain modelau integredig o adsefydlu / ymyrraeth gynnar, iechyd cyhoeddus / atal, a gofal sylfaenol a chymunedol
- Methodolegau gwella ansawdd defnydd arferol i drawsnewid arfer mewn ymateb i angen newidiol yn y boblogaeth.
- Gweithlu gweithwyr cymorth aml-broffesiynol medrus ac addasadwy
- Hwyluso mynediad at ystod o gyfleoedd addysg a hyfforddiant i gefnogi datblygiad sgiliau newydd a datblygu gyrfa
- Defnydd cymwys a hyderus o offer ac adnoddau digidol i gefnogi ymarfer.
- Defnyddio modelau gweithlu newydd ac amgen i gefnogi maint a siâp y gweithlu presennol ac yn y dyfodol
- Hyrwyddo Gweithwyr Proffesiynol Perthynol i lechyd fel gyrfaedd hygyrch a deniadol yng Nghymru.

Mae Cyfarwyddwyr Therapiau a Gwyddorau lechyd a LIC wedi cytuno ar ddogfen cychwyn a strwythur cychwyn y prosiect ar gyfer rheoli gweithrediad y fframwaith, a sicrhawyd cyllid ar gyfer 2021-2023. Bydd y rhaglen Gweithwyr Proffesiynol Perthynol i lechyd yn datblygu ac yn cynnal cysylltiadau ag ystod eang o raglenni gwaith cenedlaethol gan gynnwys Gofal Sylfaenol, Gofal wedi'i Gynllunio a Gofal Brys ac Argyfwng. Dechreuwyd recriwtio i dîm y prosiect ym mis Ebrill.

2.4 Canolfan Addysg Ôl-raddedig Optometreg Cymru (WOPEC)

Mae'r ddogfen 'Ymagwedd at Wasanaethau Optometreg yng Nghymru yn y dyfodol' gan Lywodraeth Cymru yn amlinellu'r cyfeiriad ar gyfer darparu gwasanaethau gofal llygaid yn y dyfodol dros y 10 mlynedd. Mae'r uchelgais ar gyfer y gweithlu optometreg yn cynnwys, datblygu proffesiwn yn barhaus gydag ymarfer myfyriol, mentora a mynediad at addysg a gwella sgiliau o ansawdd uchel, datblygu arweinwyr mewn optometreg i hyrwyddo a symud y proffesiwn ymlaen gyda mynediad at raglenni arweinyddiaeth.

English
05/28/2021 09:17:57

Er mwyn hwyluso'r cyfeiriad strategol trosglwyddwyd yr holl hyfforddiant, addysg a DPP i gefnogi optometryddion ôl-gofrestru yng Nghymru i AaGIC ym mis Ebrill 2021. Mae hyn yn rhoi cyfle i adolygu, nodi ac asesu'r hyn y mae DPP, dysgu gydol oes a chefnogi optometryddion yn ei dderbyn unwaith y byddant wedi'u cofrestru i weithio yng Nghymru. Bydd effaith cynigion a'r costau a'r buddion yn rhan o'r adolygiad. Mae grŵp cwmpasu yn dilyn proses arfarnu opsiynau sydd ar y gweill.

Yn dilyn canlyniadau cadarnhaol o adolygiad ansoddol o fentora a chefnogaeth i optometryddion yn ymarferol, bydd y grŵp hefyd yn ystyried yr opsiynau ar gyfer cefnogi optometryddion sydd newydd gymhwyso. Bydd y gwaith hwn yn galluogi AaGIC i ddarparu addysg a hyfforddiant sy'n cyd-fynd â diwygiadau contract optometreg Llywodraeth Cymru. Mae'r trafodaethau ar gyfer contract optometreg newydd yn unol â newidiadau diweddar i gontractau deintyddol a meddygon teulu, gyda phwyslais ar wasanaethau clinigol a gwneud penderfyniadau sy'n canolbwyntio ar y claf.

Mae'r Pennaeth Trawsnewid Optometreg sydd newydd ei benodi yn datblygu cynllun i gyflawni'r canlynol:

- Comisiynu cymhwyster uwch ar gyfer y gweithlu gofal llygaid.
- Adolygiad o DPP / addysg a hyfforddiant a chefnogaeth ar gyfer optometreg
- Mynediad at adnoddau arweinyddiaeth a GI
- Datblygu cynllun gweithlu

Mae tri aelod o staff ynghyd â 5 Tiwtor Rhanbarthol (pob un yn rhan amser) wedi trosglwyddo o Brifysgol Caerdydd i AaGIC.

3. GWEITHLU A DATBLYGU SEFYDLIADOL

Yn ystod 2020/21 trosglwyddodd tair rhaglen o Lywodraeth Cymru i AaGIC, gyda chyllid i gefnogi'r ymrwymadau presennol.

- Rhaglen Ehangu Mynediad
- Train Work Live
- Arolwg Staff

3.1 Rhaglen Ehangu Mynediad

Ym mis Gorffennaf 2020 trosglwyddodd y rhaglen Ehangu Mynediad o Lywodraeth Cymru i AaGIC. Cyn y trosglwyddiad, roedd LIC wedi cytuno i gefnogi'r rhaglenni isod, ar ôl cyflwyno eu cynigion.

- Ehangu Mynediad i raglen Profiad Gwaith Ymarfer Meddygon Teulu
- Meddygon Yfory: Cefnogi Gyrfaoedd Meddygol - Rhaglen Gymraeg
- Ehangu Mynediad i Fferylliaeth

Yn anffodus, effeithiodd Covid-19 ar y gallu i gyflwyno'r rhaglenni fel y cynlluniwyd, ond mae dwy o'r rhaglenni (Meddygon Yfory ac Ehangu Mynediad at Fferylliaeth) yn archwilio ac yn darparu dewisiadau amgen digidol.

Ar hyn o bryd rydym yn cwmpasu ein dull o gwmpasu mwy o feysydd gweithwyr ieuchyd proffesiynol wrth i ni barhau i weithio gyda phartneriaid ar draws prifysgolion, colegau,

ysgolion, a Byrddau Iechyd / Ymddiriedolaethau. Er bod yr agwedd benodol hon ar y gwaith yn cael ei chyflawni, mae ein tîm Gyrfaoedd ac Ehangu Mynediad, yn ymdrechu i sicrhau ein bod yn gwreiddio egwyddorion ehangu mynediad ar draws meysydd allweddol o'n hagenda gan gynnwys ond heb fod yn gyfyngedig i'n rhaglenni 'Gwnaed yng Nghymru', Gyrfaoedd GIG, Comisiynu Addysg a rhaglenni Cyrhaeddiad Gwahaniaethol.

3.2 Train Work Live

Ym mis Medi 2020, trosglwyddodd ymgyrch farchnata ryngwladol TrainWorkLive (TWL), i gefnogi recriwtio i GIG Cymru, o Lywodraeth Cymru i AaGIC gyda chyllideb o £500k. Cyn trosglwyddo, roedd TWL, gan weithio gyda rhanddeiliaid allweddol gan gynnwys AaGIC, wedi lansio ymgyrchoedd wedi'u targedu i ddenu'r grwpiau canlynol o staff gofal iechyd i GIG Cymru

- Meddygon, gyda ffocws penodol ar hyfforddeion meddygon teulu a seiciatreg
- Nyrsys
- Fferyllwyr cyn-gofrestru (o'r enw Fferyllwyr dan Hyfforddiant o Orffennaf 2021)

Yr ymgyrchoedd marchnata

- GIG Cymru wedi'i arddangos, gyda stondinau pwrpasol mewn cynadleddau gofal iechyd gan gynnwys Cynadleddau BMJ Live, RCGP a RCM a Chyngres RCN
- Targedu rhai gwledydd, yn unol â Chod Ymarfer Recriwtio Rhyngwladol y DU
- Ymgysylltu â rhanddeiliaid allweddol i ddatblygu negeseuon marchnata allweddol, a ddefnyddiwyd mewn hysbysebion digidol wedi'u targedu, gan gynnwys hysbysebion rhaglennol ac ymgyrchoedd cyfryngau cymdeithasol, gyda dolenni i wefan TrainWorkLive

Effeithiodd Covid-19 ar y gallu i gyflawni'r ymgyrchoedd fel y cynlluniwyd yn ystod 2020, gyda phum cynhadledd fawr wedi'u canslo, eu gohirio, neu eu newid i lwyfan rhithwir. Cwtogwyd yr ymgyrchoedd hysbysebu digidol rhyngwladol hefyd, er i'r ymgyrch Fferyllfa Cyn-gofrestru fynd yn ei blaen. Mae Covid-19 yn parhau i effeithio yn 2021, gyda thri o'r pedwar digwyddiad rheolaidd wedi newid o fod yn bersonol i fod yn llwyfan rhithwir. Fodd bynnag, bydd TWL yn lansio blwyddyn tri'r Ymgyrch Ddigidol Fferyllfa ym mis Mehefin ac mae'r tîm yn bwriadu bod yng Nghynhadledd RCGP, Lerpwl ym mis Hydref, yn caniatáu rheolau pandemig ar yr adeg honno.

Rydym yn cysylltu â chydweithwyr TG a Chyfathrebu i drosglwyddo o LIC i AaGIC, y cyfochrog TWL digidol, ac mae gwaith ar y gweill i fudo gwefan TWL i lwyfannau AaGIC. Yn ystod 2021 rydym hefyd yn adolygu ac yn adnewyddu ein hastudiaethau achos, gan gynnwys cyrchu, trwy arweinwyr proffesiynol, gweithiwr gofal iechyd proffesiynol gwirfoddol newydd i'w gynnwys fel ein 'pobl greadigol hollt' newydd - rydym yn gobeithio cynnwys rhai o'n GPTs a'n Fferyllwyr Cyn-gofrestru a ddaeth i'r GIG. Cymru o ganlyniad i negeseuon marchnata allweddol am hyfforddi, gweithio a byw yng Nghymru, yn barod ar gyfer ymgyrchoedd hysbysebu digidol newydd a gobeithio dychwelyd i ddigwyddiadau personol yn 2022. Bydd ymgyrchoedd TWL yn seiliedig ar dystiolaeth gadarn, a ddarperir gan ein Dadansoddeg a Chynllunio'r

Gweithlu; a mwy, bydd y tîm yn cydweithredu â chydweithwyr ym maes Gyrfaoedd ac Ehangu Mynediad a Made in Wales.

3.3 Arolwg Staff

Yn hydref 2019, gwnaethom gyflawni arolwg staff GIG Cymru. Roedd hyn yn wahanol iawn i iteriadau blaenorol yn nifer y cwestiynau yn yr arolwg, troi canlyniadau'n gyflym a dosbarthiad yr arolwg trwy ddull digidol.

Cytunodd y grŵp arolwg staff sy'n cynnwys cynrychiolaeth o GIG Cymru, Llywodraeth Cymru a Fforwm Partneriaeth Cymru, y byddai ein dull newydd o arolygu ein staff yn rhesymoli faint o systemau a ddefnyddiwn i redeg arolygon a symud i ddull symlach i annog cyfranogiad gweithredol a chyfrifoldeb mewn sgysiau i wneud gwelliant yn seiliedig ar y canlyniadau ar lefel tîm lle bynnag y bo modd.

Nod y dull newydd yw creu metrigau "system" sy'n ein helpu i symud tuag at ganolbwyntio ar berthnasoedd ac ymddygiadau tosturiol. Er bod metrigau trafodion yn dal i fod yn rhan o'r arolwg, mae'r dull diwygiedig yn annog dull casgliadol a rheolaidd o adborth sy'n canolbwyntio ar gymryd rhan mewn adborth a chymryd rhan mewn myfyrdodau / sgysiau / gweithredoedd dilynol.

Ar hyn o bryd mae gan bob sefydliad drwydded 'Qlearsite' (system arolygu) am 12 mis gydag opsiwn i ymestyn. Yn ystod Ch1 2021-22 byddwn yn cwmpasu opsiynau posibl mewn perthynas â'r datrysiad technegol gorau yw i GIG Cymru barhau â'n rhaglen waith arolwg staff, wrth i ni recriwtio i swydd a fydd yn cwmpasu'r arweinydd ar gyfer arolwg staff y GIG.

4. MATERION LLYWODRAETHU A RISG

Er bod cynnydd sylweddol yn cael ei wneud, mae'r holl raglenni hyn yn gymhleth ac yn cyflwyno rhai heriau gan gynnwys:

- Perthynas a disgwyliadau ystod amrywiol o randdeiliaid
- Strwythurau llywodraethu ac adrodd - mae angen adolygu'r rhain i adlewyrchu rôl ac atebolrwydd AaGIC. Mae'r broses hon ar y gweill.
- Cyllid tymor byr yn unol â'r dyraniad blynyddol nad yw'n adlewyrchu'r amserlen weithredu yn y Fframweithiau. Gallai hyn effeithio ar gynnydd os yw'n effeithio ar recriwtio a chadw staff allweddol.

5. GOBLYGIADAU ARIANNOL

Disgwylir y bydd LIC yn cwrdd â goblygiadau ariannol arwain y rhaglenni hyn er yn amlwg mae cysylltiadau a synergeddau â swyddogaethau a gallu presennol yn AaGIC. Gallai natur tymor byr yr arian yn unol â dyraniad blynyddol y cyllid effeithio ar gynaliadwyedd a pharhad y rhaglenni gyda llinell amser gofyniad 10 mlynedd ar gyfer gweithredu

6. ARGYMHELLIAD

Gofynnir i'r Bwrdd nodi sefyllfa'r rhaglenni cenedlaethol hyn.

English Catherine
05/28/2021 09:17:57

Llywodraethu a Sicrwydd			
Cyswllt â nodau strategol IMTP <i>(os gwelwch yn dda✓)</i>	Nod Strategol 1: Arwain cynllunio, datblygu a lles gweithlu cymwys, cynaliadwy a hyblyg i gefnogi cyflwyno ' <i>Cymru Iachach</i> '	Nod Strategol 2: Gwellu ansawdd a hygyrchedd addysg a hyfforddiant i'r holl staff gofal iechyd gan sicrhau ei fod yn diwallu anghenion y dyfodol	Nod Strategol 3: Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol o fewn GIG Cymru trwy adeiladu gallu arweinyddiaeth dosturiol a chyfunol ar bob lefel
	Nod Strategol 4: Datblygu'r gweithlu i gefnogi darparu diogelwch ac ansawdd	Nod Strategol 5: I fod yn gyflogwr enghreifftiol ac yn lle gwych i weithio	Nod Strategol 6: Cael eich cydnabod fel partner, dylanwadwr ac arweinydd rhagorol
Ansawdd, Diogelwch a Phrofiad y Claf			
Goblygiadau Ariannol			
Goblygiadau Cyfreithiol (gan gynnwys asesiad cydraddoldeb ac amrywiaeth)			
Goblygiadau Staffio			
Goblygiadau Tymor Hir (gan gynnwys effaith Deddf Lles Cenedlaethau'r Dyfodol (Cymru) 2015)			
Hanes yr Adroddiad			
Atodiadau			



Dyddiad Cyfarfod	27 Mai 2021	Eitem ar yr Agenda	4.1
Teitl yr Adroddiad	Adroddiad y Cyfarwyddwr Cyllid		
Awdur yr Adroddiad	Rhiannon Beckett		
Noddwr yr Adroddiad	Eifion Williams		
A gyflwynir gan	Eifion Williams		
Rhyddid Gwybodaeth	Agored		
Pwrpas yr Adroddiad	Rhoi adroddiad i Fwrdd AaGIC ar y sefyllfa ariannol ar gyfer Ebrill 2021 (Mis 1).		
Materion Allweddol	Mae gan AaGIC ddyletswydd statudol i fantoli'r gyllideb ar ddiwedd y flwyddyn a dylai'r adroddiad hwn gynorthwyo'r Bwrdd, Gweithredwyr a Deiliaid Cyllideb i ddeall y sefyllfa ariannol yr adroddwyd amdani ar gyfer Mis 1 blwyddyn ariannol 2021-22 a'r camau sydd eu hangen i fod mewn cydbwysedd ar ddiwedd y flwyddyn. .		
Angen Camau Penodol (os gwelwch yn ddau un yn unig)	Gwybodaeth	Trafodaeth	Sicrwydd
	✓		
Argymhellion	Gofynnir i aelodau'r Bwrdd: nodi'r sefyllfa ariannol yr adroddwyd arni ym mis un a'r rhesymau sylfaenol dros yr amrywiannau allweddol i'r gyllideb.		

ADRODDIAD CYFARWYDDWR CYLLID

1. CYFLWYNIAD

Mae'r adroddiad yn nodi'r sefyllfa ariannol ar ddiwedd Ebrill 2021, a adroddwyd yn erbyn cyllidebau wedi'u diweddarau. Mae'r cyllidebau dirprwyedig wedi deillio o Gynllun Adnoddau 2021/22 a dynnwyd o Gynllun Blyneddol 2021-22 a gymeradwywyd gan Fwrdd AaGIC a'r llythyr dyrannu adnoddau a dderbyniwyd gan Lywodraeth Cymru. Mae sefyllfa ariannol AaGIC yr adroddwyd amdani ym Mis 1 yn £90,980 wedi'i danwario ac adroddwyd ar y sefyllfa hon i LIC yn unol â gofynion y cyflwyniad dychwelyd monitro.

2. CEFNDIR

Mae'r adroddiad hwn yn rhoi diweddariad ar y sefyllfa ariannol am y cyfnod hyd at 30 Ebrill 2021, ac mae'r adroddiad yn nodi'r rhesymau dros unrhyw amrywiad ariannol yn erbyn y cyllidebau a osodwyd. Mae diweddariadau i gynllun ariannol y flwyddyn gyfredol wedi'u trafod a'u cytuno gyda'r tîm Gweithredol a byddant yn cael eu hadlewyrchu ym mis 2. Mae'r rhain yn cynnwys ailddosrannu cyllid i gydbwyso ymrwymadau cynllun ariannol. Bydd yr ymarferion 'Deep Dive' yn parhau bob chwarter a bydd y tîm Gweithredol yn cael gwybod am unrhyw gyfleoedd anghylchol a allai ddod.

3. CYNNIG

Gofynnir i'r Bwrdd nodi'r sefyllfa ariannol a adroddwyd gan AaGIC ar gyfer Mis 1 ac ystyried yr esboniadau cryno o'r amrywiadau allweddol a ddisgrifir ar gyfer pob Cyfarwyddiaeth.

4. MATERION LLYWODRAETHU A RISG

Mae gan AaGIC ddyletswydd ariannol statudol i fantoli'r gyllideb ar ddiwedd y flwyddyn a bydd Llywodraeth Cymru yn monitro'r sefyllfa yr adroddir amdani o ran y ddyletswydd hon a hefyd yn erbyn cynllun ariannol y flwyddyn gyfredol a gyflwynwyd yng Nghynllun Blyneddol 2021-22.

5. GOBLYGIADAU ARIANNOL

5.1 Sefyllfa Ariannol Refeniw ym Mis 1

Mae AaGIC yn nodi tanwariant o £90,980 yn erbyn cyllidebau proffil ar 30 Ebrill 2021. Mae'r sefyllfa gorwario mewn cyllidebau Tâl oherwydd y gofyniad i ail-alinio cyllidebau i gydbwyso'r cynllun ariannol. Mae'r tanwariant mewn cyllidebau Di-dâl o ganlyniad i lai o hyfforddiant wyneb yn wyneb a gweithgaredd addysg oherwydd cyfyngiadau cloi COVID-19 a bydd hefyd yn destun ail-alinio i gydbwyso'r cynllun ariannol. Mae'r tanwariant ar gyllidebau Comisiynu o ganlyniad i dan-recriwtio hyfforddeion i raglenni mewn Fferylliaeth, hyfforddiant Sefydliad Deintyddol a'r graddau hyfforddiant Meddygol, wedi'i wrthbwyso gan orwariant bach o fewn hyfforddiant meddygon teulu o ganlyniad i gyflogau gwarchodedig.

Adroddwyd am sefyllfa mis 1 i Lywodraeth Cymru trwy'r ffurflen fonitro a gyflwynwyd ar ddiwrnod 9 yn unol ag amserlen adrodd WHC ofynnol. Mae'r Ffurflen Fonitro a gyflwynwyd wedi'i chynnwys yn Atodiad 2.

Mae'r tabl isod yn dangos yr amrywiant lefel uchel ar gyllidebau dirprwyedig y Cyfarwyddwyr Gweithredol.



As at 30th April 2021

	Year to Date			Previous Month	
	Budget	Actual	Variance	Variance to Date	Movement
	£	£	£	£	£
INCOME:					
Welsh Government	(19,964,527)	(19,964,527)	0	0	0
Other Income	(64,341)	(55,060)	9,281	0	9,281
Total Income	(20,028,868)	(20,019,587)	9,281	0	9,281
Expenditure					
Board & Executive	147,456	154,019	6,563	0	6,563
Finance	87,455	82,598	(4,857)	0	(4,857)
Planning, Performance and Corporate Services	207,332	201,911	(5,421)	0	(5,421)
Digital and IT	423,983	434,719	10,736	0	10,736
Medical & Pharmacy	9,672,175	9,562,686	(109,489)	0	(109,489)
Nursing	9,191,494	9,210,173	18,679	0	18,679
Human Resources and Organisation Development	298,973	282,501	(16,472)	0	(16,472)
Sub-Total Expenditure	20,028,868	19,928,606	(100,262)	0	(100,262)
Total			(90,980)	0	(90,980)

Mae'r tabl canlynol yn rhoi dadansoddiad pellach o'r amrywiant ariannol yn ôl categorï gwariant.

	Income	Expenditure			Total
		Pay	Non Pay	Commissioning	
Directorate	£	£	£	£	£
Board and Executive		13,279	(6,716)		6,563
Chief Executive Reserve			0		0
Finance		(3,536)	(1,321)		(4,857)
Planning, Performance and Corporate Services		(2,742)	(2,679)		(5,421)
Digital and IT		14,764	(4,028)		10,736
Medical & Pharmacy	9,281	(4,027)	(45,888)	(59,574)	(100,207)
Nursing	0	18,505	(410)	584	18,679
Human Resources and Organisation Development		(13,537)	(2,935)		(16,472)
Total	9,281	22,705	(63,977)	(58,990)	(90,980)

Mae'r dadansoddiad sydd ynghlwm fel Atodiad 1, yn darparu'r rhesymau allweddol dros y tanwario gan y Gyfarwyddiaeth. Y rhesymau allweddol dros yr amrywiannau tanwario yw swyddi gwag yn erbyn lefelau staffio cyllidebol ar gyfer Cyllidebau Cyflog, costau is mewn gweithgaredd cymorth addysg a hyfforddiant ac am gostau costau teithio mewn cyllidebau heblaw Cyflog.

Disgwylir y bydd AaGIC yn llwyddo i sicrhau bod sefyllfa ariannol gytbwys gyffredinol yn cael ei chyflawni ar ddiwedd y flwyddyn.

5.2 Cyllid Comisiynu

Dylid nodi bod cyllidebau Comisiynu yn seiliedig ar y garfan myfyrwyr bresennol yn y system a'r niferoedd myfyrwyr a gomisiynwyd ar gyfer 21/22.

5.3 Gwariant Cyfalaf

Mae gan AaGIC ddyraniad cyfalaf dewisol o £105k ar gyfer y flwyddyn.

5.4 Mantolen

Mae'r fantolen ar 30^{ain} Ebrill 2021 isod:

	Balans Agoriadol 2021/22	30^{ain} Ebrill 2021	Symud
	£000s	£000s	£000s
Asedau anghyfredol:			
Asedau sefydlog	2,179	2,136	(43)
Asedau Cyfredol:			
Masnach a symiau derbyniadwy eraill	1,293	1,105	(188)
Arian a banc	6,148	2,531	(3,617)
Cyfanswm Asedau	9,620	5,772	(3,848)
Rhwymedigaethau:			
Masnach a thaladwy eraill	(7,337)	(11,363)	(4,026)
Darpariaethau	(7)	(7)	0
Cyfanswm Rhwymedigaethau	(7,344)	(11,370)	(4,026)
	2,275	(5,598)	(7,874)
Ariannwyd gan:			
Cronfa Gyffredinol	2,275	(5,598)	(7,874)
Cyfanswm Cyllid	2,275	(5,598)	(7,874)

- Mae'r symudiad ar asedau anghyfredol yn adlewyrchu dibrisiant a godwyd yn ystod 2021/22.
 - Mae Masnach a Derbyniadau Eraill yn £1.1m ar 30 Ebrill 2021.
- Masnach a symiau taladwy eraill gyfanswm o £11.4m ar 30^{ain} Ebrill Mae'r prif falansau'n cynnwys:
 - £3.9m mewn perthynas â sefydliadau GIG Cymru eraill. Mae £2.2m ar gyfer taliadau Hyfforddai Meddygon Teulu i NWSSP.
 - £4.4m i gredydwy'r nad ydynt yn GIG. Taliadau sy'n ddyledus yn bennaf i'r Prifysgolion am gostau sy'n ymwneud â blwyddyn ariannol 2020/21 yw'r rhain. Cronnwyd £900k ar gyfer taliadau bonws COVID a £271k ar gyfer cronriad A / L.
 - £0.6m i Gyllid a Thollau EM ac asiantaeth pensiynau'r GIG mewn perthynas â thaliadau cyflogres mis Ebrill.

• sefyllfa arian parod ar ddiwedd mis 1 oedd £2.5m.

5.5 Polisi Talu'r Sector Cyhoeddus

Disgwylir i bob corff GIG fodloni Polisi Talu'r Sector Cyhoeddus, sy'n ei gwneud yn ofynnol i sefydliadau'r GIG dalu 95% o'r holl anfonebau o fewn 30 diwrnod ac mae'n seiliedig ar sefyllfa gronnus. Am y cyfnod Ebrill 2021 talodd AaGIC 98.6% o anfonebau heblaw'r GIG o fewn y targed hwn a thalu 100% o anfonebau'r GIG.

6. ARGYMHELLIAD

Gofynnir i'r Bwrdd nodi:

- y sefyllfa ariannol yr adroddwyd amdani ar gyfer AaGIC ym mis 1
- yr esboniad cryno o amrywiadau allweddol gan y Gyfarwyddiaeth
- y dyraniad Cyfalaf
- safle'r Fantolen

Gofynnir i'r Bwrdd gytuno ar yr enillion arfaethedig o £5m o gyllid i LIC yn Ch4 Llywodraethu a Sicrwydd			
Cyswllt â nodau strategol IMTP (os gwelwch yn ddau)	Nod Strategol 1: Arwain cynllunio, datblygu a lles gweithlu cymwys, cynaliadwy a hyblyg i gefnogi cyflwyno ' Cymru Iachach '	Nod Strategol 2: Gwella ansawdd a hygyrchedd addysg a hyfforddiant i'r holl staff gofal iechyd gan sicrhau ei fod yn diwallu anghenion y dyfodol	Nod Strategol 3: Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol o fewn GIG Cymru trwy adeiladu gallu arweinyddiaeth dosturiol a chyfunol ar bob lefel
	Nod Strategol 4: Datblygu'r gweithlu i gefnogi darparu diogelwch ac ansawdd	Nod Strategol 5: I fod yn gyflogwr enghreifftiol ac yn lle gwych i weithio	Nod Strategol 6: Cael eich cydnabod fel partner, dylanwadwr ac arweinydd rhagorol
Ansawdd, Diogelwch a Phrofiad y Claf			
Nid oes unrhyw oblygiadau i Ansawdd, Diogelwch a Phrofiad y Claf			
Goblygiadau Ariannol			
Nodir y goblygiadau ariannol uchod yng nghorff yr adroddiad.			
Goblygiadau Cyfreithiol (gan gynnwys asesiad cydraddoldeb ac amrywiaeth)			
Mae gan AaGIC gyfrifoldeb statudol i fantoli'r gyllideb ar ddiwedd y flwyddyn ac mae'r adroddiad yn nodi'r sefyllfa ariannol ar gyfer Ebrill 2021. Nid oes unrhyw oblygiadau cydraddoldeb ac amrywiaeth i'r adroddiad hwn.			
Goblygiadau Staffio			
Nid oes unrhyw oblygiadau staffio'r adroddiad hwn.			
Goblygiadau Tymor Hir (gan gynnwys effaith Deddf Lles Cenedlaethau'r Dyfodol (Cymru) 2015)			
Mae'r adroddiad yn disgrifio'n fyr sut mae AaGIC yn ceisio mabwysiadu dull cynaliadwy o reoli ariannol a fydd yn galluogi AaGIC i gyflawni ei amcanion tymor hir.			
Hanes yr Adroddiad	Mae'r adroddiad yn cyfeirio ac yn diweddarau'r diweddariad cyllid blaenorol a rannwyd gyda Bwrdd AaGIC ym mis Ebrill 2021.		
Atodiadau	Mae manylion pellach wedi'u cynnwys yn Atodiad 1.		

--	--

English, Catherine
05/28/2021 09:17:57

REPORT OF THE DIRECTOR OF FINANCE

The following analysis of the key underspends, by Directorate, is provided below: -

1. Board and Executives

- An overspend on pay to date is as a result of a requirement to re-align budgets to balance the financial plan in respect of the Director of Planning and Digital posts and Welsh translation Manager and apprentice, offset by less than full time costs for the Interim Director of Nursing and Director of Finance.
- A small overspend on Non-Pay of £6,716 is due to lower than budgeted travel, catering, room hire and training expenses as a result of the Covid-19 pandemic and lockdown, and lower legal and risk costs than budgeted.

2. Finance.

- The pay budgets show a small underspend of £3,536 due to vacancies at band 3 and 5, the band 5 vacancy is currently covered by an agency member of staff.
- There is a favourable variance of £1,321 in Non-Pay that is predominantly related to lower than anticipated travel and subsistence costs and lower than budgeted bank charges.

3. Planning, Performance and Corporate Services

- The Pay budgets are underspent at month 1 by £2,742, 2 wte vacant posts are filled by agency staff and an internal secondment.
- There is an underspend of £2,679 against non-pay budgets as a result of savings in utilities costs and other variable costs associated with Ty Dysgu as a result of the home working model.

4. Digital and IT

- There is an overspend against the initial budgets set of £14,674 as a result of the requirement to re-align budgets to balance the financial plan specifically in relation to the Head of Cyber Security role and the appointment of additional temporary agency staff.
- There is an underspend against non-pay budgets of £4,028 as a result of reduced travel as a result of the COVID-19 pandemic.

English Catherine
05/28/2021 09:17:57

5. Medical and Pharmacy

- There is an adverse variance of £9,281 against the other income target as a result of lower than anticipated income from revalidation and CPD courses for Dentists and GPs.
- The underspend on pay of £4,027 is as a result of a number of administration and clerical vacancies across a range of teams which are partly offset by agency costs.
- The underspend on non-pay of £45,888 is as a result of lower than anticipated spend on training expenses, lecture fees and travel and subsistence in the year to date.
- Commissioning budgets are underspent by £59,574 year to date. The underspend is predominantly due to under-recruitment to training grade posts £17,894, £21,901 of underspend in Pharmacy budgets due and £19,575 in Dental Foundation training due to under recruitment. There is also an underspend in GP Induction and Returners and this is offset by an overspend of £15,836 in GP training as a result of protected pay.

6. Nursing

- The overspend in Pay budgets of £18,505 relates predominantly to the non recurrent funding allocation in respect of the Nurse Staffing Levels Team, this has been agreed but not received and so not included in delegated budgets as yet.
- Non-Pay budgets are mainly provided for Commissioning expenditure on education and training contracts, student salary and bursary costs along with disability payments, training, travel and subsistence and expenses.
- It should be noted that the Commissioning budget is based on the existing student cohort in the system and the commissioned student numbers for 21/22. A breakeven position is reported at month 1.
- The other non-pay budgets are related to travel and subsistence and other expenses of the Nursing team which are of minimal value and are breakeven in month.

7. Human Resources and Organisation Development

- There are 7 wte vacancies within the core budgets of the Directorate contributing to the £13,537 underspend in month 1.
- A Non-Pay underspend variance of £2,935 is predominantly due to the ongoing impact of Covid-19 restrictions on travel.

English Catherine
05/28/2021 09:17:57

Summary Of Main Financial Performance

Revenue Performance

		Actual YTD £'000	Annual Forecast £'000
1	Under / (Over) Performance	91	0

English Catherine
05/28/2021 09:17:57

HEIW

Table A - Movement of Opening Financial Plan to Forecast Outturn

Period : Apr 21

This Table is currently showing 0 errors

Line 14 should reflect the corresponding amounts included within the latest IMTP/AOP submission to WG
Lines 1 - 14 should not be adjusted after Month 1

	In Year Effect £'000	Non Recurring £'000	Recurring £'000	FYE of Recurring £'000
1 Underlying Position b/fwd from Previous Year - must agree to M12 MMR (Deficit - Negative Value)	0	0	0	0
2 Planned New Expenditure (Non Covid-19) (Negative Value)	-31 045	0	-31 045	-31 045
3 Planned Expenditure For Covid-19 (Negative Value)	0	0		
4 Planned Welsh Government Funding (Non Covid-19) (Positive Value)	31 045	0	31 045	31 045
5 Planned Welsh Government Funding for Covid-19 (Positive Value)	0	0		
6 Planned Provider Income (Positive Value)	0	0		
7 RRL Profile - phasing only (In Year Effect / Column C must be nil)	0	0	0	0
8 Planned (Finalised) Savings Plan	0	0	0	0
9 Planned (Finalised) Net Income Generation	0	0	0	0
10 Planned Profit / (Loss) on Disposal of Assets	0	0	0	0
11 Planned Release of Uncommitted Contingencies & Reserves (Positive Value)	0	0		
12	0	0		
13 Planning Assumptions still to be finalised at Month 1	0	0		
14 Opening IMTP / Annual Operating Plan	0	0	0	0
15 Reversal of Planning Assumptions still to be finalised at Month 1	0	0	0	0
16 Additional In Year & Movement from Planned Release of Previously Committed Contingencies & Reserves (Positive)	0	0		
17 Additional In Year & Movement from Planned Profit / (Loss) on Disposal of Assets	0	0		
18 Underachievement of Month 1 Finalised Income Generation Due to Covid-19 (Negative Value)	0	0		
19 Other Movement in Month 1 Planned & In Year Net Income Generation	0	0	0	0
20 Underachievement of Month 1 Finalised Savings Due to Covid-19 (Negative Value)	0	0		
21 Other Movement in Month 1 Planned Savings - (Underachievement) / Overachievement	0	0	0	0
22 Additional In Year Identified Savings - Forecast	0	0	0	0
23 Variance to Planned RRL & Other Income	0	0		
24 Additional In Year & Movement in Planned Welsh Government Funding for Covid-19 (Positive Value - additional)	0	0		
25 Additional In Year & Movement in Planned Welsh Government Funding (Non Covid) (Positive Value - additional)	0	0		
26 Additional In Year & Movement Expenditure for Covid-19 (Positive Value - additional/Negative Value - reduction)	0	0		
27 In Year Expenditure Cost Reduction Due To Covid-19 (Positive Value)	0	0		
28 In Year Slippage on Investments/Repurposing of Developmental Initiatives Due To Covid-19 (Positive Value)	0	0		
29 In Year Accountancy Gains (Positive Value)	0	0	0	0
30 Net In Year Operational Variance to IMTP/AOP (material gross amounts to be listed separately)	0	0		
31	0	0		
32	0	0		
33	0	0		
34	0	0		
35	0	0		
36	0	0		
37	0	0		
38	0	0		
39	0	0		
40 Forecast Outturn (- Deficit / + Surplus)	0	0	0	0

	Apr £'000	May £'000	Jun £'000	Jul £'000	Aug £'000	Sep £'000	Oct £'000	Nov £'000	Dec £'000	Jan £'000	Feb £'000	Mar £'000	YTD £'000	In Year Effect £'000
1													0	0
2	-2 587	-2 587	-2 587	-2 587	-2 587	-2 587	-2 587	-2 587	-2 587	-2 587	-2 587	-2 587	-2 587	-31 045
3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	2 587	2 587	2 587	2 587	2 587	2 587	2 587	2 587	2 587	2 587	2 587	2 587	2 587	31 045
5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6													0	0
7												0	0	0
8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10													0	0
11													0	0
12													0	0
13													0	0
14	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16													0	0
17													0	0
18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23													0	0
24	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25													0	0
26	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30	91											-91	91	0
31													0	0
32													0	0
33													0	0
34													0	0
35													0	0
36													0	0
37													0	0
38													0	0
39													0	0
40	91	0	0	0	0	0	0	0	0	0	0	-91	91	0

English Catherine
05/28/2021 09:17:57

Table A1 - Underlying Position

This table needs completing monthly from Month: 1

This Table is currently showing 0 errors

Section A - By Spend Area		IMTP	Full Year Effect of Actions			New, Recurring, Full Year Effect of Unmitigated Pressures (-ve)	IMTP
		Underlying Position b/f	Recurring Savings (+ve)	Recurring Allocations / Income (+ve)	Subtotal		Underlying Position c/f
		£'000	£'000	£'000	£'000	£'000	£'000
1	Pay - Administrative, Clerical & Board Members				0		0
2	Pay - Medical & Dental				0		0
3	Pay - Nursing & Midwifery Registered				0		0
4	Pay - Prof Scientific & Technical				0		0
5	Pay - Additional Clinical Services				0		0
6	Pay - Allied Health Professionals				0		0
7	Pay - Healthcare Scientists				0		0
8	Pay - Estates & Ancillary				0		0
9	Pay - Students				0		0
10	Non Pay - Supplies and services - clinical				0		0
11	Non Pay - Supplies and services - general				0		0
12	Non Pay - Consultancy Services				0		0
13	Non Pay - Establishment				0		0
14	Non Pay - Transport				0		0
15	Non Pay - Premises				0		0
16	Non Pay - External Contractors				0		0
17	Health Care Provided by other Orgs – Welsh LHBs				0		0
18	Health Care Provided by other Orgs – Welsh Trusts				0		0
19	Health Care Provided by other Orgs – WHSSC				0		0
20	Health Care Provided by other Orgs – English				0		0
21	Health Care Provided by other Orgs – Private / Other				0		0
22	Total	0	0	0	0	0	0

Section B - By Directorate		IMTP	Full Year Effect of Actions			New, Recurring, Full Year Effect of Unmitigated Pressures (-ve)	IMTP
		Underlying Position b/f	Recurring Savings (+ve)	Recurring Allocations / Income (+ve)	Subtotal		Underlying Position c/f
		£'000	£'000	£'000	£'000	£'000	£'000
1	Primary Care				0		0
2	Mental Health				0		0
3	Continuing HealthCare				0		0
4	Commissioned Services				0		0
5	Scheduled Care				0		0
6	Unscheduled Care				0		0
7	Children & Women's				0		0
8	Community Services				0		0
9	Specialised Services				0		0
10	Executive / Corporate Areas				0		0
11	Support Services (inc. Estates & Facilities)				0		0
12	Total	0	0	0	0	0	0

This Table is currently showing 0 errors

Table A2 - Overview Of Key Risks & Opportunities		FORECAST YEAR END	
		£'000	Likelihood
	Opportunities to achieve IMTP/AOP (positive values)		
1	Red Pipeline schemes (inc AG & IG)		
2	Potential Cost Reduction		
3	Total Opportunities to achieve IMTP/AOP	0	
	Risks (negative values)		
4	Under delivery of Amber Schemes included in Outturn via Tracker		
5	Continuing Healthcare		
6	Prescribing		
7	Pharmacy Contract		
8	WHSSC Performance		
9	Other Contract Performance		
10	GMS Ring Fenced Allocation Underspend Potential Claw back		
11	Dental Ring Fenced Allocation Underspend Potential Claw back		
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26	Total Risks	0	
	Further Opportunities (positive values)		
27			
28			
29			
30			
31			
32			
33			
34	Total Further Opportunities	0	
35	Current Reported Forecast Outturn	0	
36	IMTP / AOP Outturn Scenario	0	
37	Worst Case Outturn Scenario	0	
38	Best Case Outturn Scenario	0	

Table B - Monthly Positions

YTD Months to be completed from Month: 1
Forecast Months to be completed from Month: 1

Period : Apr 21

This Table is currently showing 0 errors

A. Monthly Summarised Statement of Comprehensive Net Expenditure / Statement of Comprehensive Net Income			1	2	3	4	5	6	7	8	9	10	11	12	Total YTD	Forecast year-end position
			Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	£'000	£'000
			£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1	Revenue Resource Limit	Actual/F'cast	19 965	19 717	20 398	20 232	22 796	25 333	23 131	22 132	24 607	23 449	22 961	30 565	19 965	275 286
2	Capital Donation / Government Grant Income (Health Board only)	Actual/F'cast													0	0
3	Welsh NHS Local Health Boards & Trusts Income	Actual/F'cast													0	0
4	WHSSC Income	Actual/F'cast													0	0
5	Welsh Government Income (Non RRL)	Actual/F'cast													0	0
6	Other Income	Actual/F'cast	55	18	41	41	41	41	59	43	43	43	43	54	55	522
7	Income Total		20 020	19 735	20 439	20 273	22 837	25 374	23 190	22 175	24 650	23 492	23 004	30 619	20 020	275 808
8	Primary Care Contractor (excluding drugs, including non resource limited expenditure)	Actual/F'cast													0	0
9	Primary Care - Drugs & Appliances	Actual/F'cast													0	0
10	Provided Services - Pay	Actual/F'cast	1 491	1 475	1 488	1 480	1 481	1 491	1 484	1 484	1 485	1 486	1 486	1 657	1 491	17 988
11	Provider Services - Non Pay (excluding drugs & depreciation)	Actual/F'cast	899	913	1 244	1 246	1 078	1 567	1 041	1 179	1 659	1 166	1 137	6 882	899	20 011
12	Secondary Care - Drugs	Actual/F'cast													0	0
13	Healthcare Services Provided by Other NHS Bodies	Actual/F'cast													0	0
14	Non Healthcare Services Provided by Other NHS Bodies	Actual/F'cast													0	0
15	Continuing Care and Funded Nursing Care	Actual/F'cast													0	0
16	Other Private & Voluntary Sector	Actual/F'cast	17 496	17 304	17 664	17 503	20 234	22 272	20 621	19 468	21 462	20 796	20 337	22 127	17 496	237 284
17	Joint Financing and Other	Actual/F'cast													0	0
18	Losses, Special Payments and Irrecoverable Debts	Actual/F'cast													0	0
19	Exceptional (Income) / Costs - (Trust Only)	Actual/F'cast													0	0
20	Total Interest Receivable - (Trust Only)	Actual/F'cast													0	0
21	Total Interest Payable - (Trust Only)	Actual/F'cast													0	0
22	DEL Depreciation/Accelerated Depreciation/Impairments	Actual/F'cast	43	43	43	44	44	44	44	44	44	44	44	44	43	525
23	AME Donated Depreciation/Impairments	Actual/F'cast													0	0
24	Uncommitted Reserves & Contingencies	Actual/F'cast													0	0
25	Profit/Loss Disposal of Assets	Actual/F'cast													0	0
26	Cost - Total	Actual/F'cast	19 929	19 735	20 439	20 273	22 837	25 374	23 190	22 175	24 650	23 492	23 004	30 710	19 929	275 808
27	Net surplus/ (deficit)	Actual/F'cast	91	0	0	0	0	0	0	0	0	0	0	(91)	91	0

B. Assessment of Financial Forecast Positions

Year-to-date (YTD)		£'000
28 . Actual YTD surplus/ (deficit)		91
29. Actual YTD surplus/ (deficit) last month		0
30. Current month actual surplus/ (deficit)		91
		Trend
31. Average monthly surplus/ (deficit) YTD		91 ▶
32. YTD /remaining months		8

Full-year surplus/ (deficit) scenarios		£'000
33. Extrapolated Scenario		1 092
34. Year to Date Trend Scenario		1 092

English Catherine
05/28/2021 09:17:57

C. DEL/AME Depreciation & Impairments

		1	2	3	4	5	6	7	8	9	10	11	12	Total YTD	Forecast year-end position
		Apr £'000	May £'000	Jun £'000	Jul £'000	Aug £'000	Sep £'000	Oct £'000	Nov £'000	Dec £'000	Jan £'000	Feb £'000	Mar £'000		
35	DEL														
35	Baseline Provider Depreciation	Actual/Fcast													
36	Strategic Depreciation	Actual/Fcast	43	43	43	44	44	44	44	44	44	44	44	43	525
37	Accelerated Depreciation	Actual/Fcast												0	0
38	Impairments	Actual/Fcast												0	0
39	Other (Specify in Narrative)	Actual/Fcast												0	0
40	Total		43	43	43	44	44	44	44	44	44	44	44	43	525
AME															
41	Donated Asset Depreciation	Actual/Fcast												0	0
42	Impairments	Actual/Fcast												0	0
43	Other (Specify in Narrative)	Actual/Fcast												0	0
44	Total		0	0	0	0	0	0	0	0	0	0	0	0	0

D. Accountancy Gains

		1	2	3	4	5	6	7	8	9	10	11	12	Total YTD	Forecast year-end position
		Apr £'000	May £'000	Jun £'000	Jul £'000	Aug £'000	Sep £'000	Oct £'000	Nov £'000	Dec £'000	Jan £'000	Feb £'000	Mar £'000		
45	Accountancy Gains	Actual/Fcast	0	0	0	0	0	0	0	0	0	0	0	0	0

E. Committed Reserves & Contingencies

		1	2	3	4	5	6	7	8	9	10	11	12	Total YTD	Forecast year-end position
		Apr £'000	May £'000	Jun £'000	Jul £'000	Aug £'000	Sep £'000	Oct £'000	Nov £'000	Dec £'000	Jan £'000	Feb £'000	Mar £'000		
46	List of all Committed Reserves & Contingencies inc above in Section A. Please specify Row number in description.														
46	Forecast Only													0	0
47	Forecast Only													0	0
48	Forecast Only													0	0
49	Forecast Only													0	0
50	Forecast Only													0	0
51	Forecast Only													0	0
52	Forecast Only													0	0
53	Forecast Only													0	0
54	Forecast Only													0	0
55	Forecast Only													0	0
56	Forecast Only													0	0
57	Forecast Only													0	0
58	Forecast Only													0	0
59	Forecast Only													0	0
60	Forecast Only													0	0
61	Forecast Only													0	0
62	Forecast Only													0	0
63	Forecast Only													0	0
64	Forecast Only													0	0
65	Forecast Only													0	0
66	Forecast Only													0	0
67	Forecast Only													0	0
68	Forecast Only													0	0
69	Forecast Only													0	0
70	Forecast Only													0	0
71	Forecast Only													0	0
72	Forecast Only													0	0
73	Forecast Only													0	0
74	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Phasing	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

English Catherine
05/28/2021 09:17:57

Period : Apr 21

This Table is currently showing 0 errors

YTD Months to be completed from Month: 1
Forecast Months to be completed from Month: 1

Table B2 - Pay Expenditure Analysis

A - Pay Expenditure		1	2	3	4	5	6	7	8	9	10	11	12		
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
REF	TYPE	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1	Administrative, Clerical & Board Members	898	887	900	892	893	903	896	896	897	898	898	1 069	898	10 927
2	Medical & Dental	440	437	437	437	437	437	437	437	437	437	437	437	440	5 247
3	Nursing & Midwifery Registered	21	21	21	21	21	21	21	21	21	21	21	21	21	252
4	Prof Scientific & Technical	110	107	107	107	107	107	107	107	107	107	107	107	110	1 287
5	Additional Clinical Services	9	11	11	11	11	11	11	11	11	11	11	11	9	130
6	Allied Health Professionals	12	12	12	12	12	12	12	12	12	12	12	12	12	144
7	Healthcare Scientists													0	0
8	Estates & Ancillary													0	0
9	Students													0	0
10	TOTAL PAY EXPENDITURE	1 490	1 475	1 488	1 480	1 481	1 491	1 484	1 484	1 485	1 486	1 486	1 657	1 490	17 987
Analysis of Pay Expenditure															
11	LHB Provided Services - Pay	1 491	1 475	1 488	1 480	1 481	1 491	1 484	1 484	1 485	1 486	1 486	1 657	1 491	17 988
12	Other Services (incl. Primary Care) - Pay													0	0
13	Total - Pay	1 491	1 475	1 488	1 480	1 481	1 491	1 484	1 484	1 485	1 486	1 486	1 657	1 491	17 988
B - Agency / Locum (premium) Expenditure		0	0	0	0	0	0	0	0	0	0	0	0		
- Analysed by Type of Staff		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
REF	TYPE	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1	Administrative, Clerical & Board Members	32	30	30	30	30	30	30	30	30	30	30	30	32	362
2	Medical & Dental													0	0
3	Nursing & Midwifery Registered													0	0
4	Prof Scientific & Technical													0	0
5	Additional Clinical Services													0	0
6	Allied Health Professionals													0	0
7	Healthcare Scientists													0	0
8	Estates & Ancillary													0	0
9	Students													0	0
10	TOTAL AGENCY/LOCUM (PREMIUM) EXPENDITURE	32	30	30	30	30	30	30	30	30	30	30	30	32	362
11	Agency/Locum (premium) % of pay	2.1%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	1.8%	2.1%	2.0%
C - Agency / Locum (premium) Expenditure		1	2	3	4	5	6	7	8	9	10	11	12		
- Analysed by Reason for Using Agency/Locum (premium)		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
REF	REASON	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1	Vacancy	32	30	30	30	30	30	30	30	30	30	30	30	32	362
2	Maternity/Paternity/Adoption Leave													0	0
3	Special Leave (Paid) – inc. compassionate leave, interview													0	0
4	Special Leave (Unpaid)													0	0
5	Study Leave/Examinations													0	0
6	Additional Activity (Winter Pressures/Site Pressures)													0	0
7	Annual Leave													0	0
8	Sickness													0	0
9	Restricted Duties													0	0
10	Jury Service													0	0
11	WLL													0	0
12	Exclusion (Suspension)													0	0
13	COVID-19													0	0
14	TOTAL AGENCY/LOCUM (PREMIUM) EXPENDITURE	32	30	30	30	30	30	30	30	30	30	30	30	32	362

This Table is currently showing 0 errors

Table B3 - COVID-19 Analysis

A - Additional Expenditure

	1	2	3	4	5	6	7	8	9	10	11	12		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
A1	Enter as positive values													
1	Testing (Additional costs due to C19) enter as positive values - actual/forecast													
2	Provider Pay (Establishment, Temp & Agency)													
3	Administrative, Clerical & Board Members												0	0
4	Medical & Dental												0	0
5	Nursing & Midwifery Registered												0	0
6	Prof Scientific & Technical												0	0
7	Additional Clinical Services												0	0
8	Allied Health Professionals												0	0
9	Healthcare Scientists												0	0
10	Estates & Ancillary												0	0
11	Students												0	0
12	Sub total Testing Provider Pay	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Primary Care Contractor (excluding drugs)												0	0
14	Primary Care - Drugs												0	0
15	Secondary Care - Drugs												0	0
16	Provider - Non Pay (Clinical & General Supplies, Rent, Rates, Equipment etc) Exclude PPE - see A7												0	0
17	Healthcare Services Provided by Other NHS Bodies												0	0
18	Non Healthcare Services Provided by Other NHS Bodies												0	0
19	Continuing Care and Funded Nursing Care												0	0
20	Other Private & Voluntary Sector												0	0
21	Joint Financing and Other (includes Local Authority)												0	0
22	Other (only use with WG agreement & state SoCNE/I line ref)												0	0
23													0	0
24													0	0
25													0	0
26	Sub total Testing Non Pay	0	0	0	0	0	0	0	0	0	0	0	0	0
27	TOTAL TESTING EXPENDITURE	0	0	0	0	0	0	0	0	0	0	0	0	0
28	PLANNED TESTING EXPENDITURE (In Opening Plan)												0	0
29	MOVEMENT FROM OPENING PLANNED TESTING EXPENDITURE	0	0	0	0	0	0	0	0	0	0	0	0	0
A2	Tracing (Additional costs due to C19) enter as positive values - actual/forecast													
30	Provider Pay (Establishment, Temp & Agency)													
31	Administrative, Clerical & Board Members												0	0
32	Medical & Dental												0	0
33	Nursing & Midwifery Registered												0	0
34	Prof Scientific & Technical												0	0
35	Additional Clinical Services												0	0
36	Allied Health Professionals												0	0
37	Healthcare Scientists												0	0
38	Estates & Ancillary												0	0
39	Students												0	0
40	Sub total Tracing Provider Pay	0	0	0	0	0	0	0	0	0	0	0	0	0
41	Primary Care Contractor (excluding drugs)												0	0
42	Primary Care - Drugs												0	0
43	Secondary Care - Drugs												0	0
44	Provider - Non Pay (Clinical & General Supplies, Rent, Rates, Equipment etc) Exclude PPE - see A7												0	0
45	Healthcare Services Provided by Other NHS Bodies												0	0
46	Non Healthcare Services Provided by Other NHS Bodies												0	0
47	Continuing Care and Funded Nursing Care												0	0
48	Other Private & Voluntary Sector												0	0
49	Joint Financing and Other (includes Local Authority)												0	0
50	Other (only use with WG agreement & state SoCNE/I line ref)												0	0
51													0	0
52													0	0
53													0	0
54	Sub total Tracing Non Pay	0	0	0	0	0	0	0	0	0	0	0	0	0
55	TOTAL TRACING EXPENDITURE	0	0	0	0	0	0	0	0	0	0	0	0	0
56	PLANNED TRACING EXPENDITURE (In Opening Plan)												0	0
57	MOVEMENT FROM OPENING PLANNED TRACING EXPENDITURE	0	0	0	0	0	0	0	0	0	0	0	0	0

133	Other Private & Voluntary Sector															0	0
134	Joint Financing and Other (includes Local Authority)															0	0
135	Joint Financing and Other - (Compensation for Consequential Losses)															0	0
136	Other (only use with WG agreement & state SoCNE/I line ref)															0	0
137																0	0
138																0	0
139																0	0
140	Sub total Field Hospital / Surge Non Pay	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
141	TOTAL FIELD HOSPITAL / SURGE EXPENDITURE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
142	PLANNED FIELD HOSPITAL / SURGE EXPENDITURE (In Opening Plan)															0	0
143	MOVEMENT FROM OPENING PLANNED FIELD HOSPITAL / SURGE EXPENDITURE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A6	Cleaning Standards (Additional costs due to C19) enter as positive value - actual/forecast																
144	Provider Pay (Establishment, Temp & Agency)																
145	Administrative, Clerical & Board Members															0	0
146	Medical & Dental															0	0
147	Nursing & Midwifery Registered															0	0
148	Prof Scientific & Technical															0	0
149	Additional Clinical Services															0	0
150	Allied Health Professionals															0	0
151	Healthcare Scientists															0	0
152	Estates & Ancillary															0	0
153	Students															0	0
154	Sub total Cleaning Standards Provider Pay	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
155	Primary Care Contractor (excluding drugs)															0	0
156	Primary Care - Drugs															0	0
157	Secondary Care - Drugs															0	0
158	Provider - Non Pay (Clinical & General Supplies, Rent, Rates, Equipment etc) Exclude PPE - see A7															0	0
159	Healthcare Services Provided by Other NHS Bodies															0	0
160	Non Healthcare Services Provided by Other NHS Bodies															0	0
161	Continuing Care and Funded Nursing Care															0	0
162	Other Private & Voluntary Sector															0	0
163	Joint Financing and Other (includes Local Authority)															0	0
164	Other (only use with WG agreement & state SoCNE/I line ref)															0	0
165																0	0
166																0	0
167																0	0
168	Sub total Cleaning Standards Non Pay	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
169	TOTAL CLEANING STANDARDS EXPENDITURE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
170	PLANNED CLEANING STANDARDS EXPENDITURE (In Opening Plan)															0	0
171	MOVEMENT FROM OPENING PLANNED CLEANING STANDARDS EXPENDITURE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

English Catherine
05/28/2021 09:17:57

A7	Other (Additional costs due to C19) enter as positive value - actual/forecast
172	Provider Pay (Establishment, Temp & Agency)
173	Administrative, Clerical & Board Members
174	Medical & Dental
175	Nursing & Midwifery Registered
176	Prof Scientific & Technical
177	Additional Clinical Services
178	Allied Health Professionals
179	Healthcare Scientists
180	Estates & Ancillary
181	Students
182	Other (only use with WG Agreement & state SoCNE/I line ref)
183	
184	
185	
186	Sub total Other C-19 Provider Pay
187	Primary Care Contractor (excluding drugs)
188	Primary Care Contractor (excluding drugs) - Costs as a result of lost GDS Income
189	Primary Care - Drugs
190	Secondary Care - Drugs
191	Provider - Non Pay (Clinical & General Supplies, Rent, Rates, Equipment etc) Exclude PPE - see separate line
192	Provider - Non Pay - PPE
193	Healthcare Services Provided by Other NHS Bodies
194	Healthcare Services Provided by Other NHS Bodies - Additional Costs due to Block Contracts - Wales NHS
195	Healthcare Services Provided by Other NHS Bodies - Additional Costs due to Block Contracts - England NHS
196	Non Healthcare Services Provided by Other NHS Bodies
197	Continuing Care and Funded Nursing Care
198	Other Private & Voluntary Sector
199	Other Private & Voluntary Sector - Private Hospital Providers
200	Joint Financing and Other (includes Local Authority)
201	Other (only use with WG Agreement & state SoCNE/I line ref)
202	
203	
204	
205	
206	Sub total Other C-19 Non Pay
207	TOTAL OTHER C-19 EXPENDITURE
208	PLANNED OTHER C-19 EXPENDITURE (In Opening Plan)
209	MOVEMENT FROM OPENING PLANNED OTHER C-19 EXPENDITURE
210	TOTAL ADDITIONAL EXPENDITURE DUE TO COVID
211	PLANNED ADDITIONAL EXPENDITURE DUE TO COVID (In Opening Plan)
212	MOVEMENT FROM OPENING PLANNED ADDITIONAL COVID EXPENDITURE

B - In Year Non Delivery of Savings / Net Income Generation Schemes Due To C19

		1	2	3	4	5	6	7	8	9	10	11	12		
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	<i>Enter as Positive values</i>														
213	Non Delivery of Savings (due to C19) - Actual/Forecast													0	0
214	Non Delivery of Finalised (M1) Savings													0	0
215	Non finalisation of Planning Assumptions (savings) at M1													0	0
216	Non Delivery of Finalised (M1) Net Income Generation Schemes - Actual/Forecast													0	0
217	TOTAL NON DELIVERY OF SAVINGS/NET INCOME GENERATION DUE TO COVID	0	0	0	0	0	0	0	0	0	0	0	0	0	0

C - In Year Operational Expenditure Cost Reduction Due To C19

		1	2	3	4	5	6	7	8	9	10	11	12		
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	<i>Enter as Negative values</i>														
218	Expenditure Reductions (due to C19) - Actual/Forecast													0	0
219	Reduction of non pay costs due to reduced elective activity													0	0
220	Reduction of outsourcing costs due to reduced planned activity													0	0
221	WHSSC C-19 Slippage (as advised by WHSSC)													0	0
222	Other (please specify):													0	0
223														0	0
224														0	0
225														0	0
226														0	0
227														0	0
228	TOTAL EXPENDITURE REDUCTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0

0 0 0 0 0 0 0 0 0 0 0 0 0 0

D - In Year Slippage on Planned Investments/Repurposing of Developmental Initiatives due to C19

		1	2	3	4	5	6	7	8	9	10	11	12		
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	<i>Enter as Negative values</i>														
229	Slippage on Planned Investments/Repurposing of Developmental Initiatives (due to C19) - Actual/Forecast													0	0
230														0	0
231														0	0
232														0	0
233														0	0
234														0	0
235														0	0
236														0	0
237														0	0
238														0	0
239	TOTAL RELEASE/REPURPOSING OF PLANNED INVESTMENTS/DEVELOPMENT INITIATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
240	ACTUAL / FORECAST - EXPENDITURE IMPACT DUE TO COVID-19	0	0	0	0	0	0	0	0	0	0	0	0	0	0

E - Additional Welsh Government Funding for C19

		1	2	3	4	5	6	7	8	9	10	11	12		
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Forecast year-end position
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	<i>Enter as Positive values</i>														
241	PLANNED WG FUNDING FOR COVID-19	0	0	0	0	0	0	0	0	0	0	0	0	0	0
242	MOVEMENTS FROM OPENING PLANNED WG FUNDING FOR COVID-19	0	0	0	0	0	0	0	0	0	0	0	0	0	0
243	TOTAL ACTUAL / FORECAST WG FUNDING FOR COVID-19	0	0	0	0	0	0	0	0	0	0	0	0	0	0
244	ACTUAL / FORECAST NET IMPACT ON OVERALL FINANCIAL POSITION DUE TO COVID-19	0	0	0	0	0	0	0	0	0	0	0	0	0	0

English Catherine
05/28/2021 09:17:57

Table C - Identified Expenditure Savings Schemes (Excludes Income Generation & Accountancy Gains)

This Table is currently showing 1 errors

Some errors will be resolved when complete rows have data or associated tables are completed

			1	2	3	4	5	6	7	8	9	10	11	12	Total YTD	Full-year forecast	YTD as %age of FY	Assessment		Full In-Year forecast		Full-Year Effect of Recurring Savings
			Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar			YTD variance as %age of YTD	Green	Amber	non recurring	recurring	£'000
			£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000				£'000	£'000	£'000	£'000	
1	CHC and Funded Nursing Care	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
2		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
3		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
4	Commissioned Services	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
5		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
6		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
7	Medicines Management (Primary & Secondary Care)	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
8		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
9		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
10	Non Pay	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
11		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
12		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
13	Pay	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
14		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
15		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
16	Primary Care	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
17		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
18		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
19	Total	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
20		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
21		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
22	Variance in month																					
23	In month achievement against FY forecast																					

Table C1- Savings Schemes Pay Analysis

	Month		1	2	3	4	5	6	7	8	9	10	11	12	Total YTD	Full-year forecast	YTD as %age of FY YTD variance as %age of YTD Budget/Plan	Assessment		Full In-Year forecast		Full-Year Effect of Recurring Savings £'000
			Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar				Green	Amber	non recurring	recurring	
			£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000				£'000	£'000	£'000	£'000	
1	Changes in Staffing Establishment	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
2		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
3		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
4	Variable Pay	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
5		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
6		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
7	Locum	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
8		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
9		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
10	Agency / Locum paid at a premium	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
11		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
12		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
13	Changes in Bank Staff	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
14		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
15		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
16	Other (Please Specify)	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
17		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
18		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
19	Total	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
20		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
21		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			

Table C2- Savings Schemes Agency/Locum Paid at a Premium Analysis

	Month		1	2	3	4	5	6	7	8	9	10	11	12	Total YTD	Full-year forecast	YTD as %age of FY YTD variance as %age of YTD Budget/Plan	Assessment		Full In-Year forecast		Full-Year Effect of Recurring Savings £'000
			Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar				Green	Amber	non recurring	recurring	
			£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000				£'000	£'000	£'000	£'000	
1	Reduced usage of Agency/Locums paid at a premium	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
2		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
3		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
4	Non Medical 'off contract to 'on contract'	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
5		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
6		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
7	Medical - Impact of Agency pay rate caps	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
8		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
9		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
10	Other (Please Specify)	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
11		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
12		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
13	Total	Budget/Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
14		Actual/F'cast	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
15		Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			

This Table is currently showing 0 errors

Table C3 - Tracker

	£'000	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total YTD	Full-year forecast	Non Recurring	Recurring	FYE Adjustment	Full-year Effect
Savings (Cash Releasing & Cost Avoidance)	Month 1 - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Month 1 - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Net Income Generation	Month 1 - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Month 1 - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Accountancy Gains	In Year - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	Month 1 - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Month 1 - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	In Year - Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Actual/Forecast	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Variance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

English Catherine
05/28/2021 09:17:57

HEIW

Period : Apr 21

**Table D - Income/Expenditure Assumptions
Annual Forecast**

	LHB/Trust	Contracted Income £'000	Non Contracted Income £'000	Total Income £'000
1	Swansea Bay University		0	0
2	Aneurin Bevan University		0	0
3	Betsi Cadwaladr University		0	0
4	Cardiff & Vale University		0	0
5	Cwm Taf Morgannwg University		0	0
6	Hywel Dda University		0	0
7	Powys			0
8	Public Health Wales		122	122
9	Velindre		30	30
10	NWSSP			0
11	DHCW			0
12	Wales Ambulance Services			0
13	WHSSC			0
14	EASC			0
15	HEIW			0
16	NHS Wales Executive			0
17	Total	0	152	152

Contracted Expenditure £'000	Non Contracted Expenditure £'000	Total Expenditure £'000
	13 085	13 085
	10 222	10 222
	15 521	15 521
	21 680	21 680
	11 729	11 729
	7 684	7 684
	605	605
	1 434	1 434
	39 038	39 038
		0
		0
	335	335
		0
		0
		0
		0
0	121 333	121 333

Erin Catherine
05/29/2021 09:17:57

Table E - Resource Limits

1. BASE ALLOCATION

STATUS OF ISSUED RESOURCE LIMIT ITEMS				Total Revenue Resource Limit	Recurring (R) or Non Recurring (NR)	Total Revenue Drawing Limit	Total Capital Resource Limit	Total Capital Drawing Limit	WG Contact and Date Item First Entered into Table
HCHS	Pharmacy	Dental	GMS	£'000		£'000	£'000	£'000	
1 LATEST ALLOCATION LETTER/SCHEDULE REF:									
2 Total Confirmed Funding				270 093		269 568	100	100	

2. ANTICIPATED ALLOCATIONS

3	DEL Non Cash Depreciation - Baseline Surplus / Shortfall				0				
4	DEL Non Cash Depreciation - Strategic				0				
5	DEL Non Cash Depreciation - Accelerated				0				
6	DEL Non Cash Depreciation - Impairment				0				
7	AME Non Cash Depreciation - Donated Assets				0				
8	AME Non Cash Depreciation - Impairment				0				
9	AME Non Cash Depreciation - Impairment Reversals				0				
10	Removal of Donated Assets / Government Grant Receipts				0				
11	Total COVID-19 (see below analysis)	0	0	0	0				See below analysis
12	Leadership & Succession - Clinical Executive Leadership programme	60			60 NR	60			Month 1 - Richard Dudley
13	Leadership & Succession - Digital Leadership portal NHS Wales	60			60 NR	60			Month 1 - Richard Dudley
14	Leadership & Succession - NHS Wales Graduate Leadership programme	413			413 NR	413			Month 1 - Richard Dudley
15	Leadership & Succession - Annual Leadership Conference	10			10 NR	10			Month 1 - Richard Dudley
16	Leadership & Succession - A range of Leadership Alumni Events	30			30 NR	30			Month 1 - Richard Dudley
17	Leadership & Succession - Establishment	176			176 NR	176			Month 1 - Richard Dudley
18	Leadership & Succession - Succession Planning	136			136 NR	136			Month 1 - Richard Dudley
19	WG Business Case - Made in Wales	167			167 NR	167			Month 1 - Richard Dudley
20	WG Business Case - RCN Cadet Scheme	60			60 NR	60			Month 1 - Richard Dudley
21	WG Business Case - GP Small Group Learning (PBSQL) Option 4	48			48 NR	48			Month 1 - Richard Dudley
22	WG Business Case - Behavioural Science Training	134			134 NR	134			Month 1 - Richard Dudley
23	WG Business Case - Florence Nightingale Initiative	46			46 NR	46			Month 1 - Richard Dudley
24	WG Business Case - NEP Training Vision - Governance	229			229 NR	229			Month 1 - Richard Dudley
25	WG Business Case - LD Education Framework	174			174 NR	174			Month 1 - Richard Dudley
26	WG Business Case - LTFT Increase based on 20/21	106			106 NR	106			Month 1 - Richard Dudley
27	WG Business Case - Anaesthetic Associates	40			40 NR	40			Month 1 - Richard Dudley
28	Other Initiative - Senior workforce information Office (B6)	19			19 NR	19			Month 1 - Richard Dudley
29	Other Initiative - Workforce Strategy Planning Manager (8a)	60			60 NR	60			Month 1 - Richard Dudley
30	Other Initiative - Head of Placement Experience & Improvement	82			82 NR	82			Month 1 - Richard Dudley
31	Other Initiative - Work based learning Quality manager and Assessor Trainin	96			96 NR	96			Month 1 - Richard Dudley
32	Other Initiative - Welsh Risk Pool Pre Reg Pharm	30			30 NR	30			Month 1 - Richard Dudley
33	Other Initiative - Pharmacy Fellow	29			29 NR	29			Month 1 - Richard Dudley
34	Other Initiative - Optometry Fellow	43			43 NR	43			Month 1 - Richard Dudley
35	Other initiative - QIST Business Case	47			47 NR	47			Month 1 - Richard Dudley
36	Pay Changes - Director of Planning	115			115 NR	115			Month 1 - Richard Dudley
37	Pay Changes - Director of Digital	115			115 NR	115			Month 1 - Richard Dudley
38	Pay Changes - Welsh Translation Manager	78			78 NR	78			Month 1 - Richard Dudley
39	Pay Changes - Welsh Translation Apprentice	17			17 NR	17			Month 1 - Richard Dudley
40	Pay Changes - Digital Team Changes	119			119 NR	119			Month 1 - Richard Dudley
41	Pay Changes - Secondary Care Team Additional Posts	167			167 NR	167			Month 1 - Richard Dudley
42	Pay Changes - Additional Infrastructure Costs	1 068			1 068 NR	1 068			Month 1 - Richard Dudley
43	Pharmacy Commissioning Budget	350			350 NR	350			Month 1 - Richard Dudley
44	Development Fund	600			600 NR	600			Month 1 - Richard Dudley
45	All Wales Staffing Act	208			208 NR	208			Month 1 - Richard Dudley
46	Other	61			61 NR	61			Month 1 - Richard Dudley
47					0				
48					0				
49					0				
50					0				
51					0				
52					0				
53					0				
54					0				
55					0				
56	Total Anticipated Funding	5 193	0	0	0	5 193	5 193	0	0

3. TOTAL RESOURCES & BUDGET RECONCILIATION

57	Confirmed Resources Per 1. above	270 093	0	0	0	270 093	269 568	100	100
58	Anticipated Resources Per 2. above	5 193	0	0	0	5 193	5 193	0	0
59	Total Resources	275 286	0	0	0	275 286	274 761	100	100

ANALYSIS OF WG FUNDING FOR COVID-19 INCLUDED ABOVE

	Allocated Total	Anticipated HCHS	Anticipated Pharmacy	Anticipated Dental	Anticipated GMS	Total RRL	WG Contact and date item first entered into table.
	£'000	£'000	£'000	£'000	£'000	£'000	
60	Testing (inc Community Testing)					0	
61	Tracing					0	
62	Mass COVID-19 Vaccination					0	
63	Extended Flu Vaccination					0	
64	Field Hospital / Surge					0	
65	Cleaning Standards					0	
66	PPE					0	
67	Private Providers					0	
68	Urgent & Emergency Care					0	
69						0	
70						0	
71						0	
72						0	
73						0	
74						0	
75						0	
76						0	
77						0	
78						0	
79						0	
80						0	
81						0	
82						0	
83						0	
84						0	
85						0	
86						0	
87						0	
88						0	
89						0	
90	Total Funding	0	0	0	0	0	

02/05/2021 09:17:57
Chen Catherine

This Table is currently showing 0 errors

Table E1 - Invoiced Income Streams - TRUSTS ONLY

Ref		Swansea Bay ULHB £'000	Aneurin Bevan ULHB £'000	Betsi Cadwaladr ULHB £'000	Cardiff & Vale ULHB £'000	Cwm Taf Morgannwg ULHB £'000	Hywel Dda ULHB £'000	Powys LHB £'000	Public Health Wales NHS Trust £'000	Welsh Ambulance NHS Trust £'000	Velindre NHS Trust £'000	NWSSP £'000	DHCW £'000	HEIW £'000	WG £'000	EASC £'000	WHSSC £'000	Other (please specify) £'000	Total £'000	WG Contact, date item first entered into table and whether any invoice has been raised.
1	Agreed full year income																		0	
	Details of Anticipated Income																			
2	DEL Non Cash Depreciation - Baseline Surplus / Shortfall																		0	
3	DEL Non Cash Depreciation - Strategic																		0	
4	DEL Non Cash Depreciation - Accelerated																		0	
5	DEL Non Cash Depreciation - Impairment																		0	
6	AME Non Cash Depreciation - Donated Assets																		0	
7	AME Non Cash Depreciation - Impairment																		0	
8	AME Non Cash Depreciation - Impairment Reversals																		0	
9	Total COVID-19 (see below analysis)														0				0	See below analysis
10																			0	
11																			0	
12																			0	
13																			0	
14																			0	
15																			0	
16																			0	
17																			0	
18																			0	
19																			0	
20																			0	
21																			0	
22																			0	
23																			0	
24																			0	
25																			0	
26																			0	
27																			0	
28																			0	
29																			0	
30																			0	
31																			0	
32																			0	
33																			0	
34																			0	
35	Total Income	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ANALYSIS OF WG FUNDING DUE FOR COVID-19 INCLUDED ABOVE		Allocated £'000	Anticipated £'000	Total £'000	WG Contact, date item first entered into table and whether any invoice has been raised.															
36	Testing (inc Community Testing)			0																
37	Tracing			0																
38	Mass COVID-19 Vaccination			0																
39	Extended Flu Vaccination			0																
40	FIBO Hospital / Surge			0																
41	Cleaning Standards			0																
42	PPE			0																
43	Private Providers			0																
44	Urgent & Emergency Care			0																
45				0																

46				0
47				0
48				0
49				0
50				0
51				0
52				0
53				0
54				0
55				0
56				0
57				0
58				0
59				0
60				0
61				0
62				0
63				0
64				0
65				0
66	Total Funding	0	0	0

English Catherine
05/28/2021 09:17:57

HEIW

Period : Apr 21

This table needs completing monthly from Month: 3
This Table is currently showing 0 errors

Table F - Statement of Financial Position For Monthly Period

	Opening Balance Beginning of Apr 21 £'000	Closing Balance End of Apr 21 £'000	Forecast Closing Balance End of Mar 22 £'000
Non-Current Assets			
1 Property, plant and equipment			
2 Intangible assets			
3 Trade and other receivables			
4 Other financial assets			
5 Non-Current Assets sub total	0	0	0
Current Assets			
6 Inventories			
7 Trade and other receivables			
8 Other financial assets			
9 Cash and cash equivalents			
10 Non-current assets classified as held for sale			
11 Current Assets sub total	0	0	0
12 TOTAL ASSETS	0	0	0
Current Liabilities			
13 Trade and other payables			
14 Borrowings (Trust Only)			
15 Other financial liabilities			
16 Provisions			
17 Current Liabilities sub total	0	0	0
18 NET ASSETS LESS CURRENT LIABILITIES	0	0	0
Non-Current Liabilities			
19 Trade and other payables			
20 Borrowings (Trust Only)			
21 Other financial liabilities			
22 Provisions			
23 Non-Current Liabilities sub total	0	0	0
24 TOTAL ASSETS EMPLOYED	0	0	0
FINANCED BY: Taxpayers' Equity			
25 General Fund			
26 Revaluation Reserve			
27 PDC (Trust only)			
28 Retained earnings (Trust Only)			
29 Other reserve			
30 Total Taxpayers' Equity	0	0	0

	Opening Balance Beginning of Apr 21	Closing Balance End of Apr 21	Closing Balance End of Mar 22
EXPLANATION OF ALL PROVISIONS			
31			
32			
33			
34			
35			
36			
37			
38			
39			
40 Total Provisions	0	0	0

ANALYSIS OF WELSH NHS RECEIVABLES (current month)

41 Welsh NHS Receivables Aged 0 - 10 weeks
42 Welsh NHS Receivables Aged 11 - 16 weeks
43 Welsh NHS Receivables Aged 17 weeks and over

£'000
0
0
0

ANALYSIS OF TRADE & OTHER PAYABLES (opening, current & closing)

	£'000	£'000	£'000
44 Capital	0	0	0
45 Revenue	0	0	0
ANALYSIS OF CASH (opening, current & closing)	£'000	£'000	£'000
46 Capital	0	0	0
47 Revenue	0	0	0

HEIW

This Table is currently showing 0 errors

This table needs completing monthly from Month: 2

Period : Apr 21

Table G - Monthly Cashflow Forecast

		April £'000	May £'000	June £'000	July £'000	Aug £'000	Sept £'000	Oct £'000	Nov £'000	Dec £'000	Jan £'000	Feb £'000	Mar £,000	Total £,000
	RECEIPTS													
1	WG Revenue Funding - Cash Limit (excluding NCL) - LHB & SHA only													0
2	WG Revenue Funding - Non Cash Limited (NCL) - LHB & SHA only													0
3	WG Revenue Funding - Other (e.g. invoices)													0
4	WG Capital Funding - Cash Limit - LHB & SHA only													0
5	Income from other Welsh NHS Organisations													0
6	Short Term Loans - Trust only													0
7	PDC - Trust only													0
8	Interest Receivable - Trust only													0
9	Sale of Assets													0
10	Other - (Specify in narrative)													0
11	TOTAL RECEIPTS	0	0	0	0	0	0	0	0	0	0	0	0	0
	PAYMENTS													
12	Primary Care Services : General Medical Services													0
13	Primary Care Services : Pharmacy Services													0
14	Primary Care Services : Prescribed Drugs & Appliances													0
15	Primary Care Services : General Dental Services													0
16	Non Cash Limited Payments													0
17	Salaries and Wages													0
18	Non Pay Expenditure													0
19	Short Term Loan Repayment - Trust only													0
20	PDC Repayment - Trust only													0
21	Capital Payment													0
22	Other items (Specify in narrative)													0
23	TOTAL PAYMENTS	0	0	0	0	0	0	0	0	0	0	0	0	0
24	Net cash inflow/outflow	0	0	0	0	0	0	0	0	0	0	0	0	
25	Balance b/f		0	0	0	0	0	0	0	0	0	0	0	
26	Balance c/f	0	0	0	0	0	0	0	0	0	0	0	0	

English Catherine
05/28/2021 09:17:57

Table H - PSPP

This table needs completing on a quarterly basis
NOTE: Data to 1 decimal place

30 DAY COMPLIANCE		ACTUAL Q1			ACTUAL Q2		ACTUAL Q3		ACTUAL Q4		YEAR TO DATE		FORECAST YEAR END	
		Target %	Actual %	Variance %	Actual %	Variance %	Actual %	Variance %	Actual %	Variance %	Actual %	Variance %	Forecast %	Variance %
PROMPT PAYMENT OF INVOICE PERFORMANCE														
1	% of NHS Invoices Paid Within 30 Days - By Value	95,0%		-95,0%		-95,0%		-95,0%		-95,0%		-95,0%		-95,0%
2	% of NHS Invoices Paid Within 30 Days - By Number	95,0%		-95,0%		-95,0%		-95,0%		-95,0%		-95,0%		-95,0%
3	% of Non NHS Invoices Paid Within 30 Days - By Value	95,0%		-95,0%		-95,0%		-95,0%		-95,0%		-95,0%		-95,0%
4	% of Non NHS Invoices Paid Within 30 Days - By Number	95,0%		-95,0%		-95,0%		-95,0%		-95,0%		-95,0%		-95,0%
10 DAY COMPLIANCE		ACTUAL Q1			ACTUAL Q2		ACTUAL Q3		ACTUAL Q4		YEAR TO DATE		FORECAST YEAR END	
PROMPT PAYMENT OF INVOICE PERFORMANCE			Actual %		Actual %		Actual %		Actual %		Actual %		Actual %	
5	% of NHS Invoices Paid Within 10 Days - By Value													
6	% of NHS Invoices Paid Within 10 Days - By Number													
7	% of Non NHS Invoices Paid Within 10 Days - By Value													
8	% of Non NHS Invoices Paid Within 10 Days - By Number													

English Catherine
05/28/2021 09:17:57

This Table is currently showing 0 errors

Table I - 2021-22 Capital Resource / Expenditure Limit Management

£'000100

Approved CRL / CEL issued at :

Ref:	Performance against CRL / CEL	Year To Date			Forecast		
		Plan £'000	Actual £'000	Variance £'000	Plan £'000	F'cast £'000	Variance £'000
	Gross expenditure (accrued, to include capitalised finance leases)						
	All Wales Capital Programme:						
	Schemes:						
1		100		(100)			0
2				0			0
3				0			0
4				0			0
5				0			0
6				0			0
7				0			0
8				0			0
9				0			0
10				0			0
11				0			0
12				0			0
13				0			0
14				0			0
15				0			0
16				0			0
17				0			0
18				0			0
19				0			0
20				0			0
21				0			0
22				0			0
23				0			0
24				0			0
25				0			0
26				0			0
27				0			0
28				0			0
29				0			0
30				0			0
31				0			0
32				0			0
33				0			0
34				0			0
35				0			0
36				0			0
37				0			0
38				0			0
39				0			0
40				0			0
41				0			0
42	Sub Total	100	0	(100)	0	0	0
	Discretionary:						
43	I.T.			0			0
44	Equipment			0			0
45	Statutory Compliance			0			0
46	Estates			0			0
47	Other			0			0
48	Sub Total	0	0	0	0	0	0

23/04/2021 09:17:57
Scherine

	Other Schemes:							
49				0				0
50				0				0
51				0				0
52				0				0
53				0				0
54				0				0
55				0				0
56				0				0
57				0				0
58				0				0
59				0				0
60				0				0
61				0				0
62				0				0
63				0				0
64				0				0
65				0				0
66				0				0
67				0				0
68				0				0
69	Sub Total	0	0	0		0	0	0
70	Total Expenditure	100	0	(100)		0	0	0
	Less:							
	Capital grants:							
71				0				0
72				0				0
73				0				0
74				0				0
75				0				0
76	Sub Total	0	0	0		0	0	0
	Donations:							
77				0				0
78	Sub Total	0	0	0		0	0	0
	Asset Disposals:							
79				0				0
80				0				0
81				0				0
82				0				0
83				0				0
84				0				0
85				0				0
86				0				0
87				0				0
88				0				0
89				0				0
90	Sub Total	0	0	0		0	0	0
91	Technical Adjustments			0				0
92	CHARGE AGAINST CRL / CEL	100	0	(100)		0	0	0
93	PERFORMANCE AGAINST CRL / CEL (Under)/Over		(100)			(100)		

English Catherine
05/28/2021 09:17:57

Table J - In Year Capital Scheme Profiles

This Table is currently showing 0 error:

Ref:	All Wales Capital Programme: Schemes:	Project Manager	In Year Forecast		Capital Expenditure Monthly Profile												YTD £'000	Total £'000	Risk Level
			Min. £'000	Max. £'000	April £'000	May £'000	Jun £'000	Jul £'000	Aug £'000	Sep £'000	Oct £'000	Nov £'000	Dec £'000	Jan £'000	Feb £'000	Mar £'000			
1																	0	0	
2																	0	0	
3																	0	0	
4																	0	0	
5																	0	0	
6																	0	0	
7																	0	0	
8																	0	0	
9																	0	0	
10																	0	0	
11																	0	0	
12																	0	0	
13																	0	0	
14																	0	0	
15																	0	0	
16																	0	0	
17																	0	0	
18																	0	0	
19																	0	0	
20																	0	0	
21																	0	0	
22																	0	0	
23																	0	0	
24																	0	0	
25																	0	0	
26																	0	0	
27																	0	0	
28																	0	0	
29																	0	0	
30																	0	0	
31																	0	0	
32																	0	0	
33																	0	0	
34	Sub Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Discretionary:																			
35	I.T.																0	0	
36	Equipment																0	0	
37	Statutory Compliance																0	0	
38	Estates																0	0	
39	Other																0	0	
40	Sub Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Other Schemes:																			
41																	0	0	
42																	0	0	
43																	0	0	
44																	0	0	
45																	0	0	
46																	0	0	
47																	0	0	
48																	0	0	
49																	0	0	
50																	0	0	
51																	0	0	
52																	0	0	
53																	0	0	
54																	0	0	
55																	0	0	
56																	0	0	
57																	0	0	
58																	0	0	
59																	0	0	
60																	0	0	
61	Sub Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
62	Total Capital Expenditure		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

05/08/2021 09:17:57
Evelyn Catherine

This Table is currently showing 0 errors

A: In Year Disposal of Assets

	Description	Date of Ministerial Approval to Dispose (Land & Buildings only)	Date of Ministerial Approval to Retain Proceeds > £0.5m	Date of Disposal	NBV	Sales Receipts	Cost of Disposals	Gain/ (Loss)	Comments
		MM/YY (text format, e.g. Apr 21)	MM/YY (text format, e.g. Apr 21)	MM/YY (text format, e.g. Feb 22)	£'000	£'000	£'000	£'000	
1								0	
2								0	
3								0	
4								0	
5								0	
6								0	
7								0	
8								0	
9								0	
10								0	
11								0	
12								0	
13								0	
14								0	
15								0	
16								0	
17								0	
18								0	
19								0	
	Total for in-year				0	0	0	0	

B: Future Years Disposal of Assets

	Description	Date of Ministerial Approval to Dispose (Land & Buildings only)	Date of Ministerial Approval to Retain Proceeds > £0.5m	Date of Disposal	NBV	Sales Receipts	Cost of Disposals	Gain/ (Loss)	Comments
		MM/YY (text format, e.g. Apr 22)	MM/YY (text format, e.g. Apr 22)	MM/YY (text format, e.g. Feb 23)	£'000	£'000	£'000	£'000	
20								0	
21								0	
22								0	
23								0	
24								0	
25								0	
26								0	
27								0	
28								0	
29								0	
30								0	
31								0	
32								0	
33								0	
34								0	
35								0	
36								0	
37								0	

38							0	
	Total for future years				0	0	0	0

English Catherine
05/28/2021 09:17:57

HEIW

Period : Apr 21

This Table is currently showing 0 errors

This table needs completing monthly from Month: 3

Table L: EXTERNAL FINANCING LIMIT

		Full Year Per WG £'000	Full Year Per Trust £'000	Planning Variance £'000	Actual to date £'000
REF	NET FINANCIAL CHANGE	A	B	C	D
1	Retained surplus/(deficit) for period			0	
2	Depreciation			0	
3	Depreciation on Donated Assets			0	
4	DEL and AME Impairments			0	
5	Net gain/loss on disposal of assets			0	
6	Profit/loss on sale term of disc ops			0	
7	Proceeds of Capital Disposals			0	
8	Other Income (specify)			0	
9	APPLICATION OF FUNDS				
10	Capital Expenditure			0	
11	Other Expenditure			0	
	MOVEMENTS IN WORKING CAPITAL				
12	Inventories			0	
13	Current assets - Trade and other receivables			0	
14	Current liabilities - Trade and other payables			0	
15	Non current liabilities - Trade and other payables			0	
16	Provisions			0	
17	Sub total - movement in working capital	0	0	0	0
18	NET FINANCIAL CHANGE	0	0	0	0
	EFL REQUIREMENT TO BE MET BY				
19	Increase in Public Dividend Capital			0	
20	Net change in temporary borrowing			0	
21	Change in bank deposits and interest bearing securities			0	
22	Net change in finance lease payables			0	
23	TOTAL EXTERNAL FINANCE	0	0	0	0

Apr 21

	Period:
11 weeks before end of Apr 21 =	fredag 12. februar 2021
17 weeks before end of Apr 21 =	fredag 1. januar 2021

[illegible]

72/201

HEIW

Period : Apr 21

Table N - General Medical Services
Table to be completed from Q2 / Month:

6

This Table is currently showing 0 errors

Operating Expenditure - ring fenced GMS budget

SUMMARY OF GENERAL MEDICAL SERVICES FINANCIAL POSITION		WG Allocation £000's	Current Plan £000's	Forecast Outturn £000's	Variance £000's	Year to Date £000's
	LINE NO.					
Global Sum	1					
MPIG Correction Factor/Practice support payment	2					
Total Global Sum and MPIG	3				0	0
Quality Aspiration Payments	4					
Quality Achievement Payments	5					
Quality Assurance Improvement Framework (QAIF)	6					
QAIF (In hours Access)	7					
Total Quality	8				0	0
Direct Enhanced Services (To equal data in Section A (i) Line 32)	9				0	
National Enhanced Services (To equal data in Section A (ii) Line 42)	10				0	
Local Enhanced Services (To equal data in Section A (iii) Line 95)	11				0	
Total Enhanced Services (To equal data in section A Line 96)	12		0	0	0	0
LHB Administered (To equal data in Section B Line 109)	13				0	
Premises (To equal data in section C Line 138)	14				0	
IM & T	15				0	
Out of Hours (including OOHDF)	16				0	
Dispensing (To equal data in Line 154)	17				0	
Total	18	0	0	0	0	0

SUPPLEMENTARY INFORMATION

Directed Enhanced Services Section A (i)	LINE NO.	£000's	£000's	£000's	£000's	£000's
Learning Disabilities	19				0	
Childhood Immunisation Scheme	20				0	
Mental Health	21				0	
Influenza & Pneumococcal Immunisations Scheme	22				0	
Services for Violent Patients	23				0	
Minor Surgery Fees	24				0	
MENU of Agreed DES						
Asylum Seekers & Refugees	25				0	
Care of Diabetes	26				0	
Care Homes	27				0	
Extended Surgery Opening	28				0	
Gender Identity	29				0	
Homeless	30				0	
Oral Anticoagulation with Warfarin	31				0	
TOTAL Directed Enhanced Services (must equal line 9)	32		0	0	0	0
National Enhanced Services A (ii)	LINE NO.	£000's	£000's	£000's	£000's	£000's
INR Monitoring	33				0	
Shared care drug monitoring (Near Patient Testing)	34				0	
Drug Misuse	35				0	
IUCD	36				0	
Alcohol misuse	37				0	
Depression	38				0	
Minor injury services	39				0	
Diabetes	40				0	
Services to the homeless	41				0	
TOTAL National Enhanced Services (must equal line 10)	42		0	0	0	0

English Catherine
05/28/2021 09:17:57

Local Enhanced Services	A (iii)	LINE NO.	£000's	£000's	£000's	£000's	£000's
ADHD		43				0	
Asylum Seekers & Refugees		44				0	
Cardiology		45				0	
Care Homes		46				0	
Care of Diabetes		47				0	
Chiropody		48				0	
Counselling		49				0	
Depo - Provera (including Implanon & Nexplanon)		50				0	
Dermatology		51				0	
Dietetics		52				0	
DOAC/NOAC		53				0	
Drugs Misuse		54				0	
Extended Minor Surgery		55				0	
Gonaderlins		56				0	
Homeless		57				0	
HPV Vaccinations		58				0	
Immunisations (inc Pertussis excluding DES - Childhood Imm & Influenza & Pneumococcal Imm)		59				0	
Learning Disabilities		60				0	
Lithium / INR Monitoring		61				0	
Local Development Schemes		62				0	
Mental Health		63				0	
Minor Injuries		64				0	
MMR		65				0	
Multiple Sclerosis		66				0	
Muscular Skeletal		67				0	
Nursing Homes		68				0	
Orthopaedic (Upper Limb GPwSi/Clinical Assessments)		69				0	
Osteopathy		70				0	
Phlebotomy		71				0	
Physiotherapy (inc MT3)		72				0	
Referral Management		73				0	
Respiratory (inc COPD)		74				0	
Ring Pessaries		75				0	
Sexual Health Services		76				0	
Shared Care		77				0	
Smoking Cessation		78				0	
Substance Misuse		79				0	
Suturing		80				0	
Swine Flu		81				0	
Transport/Ambulance costs		82				0	
Vasectomy		83				0	
Weight Loss Clinic (inc Exercise Referral)		84				0	
Wound Care		85				0	
Zoladex		86				0	
		87				0	
		88				0	
		89				0	
		90				0	
		91				0	
		92				0	
		93				0	
		94				0	
TOTAL Local Enhanced Services (must equal line 11)		95		0	0	0	0
TOTAL Enhanced Services (must equal line 12)		96		0	0	0	0
GENERAL MEDICAL SERVICES							
Operating Expenditure							

LHB Administered	Section B	LINE NO.	WG £000's	Current Plan £000's	Forecast £000's	Variance £000's	Year to Date £000's
Seniority		97					
Doctors Retention Scheme Payments		98					
Locum Allowances consists of adoptive, paternity & maternity		99					
Locum Allowances : Cover for Sick Leave		100					
Locum Allowances : Cover For Suspended Doctors		101					
Prolonged Study Leave		102					
Recruitment and Retention (including Golden Hello)		103					
Appraisal - Appraiser Costs		104					
Primary Care Development Scheme		105					
Partnership Premium		106					
Supply of syringes & needles		107					
Other (please provide detail below, this should reconcile to line 128)		108					
TOTAL LHB Administered (must equal line 13)		109				0	0

English Catherine
05/28/2021 09:17:57

Analysis of Other Payments (line 108)	LINE NO.	£000's	£000's	£000's	£000's	£000's
Additional Managed Practice costs (costs in excess of Global Sum/MPIG)	110					
CRB checks	111					
GP Locum payments	112					
LHB Locality group costs	113					
Managing Practice costs (LHB employed staff working in GP practices to improve GP services)	114					
Primary Care Initiatives	115					
Salaried GP costs	116					
Stationery & Distribution	117					
Training	118					
Translation fees	119					
COVID vaccination payments to GP practices	120					
	121					
	122					
	123					
	124					
	125					
	126					
	127					
TOTAL of Other Payments (must equal line 108)	128					0
Premises	LINE NO.	£000's	£000's	£000's	£000's	£000's
Section C						
Notional Rents	129					
Actual Rents: Health Centres	130					
Actual Rents: Others	131					
Cost Rent	132					
Clinical Waste/ Trade Refuse	133					
Rates, Water, sewerage etc	134					
Health Centre Charges	135					
Improvement Grants	136					
All other Premises (please detail below which should reconcile to line 146)	137					
TOTAL Premises (must equal line 14)	138				0	0
Analysis of Other Premises (Line 137)	LINE NO.	£000's	£000's	£000's	£000's	£000's
	139					
	140					
	141					
	142					
	143					
	144					
	145					
TOTAL of Other Premises (must equal line 137)	146					0
Memorandum item						
Enhanced Services included above but in dispute with LMC (TOTAL)	147					
Enhanced Services included above but not yet formally agreed LMC	148					
GENERAL MEDICAL SERVICES						
Dispensing						
Dispensing Data	LINE NO.	WG	Current Plan	Forecast	Variance	Year to Date
Cost of Drugs and Appliances, after discounts and plus container allowance (and plus VAT where applicable)		£000's	£000's	£000's	£000's	£000's
Dispensing Doctors	149					
Prescribing Medical Practitioners - Personal Administration	150					
Dispensing Service Quality Payment	151					
Professional Fees and on-cost						
Dispensing Doctors	152					
Prescribing Medical Practitioners - Personal Administration	153					
TOTAL DISPENSING DATA (must equal line 17)	154				0	0

English Catherine
05/28/2021 09:17:57

HEIW

Period : Apr 21

Table O - General Dental Services

This Table is currently showing 0 errors

Table to be completed from Q2 / Month: 6

Operating Expenditure from the revenue allocation for the dental contract

SUMMARY OF DENTAL SERVICES FINANCIAL POSITION		WG Allocation	Current Plan	Forecast Outturn	Variance	Year to Date
Expenditure / activities included in a GDS contract and / or PDS agreement	LINE NO.	£000's	£000's	£000's	£000's	£000's
Gross Contract Value - Personal Dental Services	1				0	
Gross Contract Value - General Dental Services	2				0	
Emergency Dental Services (inc Out of Hours)	3				0	
Additional Access	4				0	
Business Rates	5				0	
Domiciliary Services	6				0	
Maternity/Sickness etc.	7				0	
Sedation services including GA	8				0	
Seniority payments	9				0	
Employer's Superannuation	10				0	
Oral surgery	11				0	
OTHER (PLEASE DETAIL BELOW)	12				0	
TOTAL DENTAL SERVICES EXPENDITURE	13		0	0	0	0
OTHER (PLEASE DETAIL BELOW) - Activities / expenditure not included in a GDS contract and / or PDS agreement. This includes payments made under other arrangements e.g. GA under an SLA and D2S, plus other or one off payments such as dental nurse training			£000's	£000's	£000's	£000's
Emergency Dental Services (inc Out of Hours)	14					
Additional Access	15					
Sedation services including GA	16					
Continuing professional development	17					
Occupational Health / Hepatitis B	18					
Gwen Am Byth - Oral Health in care homes	19					
Refund of patient charges	20					
Design to Smile	21					
Other Community Dental Services	22					
Dental Foundation Training/Vocational Training	23					
DBS/CRB checks	24					
Health Board staff costs associated with the delivery / monitoring of the dental contract	25					
Oral Surgery	26					
Orthodontics	27					
Special care dentistry e.g. WHC/2015/002	28					
Oral Health Promotion/Education	29					
Improved ventilation in dental practices	30					
Attend Anywhere	31					
	32					
	33					
	34					
	35					
	36					
	37					
	38					
	39					
	40					
	41					
	42					
TOTAL OTHER (must equal line 12)	43			0		0
RECEIPTS						
TOTAL DENTAL SERVICES INCOME (Enter as a negative value)	44				0	



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Dyddiad Cyfarfod	19 Mai 2021	Eitem ar yr Agenda	4.2
Teitl yr Adroddiad	ADRODDIAD PERFFORMIAD DIWEDD Y FLWYDDYN 2020/21		
Awduron yr Adroddiad	Chris Payne, Cyfarwyddwr Cynorthwyol PPCS Nicola Johnson, Cyfarwyddwr PPCS		
Noddwr yr Adroddiad	Nicola Johnson, Cyfarwyddwr PPCS		
Cyflwynir gan	Nicola Johnson, Cyfarwyddwr PPCS		
Rhyddid Gwybodaeth	Ar agor		
Pwrpas yr Adroddiad	Rhoi adroddiad i'r Bwrdd ar berfformiad y sefydliad yn 2020/21, gan gynnwys cynnydd o ran cyflawni ein Nodau Strategol a pherfformiad ein gweithgareddau busnes.		
Materion Allweddol	Yn ystod y flwyddyn, cymeradwyodd y Bwrdd Fframwaith Perfformiad y sefydliad ac mae gennym sicrwydd archwilio da ar ein prosesau rheoli perfformiad. O ganlyniad i pandemig Covid-19 rydym wedi adolygu a diwygio ein Cynllun Tymor Canolig Integredig (IMTP) a'n Amcanion Strategol yn ystod y flwyddyn, ac yn unol â chanllawiau cenedlaethol fe wnaethom ddatblygu 3 Chynllun Gweithredol. Mae'r adroddiad yn dangos bod sicrwydd cadarnhaol ar gyflawni ein Cynllun Gweithredol Ch3 / 4 ac mae'n disgrifio ein cyflawniadau niferus yn ystod y flwyddyn. Bu heriau hefyd, yn enwedig effaith COVID-19 ar addysg a hyfforddiant, gwaethygiad materion yn ymwneud â'r fwrsariaeth, ac estyniad dilynol y broses symleiddio. Mae ein prosesau rheoli ansawdd wedi addasu'n gyflym i ffordd rithwir o weithio ac rydym wedi arwain ymgysylltiad i sicrhau bod hyfforddiant ac addysg yn cael eu darparu i'n holl ddysgwyr o ansawdd. Ynglŷn â'n gweithlu, er bod gennym gyfraddau salwch isel a lefelau uchel o ymgysylltu, rydym yn cydnabod bod gennym fwy o waith i'w wneud i wella ein PADR a chydymffurfiad hyfforddiant gorfodol a statudol fel blaenoriaeth yn 2021/22.		
Camau Penodol	Gwybodaeth	Trafodaeth	Sicrwydd
			Cymeradwyaeth

English Catherine
05/28/2021 09:15:57

gofynnol			x	
Argymhellion	Gofynnir i aelodau'r Bwrdd: Sylwi ar yr adroddiad perfformiad diwedd blwyddyn ar gyfer 2020/21 a ddarperir ar gyfer craffu a sicrwydd.			

ADRODDIAD PERFFORMIAD DIWEDD BLWYDDYN 2020/21

1.0 Cyflwyniad

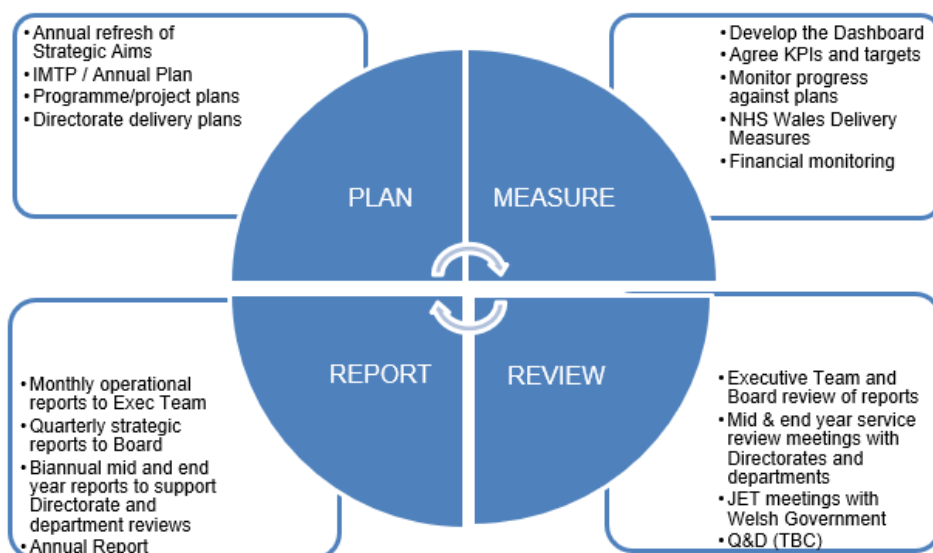
Mae'r adroddiad hwn yn rhoi trosolwg o berfformiad y Sefydliad yn 2020/21. Mae'n cynnwys y cynnydd yn erbyn cyflawni ein Nodau Strategol a hefyd cyflawni ein gweithgareddau busnes.

2.0 cefndir

Fel sefydliad unigryw o fewn GIG Cymru, yn 2020/21 datblygwyd dull o reoli perfformiad sy'n gweddu i'n rôl strategol a'n cyfrifoldebau, gan ddefnyddio profiad sefydliadau tebyg mewn mannau eraill yn y DU. Er bod prosesau rheoli perfformiad cenedlaethol ffurfiol wedi gostwng yn 2020/21, oherwydd pandemig Covid-19, rydym wedi parhau i adrodd i'r Bwrdd ar ein cynnydd o ran cyflawni ein Cynlluniau ac ar berfformiad ein gweithgareddau busnes drwy gydol y flwyddyn.

Gan adeiladu ar ein gwaith blaenorol, ym mis Ionawr 2021 cymeradwywyd ein Fframwaith Perfformiad gan y Bwrdd. Mae'r Fframwaith hwn yn disgrifio ein system ar gyfer gwneud gwelliant parhaus i gyflawni ein Hamcanion Strategol a chyflawni ein gweithgareddau busnes yn effeithiol ac mae'n amlinellu ein dull o wella perfformiad yn unol â'r Egwyddorion Arweinyddiaeth Tosturiol a'n gwerthoedd a'n hymddygiad. Mae'n disgrifio'r atebolrwydd o fewn AaGIC ar gyfer adrodd ar berfformiad, gwelliant a sicrwydd, sut y caiff materion sy'n peri pryder eu codi a pha gamau a gymerir os bydd hyn yn digwydd.

Mae'r Fframwaith Perfformiad yn seiliedig ar gylch o adolygu a gwella parhaus ac wedi'i gysylltu'n agos â'r cylch cynllunio strategol (IMTP). Nod y system yw sicrhau dull rheolaidd ac effeithiol o gynllunio, monitro perfformiad, adolygu cynnydd, cytuno ar gamau gweithredu, gwella a dysgu mewn sefydliad strategol fel y dangosir isod:



Yn ogystal â'r Fframwaith Perfformiad, cyhoeddwyd Rhestr Termiau Data ar gyfer y Dangosfwrdd Perfformiad sy'n nodi Arweinwyr Gweithredol a Pherchnogion Cyfrifol yn glir ar gyfer y Dangosyddion Perfformiad Allweddol ar y Dangosfwrdd integredig. Yn ogystal, mae ein rhaglen strwythuriedig o Gyfarfodydd Adolygiadau Gwasanaeth yn gweithio'n dda ac rydym wedi ehangu'r Adolygiadau diwedd blwyddyn i gynnwys ein hadrannau corfforaethol.

O ganlyniad i'r meysydd gwaith hyn, derbyniodd y sefydliad argymhelliad o Sicrwydd Sylweddol ar Reoli Perfformiad drwy Archwilio Mewnol ar ddiwedd 2020/21. Yn ogystal, darganfyddwyd drafft Asesiad Strwythuredig ar Gynllunio Gweithredol yn AaGIC (Mawrth 2021) fod gan y sefydliad drefniadau effeithiol ar waith i oruchwylio cyflawniad ei gynlluniau gweithredol, a oedd wedi'u hymgorffori yn y Fframwaith Perfformiad cymeradwy.

3.0 Asesiad

3.1 Ystwythder Cynllunio

Datblygodd AaGIC Gynllun Tymor Canolig Integredig (IMTP) y gellir ei gymeradwyo ar gyfer 2020-23 ac ar ddechrau'r flwyddyn, nododd y cynllun 3 blynedd uchelgeisiol hwn 42 o Amcanion Strategol a fyddai'n cefnogi'r gwaith o gyflawni ein 6 Nod Strategol. Arweiniodd brigiad o Covid-19 ym mis Mawrth at oedi'r prosesau cynllunio cenedlaethol a chafodd effaith sylweddol drwy'r flwyddyn gyda blaenoriaethu ein gwaith i gefnogi ymateb y system i'r pandemig, datblygu Cynlluniau Gweithredol chwarterol yn unol â chanllawiau cenedlaethol ac ar reoli a monitro ein perfformiad sefydliadol.

Yn ystod mis Mawrth 2020, gwnaethom adolygu ein IMTP ac, mewn cytundeb â Bwrdd AaGIC ym mis Mai 2020, gwnaethom oedi pob rhaglen waith nad yw'n hanfodol i ganolbwyntio ar ein hymateb i reoli argyfwng a pharhad busnes. Adolygwyd ein dull gweithredu yn gadarnhaol yn dilyn Asesiad Strwythuredig o'n Cynllun Gweithredol C1.

Cytunwyd i ohirio'r Amcanion Strategol canlynol tan 2021/22 oherwydd capasiti a'r angen i ymgysylltu â rhanddeiliaid a phartneriaid:

- 1.7 Datblygu mecanweithiau rhyngwladol/byd-eang effeithiol a gyfatebol i wella trefniadau addysg a hyfforddiant.
- 2.4 Arwain y gwaith o ddatblygu a gweithredu fframwaith gallu digidol ar gyfer y gweithlu gofal iechyd.
- 2.5 Datblygu cynllun ar y cyd â Llywodraeth Cymru ar gyfer dyrannu cyllid SIFT yn y dyfodol.
- 2.7 Gweithredu gwelliannau i sicrhau mynediad teg i addysg a hyfforddiant ar gyfer SAS a meddygon a gyflogir yn lleol.
- 2.9 Adolygu llwybrau gyrfa a chyfleoedd addysg ar gyfer y gweithlu academiaidd ac ymchwil clinigol.
- 4.1 Datblygu pecyn cymorth arfer da a chanllaw adnoddau i gefnogi model y gweithlu mewn gofal heb ei drefnu.
- 4.7 Cefnogi gofynion datblygu'r gweithlu o fodelau gofal integredig sy'n cael eu datblygu gan Fyrddau Partneriaeth Rhanbarthol.

3.2 Ymateb y System i COVID

Fel partner gweithgar yn y COVID-19 ymunodd aelodau o'n huwch dîm a'n tîm gweithredol â chydweithwyr hefyd fel rhan o grwpiau cynllunio a chydgyssylltu argyfwng cenedlaethol ac mae AaGIC wedi cael ei gynrychioli a'i gyfrannu at Grŵp Nosocomial Llywodraeth Cymru.

Roedd ein hymateb i'r system yn cynnwys darparu hyfforddiant ac addysg arbenigol ymarferol i gefnogi ymateb i'r pandemig ym meysydd gofal critigol ac ymgynghori ac adsefydlu o bell Atal a Rheoli Heintiau a gofal critigol. O ganlyniad, ychwanegwyd dau Amcan Strategol at ein rhaglen waith Chwarter 3 a 4 i adlewyrchu'r gwaith hwn:

- 4.12 Mabwysiadu dull dau gam o gefnogi'r agenda Atal a Rheoli Heintiau (IP&C) ar draws iechyd a gofal cymdeithasol.
- 4.14 Datblygu cymorth i'r sector cartrefi gofal.

3.3 Swyddogaethau newydd

Drwy gydol 2020-21, mae'r sefydliad wedi parhau i dyfu ac aeddfedu. Yn ystod y flwyddyn rydym wedi ymgymryd â rhaglenni a swyddogaethau newydd ac felly ychwanegwyd Amcanion Strategol newydd at ein Cynllun Chwarter 3 a 4 i adlewyrchu dwy raglen a ymunodd â ni yn ystod rhan olaf y flwyddyn:

- 4.11 Datblygu cynllun mewn cydweithrediad â Llywodraeth Cymru a Gofal Cymdeithasol Cymru i gefnogi'r gwaith o weithredu'r gweithlu aml-broffesiynol ac agweddau hyfforddi o'r Fframwaith Proffesiynau Perthynol i Iechyd Cymru "Edrych ymlaen gyda'n gilydd"
- 4.13 Trosglwyddo syml i AaGIC ar gyfer Tîm y Rhaglen Gwyddor Gofal Iechyd a lleihau'r tarfu ar gyflawni amcanion y rhaglen.

Yn ogystal â'r rhain, yn ystod y flwyddyn daethom yn gyfrifol am Raglen Staff Nyrsio Cymru Gyfan.

I grynhoi, mae ein Cynlluniau wedi parhau'n hyblyg drwy gydol y flwyddyn i'n galluogi i gefnogi ymateb y system i bwysau Covid-10 a phwysiau'r Gaeaf ac i gydbwyso hyn â'r angen i gyflawni ein cyfeiriad strategol. Yn dilyn yr adolygiad a'r blaenoriaethu hwn, yn Ch3&4 roeddem yn cyflawni 39 o Amcanion Strategol ac wedi monitro ac adrodd ar gynnydd arnynt i'r Bwrdd.

3.4 Crynodeb o Gynnydd yn ôl Nod Strategol

Er mwyn monitro cynnydd gyflawni ein 39 Amcan Strategol a lliniaru risgiau, mae'r mecanwaith RAG canlynol wedi'i gymhwyso i adrodd ar yr Amcanion gan Uwch Swyddogion Cyfrifol ac mae'r cynnydd a adroddwyd fel a ganlyn.

0	Yn sylweddol oddi ar y trywydd iawn i'w gyflwyno erbyn diwedd y flwyddyn
6	Bydd lleiafrif o'r hyn y gellir ei gyflawni oddi ar y trywydd iawn i gyflawni ar ddiwedd y flwyddyn yn cael ei gwblhau yn 2021/22
33	Cwblhau
7	gohiriedig

Ar ddiwedd mis Mawrth 2021, nododd Uwch Swyddogion Cyfrifol yr holl Amcanion a gynhwyswyd ar gyfer C3 a 4 fel cwblhawyd o fewn amserlenni cysylltiedig neu, os yw lleiafrif o'r pethau y gellir eu cyflawni oddi ar y trywydd iawn, byddant yn cael eu cwblhau yn gynnar yn 2021/22. Nid oedd unrhyw Amcanion wedi'u graddio'n Goch (yn sylweddol oddi ar y trywydd iawn).

Mae hyn yn dangos bod y sefydliad wedi cynnal ei ffocws strategol ac yn cydbwyso'r angen i gefnogi ymateb y system i'r pandemig a bod sicrwydd cadarnhaol wrth gyflawni ein Hamcanion Strategol erbyn diwedd mis Mawrth.

Mae'r crynodeb o'r cynnydd tuag at ein Nodau Strategol yn ystod y flwyddyn fel a ganlyn.

Nod Strategol 1: Arwain y gwaith o gynllunio, datblygu a lles gweithlu cymwys, cynaliadwy a hyblyg i gefnogi'r gwaith o gyflawni 'Cymru Iachach'

Strategaeth y Gweithlu - Cawsom gymeradwyaeth gan Lywodraeth Cymru ac ar y cyd â Gofal Cymdeithasol Cymru cyhoeddwyd ein Strategaeth Gweithlu 10 Mlynedd ar gyfer Iechyd a Gofal Cymdeithasol. Mae'r strategaeth yn nodi'r weledigaeth, yr uchelgais a'r camau gweithredu sy'n rhoi lles wrth wraidd cynlluniau ar gyfer y GIG a'r gweithlu gofal cymdeithasol yng Nghymru. Mae'n adlewyrchu elfen greiddiol o'r Adolygiad Seneddol a 'Nod Pedwarplyg'

Enlli G. G. G.
05/28/21 17:57

Cymru lachach i ddarparu gweithlu cynhwysol, ymgysylltiedig, cynaliadwy, hyblyg ac ymatebol i ddarparu gwasanaethau iechyd a gofal cymdeithasol rhagorol.

Gyda Gofal Cymdeithasol Cymru rydym wedi adrodd ar y cynllun gweithredu 6 mis cyntaf ac rydym yn gweithio ar y cynllun gweithredu 12 mis nesaf.

Gwnaed yng Nghymru – Rydym wedi dechrau gweithio i hyrwyddo dull unigryw o dyfu ein gweithlu ein hunain, o'n staff presennol a drwy ddenu gweithlu newydd o'n poblogaeth leol. Bydd y dull hwn yn manteisio i'r eithaf ar gyfleoedd i greu pwyntiau mynediad hyblyg a llwybrau gyrfa y gellir eu trosglwyddo, datblygiad 'yn y gwaith', rhaglenni strwythuredig a chyfleoedd dysgu y gellir eu trosglwyddo sy'n rhoi'r gallu i feithrin cymwysterau ffurfiol o'r dysgu hwn, yn sail i gofrestru yn ogystal â chynnig opsiynau gyrfa yn y dyfodol i staff a allai fod yn chwilio am yrfaoedd amgen o fewn teulu'r GIG.

Lles – Rydym wedi treialu amrywiaeth eang o adnoddau lles y gweithlu yn fewnol cyn eu cyflwyno ar draws GIG Cymru ac rydym wedi gweithio'n genedlaethol ledled y DU i nodi a hyrwyddo dulliau newydd er budd cydweithwyr yng Nghymru ac yn ystod y cyfnod heriol hwn, i gefnogi cyfundrefnau ac arweinwyr i sicrhau bod staff yn gallu cael gafael ar y cymorth sydd ei angen arnynt i ymdopi â heriau'r pandemig ac i wella ymgysylltiad a gwydnwch.

Gyrfaedd – Yn ystod y flwyddyn, croesawyd cydweithwyr mewn i AaGIC o'r Tîm Ehangu Mynediad a #TrainWorkLive i wella ein rôl o ran llunio cyfleoedd gyrfa yng Nghymru yn y dyfodol i gynnig cyfleoedd drwy lwybrau amrywiol. Yn ogystal, rydym wedi bod yn cefnogi'r gwaith o ddiwygio'r rhwydwaith Gyrfaedd i ymgorffori Gofal Cymdeithasol Cymru ac i ystyried datblygu rhwydwaith iechyd a Gofal Cymdeithasol.

Strategaeth DPP aml-broffesiynol – Bydd wyth deg y cant o'n gweithlu dal i fod gyda ni mewn 10 mlynedd felly mae hyfforddi a chefnogi ein gweithlu i weithio mewn modelau gwasanaeth modern yn hanfodol. Mae sefydlu system rheoli cyrsiau fodern, hyblyg wedi bod yn rhagofyniad ar gyfer y gwaith hwn. Rydym wedi cwblhau ymarfer peilot o system rheoli cyrsiau ar draws y sefydliad i gefnogi datblygiad strategaeth DPP aml-broffesiynol cyn cynnal ymarfer caffael ffurfiol. Defnyddiwyd y system i hwyluso ystod eang o gyfleoedd dysgu rhithwir i'r gweithlu presennol yn absenoldeb y gallu i ymgymryd â hyfforddiant wyneb yn wyneb.

Nod Strategol 2: Gwellu ansawdd a hygyrchedd addysg a hyfforddiant i'r holl staff gofal iechyd gan sicrhau ei fod yn diwallu anghenion y dyfodol

Cynllun Addysg a Hyfforddiant 2021-22 - Ym mis Rhagfyr 2020, cytunodd y Gweinidog Iechyd a Gwasanaethau Cymdeithasol ar gynllun comisiynu a hyfforddi addysg blyneddol 2021-22 gyda'r cyllid uchaf erioed o dros £227m. Mae'r arian ychwanegol yn gynydd o 8.3% a bydd yn ein helpu i ddatblygu'r gweithlu hyblyg, cynaliadwy ac ymatebol sydd ei angen arnom yng Nghymru. Bydd hyn yn cynnwys cynnydd mewn hyfforddiant meddygol ôl-raddedig ochr yn ochr â chynnydd mewn nyrsio, bydwreigiaeth, proffesiynau perthynol i iechyd a gwyddor gofal iechyd o dros 9% yn 2021 sy'n cynrychioli'r lefel uchaf erioed o gomisiynu gweithwyr iechyd proffesiynol a welodd Cymru.

Adolygiad Strategol - Gwnaethom ddatblygu Cam 1 yr Adolygiad Strategol o gomisiynu addysg sy'n anelu at wella gwerth a chanlyniadau GIG Cymru o'n rhaglenni israddedig a gomisiynwyd ar draws ystod o broffesiynau iechyd. Mae hon yn rhaglen drawsnewid sylweddol a chymhleth a fydd yn arwain at batrwm a dull gwahanol o ymdrin ag addysg israddedig ledled Cymru, er mwyn sicrhau ein bod yn cynhyrchu'r graddedigion cywir sydd â'r sgiliau cywir. Ar ddiwedd y flwyddyn mae'r broses gaffael ar y trywydd iawn i'w gweithredu yn y flwyddyn academaidd sy'n dechrau ym mis Medi 2022.

English
05/28/2024 09:17:57

Gwelliannau addysg a hyfforddiant - Cyflwynwyd modelau newydd o addysg a hyfforddiant deintyddol gan gynnwys dulliau rhithwir, e-ddysgu a defnyddio systemau digidol fel Mynychu Unrhyw le. Ehangwyd dysgu seiliedig ar waith a phrentisiaethau yn y tîm deintyddol ehangach gan gynnwys datblygu'r cynnig bwrsariaeth ar gyfer therapyddion deintyddol a chyflwyno prentisiaeth Lefel 4.

Cymeradwyodd y Cyngor Fferyllol Cyffredinol (GPhC) safonau newydd ar gyfer addysg a hyfforddiant cychwynnol fferyllwyr yn eu cyfarfod ym mis Rhagfyr 2020. Sefydlwyd y rhaglen newid yn ystod y flwyddyn ac mae'r newidiadau a'r ehangu mewn hyfforddiant fferyllwyr cyn cofrestru wedi'u hymgorffori. Yn ogystal, bu gwelliannau mewn hyfforddiant technegwyr fferyllol a symudiad cyflym tuag at addysg a hyfforddiant rhithwir.

Mae gwelliannau mewn *hyfforddiant meddygol* wedi'u cynnwys drwy'r adran hon ond yn gyffredin â'r Deoniaethau eraill, bu symudiad cyflym tuag at ddulliau digidol a gwnaethom hefyd sefydlu ein rhaglen hyfforddiant Gwella Ansawdd.

Meddygon Teulu – Yn ystod y flwyddyn rydym wedi parhau i gefnogi'r model newydd o hyfforddiant arbenigol i feddygon teulu sy'n cynnwys y model 1+2 (1 flwyddyn mewn ysbyty, 2 flynedd mewn practis meddyg teulu) sydd wedi bod yn llwyddiannus ac rydym yn parhau i ehangu nifer ein practisiau hyfforddi a'n seilwaith addysgol i'w gefnogi. Yn ogystal, rydym wedi gweithredu Hyfforddiant Sylfaen Integredig Hydredol (LIFT) i hyfforddeion gael hyfforddiant aml-sector ar draws gofal eilaidd a sylfaenol.

Seilwaith Aml-broffesiynol – Gwnaethom broffesiynoli ein cyfrifoldebau Cyfarwyddwr Rhaglen Hyfforddi yn y Ddeoniaeth Feddygol a datblygu fframwaith sicrhau ansawdd drafft ar gyfer Dysgu Seiliedig ar Waith i gefnogi dysgwyr mewn amgylcheddau clinigol. Rydym wedi ehangu cyrhaeddiad proffesiynol ein rhaglen Cymrodoriaeth Glinigol i gynnwys proffesiynau fel optometreg ac mae'r garfan gyntaf o nyrsys wedi dechrau ar Raglen Nyrsys y Dyfodol i alluogi mynediad ar draws ystod eang o broffesiynau.

Addysg yn seiliedig ar Efelychu – Gydag efelychiad yn chwarae rhan bwysicach fyth mewn cwricwla ac fel ateb hanfodol i gapasiti hyfforddi rydym wedi sefydlu tîm arweinyddiaeth glinigol aml-broffesiynol newydd i hyrwyddo ein dull o gydlynw Addysg seiliedig ar Simiwleiddio. Yr ydym wedi cynnal 2 weminar i ddatblygu'r agenda a datblygu rhwydweithiau o arbenigedd ac arfer gorau. Bydd hyn yn cefnogi datblygiad ein Strategaeth Addysg yn Seiliedig ar Efelychu yn y dyfodol i gefnogi hyfforddiant rhithwir ac efelychiadol, gan adeiladu ar ein dysgu o'r pandemig.

Trefniadau Cyflogwyr Arweiniol Sengl – Er mwyn darparu gwasanaeth mwy di-dor i hyfforddeion, a gwella eu profiad hyfforddi rydym wedi gweithio gyda Phartneriaeth Cydwasanaethau GIG Cymru i weithredu trefniadau Cyflogwyr Arweiniol Sengl gwell ar draws ystod o arbenigeddau meddygol, deintyddol a fferylliaeth. Mae hyn wedi adeiladu ar y gwaith sydd eisoes ar waith i gefnogi Meddygon Teulu dan Hyfforddiant. Mae hwn wedi bod yn faes gwaith sylweddol gyda rhai problemau cychwynnol ar hyd y ffordd wrth drosglwyddo i'r model newydd, ond mae'r rhain wedi'u datrys yn barod i'w hehangu ymhellach.

Cyrhaeddiad Gwahaniaethol - Mae AaGIC wedi sefydlu Bwrdd y Rhaglen Cyrhaeddiad Gwahaniaethol gyda'r diben o rannu arfer da, cynllunio mentrau yn y dyfodol a gweithredu fel hyrwyddwyr cyrhaeddiad gwahaniaethol i ddylanwadu, gwella a datblygu'r agenda cyrhaeddiad gwahaniaethol ar draws grwpiau rhanddeiliaid a'r gymuned hyfforddi ehangach.

Englyn Catherine
05/28/2021 09:17:57

Nod Strategol 3: Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol o fewn GIG Cymru drwy adeiladu arweinyddiaeth dosturiol a chyfunol ar bob lefel.

Datblygu Egwyddorion Arweinyddiaeth Tosturiol – mae'r Egwyddorion yn disgrifio'r amgylchedd a diwylliant y dylai arweinwyr eu creu o fewn sefydliadau i alluogi gwella gwasanaethau ac amodau gwaith effeithiol barhaus. Fe'u cefnogir gan Compass Arweinyddiaeth Tosturiol, gyda'r nod o arwain ymddygiadau arweinyddiaeth a rhyngweithiadau ar draws y system, a chytunwyd arnynt ym mis Mawrth 2021 gyda'r nod o'u lansio ym mis Mai.

Lansio'r Porth Arweinyddiaeth – 'Gwella,' cynlluniwyd ein Porth Arweinyddiaeth i ddarparu mynediad i ystod o ddeunyddiau, adnoddau, rhwydweithiau arweinyddiaeth ddigidol dwyieithog a bod yn alluogwr allweddol i ategu datblygiad arweinyddiaeth ffurfiol. Mae Gwella, a lansiwyd ym mis Awst 2020, wedi bod yn ganolog i ddylanwadu ar y newid tuag at ddiwylliant tosturiol a chyfunol o fewn timau, sefydliadau a'r system ehangach. Enillodd datblygiad y porth wobwr Technolegau Dysgu ym mis Tachwedd yn y categori Trawsnewid Digidol.

Talentbury - Ym mis Hydref 2020 cynhaliodd AaGIC 'Talentbury', gŵyl arweinyddiaeth rithiol 4 diwrnod. Roedd yr Uwchgynhadledd Talent yn gyfle i ddarpar arweinwyr gweithredol enwebedig gymryd rhan mewn cyfres o ddigwyddiadau arweinyddiaeth gydag arbenigwyr enwog, tra'n darparu cyfrwng i helpu i gyd-gynllunio'r cynigion datblygu arweinyddiaeth sy'n ofynnol gan ddarpar weithredwyr i'w helpu i bontio i rolau gweithredol.

Arweinyddiaeth Uchelgeisiol - Sefydlwyd yr Hwb Arweinyddiaeth Weithredol yn dilyn 'Talentbury'. Mae'r rhwydwaith hwn yn cefnogi cyfleoedd datblygu arweinyddiaeth gan gynnwys mentora, dosbarthiadau meistr, gweminarau a rhaglenni datblygu Arweinyddiaeth. Mae'r rhwydwaith hwn o ddarpar arweinyddiaeth weithredol yn allweddol i fodelu rôl yr ymddygiadau arweinyddiaeth tosturiol sydd eu hangen ar draws GIG Cymru a bydd yn ffurfio ein Rhwydwaith Talent a chynlluniau uwch arweinyddiaeth yn y dyfodol.

Ail-lansio cynllun Graddedigion y GIG - Yn ystod y flwyddyn, mae strategaeth farchnata ragweithiol wedi'i chynnal i recriwtio hyfforddeion ochr yn ochr â sefydlu'r model seilwaith, llywodraethu a gweithredu gofynnol. Yn dilyn proses drylwyr o brofion ar-lein, cyfweiliadau a chanolfan asesu, dewiswyd cyfanswm o 21 o hyfforddeion rheoli graddedigion a disgwyllir iddynt ddechrau ym mis Medi 2021.

Nod Strategol 4: Datblygu'r gweithlu i gefnogi'r ddarpariaeth gofal diogel, o ansawdd uchel

Endosgopi – Sefydlwyd rhaglen gyntaf Gweithlu a Hyfforddiant Endosgopi Cymru Gyfan a datblygwyd mecanweithiau llywodraethu i gefnogi gofynion y Rhaglen Endosgopi Genedlaethol, gan gynnwys y Cynllun Adfer Endosgopi. Er y bwriadwyd i ddwy garfan ddechrau rhwng mis Mawrth 2020 a mis Mawrth 2021, gohiriwyd yr ail garfan tan fis Ebrill 2021. Ar gyfer y garfan gyntaf, allan o 12 lle ar gael, dechreuodd 6 unigolyn gyda phump bellach yn disgwyl gorffen. Ar gyfer yr ail garfan a dechreuodd ym mis Ebrill 2021, cynigiwyd 12 lle ac mae 6 lle wedi'u cymryd. Er gwaethaf y gostyngiad yn nifer yr hyfforddeion sy'n dechrau yn ystod y flwyddyn, pan fydd y carfanau'n cwblhau bydd hyn yn gynydd sylweddol yn nifer yr endosgopyddion clinigol ledled Cymru.

Iechyd Meddwl – Rydym yn gweithio ar y cyd â Gofal Cymdeithasol Cymru i ddatblygu cynllun gweithlu i gefnogi'r gwaith o weithredu Law yn Llaw at Iechyd Meddwl. Yn yr hydref cynhaliwyd cynhadledd rithwir fis o hyd ar 'Hysbysu Dyfodol y Gweithlu Iechyd Meddwl yng Nghymru' i ategu'r gwaith o ddatblygu model gweithlu strategol, a churadu canlyniad hyn yn

English
05/28/2024 09:17:57

adroddiad cynhwysfawr gan ddefnyddio 7 thema graidd Strategaeth y Gweithlu. Yr ydym hefyd wedi datblygu hyfforddiant CAMHS i'w gyflwyno i gefnogi'r broses o adfer y system.

Gofal Sylfaenol - Rydym wedi mynd ati i ddatblygu dulliau o gefnogi blaenoriaethau'r gweithlu ym maes gofal sylfaenol, yn unol â'r Rhaglen Gofal Sylfaenol Strategol genedlaethol. Rydym wedi cytuno ar weledigaeth ar gyfer hyfforddiant ac addysg aml-broffesiynol drwy rwydwaith o Ganolfannau Hyfforddi Ardal, wedi'u halinio â Byrddau Iechyd, gofal cymdeithasol a'r sector annibynnol a byddwn yn datblygu cynlluniau manwl yn 2021/22.

Mae'r pandemig hefyd wedi tynnu sylw at y gofynion ar gyfer datblygiad cyflym y gweithlu imiwneiddio ac rydym wedi gweithio gydag Iechyd Cyhoeddus Cymru i adnewyddu'r uned dysgu Cynorthwy-ydd Gofal Iechyd (Nyrso) - Gweinyddu Imiwneiddio a Phigiadau, sy'n rhan o Ddiploma Lefel 3 Agored Cymru mewn Cymorth Gofal Iechyd Gofal Sylfaenol (Ymarfer Cyffredinol Cymru). Rydym hefyd wedi buddsoddi mewn ehangu mynediad i yrfaedd mewn nyrso gofal cymdeithasol gyda'r cytundeb i recriwtio i dri Hwylusydd Addysgol Cartrefi Gofal.

Rhaglenni Gwaith Newydd – Rydym wedi trosglwyddo timau rhaglen Rhaglen Staff Nyrso Cymru Gyfan, y Gwyddorau Gofal Iechyd a Gweithwyr Proffesiynol Perthynol i Iechyd i'r sefydliad. Roedd gan rai raglenni gwaith clir eisoes, ac mae rhai wedi gofyn am waith pellach i egluro'r hyn y gellir ei gyflawni a'i ganlyniadau. Er y bu'n her ymgymryd â thimau a chyfrifoldebau newydd yn ystod cyfnod o weithio o bell, bydd pob un o'r rhaglenni hyn yn elwa o gael eu hintegreiddio o fewn gwaith ehangach AaGIC.

Nod Strategol 5: Bod yn gyflogwr enghreifftiol ac yn lle gwyh i weithio

Lles – Ar gyfer ein staff, gwnaethom dreialu a rhannu amrywiaeth o adnoddau lles i godi ymwybyddiaeth a darparu cymorth ar draws meysydd fel iechyd meddwl, a chynghor ariannol. Mae hyn wedi bod yn hollbwysig yn ystod blwyddyn o weithio o bell sydd yn anochel wedi cael effaith ar gyfathrebu, cysylltiad cymdeithasol a gweithio mewn tîm.

Gwerthoedd ac Ymddygiadau - rydym wedi parhau i symud ymlaen ac, mewn rhai achosion, cyflymu camau gweithredu o fewn y portffolio Pobl a Datblygu Sefydliadol. Mae'r rhain wedi cynnwys gwell cyfleoedd ymgysylltu a rhwydweithio; pwls, gweithio o gartref, dadansoddi anghenion iechyd ac arolygon staff; a digwyddiadau fel 'ffactor hwyl AaGIC' a'r strafagansa Nadolig yn ogystal â sesiynau i edrych ar ein diwylliant a'n ffyrdd o weithio.

Rydym wedi parhau i wella ein dull o recriwtio ac atyniad, ymgorffori ein gwerthoedd, ac rydym wedi ychwanegu'n sylweddol at ein cyfres o bolisïau gweithlu – yn ddiweddar yn bennaf o ran gweithio ystwyth, iechyd meddwl ac absenoldeb arbennig.

Cydraddoldeb a Chynhwysiant – Cyhoeddwyd ein Cynllun Cydraddoldeb Strategol sy'n esbonio sut y bydd AaGIC yn hyrwyddo cydraddoldeb, yn dileu gwahaniaethu ac yn meithrin cysylltiadau da ac yn fwy, ein pencadlys yn cymryd cyngor gan randdeiliaid ar gyfer gwelliannau sydd eu hangen i wneud i bob defnyddiwr yr adeilad deimlo'n gyfartal ac yn gyfforddus yn AaGIC. Roedd hyn yn cynnwys ychwanegu dolenni clywed ac arwyddion braille. Yn ogystal, buom yn gweithio tuag at safonau hygyrchedd ac yn eu cyflawni ar draws ein gwefannau a'n ceisiadau.

Bioamrywiaeth a Datgarboneiddio – Rydym wedi datblygu a chroesawu ein dull sefydliadol o ymdrin â'r agenda Bioamrywiaeth a Datgarboneiddio ac wedi ymgysylltu â chydweithwyr ar ddatblygu ein cynllun strategol cyntaf a fydd yn llywio'r manylion sy'n ofynnol mewn cynlluniau gweithredu yn y dyfodol.

English Scheme
05/28/2021 15:17:57

Yr Iaith Gymraeg –Drwy ein tîm ymroddedig rydym wedi hyrwyddo'r defnydd o'r Gymraeg ar draws y sefydliad ac wedi ymgorffori egwyddorion i ddatblygu gofynion Deddf yr Iaith Gymraeg. Yn ystod y flwyddyn, mae nifer y geiriau a gyfieithwyd wedi treblu i dros 3.5m ac rydym wedi cynyddu ein adnodd staffio i ateb y galw. Yn ystod y flwyddyn rydym hefyd yn hynod falch o allu cyfieithu ein cyfarfod Bwrdd drwy gyfrwng y Gymraeg ar gyfer y mynychwyr hynny sydd ei angen, er mwyn hyrwyddo defnydd cyfartal o'r iaith yn ein busnes.

Nod Strategol 6: I gael ei gydnabod fel partner, dylanwadir ac arweinydd rhagorol

Proffil AaGIC – Mae hon wedi bod yn flwyddyn heriol o ran perthnasoedd rhanddeiliaid ac rydym wedi gorfod adolygu a disodli llawer o'n dulliau arferol o ymgysylltu oherwydd COVID. Er gwaethaf hyn, rydym wedi arwain ymarferion ymgysylltu sylweddol mewn perthynas ag iechyd meddwl, gofal sylfaenol, efelychu a gwella ansawdd. Rydym wedi ymgysylltu ar ein cynllun blynyddol ar gyfer 21/22 gydag amrywiaeth o sefydliadau ac wedi parhau i ddarparu bwletinâu rhanddeiliaid cynhwysfawr bob chwarter, wedi'u hategu gan fwletinâu gweithlu gofal sylfaenol penodedig bob 6 mis. Rydym yn cyfarfod yn rheolaidd â Gofal Cymdeithasol Cymru, ac yn cymryd rhan lawn yng grwpiau cyfoedion y GIG.

Gwefan AaGIC – Mae ein cyfleoedd cyfathrebu allanol wedi'u trawsnewid drwy wefan newydd sy'n cydymffurfio â hygyrchedd sydd wedi'i chreu drwy gydweithio agos rhwng timau digidol a chyfathrebu a'i lansio ym mis Ebrill 2021. Bydd ein gwefan newydd yn hwyluso cynnwys deinamig gan alluogi defnyddwyr i ddod o hyd i'r wybodaeth sydd ei hangen arnynt yn gyflym ac yn hawdd – un o ofynion allweddol ein cynulleidfa.

Brand AaGIC – Gwnaethom ddatblygu a defnyddio ein canllawiau brandio 'arddull AaGIC' gan sicrhau presenoldeb adnabyddadwy ar draws yr holl lwyfannau cyfathrebu a dogfennau mewnol.

Argaeledd WIFI – Rydym wedi gweithio gyda rhanddeiliaid i hwyluso amlygrwydd rhwydwaith EDUROAM ar draws Rhwydweithiau a safleoedd y GIG gan ddarparu dysgwyr a hyfforddwyr gyda mecanwaith pellach i gael gafael ar ddeunyddiau a gwybodaeth ddysgu ofynnol.

3.5 Cyflawniadau a Heriau

3.5.1 Cyflawniadau

Cafwyd llawer o gyflawniadau yn ystod y flwyddyn fel y dangosir yn y tabl ciplun **yn Atodiad 1**.

3.5.2 Heriau

Addysg a Hyfforddiant- Un o'n blaenoriaethau allweddol yn ystod pandemig COVID-19 fu diogelu addysg a hyfforddiant i'n myfyrwyr a'n hyfforddeion cyn belled ag y bo modd, a lliniaru unrhyw tarfu a ddigwyddodd. Mae hyn wedi mynd â ni i dir newydd, yn enwedig yn ystod frig cyntaf y pandemig, ond diolch i'r gwaith partneriaeth rhagorol gyda Sefydliadau Addysg Uwch, rheoleiddwyr a chydweithwyr yn y GIG rydym wedi llwyddo i gadw'r rhan fwyaf o raglenni a chyrsgiau ar y trywydd iawn. Bu'n rhaid i ni symud yn gyflym i ffyrdd newydd o gyflwyno, gan gynnwys dysgu rhithwir, efelychu a gweithio gyda rheoleiddwyr i asesu cymwyseddau mewn gwahanol ffyrdd a byddwn yn cadw llawer o'r ffyrdd hyn o weithio yn y dyfodol. Rydym hefyd wedi gweithio'n agos ar sail Pedair Gwlad i gynnal y prosesau recriwtio a rheoli ansawdd ac i gyfathrebu'n effeithiol gyda'n myfyrwyr a'n hyfforddeion.

Fodd bynnag, wrth i ni ddod allan o ail don y pandemig, mae'n dod i'r amlwg bod rhai o'n raglenni wedi effeithio'n negyddol yn sgil y pandemig a'r cyfyngiadau'r cyfnod clo bydd angen rheoli a monitro effeithiau addysgol ac ariannol y rhain am sawl blwyddyn i ddod. Y prif faterion yw:

English
05/28/2021 16:57

- Mae'n ymddangos bod yna effaith pandemig ar gyfraddau llenwi israddedigion nyrsio, er fod cyfanswm y myfyrwyr wedi tyfu blwyddyn ar flwyddyn.
- Mae rhai problemau gydag oedi wrth raddio (haf 2021) ar gyfer amrywiaeth o weithwyr gofal iechyd proffesiynol.
- Mae'r nifer sy'n manteisio ar addysg broffesiynol barhaus wedi cael ei effeithio gyda thanwariant ariannol o ganlyniad.
- Mae'r holl faterion lleoliadau gweithwyr iechyd proffesiynol wedi'u datrys, gan ddefnyddio dulliau arloesol mewn cydweithrediad â'r Prifysgolion, y Byrddau Iechyd a'r Ymddiriedolaethau.
- Mae deintyddiaeth yn cael ei effeithio'n ddifrifol a'r ffigurau sy'n dod i'r amlwg yw bod tua 50% o Hyfforddeion y Sefydliad Deintyddol yn cael eu hoedi wrth eu dilyniant. Mae amcangyfrifon cychwynnol hefyd yn awgrymu bod tua thraean o fyfyrwyr yn cael eu hoedi ar lefel israddedig ledled y wlad a bydd hyn yn golygu bod angen ail dderbyn Hyfforddiant Sylfaen yn gynnar yn 2022.
- Effeithiwyd ar bob arbenigedd meddygol i ryw raddau ond effeithiwyd yn arbennig ar hyfforddeion llawfeddygol oherwydd y gostyngiad mewn gweithgarwch llawfeddygol dewisol drwy gydol y flwyddyn. Mae hyn yn cael ei adolygu'n fanwl ar lefel unigol a bydd y darlun cyffredinol yn parhau i ddod i'r amlwg dros yr haf.
- Cafodd effeithiau COVID-19 ar y Fferyllwyr Sylfaen Cyn- Cofrestru eu lliniaru drwy newid i ddarpariaeth ar-lein. Fodd bynnag, mae gofyniad posibl am estyniadau i raglenni hyfforddi seiliedig ar waith ar gyfer carfan bresennol 2020-21 yn debygol o fod tua 10% (13 swydd) i sicrhau cymhwysedd ar draws yr holl safonau gofynnol.

Bwrsariaeth a Symleiddio Cymru - Y garfan gyntaf o fyfyrwyr a fu'n fuddiolwyr bwrsariaeth Cymru yn 2020/21 a daeth sawl her i'r amlwg wrth reoli ac olrhain cyflogaeth y garfan hon. O ganlyniad, rhoddwyd y materion perfformiad bwrsariaeth ar waith cynyddol ac mae gwaith a thargedwyd wedi'i wneud i olrhain statws cyflogaeth carfan 2020 ac i wneud argymhellion ar gyfer gwella'r system olrhain, apelio ac ad-dalu. Casgliad y gwaith yw bod blwyddyn gyntaf clymu bwrsariaeth yn llwyddiant i raddau helaeth gyda 90% o fyfyrwyr yn dechrau gweithio yn GIG Cymru. Fodd bynnag, mae nifer fach o fyfyrwyr nad ydynt wedi cydymffurfio â thelerau'r fwrsariaeth a bydd angen iddynt ad-dalu eu ffioedd dysgu.

O ganlyniad i'r materion bwrsariaeth, cafodd y broses symleiddio a oedd yn berthnasol i fyfyrwyr nyrsio (paru myfyrwyr mewn mannau a gomisiynwyd i swyddi yn y Byrddau Iechyd a'r Ymddiriedolaethau gwreiddiol) ei hymestyn yn gyflym i broffesiynau eraill, yn enwedig i gydnabod effaith bosibl COVID ar brosesau recriwtio lleol. Mewn cydweithrediad â NWSSP cynhwyswyd y grwpiau myfyrwyr mwy ym meysydd y Proffesiynau Perthynol i Iechyd a Gwyddorau Gofal Iechyd ac, yn ogystal, mae prosesau ar gyfer Bydwreigiaeth a Chymdeithion Meddygol yn cael eu gweithredu ar gyfer recriwtio 2021, i'w cwblhau ym mis Mai a Mehefin. Ar gyfer y grwpiau o fyfyrwyr sy'n graddio yn 2021, mae gan 405 o gyfanswm o 507 o raddedigion (80%) rolau wedi'u sicrhau ar hyn o bryd, ac fe gynhelir adolygiad pellach o'r 102 o fyfyrwyr sy'n weddill, sy'n cynnwys rhai na ddewisodd ymuno â'r broses. Er bod y broses hon wedi llwyddo i drosglwyddo graddedigion i swyddi dysgwyd nifer o wersi o hyn ac mae gwerthusiad llawn ar y gweill i lywio'r dull gweithredu ar gyfer y flwyddyn nesaf

PADR a Hyfforddiant Gorfodol a Statudol - Mae gennym fwy o waith i'w wneud ar ein PADR mewnol a'n cydymffurfriad hyfforddiant gorfodol a statudol i gyflawni'r targedau cenedlaethol (85% ar gyfer y naill a'r llall). Ar ddiwedd y flwyddyn sicrhasom gydymffurfriad o 61% yn ôl y targed PADR sy'n gynydd o 8% dros gyfnod o 12 mis. Sicrhasom gydymffurfriad o 79% â'r hyfforddiant gorfodol a statudol, sydd hefyd yn gynydd o'r 70% a fodolai ar ddechrau'r flwyddyn. Mae'r dangosyddion hyn yn arbennig o bwysig o ran cynnal gweithlu sy'n ymrwymedig ac sy'n perfformio'n dda ac mae ein gwaith i wella yn ôl y targedau hyn, yn cynnwys cefnogi'r recordiad ar ESR wedi'i ddwysáu. Fe'u hamlygwyd yn yr Adolygiadau Gwasanaeth ddiwedd blwyddyn fel blaenoriaeth ar gyfer bob tîm ar gyfer Chwarter 1 2021/22.

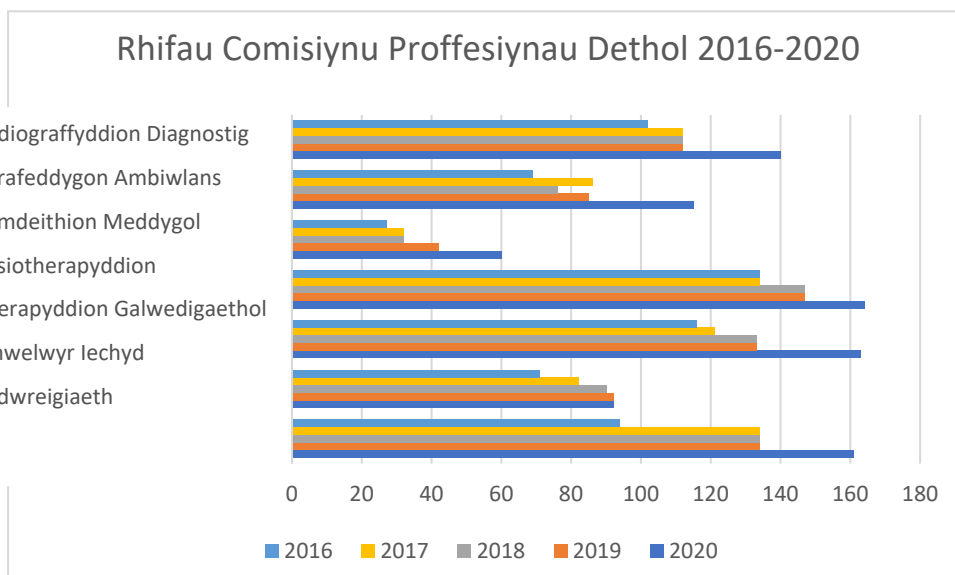
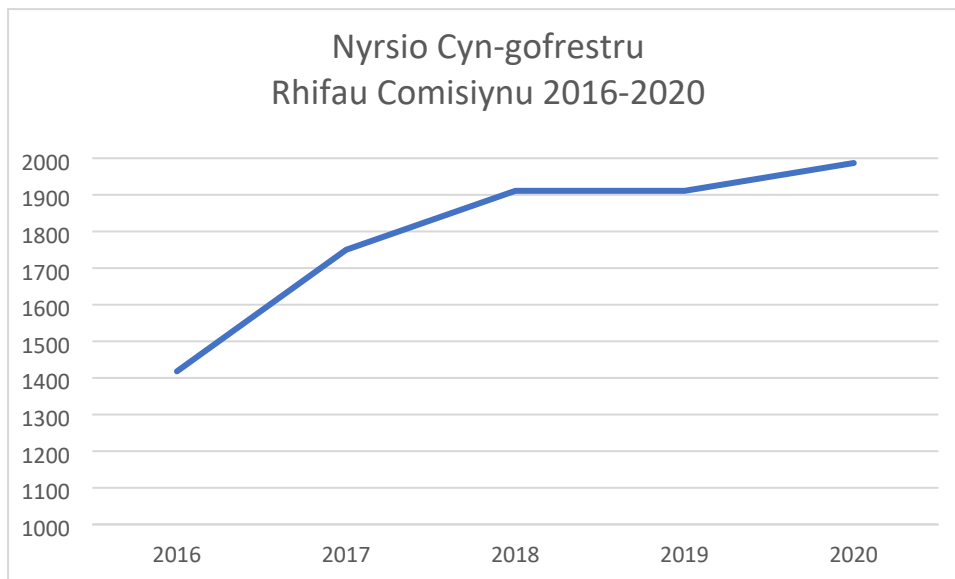
4.0 Uchafbwyntiau Comisiynu Addysg a Hyfforddiant

Buddsoddir mwyafrif ein cyllideb (88%) mewn addysg a hyfforddiant. Yn 2020/21 fe wnaethom barhau i gomisiynu nifer cynyddol o safleoedd hyfforddi a myfyrwyr ar draws ystod o broffesiynau iechyd, yn unol â buddsoddiad ac ymrwymiad parhaus gan Lywodraeth Cymru yn gyflin â'n Cynlluniau Addysg a Chomisiynu.

Fel y dangosir ar unrhyw un adeg, rydym yn cefnogi hyfforddiant ac addysg oddeutu:

- Addysg israddedig ar gyfer cyfanswm o 9,000 o nyrsys, gweithwyr proffesiynol perthynol i iechyd a gwyddonwyr gofal iechyd.
- Hyfforddiant ôl-raddedig ar gyfer oddeutu 10,000 o staff; 160 o feddygon teulu, 3,650 o feddygon gofal eilaidd, 2,778 o fferyllwyr, 1,650 o dechnegwyr fferyllol, 800 o optometryddion a dros 1,000 o nyrsys cymunedol.

Dangosir y tueddiadau o ran niferoedd comisiynu a hyfforddi yng Nghymru yn y graffiau isod.



4.1 Cyfraddau Llenwi

Yn gyffredinol, roedd ein cyfraddau llenwi ar draws yr ystod o addysg a gomisiynwn yn parhau i fod yn dda iawn eleni fel yr amlinellir isod, er gwaethaf y cynnydd uchelgeisiol o ran y niferoedd a gomisiynwyd. Mae'r manylion yn ôl proffesiwn fel a ganlyn:

Addysg Gweithwyr Iechyd Proffesiynol - Effeithiodd yr ail gyfnod clo ar gyfraddau nyrsio cyn-gofrestru Gwanwyn 2021, gyda'r cyfraddau recriwtio wedi gostwng yn 2020/21 2-3% o'u cymharu â'r flwyddyn flaenoroli 93.4%. Fodd bynnag, mae hyn yn erbyn cefndir o gynnydd parhaus yn nifer y lleoedd a gomisiynwyd a gynyddodd o 1911 i 1988 yn ystod y flwyddyn rhwng 2019/20 a 2020/21, ac er gwaethaf y gyfradd recriwtio ganrannol is, cynyddodd nifer wirioneddol y myfyrwyr a recriwtiwyd felly o 1815 i 1855 o'r llynedd sy'n gynydd cyffredinol o 2%. Mae'r adborth gan fyfyrwyr adlewyrchu bod materion gofal plant yn gysylltiedig ag addysg gartref a'r cyfnod clo wedi effeithio ar y recriwtio. Mae'r gyfradd hon yn parhau'n amodol hyd nes y ceir cadarnhad o'r gyfradd wirioneddol trwy brosesau dilysu data. I lenwi'r llefydd ychwanegol hyn, bydd AaGIC yn buddsoddi ymhellach yn y Cymhwyster Gweithwyr Cymorth Nyrsio Gofal Iechyd CertHE. Bydd y buddsoddiad hwn yn cynnig cyfle i fwy o fyfyrwyr symud ymlaen i ail flwyddyn y rhaglen Radd Nyrsio Cyn-gofrestru, a thrwy hynny sicrhau bod

Englyn
05/28/2021 10:57

ychwaneg o nyrsys newydd gymhwyso, i ddiwallu angen y gwasanaeth, wedi i'w rhaglenni dirwyn i ben yng Ngwanwyn 2024.

Hyfforddiant meddygol gofal eilaidd - yn dilyn prosesau recriwtio cychwynnol Rownd 1, Ail-hysbyseb Rownd 1 a Rownd 2, llwyddasom i gyflawni cyfradd lenwi gyffredinol o 93% (418 o'r 450 swydd a hysbysebwyd).

Llanwyd dros 99% o swyddi hyfforddiant craidd ledled Cymru yn Rownd 1, sy'n gynydd o dros 5% ers y flwyddyn flaenorol a 10% yn uwch na 2018. Yn ôl data a gyhoeddwyd gan Fwrdd Recriwtio a Dethol Meddygol a Deintyddol y DU, mae Cymru hefyd wedi cyflawni'r cyfraddau llenwi uchaf ledled y DU. Cynyddwyd y nifer o swyddi hyfforddi ar gael yn Rownd 1 hefyd i 252. O'r 252, tair swydd yn unig na lwyddwyd i'w llenwi eleni ar draws 15 o wahanol arbenigeddau, gyda 12 arbenigedd yn cyflawni 100%.

Yn ogystal, llwyddodd recriwtio Rownd 2 i gyflawni cyfradd lenwi gychwynnol o 80% (135 o swyddi wedi'u llenwi o'r 168 a hysbysebwyd). Mae hyn 5% yn is nag yn y flwyddyn flaenorol ond yn gymharol debyg o ystyried y newidynnau o fewn y prosesau recriwtio gan gynnwys y cymysgedd o swyddi hyfforddi arbenigedd bob blwyddyn.

Cyflawnodd ail-hysbyseb Rownd 2 gyfradd recriwtio o 113% - 34 gyferbyn â 30 o swyddi gwag newydd a hysbysebwyd, sy'n welliant sylweddol o'i gymharu â'r un rownd ar gyfer 2020 a 2019, a gyflawnodd gyfraddau recriwtio o 31% a 44%, yn y drefn honno.

Hyfforddiant meddygol Gofal Sylfaenol - yn ystod y flwyddyn y rhagdybiaeth fu llenwi 160 o swyddi hyfforddeion meddygon teulu, gydag opsiwn i or-recriwtio pe bai ymgeiswyr addas ar gael. Er mwyn cefnogi'r gor-recriwtio posib hwn, gwnaed argaeledd ar gyfer 200 safle ac, ar ddiwedd mis Mawrth 2021, ar gyfer swyddi a ddechreuai ym mis Awst 2020 a Chwefror 2021, llanwyd bob un o'r 200 safle gyferbyn â'r llinell sylfaen gychwynnol o 160, gan roi cyfradd recriwtio o 125%.

Ymddengys hefyd fod nifer dda wedi derbyn safleoedd sy'n dechrau ym mis Awst 2021, gyda phob un o'r 161 o safleoedd a gynigiwyd wedi cael eu derbyn ar hyn o bryd.

Deintyddiaeth - Y gyfradd recriwtio gyffredinol ar gyfer yr adran Ddeintyddol yn 2020/21 yw 94% sy'n gynydd bach yn gyfochr â'r 93% a gofnodwyd ar ddiwedd 2019/20. Yn ystod y flwyddyn, cyflawnasom gyfradd recriwtio 100% (62 swydd) ar gyfer Hyfforddiant Deintyddol Sylfaenol. O fewn Hyfforddiant Deintyddol Craidd, llanwyd pob un o'r 72 swydd ac, ar hyn o bryd, mae 65 o swyddi (90%) wedi'u llenwi gan hyfforddeion craidd a 7 gan hyfforddeion penodiad lleol nad ydynt yn dilyn y cwricwlwm HDC. O'r 25 swydd Hyfforddiant Arbenigedd Deintyddol, llanwyd 23 (92%) yn ystod y flwyddyn.

Fferylliaeth Cyn-Gofrestru - Recriwtiwyd 132 o hyfforddeion o'r 160 o safleoedd a gomisiynwyd yn 2020/21, sy'n gyfwerth ag 83% o ran gyfradd lenwi eleni. Fodd bynnag, roedd y cynnig o 160 o safleoedd yn cynrychioli newid sylweddol yn nifer sylfaenol y fferyllwyr cyn-gofrestru mewn hyfforddiant, gan ei fod yn gynydd o 39% o'i gymharu â'r llynedd pan nad oedd ond 95 o safleoedd wedi'u comisiynu ar gael drwy Gomisiynu'r GIG a swyddi a ariennid gan Gymuned Llywodraeth Cymru.

Fodd bynnag, ymddengys bod y cynnydd ledled y DU o ran safleoedd a gomisiynwyd, yn ogystal â'r pandemig, wedi cael effaith gynnil ar recriwtio (fferylliaeth gymunedol) ar gyfer derbyniad 2021/22, gyda 124 allan o 160 yn cael eu recriwtio ar gyfer derbyniad 2021/22.

English Catherine
05/28/2021 09:17:57

4.2 Recriwtio yn y Dyfodol

Ar draws system y DU, nodwyd cynnydd o 25% o ran ceisiadau ar gyfer ysgolion meddygaeth eleni ac mae'r posibilrwydd y bydd prifysgolion yn gorlenwi eu safleoedd yn cynnig cyfle posibl y bydd angen trafodaeth bellach yn ei gylch yn y dyfodol yng nghyswllt cefnogi piblinell y gweithlu yng Nghymru i'r dyfodol.

Fel yr amlinellwyd yn flaenorol, mae recriwtio i raglen Hyfforddiant Deintyddol Sylfaenol (HDS) 2021/22 yn parhau i fod yn fater allweddol. Mae graddedigion newydd yn ymuno â HDS trwy fecanwaith recriwtio cenedlaethol ac yn ymgeisio am HDS ym mis Tachwedd eu blwyddyn olaf yn yr Ysgol Ddeintyddol i ddechrau ym mis Medi wedi iddynt raddio. Gan fod deintyddiaeth glinigol wedi cael ei heffeithio'n sylweddol, ar hyn o bryd ni all Ysgolion Deintyddol addo sawl myfyriwr deintyddol a fydd yn graddio yn ôl y bwriad yng nghyfnod graddio'r haf, sy'n debygol o gael effaith ar niferoedd hyfforddeion i'r dyfodol o ran llenwi'r safleoedd sydd ar gael.

4.3 Addysg Broffesiynol Barhaus

Yn sgil y newid i ddysgu rhithwir o ganlyniad i'r ymateb pandemig, mae pob tîm wedi gallu cynyddu maint ac amrediad yr addysg broffesiynol barhaus a ddarperir ac mae'r manylion wedi'u cynnwys yn y prif adroddiad perfformiad.

5.0 Ansawdd Addysg a Hyfforddiant

Mae nodi, monitro a sicrhau ansawdd addysg a hyfforddiant ein gweithlu GIG Cymru cyfredol ac i'r dyfodol, yn unol â rheoliadau a safonau yn un o swyddogaethau craidd a phrif flaenoriaethau AaGIC. Mae gennym systemau i gyflawni hyn ymysg ein holl grwpiau proffesiynol drwyddyn draw, ac yn ystod y flwyddyn rydym wedi cyflwyno llawer o ffyrdd arloesol o weithio i liniaru effaith pandemig COVID-19, er mwyn sicrhau bod ansawdd addysg a hyfforddiant yn cael ei gynnal yn ôl y safonau gofynnol. Mae cyfathrebu rhagorol gyda'n holl bartneriaid, rhanddeiliaid, myfyrwyr a hyfforddeion wedi bod yn hanfodol yn y gwaith hwn. Yn ogystal, rydym wedi dechrau llunio ein Fframwaith Rheoli Ansawdd trosfwaol a fydd yn disgrifio pob un o'n systemau rheoli ansawdd aml-broffesiynol ac a fydd yn cael ei gymeradwyo yn 2021/22.

5.1 Addysg Gweithwyr Iechyd Proffesiynol

Mae'r cylch rheoli perfformiad blynyddol a gynhelir gan Dîm Addysg, Comisiynu ac Ansawdd (ECQ) AaGIC yn dod i'w anterth gyda chynhyrchiad adroddiadau perfformiad diwedd blwyddyn darparwyr addysg unigol. Mae'r adroddiadau hyn yn dogfennu cyflawniad a phryderon, gan nodi manylion unrhyw gynlluniau gwelliant ar gyfer y flwyddyn ganlynol. Mae'r adroddiad perfformiad Cymru Gyfan hwn yn crynhoi'r adroddiadau unigol i gadarnhau sefyllfa Cymru Gyfan, gan dynnu sylw at feysydd cyflawniad uchel ac unrhyw feysydd sy'n peri pryder ar lefel brifysgol leol ac ar lefel genedlaethol.

Mae adroddiad perfformiad pob prifysgol yn amlygu nid yn unig eu perfformiad hwy eu hunain ond yn dynodi cyfartaledd Cymru, targedau comisiynydd ac yn darparu system sgorio ar gyfer pob maes a brofir. Ble bo perfformiad yn is na'r lefel ddisgwyliedig, rhestrir gweithred yn yr adroddiad i'r brifysgol fynd i'r afael ag ef. Trafodir y rhain mewn cyfarfodydd busnes parthed contractau yn y dyfodol fel rhan o'r agenda gwelliant parhaus.

Cwblhawyd y flwyddyn academiaidd lawn ddiwethaf 2019/20 ym mis Awst 2020 a nodwyd yr uchafbwyntiau a'r heriau canlynol:

- Gwelliant o ran cyfraddau llenwi a gostyngiad mewn cyfraddau gadael cyn gorffen.
- Gwell casgliad data o amgylch myfyrwyr ar Ohriad Astudiaethau (IoS).

- Twf parhaus yn nifer y ceisiadau fesul safle ar gyfer cyrsiau Gweithwyr Iechyd Proffesiynol.
- Mae'r her a osodwyd i Brifysgol Caerdydd gynyddu ceisiadau ODP wedi arwain at gyflawni'r targed comisiynu yn 2020 am y tro cyntaf mewn 5 mlynedd.
- Mwy o ddefnydd o ran y gyllideb ragnodi anfeddygol.
- Mae cyrsiau gweithwyr iechyd proffesiynol yng Nghymru yn parhau i ddenu myfyrwyr o gefndiroedd addysg amrywiol ac ystodau oedran eang. Mae casgliad gwybodaeth ddemograffig myfyrwyr, yn unol â rheolau'r GDPR, yn cael ei gryfhau o fewn y contractau addysg newydd. Bydd hyn yn galluogi AaGIC i olrhain myfyrwyr yn well trwy gydol eu haddysg er mwyn sicrhau bod pob grŵp o fyfyrwyr yn cael cyfleoedd rhagorol a chyfartal i symud yn eu blaenau.
- Dan arweiniad AaGIC, mewn cydweithrediad â Phrifysgolion, bu i'r Byrddau Iechyd a NWSSP reoli a chefnogi adleoliad myfyrwyr yn ystod ton gyntaf y pandemig.
- Mae cyfraddau ymgeisio ar gyfer nyrsio Anabledd Dysgu a gwyddoniaeth fiofeddygol yn parhau i fod yn achosion pryder. Mae yna welliannau sydd yn parhau i fod angen eu gwneud yn y meysydd hyn a bydd cynnydd yn ôl cynlluniau yn parhau i gael ei fonitro.
- Mae effaith COVID-19 ar reolaeth lleoliadau myfyrwyr ac ar addysg a hyfforddiant ehangach gweithwyr gofal iechyd proffesiynol wedi'i rheoli'n effeithiol.

Cyfyngwyd ymgysylltiad â Phrifysgolion i orchwylion hanfodol a gweithredu am 3 mis (Tachwedd 2020 i Ionawr 2021) oherwydd y broses dendro ar gyfer cam 1 yr Adolygiad Strategol. O ganlyniad i hyn, gohiriwyd y cyfarfodydd busnes ynghylch ansawdd o'r dyddiad arferol ym mis Rhagfyr i fis Mawrth/ Ebrill. Fodd bynnag, cafwyd ymgysylltiad rhanddeiliaid, gyda myfyrwyr o bob Prifysgol a chyda Hyrwyddwyr/ mentoriaid Addysg ymarferol yn ystod y cyfnod hwn gan fod y rhain yn cael eu cynnal yn annibynnol o'r Prifysgolion.

5.2 Hyfforddiant Meddygol Ôl-raddedig

Cyflawnir dull AaGIC o sicrhau addysg a hyfforddiant meddygol ôl-raddedig o ansawdd uchel yng Nghymru tra'n bodloni safonau rheoleiddio trwy gymhwysiad ein fframwaith rheoli ansawdd. Defnyddir dull cymesur ble bo pryderon yn codi a thrwy hynny annog tryloywder a chysylltiadau gwaith effeithiol wrth ddarparu datrysiadau.

Mae gweithgarwch rheoli ansawdd wedi parhau trwy gydol y pandemig er mewn ffordd wahanol. Er bod Ymweliadau wedi'u Targedu gweithredol wedi'u gohirio yn ystod y chwarter cyntaf, mae'r angen i sicrhau diogelwch cleifion ac amgylcheddau dysgu effeithiol wedi parhau cyn bwysiced ag erioed. Rydym wedi addasu a newid ein systemau ac wedi dilyn camau rhagweithiol ac, yn gyffredinol, mae ansawdd yr hyfforddiant a'r addysg wedi cael ei gynnal.

Monitro Uwch

Mae'r GMC yn gosod statws 'Monitro Uwch' ar y safleoedd hynny y maen nhw'n ystyried bod angen lefel ychwanegol o gefnogaeth arnynt. Ar ddechrau 2020/21 roedd chwe safle dan fonitro uwch ond cafodd statws 'Monitro Uwch' Llawfeddygaeth Bediatreg yn Ysbyty Athrofaol Cymru ei wrthdynnu yn Ch2 yn ôl argymhelliad AaGIC, oherwydd gwelliannau sylweddol a pharhaus a wnaed i'r amgylchedd dysgu.

Ar ddiwedd y cyfnod, mae'r 5 safle canlynol yn parhau dan fonitro uwch, ac mae cynlluniau gweithredu gwelliant yn parhau i fod ar y trywydd iawn.

Darparwr Addysg Leol (Bwrdd Iechyd)	Safle	Arbenigedd
BIP Betsi Cadwaladr	Ysbyty Wrecsam Maelor	Meddygaeth

BIP Cwm Taf Morgannwg	Ysbytai Tywysog Charles a Brenhinol Morgannwg	Obstetreg a Gynaecoleg
	Ysbyty Tywysoges Cymru	Obstetreg a Gynaecoleg
BIP Bae Abertawe	Ysbyty Treforys	Meddygaeth Frys
		Trawma ac Orthopedeg

Er bod y pandemig wedi effeithio ar ddulliau safonol o reoli ansawdd, mae'r angen i sicrhau diogelwch cleifion ac amgylcheddau dysgu effeithiol wedi parhau i fod cyn bwysiced ag erioed. Buom yn gweithio'n weithredol gyda'n rhanddeiliaid a'r GMC er mwyn datblygu dulliau amgen o weithredu. Roedd y rhain yn cynnwys:

Ymweliadau Rhithwir - Troswyd ymweliadau wedi'u targedu yn llwyddiannus i fformat ar-lein yn ystod Chwarter 2 gyda lefel dda o ymgysylltiad gan bob parti, a thrwy hynny maent wedi parhau drwy weddill y flwyddyn. Ble bônt wedi eu cynnal mae tystiolaeth bod cynlluniau gwelliant ar y trywydd iawn er gwaethaf COVID-19. Bydd ymweliadau pellach yn parhau i gael eu trefnu ac rydym yn parhau i weithio gyda Darparwyr Addysg Leol (Byrddau Iechyd ac Ymddiriedolaethau) i ail-flaenoriaethu ymweliadau er mwyn sicrhau eu bod yn cael eu cynnal ble bo'n ddefnyddiol gwneud hynny.

Rheoli Pryderon - Mae cyfathrebu da ac ymateb amserol i bryderon wedi bod yn hanfodol er mwyn cadw hyfforddiant ar y trywydd iawn eleni ac rydym wedi triogli tystiolaeth yn rhagweithiol drwy adborth diwedd lleoliad ac ymatebion i adroddiadau risg er mwyn cael golwg gywir ar statws pob risg a ragflaenai'r pandemig. Dilynwyd camau i sicrhau bod gan Ddarparwyr Addysg Leol (DALI) ddulliau amgen o gynnal ansawdd lleol a chynhaliwyd cyfarfodydd ymgysylltu â Chyfarwyddwyr Meddygol Cyswllt (Addysg) i drafod cynnydd.

Ysbytai Maes – Arweiniodd pandemig COVID-19 at yr angen i sefydlu amgylcheddau hyfforddi newydd naill ai i reoli cleifion COVID-19 yn uniongyrchol neu i sicrhau bod hyfforddeion yn gallu cyflawni'r cymwyseddau a amlinellid yn y cwricwlwm. Datblygodd AaGIC broses gymeradwyo gryno i roi sicrwydd a chwrdd â gofynion GMC ym mherthynas integreiddio ysbytai maes i liniaru effeithiau'r pandemig ar hyfforddiant tra hefyd yn sicrhau y gallai ein hyfforddeion helpu gydag ymateb y system.

Arolwg Hyfforddiant Blynyddol - Gohiriodd y GMC yr Arolygon Hyfforddiant Cenedlaethol traddodiadol oherwydd COVID-19 i ffafrio arolwg byrrach a ddyluniwyd i gasglu profiadau hyfforddeion a hyfforddwyr o'r pandemig. Cyfraddau ymateb Cymru oedd 53.26% yn ôl cyfartaledd y DU o 48.67% ar gyfer hyfforddeion, a 33.8% yn ôl cyfartaledd y DU o 24.3% ar gyfer hyfforddwyr. Gan fod yr arolwg hwn yn adlewyrchu cyfnod unigryw, a bod y cyfraddau ymateb yn is na'r cyfartaledd, roedd dehongli'r canlyniadau hyn yn heriol ac roedd yr amrywioldeb o ran cyfraddau ymateb yn golygu bod llunio cymariaethau yn anodd. Yn ogystal, gan i hwn fod yn arolwg unigryw nid oedd yn bosibl defnyddio'r data hwn i ddadansoddi tueddiadau fel sy'n digwydd yn arferol. Serch hynny, mae'r negeseuon allweddol a fanylir arnynt isod wedi dod o'r y data ac fe ddosbarthwyd y rhain yn ddiweddar er mwyn i Ddarparwyr Addysg Leol eu hystyried, â'r cafeat na ellir ystyried bod yr arolwg diwethaf yn derfynol o ystyried y cyfraddau ymateb ac amseriad yr arolwg;

- Bwlio, tanseilio a diogelwch cleifion
- Goruchwyliaeth glinigol mewn oriau
- Cyfathrebu, a gwaith tîm a Chyfathrebu ac arweinyddiaeth
- Siarad /a chael llais ac Adrodd ar bryderon/llywodraethu.

English Catherine
05/28/2021 09:17:57

Mae'r GMC wedi cadarnhau y bydd yr Arolygon Hyfforddi Cenedlaethol yn cael eu cynnal rhwng 20fed Ebrill a 18fed Mai 2021, gydag estyniad posibl hyd at 25ain Mai 2021 yn dibynnu ar y cyfraddau ymateb. Bydd y ffenestr ar gyfer cwblhau'r arolwg yn gulach hyd yn oed os cyflwynir yr estyniad. Yn ôl arfer safonol, mae gan yr Uned Ansawdd strategaeth gyfathrebu ar waith i gynyddu cyfraddau ymateb i'r eithaf i gydnabod yr angen am ddata cynrychiolaidd.

Adolygiadau Blynyddol o Ddatblygiad Cymhwysedd (ARCP) - Bu i'r pandemig COVID-19 osod heriau sylweddol o ran cynnal ARCP yr haf hwn ac o ran gallu hyfforddeion i fodloni gofynion y cwricwla. Gwnaed penderfyniad cynnar y dylai'r ARCP fynd rhagddynt ac, lle bo hynny'n bosibl, na ddylid gohirio unrhyw hyfforddai rhag datblygu gyda'i hyfforddiant. Arweiniodd cydweithio rhwng y 4 Corff Addysg Statudol (SEB) a'r GMC, Colegau Meddygol Brenhinol a Chyfadrannau at randdirymiad cytunedig o brosesau sefydledig y DU a chytunwyd y bydd y rhain yn parhau hyd at fis Medi 2021 o leiaf. Crëwyd canlyniadau newydd "dim bai" i sicrhau y gallai hyfforddeion symud ymlaen i gam nesaf eu hyfforddiant. Mae'r broses rithwir wedi'i derbyn ac mae'n ddull a fydd yn cael ei ddefnyddio yn y dyfodol. Fel y disgrifir yn adran Effaith COVID-19, y mae effeithiau ar ddilyniant yn bodoli ar draws yr holl arbenigeddau meddygol sy'n cael eu rheoli ar lefel unigol.

Y Broses Arfarnu Meddygol - Yn ystod 2020/21, gweithiodd yr Uned Cymorth Ailddilysu (UCA) yn agos gyda'r Prif Swyddog Meddygol, Cyfarwyddwyr Meddygol, GMC ac arweinwyr arfarnu ledled y pedair gwlad i gytuno a gweithredu newidiadau cenedlaethol i'r broses arfarnu feddygol i ymateb yn briodol i anghenion newidiol y gwasanaeth a'r proffesiwn yn ystod y pandemig.

Gohiriwyd y broses Arfarnu Meddygon Teulu ym mis Mawrth yng ngoleuni COVID-19 a rhyddhawyd amser ein arfarnwyr meddygon teulu i gefnogi gwasanaethau Gofal Sylfaenol dros Gymru. Cymerasom ran mewn trafodaethau Pedair Gwlad i baratoi ar gyfer ailgychwyn y broses arfarnu ac ail-ddechreuwyd arfarnu meddygol ar draws pob sector yng Nghymru ar 1af Hydref gyda ffocws ar les a chefnogaeth.

Cymorth i Hyfforddeion - Bu i ni barhau yn weithredol ein cefnogaeth tuag at nifer sylweddol o hyfforddeion ar draws arbenigeddau meddygol a deintyddol gan ddelio â ffactorau amrywiol ym mherthynas eu hyfforddiant trwy'r Uned Cymorth Proffesiynol (UCP). Ar ddiwedd 2020/21, roedd yr Uned Cymorth Proffesiynol yn cefnogi 339 o hyfforddeion gyda 28% yn derbyn cefnogaeth seicolegol ychwanegol. Ymgwymerodd yr Uned â 68 o achosion newydd yn Ch4 gyda 51% trwy gyfrwng hunan-atgyfeirio. Mae 2020/21 wedi bod yn flwyddyn heriol ac mae'r UCP yn parhau i weld galw mawr am gefnogaeth yn ymwneud â materion pandemig COVID-19, gyda 60% o'r achosion gweithredol cyfredol yn ceisio cefnogaeth yng nghyswllt materion iechyd, gan gynnwys COVID-19, o'i gymharu â 29% yn hanesyddol.

Er mwyn darparu llwybr ychwanegol i hyfforddeion godi pryderon yn uniongyrchol gydag AaGIC ynghylch ansawdd hyfforddiant, lansiwyd AaGIC Agored, cyfrif e-bost penodol. Ers ei lansio, bu cynnydd yn nifer yr hyfforddeion sy'n cysylltu ag AaGIC yn uniongyrchol, gyda 4 pryder dilys ynghylch ansawdd yr hyfforddiant yn cael ei godi. Rydym wedi cydweithio â'r AALLau perthnasol i sicrhau bod camau'n cael eu cymryd yn gynnar, gan atal y pryderon rhag gwaethygu'n ddiangen.

5.3 Rheoli Ansawdd Deintyddol

5.3.1 Hyfforddiant Deintyddol Sylfaenol (HDS)

Sicrhwyd Ansawdd Goruchwylwyr Addysgol - Fe wnaethom weithredu system reolaeth y Broses Gymeradwyo Goruchwylwyr Addysgol Deintyddol (DESAP) i gyfathrebu, coladu a

English Cymru
05/28/2021 09:17:57

rheoli gwybodaeth sicrwydd ansawdd mewn cysylltiad â chymeradwyed ein Goruchwylwyr Addysgol (ES).

Deintyddion Sylfaen - Defnyddir y broses Adolygu Dilyniant Cymhwysedd (ADC) i reoli cynnydd ein hyfforddeion yn ôl y cwricwlwm HDS ac fe ddilysir ein proses yn allanol gan Ddeoniaeth y De Orllewin. Mae gan oddeutu 50% o hyfforddeion HDS ganlyniadau sy'n gysylltiedig â COVID (32 allan o 73) yn eu ADC Dros Dro. Yn ystod 2020/21 cafodd Deintyddion Sylfaen gyfle hefyd i roi adborth ar eu hyfforddiant tra hefyd yn cymryd rhan mewn prosiect Gwella Ansawdd a oruchwylwyd gan Addysgwr Gwella Ansawdd.

Rydym wedi treialu APLAN (Rhwydwaith Dysgu ac Asesu Cymheiriaid Dienw) eleni. Mae'r plattform hwn yn annibynnol o'r e-bortffolio ac yn rhoi cyfle i ddeintyddion sylfaen baratoi cyflwyniadau achos at ddiben cael eu gweld gan rwydwaith o gyfoedion ar gyfer adborth cytbwys. Gall y broses helpu i nodi a rheoli tuedd ar ran goruchwylwyr addysgol, nodi tuedd ymdriniaeth goruchwylwyr addysgol, gwella Adborth a Chytundeb tra'n helpu i nodi anghenion addysgol goruchwylwyr addysgol a deintyddion sylfaen.

5.3.2 Hyfforddiant Deintyddol Craidd (HDC)

Yn ychwanegol i Adolygiad Sicrwydd Ansawdd (SA) manwl eleni mae ein Rhaglen Hyfforddiant Deintyddol Craidd yn parhau i ddatblygu prosesau SA i sicrhau cyflawniad, boddhad a dilyniant diogel hyfforddeion a sicrhau hefyd bod Darparwyr Addysg Leol yn darparu lleoliadau hyfforddi diogel ac effeithiol. Mae'r Tîm HDC yn ymgysylltu â rhanddeiliaid i gasglu adborth sy'n llywio rheolaeth newid y rhaglen.

Roedd y gwaith ar ansawdd eleni yn cynnwys sicrhau bod yr HDC yn cwrdd â gofynion y cwricwlwm a bod hyn yn cael ei adolygu'n allanol gan *HEE South West*. Nid yw effaith Covid wedi bod mor amlwg ar Hyfforddeion Craidd gyda dim ond 1 allan o 67 â chanlyniad cysylltiedig â COVID yn y cam ADC Dros Dro.

Diwygiwyd gofynion cwricwlwm diwedd blwyddyn ar gyfer 2019-20 oherwydd COVID-19 ar lefel y cytunwyd arni'n genedlaethol yn y DU. Roedd y meysydd a oedd wedi eu hasesu mewn ansawdd yn cynnwys Digwyddiadau Dysgu dan Oruchwyliaeth, Holiaduron Boddhad Cleifion, adborth aml-ffynhonnell, cyflwyno prosiect Gwella Ansawdd neu Archwilio, adolygiad o Lyfrau Log Clinigol, cydymffurfio â gofynion Datblygiad Proffesiynol Parhaus, cynhyrchu a chyflawni yn erbyn Cynllun Datblygu Personol. Ar wahân, cafodd yr Hyfforddeion DCT gyfle i roi adborth ar eu hyfforddiant trwy holiaduron diwedd lleoliad naill ai ar ôl 6 neu 12 mis.

5.3.3 Hyfforddiant Arbenigedd Deintyddol (DST)

Cynhaliwyd Adolygiad Dros Dro o Ddatblygiad Cymhwysedd ac Adolygiad Blynnyddol o Ddilyniant Cymhwysedd ar gyfer pob hyfforddai gan gynnwys mewnbwn gan Gynrychiolaeth y Pwyllgor Cynghori Lleyg ac Arbenigol (ACA). Roedd yr adborth a ddarparwyd gan gynrychiolwyr lleyg ac ACA yn ganmoliaethus am y prosesau a gynhaliwyd a'r dull o sicrhau ansawdd. Cafodd tri allan o 11 o hyfforddeion ganlyniad cysylltiedig â Covid yn eu hadolygiadau RCP dros dro neu lawn.

Diwygiwyd gofynion cwricwlwm diwedd blwyddyn ar gyfer 2019/20 oherwydd COVID-19 ar lefel y cytunwyd arni'n genedlaethol yn y DU. Ar wahân, cafodd y DST gyfle i roi adborth ar eu hyfforddiant trwy holiaduron yn yr ARCP neu gyfarfodydd dros dro ynghyd ag arolwg ar-lein ar gweithiau hyfforddiant, a hefyd trwy gael cynrychiolydd ar bob un o'r Pwyllgorau Hyfforddiant Arbenigol. Gwnaed cyflwyniad llawn i'r Cyngor Deintyddol Cyffredinol (GDC) ym mis Rhagfyr

English
05/28/2020 11:57

2020 fel rhan o arolygiad sicrhau ansawdd ar gyfer Hyfforddiant Arbenigedd Deintyddol a gyflwynwyd trwy AaGIC.

Cefnogaeth Hyfforddai Deintyddol - Yn ystod y flwyddyn, cefnogodd ein Huned Cymorth Proffesiynol Deintyddol 13 o weithwyr proffesiynol yn ystod y flwyddyn. Hwyluswyd cefnogaeth gan brosesau symlach a moderneiddio gyda datblygiadau pellach ar waith i sicrhau system ymgeisio ar-lein.

5.4 Rheoli Ansawdd Fferyllfa

Mae'r Ddeoniaeth Fferylliaeth wedi llofnodi Memorandwm Cyd-ddealltwriaeth gyda'r Cyngor Fferyllol Cyffredinol (GPhC) ar gyfer y rhaglen fferylllydd sylfaen cyn-gofrestru i osod a monitro'r safonau ansawdd yng Nghymru gan sicrhau bod safonau gofynnol GPhC yn cael eu cwrdd â bod safonau ychwanegol yn cael eu cytuno.

Yn ystod y 12 mis nesaf, bydd fframwaith rheoli ansawdd yn cael ei fireinio a'i brofi gyda rhaglenni amlsector fferylllydd sylfaen cyn-gofrestru 2021/22 AaGIC. At hynny, mae'r Ddeoniaeth Fferylliaeth yn darparu'r fframwaith ansawdd ar gyfer hyfforddiant technegydd fferyllfa cyn-gofrestru ledled Cymru sy'n cynnwys:

- Recriwtio a rheoli Goruchwylwyr Addysgol Technegydd Fferylliaeth
- Recriwtio hyfforddeion Technegydd Fferylliaeth
- Rheoli Ansawdd Lleoliadau dan Hyfforddiant
- Dilyniant Hyfforddeion Technegydd Fferylliaeth
- Rheoli Cyfarwyddwyr Rhaglenni dan Hyfforddiant.

Ar gyfer Technegwyr Fferylliaeth Ar hyn o bryd mae rheoli ansawdd yn cael ei fesur trwy Gyrrff Dyfarnu (Pearsons ar gyfer BTEC a City & Guilds ar gyfer NVQ). Fel Canolfan NVQ a Gymeradwywyd gan City & Guilds mae'n rhaid i ni ddangos bod yr holl brosesau o recriwtio hyfforddeion a staff i gwblhau ardystiad rhaglen hyfforddi yn cael eu rheoli'n effeithiol trwy broses sicrhau ansawdd.

At hynny, rydym yn gweithredu mesurau ansawdd gan Lywodraeth Cymru i sicrhau cydymffurfiaid wrth ddarparu Fframwaith Prentisiaeth Fodern sy'n esblygu.

Yn y dyfodol, bydd Fframwaith Sicrwydd Ansawdd wedi'i fapio i'r rhaglen Addysg Gychwynnol a Hyfforddiant newydd ar gyfer technegwyr fferyllol yn berthnasol ar gyfer pob sector ymarfer.

Bu heriau wrth ddarparu hyfforddiant a goruchwyliaeth technegwyr fferylliaeth cyn-gofrestru yn y flwyddyn anarferol hon a gweithredwyd arian wrth gefn i fynd i'r afael â'r rhain.

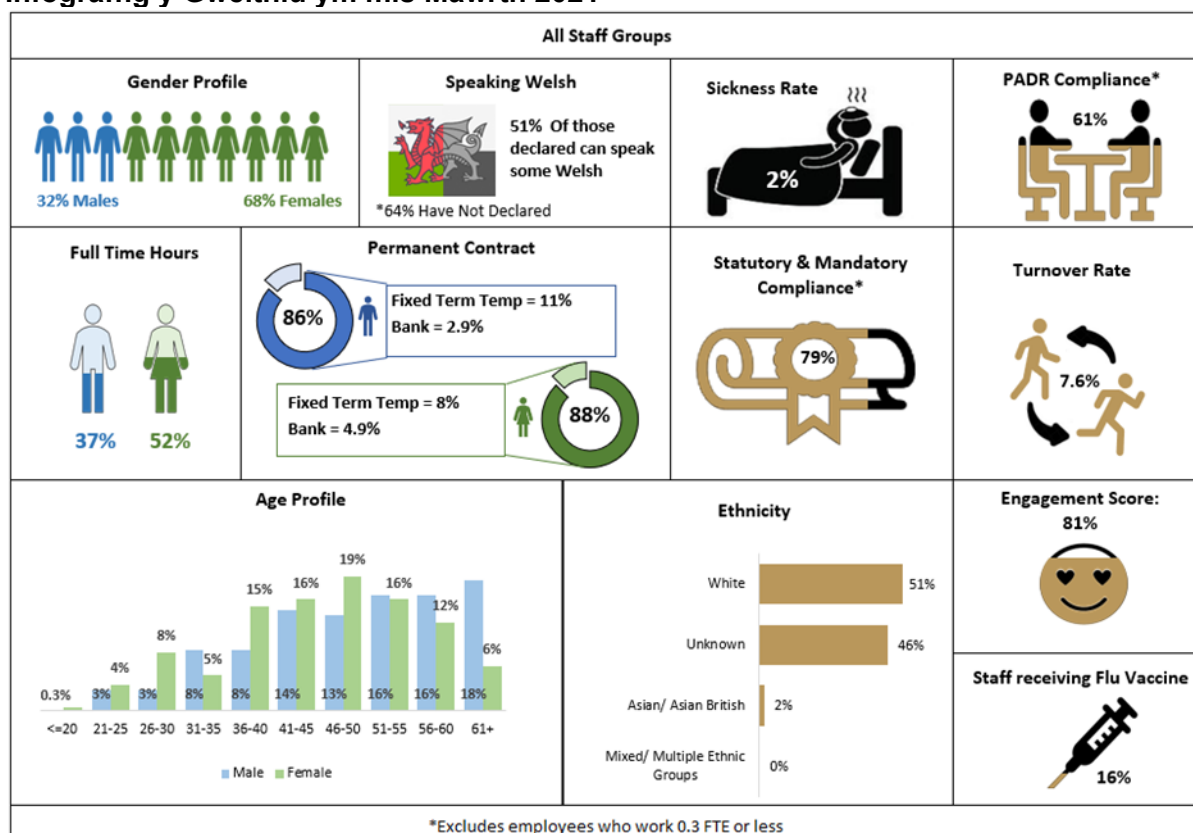
O fewn technegwyr fferylliaeth cyn cofrestru, nid oedd ein sefydliad hyfforddi partner yn bodloni'r meini prawf perfformiad dan gontract ar gyfer hyfforddeion Blwyddyn 1 yn ystod 2020/-21. Gyda 500 darn o dystiolaeth yn aros am asesiad ym mis Ionawr 2021, roedd pryder yn ymwneud â lles a chymhelliant hyfforddeion. Nid oedd penderfyniad arfaethedig ein partner yn bodloni rhwymedigaethau cytundebol, a chytunwyd i flaenoriaethu adnoddau AaGIC o'i dîm ei hun a sicrhau mewnbwn ychwanegol gan sefydliadau GIG Cymru i glirio'r ôl-groniad tymor byr. Mae AaGIC yn parhau â chynllunio wrth gefn pellach rhag ofn y bydd ein partner yn methu â chontractio ymhellach.

6.0 Ein Gweithlu

Dyniad AaGIC yw bod yn gyflogwr enghreifftiol ac yn lle gwyh i weithio. Mae heriau ein gweithlu yn wahanol i sefydliadau eraill yn GIG Cymru o ran y sgiliau sydd eu hangen ar ein staff, telerau cytundebol blaenorol a hefyd nifer y gweithwyr sesiynol. I bron i hanner ein staff ni yw'r ail gyflogwr, a'u prif gyflogaeth yw mewn bwrdd iechyd neu ymddiriedolaeth. Mae llawer

o'r staff hyn yn gweithio llai na 3 sesiwn yr wythnos i AaGIC ac yn y cyd-destun hwnnw rydym yn cydbwysu'r hyn sydd ei angen arnom yn sefydliadol mewn meysydd fel hyfforddiant ac arfarniad statudol a gorfodol â'r hyn y gallwn ei ofyn yn rhesymol gan y staff hyn.

Infograffig y Gweithlu ym mis Mawrth 2021



Symud y Gweithlu

Cynyddodd nifer staff AaGIC i 453 erbyn diwedd mis Mawrth 2021, sy'n gynydd o 11 ers diwedd mis Rhagfyr a 42 dros y cyfnod o 12 mis. Mae hyn yn adlewyrchu twf mewn nifer o adrannau, ee, Digidol, lle'r oedd angen cryfhau'r swyddogaeth i gynnwys meysydd fel seiberddiogelwch. Mae hefyd yn adlewyrchu twf yn yr agenda trawsnewid gweithlu gan gynnwys mewn perthynas â nyrsio a Gweithwyr Proffesiynol Perthynol i lechyd a datblygu ein rhaglenni sy'n gysylltiedig â rheoli olyniaeth ac arweinyddiaeth dosturiol. Mae hefyd yn ymwneud â throsglwyddiadau TUPE sydd wedi digwydd gan gynnwys y rhai sy'n ymwneud â'r Ddeddf Staff Nyrsio a staff y Rhaglen Gwyddor Gofal lechyd. Mae staff newydd yn parhau i gael eu derbyn a'u sefydlu'n llwyddiannus wrth weithio gartref, gydag adborth cadarnhaol gan ein gweithwyr newydd.

Trosiant

Y gyfradd trosiant dreigl 12 mis ar gyfer AaGIC am y cyfnod hyd at Fawrth 2021 oedd 7.6%. Mae hyn yn parhau i fod yn gymharol isel ond ar lefel sy'n parhau i fod yn ddigon iach i barhau i gefnogi parhad busnes a chof sefydliadol tra hefyd yn dod â meddwl newydd a syniadau newydd i mewn.

Salwch

Cyfradd salwch dreigl 12 mis AaGIC oedd 1.8%. Mae hyn yr un lefel â dechrau'r flwyddyn. Mae'n parhau i fod yn sylweddol is na tharged GIG Cymru o 4.1% a chyfartaledd GIG Cymru

o 4.79%. Mae'r lefelau absenoldeb salwch wedi aros ar lefelau sylweddol isel trwy gydol y flwyddyn ac nid ydynt wedi ymateb yn negyddol i effaith cyflyrau COVID-19 na salwch Gaeaf.

PADR a Hyfforddiant Gorfodol a Statudol

Fel y disgrifiwyd yn gynharach mae gennym fwy o waith i'w wneud ar ein PADR a chydymffurfiad hyfforddiant gorfodol a statudol i gyflawni'r targedau cenedlaethol ac mae hyn yn flaenoriaeth ar gyfer 2021/22.

Ymgysylltu a Lles

Nid ydym wedi cael unrhyw achosion achwyn na disgyblu yn ystod y flwyddyn, sy'n dangos lefel dda o ymgysylltiad â'n gweithlu. Llwyddodd AaGIC hefyd i gyflawni'r gyfradd ymateb uchaf i'r Arolwg Staff yn 2021, sef 53% yn erbyn cyfartaledd cenedlaethol o 19%. Y sgôr ymgysylltu gyffredinol oedd 81%, a oedd yn uwch na'r cyfartaledd cenedlaethol (75%) sy'n dangos ymgysylltiad da iawn ein staff.

Cydraddoldeb, Amrywiaeth a Chynhwysiant

Mae cydymffurfiad wrth gofnodi cydraddoldeb a data laith Gymraeg wedi gwella dros y cyfnod o 12 mis. Rydym yn cynrychioli'n fras weithlu cyffredinol y GIG o ran proffil rhyw'r sefydliad, gyda bron i 70% o'r gweithlu'n fenywod, ac mae hyn yn cynnwys ein huwch arweinwyr fel y'u cynrychiolir gan Fwrdd AaGIC.

O ran ein proffil ethnigrwydd mae gennym fwy o waith i'w wneud wrth gynrychioli ethnigrwydd y boblogaeth. Ar hyn o bryd y rhai o leiafrifoedd ethnig yw 2.4% o'n gweithlu sy'n llai na phroffil cyffredinol GIG Cymru o 6.6% a 3.2% o boblogaeth gyffredinol Cymru.

Mae ein proffil oedran yn fwy cydnaws â gweithlu GIG Cymru yn gyffredinol, gyda mwyafrif y gweithlu rhwng 36 a 60 oed. Ar draws cromfachau oedran iau mae gennym waith i'w wneud â'n data sy'n nodi bod gweithlu iau yn hanner cyfartaledd GIG Cymru yn gyffredinol.

Fforwm Partneriaeth Leol

Mae ein perthnasoedd â'n partneriaid Undebau Llafur yn hynod gadarnhaol. Mae gennym Fforwm Partneriaeth Leol sydd wedi'i hen sefydlu ac sy'n cwrdd bob yn ail fis ac sydd wedi'i gefnogi'n dda gan ein cynrychiolwyr undebau llafur ac mae stiward AaGIC wedi'i benodi i gyflawni dyletswyddau undeb llafur.

7.0 Perfformiad Ariannol

Cymeradwyodd y Bwrdd AaGIC ei IMTP cyntaf, gan gynnwys cynllun ariannol 5 mlynedd, yn ei gyfarfod ar 20^{fed} Ionawr 2020. Roedd y cynllun yn cynnwys amcangyfrif o ofyniad adnoddau o £253.700m ar gyfer blwyddyn ariannol 2020/21 gan gynyddu i £309.286m erbyn 2024/25. Yn dilyn amryw addasiadau cyllid yn ystod y flwyddyn, gan gynnwys o ganlyniad i effaith y pandemig COVID-19, y dyraniad adnoddau terfynol oedd £234.819m. Adroddodd AaGIC danwariant o £95k 2020/21, gan gyflawni ei ddyletswydd ariannol i fantoli'r gyllideb yn erbyn y Terfyn Adnoddau Refeniw (RRL).

Y rhesymau allweddol dros yr amrywiannau tanwariant oedd swyddi gwag yn erbyn lefelau staffio cyllidebol ar gyfer Cyllidebau Cyflog, costau is mewn gweithgaredd cymorth addysg a hyfforddiant ac ar gyfer costau teithio mewn cyllidebau heblaw Cyflog, a lleoliadau is a ariennir gan fwsariaeth na'r hyn a gynlluniwyd mewn cyllidebau addysg a hyfforddiant a gomisiynwyd.

Cyflwynwyd y cyfrifon blyneddol drafft i Lywodraeth Cymru ar 30^{ain} Ebrill 2021.

English
05/28/2021 17:57

Dangosir gwariant ar y ddau brif faes comisiynu yn y tabl isod. Mae costau gweithredu o £29.3m yn ymwneud â gwariant heb gomisiynu gan gynnwys costau staff a chyfarwyddwr (£17.1m), adeiladau ac eitemau cysylltiedig (£5.2m), costau sefydlu (£3.0m), cyflenwadau a gwasanaethau (£3.3m) a gwariant arall (£0.7m). Cyfanswm y gwariant cyfalaf yn ystod y flwyddyn oedd £84k yn erbyn y Terfyn Adnoddau Cyfalaf (CRL) o £105k.

Hyfforddiant ac Addysg Anfeddygol	£ 'm
Ffioedd Hyfforddi Myfyrwyr (Prifysgolion)	62,171
Costau Hyfforddi Ychwanegol (Prifysgolion)	75
Cyllid ar gyfer Ffioedd Addysg Gofal Iechyd (Byrddau ac Ymddiriedolaethau Iechyd)	1,830
Ad-daliad Bwrsariaethau Myfyrwyr (Prifysgolion)	23,042
Ad-daliad Cyflogau Myfyrwyr (Byrddau ac Ymddiriedolaethau Iechyd)	18,193
Ffioedd Hyfforddiant Ymarfer Uwch	1,237
Hyfforddiant Gweithio Cymorth Gofal Iechyd	1,964
Rhagnodi Anfeddygol	319
Teithio a Chynhaliath sy'n gysylltiedig â hyfforddiant	2,942
CYFANSWM	111,773

Addysg Feddygol, Ddeintyddol a Fferylliaeth Ôl-raddedig	£ 'm
Cyflogau Gradd Hyfforddi	52,462
Canolfan Ôl-raddedig ac Absenoldeb Astudio	4,768
Cofrestryddion Meddygon Teulu	25,748
Hyfforddeion Sefydliad Deintyddol	4,269
Fferyllwyr Cyn-Gofrestru	3,688
Sefydlu a Gloywi	43
Hyfforddiant Academaidd Clinigol Cymru	1,634
Costau DPP ac Arfarnu Meddygon Teulu	527
Arall	447
CYFANSWM	93,586

8.0 ARGYMHELLION

Gofynnir i'r Bwrdd:

- Sylwi ar yr adroddiad perfformiad diwedd blwyddyn ar gyfer 2020/21 a ddarperir ar gyfer craffu a sicrwydd.

Llywodraethu a Sicrwydd			
Dolen i Nodau Strategol IMTP (os gwelwch yn ddau)	Nod Strategol 1: Arwain cynllunio, datblygu a lles gweithlu cymwys, cynaliadwy a hyblyg i gefnogi cyflwyno ' Cymru Iachach '	Nod Strategol 2: Gwellu ansawdd a hygyrchedd addysg a hyfforddiant i'r holl staff gofal iechyd gan sicrhau ei fod yn diwallu anghenion y dyfodol	Nod Strategol 3: Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol o fewn GIG Cymru trwy adeiladu gallu arweinyddiaeth dosturiol a chyfunol ar bob lefel
	✓	✓	✓
	Nod Strategol 4:	Nod Strategol 5:	Nod Strategol 6:

English Catherine
05/28/2021 09:17:57

	Datblygu'r gweithlu i gefnogi darparu diogelwch ac ansawdd	I fod yn gyflogwr enghreifftiol ac yn lle gwych i weithio	Cael eich cydnabod fel partner, dylanwadwr ac arweinydd rhagorol
	✓	✓	✓
Ansawdd, Diogelwch a Phrofiad y Claf			
AMHERTHNASOL			
Goblygiadau Ariannol			
Nid oes unrhyw oblygiadau ariannol yn codi o'r adroddiad hwn.			
Goblygiadau Cyfreithiol (gan gynnwys asesiad cydraddoldeb ac amrywiaeth)			
AMHERTHNASOL			
Goblygiadau Staffio			
AMHERTHNASOL			
Goblygiadau Tymor Hir (gan gynnwys effaith Deddf Lles Cenedlaethau'r Dyfodol (Cymru) 2015)			
AMHERTHNASOL			
Hanes yr Adroddiad	25 ^{ain} Mawrth 2021 - C3 Adroddiad Adroddiadau bob yn ail fis: 26 ^{ain} Tachwedd 2020; 24 ^{ain} Medi 2020; 30 ^{ain} Gorffennaf 2020		
Atodiadau	Atodiad 1 - Tabl Cyflawniadau 2020-21 Atodiad 2 - Adroddiad Perfformiad a Dangosfwrdd Integredig Diwedd Blwyddyn		

Atodiad 1

Tabl Cyflawniadau

Nod Strategol 1: Arwain cynllunio, datblygu a lles gweithlu cymwys, cynaliadwy a hyblyg i gefnogi cyflwyno 'Cymru Iachach'	Nod Strategol 2: Gwella ansawdd a hygyrchedd addysg a hyfforddiant i'r holl staff gofal iechyd gan sicrhau ei fod yn diwallu anghenion y dyfodol
Cyflawniadau	Cyflawniadau
• Ardystiad gan LIC a chyhoeddi'r Strategaeth Gweithlu 10 Mlynedd hyd at 2030. • Trosglwyddo'r tîm Ehangu Mynediad i AaGIC. • Trosglwyddo Gwaith 'Train to Live' i bortffolio AaGIC. • Wedi cefnogi datblygiad offeryn asesu risg BAME. • Treialu System Rheoli Cwrs Datblygiad Proffesiynol Parhaus (CMS). • Cyflwyno'r cymhwyster anghlinigol cyntaf ar gyfer staff gweinyddu a derbynfa Ymarfer Gofal Sylfaenol. • Datblygu a dechrau dilyniant y rhaglen Gwnaed yng Nghymru. • Cytunwyd i fethodoleg safonol cynllunio gweithlu. • Datblygu a phrofi Matrics Gallu Gweithlu	• Cwblhawyd Cam 1 yr Adolygiad Strategol o Addysg. • Cynllun Addysg a Chomisiynu wedi'i gymeradwyo a'i gymeradwyo. • Gweithredu trefniadau cyflogwr Arweiniol Sengl gwell ar draws ystod o arbenigeddau Meddygol, deintyddol a fferylliaeth. • Buddsoddwyd mewn tîm rhyngbroffesiynol i yrru ein dull ymlaen i gydlynu Addysg Seiliedig ar Efelychu a chynnal 2 weminar i fwrw ymlaen â'r agenda. • Rydym wedi proffesiynoli ein rhaglen Cyfarwyddwr Rhaglen Hyfforddi. • Dechreuodd y garfan gyntaf o nyrsys ar Raglen Nyrsio'r Dyfodol. • Cymrodoriaeth Glinigol Ehangedig i gynnwys Fferylliaeth ac Optometreg. • Cynorthwyo i gyflwyno 'Attend Anywhere' i bractisau deintyddol. • Sefydlu bwrdd rhaglen cyrhaeddiad gwahaniaethol i ysgogi newid. • Mae'r Cyngor Meddygol Cyffredinol yn parhau i fod yn fodlon ag agwedd gyffredinol AaGIC at reoli ansawdd • Fersiwn ddwyieithog a hygyrch o wefan Ailddilysu Cymru wedi'i lansio • Fe wnaethon ni ail-frandio 'datblygu meddygon i gyflawni' i 'Darganfod, Datblygu a Chyflwyno mewn gofal iechyd' i adlewyrchu natur gynyddol rhyngddisgyblaethol y rhaglen
Nod Strategol 3: Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol o fewn GIG Cymru trwy adeiladu gallu arweinyddiaeth dosturiol a chyfunol ar bob lefel	Nod Strategol 4: Datblygu'r gweithlu i gefnogi darparu diogelwch ac ansawdd
Cyflawniadau	Cyflawniadau
• Datblygu a defnyddio 'Gwella' ein Porth Arweinyddiaeth. • Arwain gweithrediad y Strategaeth Arweinyddiaeth Iechyd a Gofal trwy fframwaith Arweinyddiaeth Dosturiol ac Ar y Cyd GIG Cymru ar gyfer gweithredu. • Cynhyrchwyd Talentbury - gŵyl Arweinyddiaeth 4 diwrnod. • Ail-lansio Cynllun Graddedigion y GIG gyda phrosesau recriwtio, asesu a sefydlu cynhwysol a chynllunio i or-recriwtio i garfan gychwynnol o 21. • Datblygwyd rhaglen Arweinyddiaeth Weithredol beilot ar y cyd â Chronfa Kings. • Creu rhwydweithiau Cyn-fyfyrrwyr i gefnogi carfan Arweinyddiaeth.	• Sefydlu'r rhaglen hyfforddi endosgopi gyntaf Cymru gyfan. • Datblygu rhaglen DPP optometreg i gefnogi gwasanaethau gofal llygaid • Datblygu a darparu hyfforddiant gofal critigol a chefnogi'r gweithlu cartrefi gofal. • Cynhaliodd rith-gynhadledd ar Hysbysu Dyfodol y gweithlu Iechyd Meddwl yng Nghymru a datblygu hyfforddiant CAMHS. • Cyflawni datblygiadau gweithlu mewn Gofal Sylfaenol a chychwyn bwletin gweithlu. • Mae'r rhaglen Hyfforddiant Sylfaen Integredig Hydredol (LIFT) yn cael ei hehangu i 4 maes arall - Abertawe, Caerdydd, Pen-y-bont ar Ogwr a Wrecsam • Trosglwyddodd dimau rhaglen Rhaglen Nyrsio Cymru Gyfan, Gwyddorau Gofal Iechyd a

English Catherine
05/28/2021 09:17:57

• Fe wnaethom sefydlu Bwrdd Talent GIG Cymru dan gadeiryddiaeth Cyfarwyddwr Cyffredinol GIG Cymru. • Datblygu egwyddorion rhaglen interniaeth ar y cyd â myfyrwyr o Brifysgol Caerdydd.	Fframwaith Gweithwyr Proffesiynol Iechyd Perthynol i'r sefydliad. • Cawsom gadarnhad o fuddsoddiad mewn cefnogi mynediad ehangach gyrfaoedd mewn nyrsio gofal cymdeithasol gyda'r gallu i recriwtio i 3 Hwylusydd Addysg Cartref Gofal (CHEF). • Lansiwyd AaGIC Agored, cyfrif e-bost pwrpasol sy'n galluogi meddygon gradd hyfforddi i godi pryderon am ansawdd hyfforddiant yn uniongyrchol gydag AaGIC.
Nod Strategol 5: I fod yn gyflogwr enghreifftiol ac yn lle gwych i weithio	Nod Strategol 6: Cael eich cydnabod fel partner, dylanwadwr ac arweinydd rhagorol
Cyflawniadau	Cyflawniadau
• Cyhoeddi ein Cynllun Cydraddoldeb Strategol sy'n esbonio sut y bydd AaGIC yn hyrwyddo cydraddoldeb, yn dileu gwahaniaethu ac yn meithrin cysylltiadau da. • Treialu a rhannu ystod o adnoddau lles i staff godi ymwybyddiaeth a darparu cefnogaeth ar gael ar draws iechyd meddwl, cyngor ar arian. • Wedi'i symud ymlaen a chofleidio ein hagwedd sefydliadol tuag at yr agenda Bioamrywiaeth a datgarboneiddio ac ymgysylltu â'n cynllun strategol. • Strwythur gwell tîm laith Gymraeg i fodloni'r galw a gofynion cynyddol. • Wedi cyfieithu geiriau 3.5m i'r Gymraeg. Cynnydd o 300% ar 2019/20 • Wedi galluogi staff i weithio'n rhithwir o gartref o fewn 24 awr. • Fe wnaethom barhau â'r gofynion cynnal a chadw angenrheidiol a sicrhau bod gofynion deddfwriaethol yn cael eu bodloni mewn perthynas â'n hadeilad pencadlys. • Wedi gweithio tuag at a chyrraedd safonau hygyrchedd ar draws ein gwefannau a'n cymwysiadau • Rydym wedi gwella ein hadeilad i alluogi pob ymwelydd i deimlo'n gyffyrddus wrth ddefnyddio ein cyfleuster trwy arwyddion priodol a gofynion hygyrchedd. • Cyflawnwyd 95.85% o anfonebau heblaw GIG o fewn 30 diwrnod i'w derbyn yn 2020/21 (yn erbyn y targed o 95%).	• Ymgysylltiad parhaus â rhanddeiliaid trwy rithwir gan gynnwys cynhadledd Gwella Ansawdd, gweithdai gofal sylfaenol, SAS a chynadleddau iechyd meddwl. • Fe wnaethom lansio a defnyddio ein canllawiau brandio AaGIC a'u defnyddio ar draws sianeli cyfathrebu • Gwnaethom wella ein presenoldeb ar y cyfryngau cymdeithasol • Wedi'i symud i gyfarfodydd bwrdd rhithwir a CCB gan gynyddu gallu rhanddeiliaid i fod yn bresennol. • Cyhoeddi bwletinau rhanddeiliaid manwl. • Datblygwyd ystod o ddeunyddiau dwyieithog. • Cynyddu presenoldeb ar draws gwahanol fathau o gyfryngau a sicrhau ymgysylltiad priodol. • Ymgysylltu â byrddau iechyd ar argaeledd rhwydwaith EDUROAM ar draws pob safle. • Gwnaethom nodi'r gofynion adnoddau ychwanegol angenrheidiol i fodloni gofynion digidol cynyddol y Sefydliad • Gwnaethom ddatblygu gwefan newydd i alluogi cynnwys i ddiwallu anghenion a gofynion hygyrchedd y rhai y bwriedir eu cefnogi.



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

**Health Education and Improvement Wales
Quarterly Integrated Performance Report
End of Year 2020-21
May 2021**

English Catherine
05/28/2021 09:17:57

CONTENTS

Section 1: Performance Against Quarter 3/4 Plan Objectives

Section 2: Organisational Performance

Annex 1: HEIW Performance Dashboard

SECTION 1: PERFORMANCE AGAINST QUARTER 3/4 PLAN OBJECTIVES

In our Quarter 3/4 2020/21 Operational Plan we agreed to progress 39 Strategic Objectives. This reflected several of the previous IMTP Objectives being restarted or new Objectives being added to support the national Winter Protection Plan. Seven IMTP Objectives were deferred. Milestones were identified for each Objective for the period to the end of Q4 and the detailed report by Objective below outlines the progress on delivering the Q3/4 deliverables.

For the 39 Objectives in the Q3/4 Operational Plan, the following progress status has been reported on the revised deliverables:

0	Substantially off track for delivery by the end of the year
6	A minority of deliverables off-track to deliver at end of the year, will be completed in 2021/22
33	Completed
7	Deferred

There is positive assurance on the delivery of the Q3/4 Operational Plan as reported at the end of the year.

As this is the end of year report, a description has also been given of the impact of the pandemic on individual Objectives with a brief comparison to the original IMTP where relevant.

Strategic Aim 1 -To lead the planning, development and wellbeing of a competent, sustainable and flexible workforce to support the delivery of 'A Healthier Wales'

6 - Green	Completed
1 - Deferred	Strategic Objective 1.7

	Objective 1.1: <i>Lead the development of a multi-professional CPD strategy and drive improvements in current CPD activity to ensure that the existing NHS Wales workforce has the skills & capabilities required for the future</i>
--	---

The original IMTP deliverable of development of a strategy was delayed due to the impact of COVID-19. It is anticipated that a draft CPD will be developed for consideration in the early part of 2021/22 alongside the consideration of a funding model to support the strategy. To underpin the delivery of the strategy, initial work has been undertaken to establish and ascertain the CPD activity being undertaken across NHS Wales and contractor professions.

A key element of our improvement approach relates to the development and delivery of a digital Course Management System (CMS). In line with revised deliverables of the Q3/4 Plan, during the year, a pilot system was rolled out to all areas of HEIW to enable the ability to identify ongoing requirements. At the end of Q3 the pilot process and evaluations of the digital CMS had been completed and recommendations were made to implement short-term arrangements for current systems to maintain business continuity. The proposed procurement process is underway, and it is expected to be completed by July 2021, supported via an implementation group chaired by the Digital Director.

Objective 1.2: *Lead, develop and implement a sustainable national workforce plan for key shortage professional areas to achieve a better match between demand and supply in Wales*

Our operational plan for Q3/4 revised the focus of this objective to progressing activity on professional shortages and supply in response to COVID-19 alongside exploring opportunities to maximise the utilisation of the Welsh workforce. Much of our work and learning this year has been built into core organisational business and will inform our future workforce planning.

HEIW has been successful in the lead role in supporting the deployment of staff during COVID ensuring appropriate guidance is in place to protect training and enable progression including placements for healthcare students and innovative solutions to support services. The roles and responsibilities of internal HEIW groups to support workforce planning have also been defined and processes for feeding into the education and commissioning group has been streamlined. Additionally, mechanisms for collating data on medical workforce priorities have been established through training networks and colleges and an internal group established to provide recommendations. Scoping work has also been completed to consider sponsorship role for HEIW in relation to Medical Training Initiative doctors.

Objective 1.3: *Lead, develop and embed a range of actions to support workforce and workplace wellbeing and colleague experience. (National)*

The work on phase 1 of the National Health and Wellbeing Action Plan was refocussed to support the Covid-19 response. Similarly, to Objective 1.2 our learning and actions this year will inform our future work. In year we have accelerated the national Wellbeing offer and hosted a wealth of resources on our webpages, for our workforce and also students and trainees. The webpages on the HEIW internet are monitored and updated and a new site on the Gwella platform is in development to maximise access and marketing of the resources for the NHS Wales community.

We established a HEIW Health and Wellbeing Matrix Group, with the Directorate leads for the health and wellbeing objectives to undertake a gap analysis of shared health and wellbeing information, resources and tools to inform future priorities. The Group is externally facing with members who lead on staff, student and trainee health and wellbeing. The Group supports a collective understanding of the work HEIW are doing within a “community of practice”, with an opportunity to build on existing ideas and address any gaps.

A Governance Framework has been developed to assess the appropriateness and quality of resources to support physical and mental wellbeing. A template has been developed to capture what resources are being provided to specific staff groups across NHS Wales who may be deemed ‘at risk’.

A Task and Finish Group has been established with core individuals from across NHS Wales to develop the Outline Business Case to progress the findings of the 2020 Occupational Health review.

The Tripartite elements of work in relation to Single Lead employer (SLE) arrangement have been completed in relation to HEIW's responsibilities for 20/21 working with Shared Services as lead employer. A survey to all trainees moving to SLE has been distributed and a follow up survey planned.

Objective 1.4: *Improve access to careers in the health and care sector in partnership with Social Care Wales*

We have approved and developed our 'Made in Wales' programme and appointments have been made to actively pursue the agenda. During the year the transfer of Widening Access programmes from Welsh Government to HEIW was completed and the #TrainWorkLive campaign successfully transferred to the HEIW portfolio and was a headline sponsor at the recent BMJ conference.

Whilst the Careers Strategy was delayed to 2021/22 as part of the review of our Operational Plans, our innovative Careersville platform is under development for launch in October 2021. This will be a valuable asset to enable users to gain a flavour of NHS careers through a wide range of virtual settings. All pages from the existing careers site have been migrated to the new HEIW website and this will facilitate work with target audiences to understand requirements from the site alongside facilitating postgraduate medical careers information being hosted on the NHS career website.

During Q4 Progress has also been made to revise the careers network to incorporate Social Care Wales and to facilitate engagement from April 2021 with an option of expanding the remit of the network to become a Health and Care Network and potentially establishing health ambassadors who would work in partnership with care ambassadors.

Work was also progressed to scope the feasibility of creating a 'reservist workforce' for registered staff considering retirement. 'Pop-Up' workforce procedures have been reviewed during December 2020 with feedback indicating that the provision is not required at the present time. HEIW is also sponsoring Royal College of Nursing cadets over 3 financial years.

Objective 1.5: *Develop our workforce intelligence functions to improve the quality of workforce data, planning and modelling for NHS Wales*

Work is currently ongoing and progressed in Q4 between HEIW and Shared Services to scope the learning from COVID-19 to inform and reshape the data landscape and to inform the case for investment and new systems. In addition to improving the quality and completeness of data to support workforce analysis a prototype data quality dashboard has been developed in partnership with NHS Shared Services alongside an Electronic Staff Record programme of improvement which is awaiting NHS Workforce Directors sign off.

The establishment of a Centre of Excellence for NHS Wales was deferred in the review of our Operational Plans to focus capacity on responding to COVID requirements but is a priority in the Annual Plan for 2021/22.

Objective 1.6: *Develop education and training to support NHS organisations to improve the quality of workforce planning expertise and capability across the system*

Many of the original IMTP deliverables have been progressed with regard to workforce planning. During the year, the approach to workforce planning and awareness training has been completed and launched on-line. A new Workforce Strategy and Planning Manager was appointed who engaged on a workforce planning capability matrix which has enabled the

amendment of planning base documents as appropriate. The on-line launch of the capability matrix is included as part of the 2021/22 Annual Plan and the new manager has enabled the first review of the webpages for workforce planning. A project plan for the delivery of a number of online resources has been developed.

COVID impacted on the delivery of training for Primary Care. A recorded and on-line version was requested to replace the face-to-face training and a contract was put in place with Skills For Health to deliver the resources.

An initial scoping meeting was undertaken with Social Care Wales (SCW) in October to gain an understanding of the workforce planning landscape and an overview of what workforce planning information is available and captured currently, as the social care employment landscape is complex. It was agreed that the first phase of this work would be to identify and agree a minimum data set for workforce data.

Work has also been undertaken with the Workforce Analytics Team to identify modelling for medical workforce planning and a basic data set is in development.

Deferred	Objective 1.7: <i>Develop effective and reciprocal international/global mechanisms to enhance education and training arrangements</i>
-----------------	--

This objective was deferred in the review of the IMTP deliverables when the pandemic started, however some work has been progressed with the development and appointment to the Director of Medical Support post who will take forward the agenda in the new financial year.

Strategic Aim 2 -To improve the quality and accessibility of education and training for all healthcare staff ensuring that it meets future needs

1 - Amber	A minority of deliverables off-track to deliver at end of the year, will be completed in 2021/22
4 - Green	Completed
4 - Deferred	Strategic Objectives 2.4, 2.5, 2.7, 2.9

	Objective 2.1: <i>Lead the development and management of a multi-professional infrastructure and strategy for Simulation Based Education</i>
--	---

Within the year we embedded a substantive interprofessional infrastructure to take forward this agenda. During Q4 we held our second webinar building on the first event held in October 2020 and is a stepping-stone in establishing a simulation leads network as part of governance developments and the development of future task and finish groups. Titles of webinars held were 'COVID and Simulation in Wales' and 'Simulation and Faculty Development in Wales' and they will continue to be held quarterly. These events also facilitated an approach to sharing best practice. Our work on developing the Simulation faculty has also been recognised in abstract publications which showcase our approach to improve Simulation education in Wales.

A Simulation-Based Education (SBE) faculty development programme has been drafted to support the development of accreditation of practice and the programme structure has been well received. There have been offers of collaboration to be part of module development and delivery.

Whilst we have not completed the deliverable of agreeing a clear definition of SBE for Wales, work is progressing in developing a definition of SBE with the aim of reaching a consensus early in 2021/22. To support this the team is working to get the Delphi technique and research protocol ready for the School of Healthcare Sciences Research and Ethics Committee.

In support of the COVID response, the Simulation team developed guidance on safe face-to-face training which was produced and disseminated widely for use in NHS Wales and HEIs. The development of a Simulation Strategy was paused due to the COVID response but our approach to developing the Strategy commenced in Q4 with an initial planning meeting held regarding the approach to development and to outline framework. In line with the Annual Plan 2021/22, stakeholder consultation is planned for 2021/22 including via Simulation Conference planned for 30th June 2021.

Objective 2.2: *Develop an education strategy drawing on the outcome of the Strategic Review of health professional education & the Workforce Strategy*

The education strategy for health professionals which was paused earlier in the year due to the COVID response and has been prioritised for 2021/22. However, the outcomes of the Strategic Review phase 1 have been fully implemented and all key themes have been both shared and developed with key stakeholders and incorporated into the new contract.

Due to COVID-19 the timescales for the procurement of the new contracts were initially delayed but the tender period occurred November 2020-January 2021 and bids have been evaluated. The approvals process will commence in April 2021 with the contract award scheduled for June 2021. The key themes built into the system have been embraced by bidders and have been built into submissions and submissions were received for every lot/sub lot.

A Governance Framework for phase 2 has been approved by the Executive team and will be facilitated by a Programme Manager who is expected to be recruited in Quarter 1 2021/22.

Objective 2.3: *Lead the development and implementation of an education and training infrastructure to support the multi-professional workforce model*

The impact of COVID lead to deferral of the work in relation to the development of a quality framework and the development of an educational infrastructure review. Our intention to modernise Dental Core Training was also deferred until 2021/22 with an expanded remit to include enhancing the quality of training programme. However, a great deal of progress has been made in the delivery of the revised deliverables in our Operational Plans.

In-year the Medical Deanery has made significant progress in enhancing its education infrastructure through the establishment of standards and job specifications for Training Programme Directors (TPDs), alongside introducing a provision for tariffs and continuing professional development. A review of the remuneration arrangements has been completed. Continuing Professional Development arrangements have commenced for TPDs but will be ongoing work.

We have continued scoping placements for all trainees and students with key partners. In year, the Quality Unit within the Medical Deanery has commenced scoping of multi-professional arrangements in relation to quality management across all HEIW managed areas to identify opportunities for collaboration and improvement. In addition, HEIW has been involved in scoping plans for a North Wales medical school which aligns with this work and continues in to 2021/22.

Funding has been awarded and agreed in Q4 with Welsh Government for 3 regional Care Home Education Facilitator roles and these posts will be advertised in Q1 2021/22. This will further support infrastructure in social care and with learning opportunities on placement initially for nurses, physiotherapists and OTs.

Further tripartite work (between HEIW, Universities and Health Boards) has yielded new and innovative placements for healthcare students, the development of virtual placements, widening capacity into community and primary care and the incorporation of more simulation into placement preparation.

A multi-professional COVID-19 placement reference group has been set up with membership comprising of HEIW, all Health Boards and Universities, to consider the needs and to develop principles for students at risk of not achieving essential learning outcomes. During the year all vulnerable students across Wales have been identified and bespoke plans have been put in place to support them to continue their training. We have taken forward activities to enhance the quality of placement education in Wales. A Head of Placement Experience and Improvement role has been approved and a job description developed to commence the recruitment process and to take this work forward.

Work is also progressing in developing distance learning units for nursing practice assessors and practice supervisors (as part of Once for Wales new Nurse Education Standards). Modules have been finalised and are awaiting review.

Deferred	Objective 2.4: <i>Lead the development and implementation of a digital capability framework for the healthcare workforce</i>
-----------------	---

This objective was deferred early in 2020/21 in response to COVID-19 and original IMTP deliverables were not progressed with the exception of undertaking some initial scoping of the work of NES/HEE and considering the application of a digital capability tool.

Deferred	Objective 2.5: <i>Develop a plan in conjunction with Welsh Government for the future allocation of SIFT funding</i>
-----------------	--

This objective was deferred early in 2020/21 in response to COVID-19 and original IMTP deliverables have not been progressed.

	Objective 2.6: <i>Maximise opportunities for work-based learning and apprenticeships in health</i>
--	---

We were able to progress with the majority of the IMTP deliverables in-year with the exception of working with colleagues in NHS Wales on ensuring appropriate representation on the 3 Regional Skills Partnerships which will be taken forward during 2021-22.

Work has been completed to scope current models of work-based learning delivery including apprenticeships and an apprenticeship steering group has been established. Work is actively being undertaken with Welsh Government to develop frameworks to meet the needs of the NHS Wales workforce. Work is continuing with Social Care Wales and the Awarding Body Consortium to develop robust mitigations for assessment of work-based learning.

A draft Quality Assurance Framework for Work Based Learning has been developed and is ready for engagement with stakeholders following initial engagement across NHS Wales. Collaborative delivery models are also progressing for:

- Level 4 Healthcare Science Apprenticeship Framework - finalised and learners registered.

- Level 4 Therapies Assistant Practitioner Apprenticeship Framework being developed with registration of first learners in the Autumn.

Deferred	Objective 2.7: <i>Implement improvements to ensure equitable access to education and training for SAS and locally employed doctors</i>
-----------------	---

This objective was deferred early in 2020/21 as part of the review of the IMTP in response to the pandemic. Despite this, the recent SAS doctors conference hosted by HEIW in March 2021 provided an opportunity to refocus and refresh the plans for improving the education, training and support for this important workforce in 2021/22. Dr Ian Collings has been appointed to the Director of Medical Professional Support and Development and will be leading on this work.

	Objective 2.8: <i>Improve opportunities for trainees and students to undertake education and training through the medium of Welsh</i>
--	--

This objective was paused until Quarter 3 and is now being taken forward by being embedded within specifications for Phase 1 and Phase 2 of the Strategic Review of Health Professional Education contract. This will ensure all students and trainees have access to Welsh language lessons if required, whilst also incorporating base level Welsh language awareness within education commissioning functions and the new contract specification for non-medical education.

Deferred	Objective 2.9: <i>Review career pathways and education opportunities for the clinical academic and research workforce</i>
-----------------	--

This objective was deferred early in 2020/21 as part of the review of the IMTP in response to the pandemic.

Strategic Aim 3 - To work with partners to influence cultural change within NHS Wales through building compassionate and collective leadership capacity at all levels

1 Amber	A minority of deliverables off-track to deliver at end of the year, will be completed in 2021/22
6 Green	Completed

	Objective 3.1: <i>Lead the implementation of the Health & Care Leadership Strategy through the NHS Wales Compassionate and Collective Leadership framework for action</i>
--	--

During the year, progress was maintained in achieving deliverables set out in the IMTP alongside those specifically identified for Q3/Q4 with the exception of refreshing of the Manager Core Skills Framework – this was deferred to 2021/22 by the Executive Team due to the pressures of the pandemic.

The development of Compassionate Leadership Principles for Health & Social Care in Wales is a key component of the Leadership Strategy. The Principles, developed in year through extensive consultation, describe the environment and culture leaders should create within organisations to enable continuously improving services and effective working conditions. The Principles are supported by a Compassionate Leadership Compass, aimed at guiding leadership behaviours and interactions across the system.

The Principles will be officially launched April 2021 and will be supported by a series of 'compassionate spotlight' sessions that include, webinars, master classes, case studies and other resources. A Framework for Action will support the socialisation of the Principles.

Objective 3.2: Lead the implementation and management of the NHS succession planning framework for Tiers 1-3 and monitor progress

This objective is designed to ensure a robust pipeline of leadership talent for very senior and executive positions across NHS Wales and aligns with the NHS 2017-27 National Succession Strategy. In October HEIW hosted the 'Talentbury' Talent Summit, an ambitious 4-day virtual festival of leadership. The Summit provided an opportunity for nominated aspiring executive leaders to engage in a series of leadership events with renowned experts, whilst providing a vehicle to help co-design the leadership development offerings required by aspiring executives to help them transition into executive roles.

We have supported identified talent through provision of a series of master classes that supplement experiential learning opportunities. The 'Aspiring Executive Talent Hub' has been established on Gwella and comprises 130 members who were identified by organisations. An assessment of development requirements has been collated from this network and has influenced the establishment of a range of learning opportunities and the establishment of an NHS Talent Board, chaired by Dr Andrew Goodall, CEO of NHS Wales.

We have reviewed and refreshed existing leadership competence, behaviours and values frameworks to create 'success profiles'. This programme of work focused on the development of an NHS Wales Executive Success Profile and was successfully completed March 2021. This success profile will inform the leadership development requirements of future executive leaders and will also be used to inform senior executive recruitment.

During the year we also successfully re-procured Gwella and key to this procurement was the integration of Talent Management software to support the succession planning strategy.

Objective 3.3: Lead the implementation and management of the Digital Leadership portal

This objective included providing access to a range of bilingual digital leadership materials, resources, networks and be a key enabler to supplementing formal leadership development. Launched in Quarter 2, the Gwella digital leadership portal has been central to influencing the shift towards a compassionate and collective culture within teams, organisations and the wider system. The integration of virtual classrooms into Gwella during the pandemic was also pivotal to influencing new ways of providing education and training and the significance of the Gwella leadership portal was recognised November 2020 scooping the UK Training Awards for best digital response to the Covid pandemic.

Through the year a significant volume of resources has been curated from credible resources with others designed by the Leadership and Succession team. The Gwella brand has been marketed and socialised through a range of mediums with over 150,000-page hits and over 1,000 licenced users since its launch in August 2020.

The majority of NHS Wales organisations have maximised the Gwella Learning platform for resources and establishment of leadership networks. This included organisations having their own 'landing page', customised to reflect their organisational requirements. Furthermore, a partner page has been developed on Gwella to promote a diverse range of leadership events and resources. These include NHS Wales organisations, Academi Wales, The Kings Fund, Chwarae Teg, Improvement Cymru, ILAs, Open University etc. Numerous conferences,

master classes, webinars and training events have all been successfully managed through Gwella since October 2020 with demand for use continuing to grow exponentially.

Objective 3.4: *Lead the establishment and management of a Wales Leadership alumni and range of leadership networks*

This objective was paused in the early part of the year due to the pandemic response and recommenced in Q3 through the development of both Leadership and multi-professional networks on Gwella.

The Aspiring Executive Leadership Hub was established following Talentbury. This network actively supports leadership development opportunities and is key to role modelling the compassionate leadership behaviours required across NHS Wales.

Several leadership networks are being actively supported through the Gwella leadership portal and in addition, we influenced the establishment of student leadership academies within all Wales universities through the education commissioning process with all universities pledging to establish Student Leadership Academies. Through the Wales clinical trainee fellowship, we have established a collaborative network of trainee leadership cohort of multi-disciplinary 2021/22 Fellows to commence August/September 2021.

Objective 3.5: *Lead the adaptation, development and implementation of leadership programmes and resources for clinical leaders from a range of professional backgrounds*

Progress has been made against all deliverables set, however a number are off-track by the end of the financial year will require completion within 2021/22. This is as a result of the objective having been initially paused during the pandemic and the need for input being required from partner organisations in relation to deliverables including our approach to clinical leadership and work with primary care clusters.

The purpose of this objective was to ensure that clinical leadership development is maintained but repurposed to include opportunities for clinicians from different professional backgrounds and underpinned by collective and compassionate leadership approaches. A range of aspiring executive clinical leaders are currently engaged in the HEIW Executive Mentoring Programme. Coaching, mentoring, the provision of support and challenge groups and experiential learning opportunities will be available through the Aspiring Executive Leadership Programme commencing May 2021. Further opportunities will be available with the launch of the senior clinical leadership programme in 2021/22 following scoping of the clinical leadership offer and the recruitment of a clinical leadership manager in February 2021.

HEIW has also funded 4 places on the Florence Nightingale Foundation Leadership Programme over the next 3 years. This year's cohort has been successfully recruited and will be supported through the creation of an alumni network on Gwella comprising previous scholars to enable mentoring and networking. The Welsh Clinical Leadership Fellows scheme has been promoted more widely over the last 2 years, encouraging applications from a more diverse range of professionals and resulting in the appointment of Pharmacists and Optometrists.

Work is currently underway in supporting primary care clusters develop leadership capacity including the support of 'Next Generation GP Wales' which is currently being marketed through Gwella and will enable applicants experience 6 virtual evening events from May to September 2021.

	Objective 3.6: <i>Lead the review, improvement and re-launch of the NHS Wales Graduate training scheme</i>
--	---

The purpose of this objective was to create diverse leadership capacity across NHS Wales in line with the 2017-27 NHS Wales National Succession Planning strategy. This will provide annual pipelines of aspiring leaders to NHS Wales and the wider system. During the year proactive marketing strategy to recruit trainees has been undertaken alongside establishing the required infrastructure, governance and operating model. Over 300 applications were received. Following a rigorous process of online tests, interviews, and a final assessment centre, a total of 21 graduate management trainees were selected (7 more than originally anticipated). This increase in numbers reflects organisations' preference to fund additional graduates on the NHS Wales national programme in place of supporting local graduate programmes.

In addition to the Graduate Management Programme, HEIW will be launching an Internship Programme commencing 5th July 2021. This programme is being co-designed with students from Cardiff University who have recently spent 2 weeks within HEIW understanding the organisation, undertaking research into best practice and proposing the final model for the summer programme.

	Objective 3.7: <i>Lead the development, implementation and management of the new NHS Executive Collective and Compassionate Leadership programme</i>
--	---

The HEIW Leadership & Succession Team have partnered with The Kings Fund to design and develop a national suite of inclusive clinical and executive leadership development programmes for clinical and non-clinical colleagues which will be launched May 2021. Throughout 2020-21 a range of digital resources and networks have been made available via Gwella including the development of the Aspiring Executive Leadership hub which will enable the harnessing of talent to ensure they are not lost within the NHS Wales system.

The establishment of the National Talent Board will play a key role in identifying and supporting experiential leadership opportunities alongside executive programmes developed which are underpinned by collective and compassionate approaches.

Strategic Aim 4 - To develop the workforce to support the delivery of safety and quality

3 - Amber	A minority of deliverables off-track to deliver at end of the year, will be completed in 2021/22
9 - Green	Completed
2 Deferred	Strategic Objectives 4.1, 4.7

Deferred	Objective 4.1: <i>To develop a good practice toolkit and resource guide to support the workforce model in unscheduled care</i>
-----------------	---

This objective was deferred at the outset of COVID-19 to focus capacity on meeting the response to the pandemic.

English
05/28/2021 09:17:57

	Objective 4.2: <i>Contribute to the workforce planning and workforce development requirements for the Major Trauma Network (MTN)</i>
--	---

HEIW has continued to review and support the requirements of the Major Trauma Network during the year with work requested in relation to workforce requirements and learning resources being completed.

	Objective 4.3: <i>Lead the workforce development and training requirements to support the Single Cancer Pathway</i>
--	--

We have completed a mapping of the endoscopy workforce which, because of COVID-19, will be revised against the recovery plan. All virtual site visits have been timetabled centrally through the National Endoscopy Programme for completion by mid-April 2021. Further detailed workforce meetings are to be timetabled with unit managers to enable a repeat of the 2020 data gathering exercise. This will enable consideration of modelling approaches and create a clear picture of current vacancies. However, the clinical endoscopy programme has been unable to train the appropriate numbers given the impact of COVID-19.

Although two cohorts were intended to commence between March 2020 and March 2021, the second cohort was delayed until April 2021. For the first cohort, out of 12 places available, 6 individuals commenced with five now expected to finish. For the second cohort which commenced in April 2021, 12 places were offered, and 6 places have been taken up. Despite the reduced numbers of trainees commencing in year, when the cohorts complete this will be a significant expansion in the number of clinical endoscopists across Wales.

A key piece of work has been completed in year and reviewed in relation to a governance structure to support training aspects of the National Endoscopy Programme (NEP). Further work has been progressed in relation to faculty development for the delivery of endoscopy training alongside completing an agreement for the support of professional activities (SPA) time. This deliverable is off-track for completion at the end of the year but HEIW have agreed to fund the Endoscopy Training Management Group Clinical lead positions on a sustainable basis. Adverts for clinical lead positions and wider membership will be distributed by mid-April 2021 with the first meeting planned for June 2021.

Work has also progressed in year to consider the options available to maintain availability of JAG accredited endoscopic training currently facilitated through the Welsh Institute for Minimal Access Therapy (WIMAT). In Q1 2021/22 a financial and non-financial options appraisal is to be undertaken to consider the recommended future approach to supporting Welsh trainees.

In relation to our wider work on the Single Cancer Pathway, HEIW has continued to be engaged via the Medical Director in relation to precision medicine, and the development of modules and resources relating to the identification and pathways of cancer treatment, and work has continued to support the education and training requirements of the national imaging and pathology programmes.

	Objective 4.4: <i>Develop a mental health workforce plan in collaboration with Welsh Government and Social Care Wales to support implementation of Together for Mental Health (this includes CAMHS)</i>
--	--

In the Q3/4 Operational Plan further deliverables were added to this objective as our plans had developed through the year.

In October HEIW hosted a month-long virtual conference on 'Informing the Future of the Mental Health Workforce in Wales' and an evaluation of the event has been published.

Workforce scoping has also been completed and data collection completed, and analysis is due to commence in Q1 2021/22. Additionally, a review of practice has commenced with good practice within Wales shared during mental health conference.

Arrangements have also been made to create a Task and Finish Group with Social Care Wales and Welsh Government to agree objectives and initiate proactive discussions on the development of a strategic workforce plan. This group met for the first time in Q3 and is focused on the immediate short-term priorities of the CAMHS, perinatal and psychology workforce. A Project Initiation Document has been developed in relation to the development of a strategic plan and engagement with stakeholder groups continues.

Objective 4.5: *Improve post registration education, support and training pathways to ensure all health care professionals can develop beyond the point of initial registration*

The work on this Objective was paused twice in-year due to the need to support the pandemic response. In year we implemented an expansion in training posts at Foundation level in medical training to address the training pipeline challenges we have now and in the future with expanded Medical school output and specialty training positions.

Work on the Learning and development Framework paused in December 2020 due to the pandemic and the need to have service colleagues/clinicians. The group was re-launched in March 2021. Service colleagues committed to giving time to develop learning outcomes as part of the expert working group. HEIW manages the expert steering working group and through this has developed definitions of each level of practice. Development of competencies and learning outcomes have progressed and further engagement is required with clinicians involved in the work in how it is taken forward.

During the year a report on Anaesthesia Associates was completed with recommendations for the introduction of the training/role presented to the medical director. Work will be taken forward in the medical directorate. A pilot approach to introducing Anaesthesia Associates has been approved to commence in 2021. Additional approval has also been given to take forward a strategic approach to behavioural science training across NHS Wales, to build on existing processes and methods of engagement.

In support of the Integrated Collaborative Decision-making tool, four clinicians have been recruited to commence in May.

Objective 4.6: *Support implementation of the primary care workforce model as part of the Strategic Programme for Primary Care (SPPC)*

Whilst some of the deliverables were paused in the early part of the year, progress has been made on all of the IMTP actions.

The Longitudinal Integrated Foundation Training (LIFT) programme is being expanded to a further 4 areas from August 2021 – Swansea, Cardiff, Bridgend and Wrexham. GP practices are currently being identified to host LIFT doctors. Across Pharmacy and GP training increases have been achieved in recruitment in line with the implementation of workforce approaches.

The Locality Training Hub vision and workforce model has been agreed and a task and finish group has been convened to develop a Business Case. The competency framework for a "Once for Wales" approach for General Practice Nursing is also nearing completion and release pending final amendments.

An update of the Immunisation Unit within the Level 3 Agored Cymru Diploma in Primary Care was developed in time to meet winter pressures. Furthermore, an offer to roll out practice-based small group learning has been made to the service via the primary care Cluster group, urgent care leads and other relevant teams. There has been some uptake, but numbers have been limited due to COVID-19. A scoping survey has been undertaken across primary and secondary care in relation to remote clinical decision making (RCDM). Initial discussions have also taken place with TEC Cymru.

To support the development of workforce planning and modelling at cluster level a stakeholder bulletin and primary care newsletter has been developed to communicate availability of resources.

Deferred	Objective 4.7: <i>Support workforce development requirements of integrated care models being developed by Regional Partnership Boards</i>
-----------------	--

This objective was deferred at the outset of COVID-19 to focus capacity on meeting the response to the pandemic.

	Objective 4.8: <i>Support the implementation of the Maternity Care in Wales, A Five-year Vision for the future (2019-2024)</i>
--	---

The wider work on this Objective was paused due to COVID and the in-year deliverables were re-focussed on the Newborn and Infant Physical Examinations standards and the workforce lessons from the Health Inspectorate Wales maternity review.

Work was undertaken and completed during Q3 to survey staff who undertake Newborn and Infant Physical Examinations (NIPE) following feedback from the Neonatal Network and a plan to implement the learning has been developed. In addition, a letter has been sent from HEIW to Executive Directors of Nursing to offer support with regards to the results of the Health Inspectorate Wales Maternity Services Review.

Areas for interprofessional learning have also been reviewed in line with the Strategic Review of Health Professional Education but the wider work around the HIW maternity review has been delayed due to the service need to focus on the pandemic response.

	Objective 4.9: <i>Secure the transfer of the Nurse Staffing Programme Team to HEIW and lead the further role out of the programme across NHS Wales</i>
--	---

The original IMTP deliverables were largely retained for this Objective in the Q3/4 Plan. Following the successful transfer to HEIW of the All Wales Nurse Staffing Programme, further recruitment has been undertaken to Mental Health and Health Visitor programme manager roles. Additionally, a Task and Finish Group has been developed to monitor the digital resources required for the Nurse Staffing Act alongside identifying the staffing resources required and funding available to digitise the programme. This has currently been put on hold pending further discussions with DCHW.

A suite of supportive mechanisms was provided to prepare Health Boards for the extension of the Act to paediatric inpatients in October 2021.

National templates have been devised to enable Health Boards to follow the Once for Wales approach to meeting the reporting requirements (section 25E) of the Act. The Healthcare Monitoring System (HCMS) was enhanced in July 2020 to enable health boards to collate and report under sections 25E(2a). Enhancements pending to the Allocate/Safecare system to replace use of HCMS will be in place during Q2.

Health Boards/Trusts are following the 'Once for Wales' approach and are on course to submit the first triannual report to Welsh Government in May 2021.

Objective 4.10: *Assess the Critical Care workforce needs across Wales and provide a framework which allows healthcare organisations to develop their Critical Care workforce plans*

The IMTP deliverables were retained for this Objective in the Q3/4 Plan with the exception of the development of a workforce model which is included in the Annual Plan 2021/22. All other deliverables have been completed.

We completed analysis and review of the critical care workforce requirements to support our COVID-19 response alongside the 'new normal'. This work will feed into identified training requirements and support future workforce model development in 2021/22. We have also completed a critical care package for enhanced skills in Health Boards to support COVID-19 and a paper has been developed on supporting training for newly redeployed staff supported via our workforce transformation facilitator role.

HEIW has maintained contact with clinical service managers to see what additional support we can offer. A package to support the appointment of two Regional Workforce Transformational Facilitators was agreed. This additional resource will support the transformation of new workforce models in critical care and also explore the role and contribution of the Practice Development Nurses more widely. The aim is to ensure current and new re-deployed staff have the appropriate training, education and support when working in Critical Care alongside how Physician and Anaesthetic associates can impact on workforce needs.

Objective 4.11: *Develop a plan in collaboration with Welsh Government and Social Care Wales to support implementation of the multi-professional workforce and training aspects of the Allied Health Professions (AHP) Framework for Wales "Looking forward together"*

This was a new Objective in the Q3/4 Operational Plan as it was not in the original IMTP.

The 'Rehabilitation is Everybody's Business' resource has been finalised and circulated across health and social care. It has been shared with Higher Education Institutions for use in pre-registration education.

The Project Initiation Document for the implementation of the AHP framework following the transfer of the programme is complete using the core themes of the Workforce Strategy.

Objective 4.12: *Adopt a two-stage approach to support the Infection Prevention and Control (IPC) agenda across health and social care*

This Objective was not in the original IMTP and was newly included in the Q3/4 Operational Plan in support of COVID-19 response. All deliverables have been progressed apart from the development of a workforce plan for the specialist IPC workforce which has been delayed pending the appointment of a new programme manager in May 2021.

We have continued to support the work of the national Nosocomial Steering Group, Infection Prevention and Control Steering (IPC) group and the Task and Finish (T&F) Group. Funding

has been secured to support the on-going stages of work required for future sustainability of the specialist IPC workforce. HEIW has agreed to manage the use of the resources and work going forward. A programme manager has been appointed and will commence in May 2021 with an expectation of establishing appropriate links with IPC specialists and mapping available training.

A Content Delivery Group has been established and through engagement with IPC Health Board Leads we are supporting the development of Level 1-Level 3 content. Bangor and Swansea University have been commissioned to develop Level 4 content.

New Objective 4.13: *Seamless transition into HEIW for the Healthcare Science Programme Team and minimise disruption to delivery of programme objectives*

This was a new Objective in the Q3/4 Operational Plan as it was not in the original IMTP.

Following the successful transfer to HEIW of the Healthcare Science Programme Team, a Project Initiation Document (PID) was developed to accompany the National Healthcare Science Programme Brief.

Swansea University has commenced thematic analysis of the healthcare science survey data to capture innovation and new ways of working to support healthcare science deployment in the ongoing pandemic response. Work is ongoing to launch the NHS Wales COVID-19 Innovation and Transformation Study report in Q1 2021/22.

A Neurophysiology national plan entered a 4-week consultation phase for service specification which ended in February with an approved specification expected in Q1 2021/22.

It has been agreed that a paper on the role, recruitment and training of Consultant Clinical Scientists in Wales will be led by Executive Director of Therapies. Existing arrangements have ended for the Medical Devices Regulations (MDR) workstream relating to compliance. Welsh Government has established an MDR working group so implications of the report finding can be discussed and actions agreed.

The Practical Skills for Education and Leadership (PSEL) programme for Health Care Scientists (referred to as PSEL) has been delivered to a cohort of 16 healthcare scientists.

New Objective 4.14: *Develop support for the care home sector*

This Objective was not in the original IMTP and was newly included in the Q3/4 Operational Plan in support of COVID-19 response.

This agenda has been taken forward at pace with initial engagement undertaken with key stakeholders including Social Care Wales and Care Forum Wales to gain a greater appreciation of the work being undertaken, and by whom, to understand the support that HEIW could offer. HEIW has become a member of the Welsh Government Care Homes Winter Planning Collaboration group, which is meeting on a regular basis. Initial engagement has supported the development of a care home action plan to progress the care home agenda in partnership with key internal and external stakeholders and the priority actions have been articulated and actioned. This has supported investment in 3 Care Home Education Facilitators (CHEF) and discussions have been held regarding support required to collect data to establish number of overseas registrants who may be able to access NMC register to establish demand.

Links have also been made with Health Board leads and Technology Enabled Care (TEC) Wales to up-skill health board staff to deliver training remotely. Work has also commenced to identify priority clinical topics for delivery remotely on an all Wales basis.

Strategic Aim 5 - To be an exemplar employer and a great place to work

1 - Amber	A minority of deliverables are off-track and will be completed in 2021/22
5 - Green	Completed

Objective 5.1: *Implement the People, Inclusion and OD Strategy*

In light of the need to focus some of our capacity towards supporting the COVID response, a decision was taken early in 2020-21 to pause work on the development of HEIW's first People and OD Strategy. Despite this, we have continued to progress and, in some cases, accelerate actions within the People and OD portfolio. These have included enhanced engagement and networking opportunities; pulse, homeworking, health needs analysis and staff surveys; staff fora and events such as 'HEIW fun factor' and the Christmas extravaganza as well as OD sessions to look at our culture and ways of working.

We have continued to improve our approach to recruitment and attraction, embedding our values, and have added significantly to our suite of workforce policies – mostly recently in respect of agile working, mental health and special leave. Our partnership working with trade unions has been strengthened through the recognition of our first staff representative to sit alongside the full-time regional officers. Work to finalise the draft Strategy, which will encompass all of these elements and more, has recently recommenced and is a priority for delivery in 2021/22.

We have not met the national targets for two areas relating to PADR compliance and mandatory and statutory training and these are a high priority for 2021/22. We are aware in relation to mandatory training the pandemic has had an impact on achieving our desired compliance levels.

Objective 5.2: *Lead, develop and embed a range of actions to support workforce and workplace wellbeing and excellent colleague experience within HEIW*

In line with the national work, the local development of a Health and Wellbeing Action Plan was deferred but our work to support our staff wellbeing has progressed at pace. As the lead for NHS Wales for providing health and wellbeing resources, we have piloted resources internally such as #doingourbit, Sleepio, Daylight, Ramblers, and Money Advisory Service, before these are shared nationally. The internal Health Needs Assessment has also been piloted, with a third survey issued in February 2021.

To support staff, we have facilitated access to Cardiff and Vale Occupational Health Service and their Wellbeing Service. Staff also have access to Health for Health Professionals, SilverCloud and the Samaritans.

Engaged Catherine
05/28/2021 09:17:57

We have also undertaken a mock assessment to support the achievement of the Bronze Corporate Health Standard in advance of our formal assessment which was originally scheduled for March 2021 but has been delayed as a result of COVID-19 to Autumn 2021.

Objective 5.3: *Implement and embed the Welsh Language framework within HEIW*

Throughout the year a wide range of internal engagement has been undertaken to promote and raise awareness of the Welsh Language policy and embedding behaviours that will support the increase in Welsh usage throughout the organisation. A specific all staff event focusing on the Welsh Language was originally due to take place on 1st March but was successfully undertaken in April 2021.

A substantial number of staff are taking the opportunity to learn Welsh and during the year we have seen a significant increase in Welsh Language translation requirements which has supported the recruitment of additional staffing resources including a further translator and translation apprentice. Translation numbers continue to increase with over half a million words translated in February, and 435,000 in March - our two busiest months ever.

In March Board our Welsh Language scheme was endorsed and is currently with the Welsh Language Commissioner for approval.

Objective 5.4: *Implement and embed the HEIW Strategic Equality Plan and further develop equality and inclusion agenda including partnership working across the public sector*

In October we launched our Strategic Equality Plan (SEP) and to supplement this and integrate practice, action plans have been developed by Directorates by putting an equality lens on their work programmes.

Work with Welsh Government has been successfully completed with full suite of resources available on government website, webpage created for HEIW staff in relation to the requirements of the socio-economic duty.

Work to embed an Integrated Equality Impact Assessment framework was paused during the first 6 months of this year; as part of process Directorates were asked to identify all activity needing equality impact assessing as part of SEP action plans to assist in identifying where the organisation should be seeing EIAs as part of governance.

Work on accreditations has picked back up in Quarter 4 work due to EDI work being put on hold during Quarter 1 and 2 and work in relation to Disability Confident in particular recommenced in Quarter 3 with provision of training for staff on the social model of disability and neurodiversity.

The development of an inclusion training plan has started and HEIW participated in the Global Purple Light event which facilitated 'bitesize' training commencing with the Model of Social Disability, and communications including blogs from staff with lived experiences of disabilities.

Exciting work has commenced to implement our annual learning programme celebrating diversity and inclusion and HEIW is providing a platform for key individuals and organisations to engage. These have included Understanding Institutional Racism, Trans Health and History of Race and Racism. Furthermore, HEIW was accepted onto the Health, Arts, Research

People (HARP) seed challenge programme which is an innovation partnership between Arts Council of Wales and Y Lab (Cardiff University and Nesta). It is an initiative which aims to increase the understanding of how the Arts and Health can work together.

Objective 5.5: *Progress opportunities for organisational approaches to combat climate change*

In October, we launched our Biodiversity and Climate Change stakeholder group which has met monthly with an aligned programme of communications to raise awareness and encourage individual and group action. Biodiversity and climate change has had a significant focus at a range of all staff events during 2020/21 enabling the group to consider the opportunities and challenges available to us.

Taking on Board the Welsh Government Decarbonisation strategy, a draft HEIW Biodiversity and Decarbonisation Strategy was launched for internal engagement at the end of Q4. It is intended that the strategy will be finalised in Q1 2021/22 with an associated action plan to be developed.

Objective 5.6: *Embed multi-disciplinary Quality Improvement capacity and capability within all aspects of HEIW's work and develop partnership working with Improvement Cymru*

We progressed the deliverables in the original IMTP with the exception of developing a robust business case which was deferred in the Q3/4 Plan. A scoping exercise has been carried out via a skills survey for our Evaluation, Research, Improvement and Innovation Collaborative (ERIIC) remit. This includes details on current Quality Improvement (QI) resource and ongoing internal QI projects.

Two introductory Fundamentals of Improvement workshops have been delivered to HEIW staff. Individual project support has been offered to all delegates. QI information has also been included in the corporate induction and we are actively exploring bronze IQT for all staff.

In relation to scoping an online QI platform, Gwella, the HEIW leadership portal has been identified as an appropriate platform for QI project sharing. Networks will be set up according to specialty/profession and network members will be able to share projects and discuss project ideas.

Strategic Aim 6 - To be recognised as an excellent partner, influencer & leader

3 - Green Completed

Objective 6.1: *Implementing HEIW Communications and Engagement strategy; brand awareness and influencing for success*

Some of the original IMTP deliverables were re-phased in the Q3/4 Plan to allow the team to support the organisation's COVID-19 response. The principles of the HEIW Communications and Engagement Strategy are borne out in all core, IMTP and national project communications and engagement work as well as the COVID-19 response and we continue to implement and reinforce its principles.

During the year we have introduced a new information database to include content on horizon scanning and key influences - we have trialled and tested the database and will be running further pilots in the new financial year. We have implemented a forward planning grid to ensure we maximise opportunities to raise awareness of HEIW and are building the principles into campaign plans of IMTP projects and day to day work.

We have introduced the new HEIW branding guidelines and style guide and the new branding has been used extensively across our channels. We have provided updates and training to key personnel on the new branding including around the use of Welsh Language and Accessibility.

We continue to ensure all materials and channels have bilingual content working in collaboration with the Welsh Language team. Furthermore, we have continued to progress activities to raise the awareness of HEIW and its work through well received bi-monthly stakeholder bulletins and open invitations to our open Board meetings and events. During Q4, we believe we were the first organisation to secure simultaneous Welsh translation which is something as an organisation we are extremely proud of.

We continue to evaluate and maximise the channels we use, and we continue to see a positive upturn in social media followers across Facebook and Twitter, as evidenced in the Dashboard. A key component of this is the recently redeveloped HEIW website which was completed during Quarter 4 in readiness for launch in April 2021. The development of this website has been a significant undertaking which will enable enhanced functionality to meet the needs of HEIW moving forward and enable appropriate interaction with its users.

Objective 6.2: *Supporting HEIW business areas on key national programmes of work through the development and delivery of highly effective communications / engagement / marketing interventions*

The team has continued to support and implement agreed tailored plans for communications and engagement across a wide number of active IMTP programmes and additional programmes including Simulation-Based Education, Biodiversity and Decarbonisation and Leadership. Where programmes have been completed, the impact has been evaluated using the output, outtakes and outcomes model.

Objective 6.3: *Review the alignment of internal digital systems and functions, and opportunities to support the Education and training experience for trainees in Wales*

Given capacity issues within year, the scoping of a single platform was deferred and will be progressed during 2021/22. EDUROAM visibility is now available across NHS Wales and work is to continue with individual Health Boards to enable its usage through appropriate IT infrastructure.

In Q4 the Director of Digital Development was appointed and roles were filled in relation to increasing business requirements in the areas of e-learning and accessibility.

English Catherine
05/28/2021 09:17:57

SECTION 2: ORGANISATIONAL PERFORMANCE

Education and Training Activity: Commissioned Places

While we work through the process to develop Key Performance Indicators (KPIs) for the education and training pipeline, the following terms and definitions are used in our performance reporting:

- Recruitment rate – number of learners/trainees recruited to a commissioned place/training programme prior to those learners/trainees taking up the place (as a percentage of the total places available).
- Fill rate – number of learners/trainees who started in a commissioned place or on a training programme (as a percentage of the total places available).

There has been no change to the recruitment rate (recruitment to commissioned places) reported in the Dashboard for Pharmacy since the Board report in September 2020. For details see the September 2020 report.

Medical

Following initial Round 1, Round 1 Re-advert and Round 2 recruitment processes we achieved an overall 93% recruitment rate (418 of 450 posts advertised). Over 99% of core training posts across Wales were recruited in Round 1, which is an increase of over 5% from the previous year and up 10% from 2018. According to data published by the UK Medical and Dental Recruitment and Selection Board, Wales has also achieved the highest recruitment rates across the UK. The number of training posts available in Round 1 was also increased to 252. Of this 252, only three places were not recruited to this year across 15 different specialties, with 12 specialties achieving 100%.

In addition, Round 2 recruitment was successful in achieving an initial 80% recruitment rate (135 posts recruited to of 168 advertised). This is 5% lower than in the previous year but broadly comparable given the variables in the recruitment processes including the mix of specialty training posts each year.

Round 2 re-advert achieved a 113% recruitment rate - 34 against 30 new vacancies advertised, which is a considerable improvement compared to the same round for 2020 and 2019, in which recruitment rates reached 31% and 44% respectively.

Primary Care

Throughout 2020/21, the assumption has been to recruit 160 GP trainee places, with an option to over-recruit if suitable candidates are available. To support this potential over-recruitment, 200 places were made available and, at the end of March 2021, for posts commencing August 2020 and February 2021, all 200 places were recruited against the initial 160 baseline, giving a recruitment rate of 125%.

R1 recruitment for posts commencing August 2021 opened for applications on 5th November 2020 and closed on 1st December 2020. A total of 161 vacancies have been advertised in Wales. There are high numbers of candidates who deferred their training places due to COVID-19 who will commence their training in August 2021 and, in addition, posts have to be made available for those returning from maternity or other absence.

Offers were made to successful candidates on 30th March 2021, and they had until 28th April 2021 to accept, hold or upgrade their offers. All 161 places offered were accepted by candidates by the deadline date, giving a recruitment rate of 100% at this stage of the process, but this is subject to future recruitment rounds and vacancies being advertised.

Dental

The overall recruitment rate for Dental for 2020/21 is 94% and is a small increase on the 93% reported at the end of 2019/20. In year, we achieved a 100% recruitment rate (62 posts) for Dental Foundation Training. Within Dental Core Training, all 72 posts were appointed to and, currently, 65 posts (90%) are occupied by core trainees and 7 by locally appointed trainees not following the DCT curriculum. Of the 25 Dental Specialty Training posts, 23 (92%) were filled in year.

Pharmacy

As presented in reports earlier in the year the Pharmacy fill rate shown on the Dashboard relates to Pre-Registration Foundation Pharmacy for the 2020/21 cohort and there has been no change since 31st December 2020, with 132 of 160 commissioned places filled (83%).

Pre-Registration Foundation Pharmacists (starting programme in August 2021 and completing July 2022) - For the 2021 intake the initial recruitment rate is lower than for the previous year with 124 of 160 posts recruited. Compared to the final fill rate of 132 in 2020/21, this is a decrease of 6%. However, if all of the 124 learners take up their places this is a 31% increase compared to 2019/20, when only 95 commissioned places were available via NHS Commissioning and Welsh Government Community funded posts (i.e., the denominator of the number of commissioned places has increased).

The fall in the recruitment at this stage is a consequence of an overall 30% increase in the number of training posts in the national recruitment system for England and Wales (up to 3966 from 3189), providing more choice for trainees and greater competition between employers.

In addition, it appears that pharmacy undergraduates associate hospital and multi-sector pre-reg foundation pharmacist placements with a high quality and good variety of training experiences. This is demonstrated by the fact that 100% of Wales multi-sector and hospital training posts were filled, with all unfilled posts being in the community sector. Going forward, HEIW has developed a 'case for change', articulating why Wales will move to 100% multi-sector training placements for 2022 intake.

The pharmacy regulator General Pharmaceutical Council (GPhC) made a statement in April 2021 that from July 2021 Pre-reg foundation pharmacists will be known as Trainee Pharmacists.

Centrally funded hospital clinical diploma posts (Year 1 and Year 2) - The 40 commissioned diploma places in 2020 were initially recruited to with one student withdrawing at the start of the programme. Otherwise, the cohort is intact, as are the 37 remaining in the second year – there is no further attrition.

Pre-Registration Pharmacy Technicians (due to recruited in March-Apr 2021) - Due to the change in GPhC initial education and training standards (IETs) for pre-registration pharmacy technicians, HEIW tendered for a new course provider in 2020. Delays in procuring a partner

training organisation to deliver the new IETs have impacted the usual trainee recruitment timeline so that no appointments could be made against central post allocations or Modern Apprenticeship funding for Q4 of 2021. Work continues to secure a programme to begin in Q3 of 2021.

Health Professional Education

Whilst most universities filled their Autumn 2020 cohorts, the second lockdown affected Spring 2021 pre-registration nursing rates, with the recruitment rate falling in 2020/21 by 2-3% on the previous year to 93.4%. However, this is against a backdrop of a continued rise in the number of commissioned places which increased from 1911 to 1988 from 2019/20 to 2020/21. Despite the lower percentage recruitment rate, the actual number of recruited students therefore increased from 1815 to 1855 from last year which is an overall increase of 2%. Feedback from students reflect that childcare issues relating to home-schooling and the lockdown impacted on the recruitment.

This rate remains provisional until there is confirmation of the actual rate via data validation processes. To fill the additional places, HEIW will further invest in the CerTHE Healthcare Nursing Support Worker Qualification. This investment will offer more students the opportunity to progress onto year two of the Pre-registration Nursing Degree programme, thereby ensuring there are additional newly qualified nurses, to meet service need, exiting programmes in Spring 2024.

Continuing Professional Development (CPD) Course Activity

The increase in attendees at online Continuing Professional Development (CPD) events continued throughout the year as expected. All areas responded quickly and effectively to accommodate online learning due to the pandemic in 2020/21, developing and delivering online versions of existing CPD and planning for future needs using new technology as they learned from experience in practice. All areas exceeded expectations in terms of achievements in this area.

There is a slight discrepancy between the reporting period in 2020 compared to 2019, which is due to a change from quarterly reporting to year-to-date reporting.

Dental

Study days have continued for the Dental training schemes for Dental Foundation, Dental Core and the Dental Therapy Schemes, with face-to-face courses taking place for essential training only. The Dental team continues to provide online CPD, with 61 courses organised between January and March, training 2,291 dental professionals in Q4. Completion numbers for the online Basic Life Support (BLS) module have increased to 1,871; 490 have completed the practical competency assessment developed since the last report.

Quality Improvement projects have resumed since being paused, with 345 projects completed during Q4. The Quality Improvement Educators have been engaging with dental teams to prepare for general dental service contract reform later in 2021. Educators have conducted online virtual one-to-one reviews of dental teams' professional development plans, which has enabled registrants to consider how their learning needs might have changed due to COVID and reflect on what might be needed when they return to a full delivery of patient care.

In addition, there has been a focus to support a culture of Continuous Quality Improvement (CQI) in dental practices to improve quality and safety of dental care and a focus on prevention. The Dental team is developing a suite of initiatives to implement and support the new contract reform care pathways that dental teams will be using to assess the risk and need of individual patients.

Training on Attend Anywhere has continued, with 185 delegates receiving training to date. These events have informed the profession on the use of tele dentistry in Wales, reinforcing the opportunities for dental teams to use this medium to support patients in the post-COVID recovery phase, to maintain good oral health through the delivery of prevention messages.

Revalidation Support Unit (RSU)

The past 12 months have necessitated the development of a new delivery model to replace face-to-face activity. During the initial crisis, GP Educator sessions were released to support clinical activity between March and July. Following the return of the regional CPD leads in August, RSU adapted and expanded virtual CPD provision to maximise opportunities for GPs and the wider primary care workforce to continue to access ongoing learning and development.

In addition to the existing library of modules on a range of clinical and non-clinical topics, the GP CPD website ([Home | CPD for General Practitioners \(heiw.wales\)](http://Home | CPD for General Practitioners (heiw.wales))) now also includes opportunities to book onto virtual learning events and to access on-demand content.

Virtual Learning Events:

- The RSU's alternative delivery model for 2020-21 commenced in November with a programme of free webinars designed to update clinical know ledge on a range of key topics.
- 11 webinars were delivered in 2020/21 to a total of 1037 attendees on a range of topics such as diabetes, self-harm and HRT & the menopause. Feedback on accessibility, format and content has been positive.
- On 25 February, RSU, in collaboration with Pharmacy and Red Whale (a CPD provider for primary care professionals), supported a GP Update Day attended by 400 delegates (293 GPs).
- Additionally, RSU has supported the British Association of Gender Identity Specialist (BAGIS) with the design and delivery of two full day, 70 delegate virtual conferences (October and March). The team were delighted to support these events as part of its commitment to providing innovative solutions to support the workforce.

Online Educational Resources:

- **CPD On Demand**, a new open access service launched last year to enable viewers to watch a recorded learning event from our virtual delivery programme at their convenience. There are 11 recordings currently available to view.
- The **VITALS series**, a series of short videos designed to provide bite size chunks of learning on key topics such as sepsis, transgender health, Orbit360 support and Anaphylaxis.
- **CPD Modules**, a library of over 40 free online modules available through the medium of Welsh. The team published 5 new modules this year and completed the translation of the GP CPD website into Welsh in December.

The activity above is reflected in the number of page hits to the GP CPD website as detailed in the performance dashboard. During Q1, there was a drop in the total number of page hits to the GP CPD website compared to the same period last year, (April 7939, May 8433 and June 7710). However, this was anticipated as a direct impact of the initial COVID crisis and,

potentially, an indirect impact of the temporary suspension of the Medical Appraisal process by the CMO in March 2020. From Q3 onwards there has been a general upward trend in the number of page hits to the website as traffic to the site increases.

3D, Discovering, Developing and Delivering in Healthcare

RSU delivers the 3D educational programme. The programme is designed to address the educational requirements of clinicians in all parts of the NHS in Wales who wish to extend their abilities in engaging with and influencing the service improvement agenda.

Key achievements this year include:

- Re-designing the programme to be delivered in a virtual format utilising the HEIW Leadership portal, Gwella. The new format commenced in October, and there has been excellent feedback on the platform and content.
- The programme was re-branded from 'developing doctors to deliver' to 'Discovering, Developing and Delivering in healthcare' to reflect the increasingly inter-disciplinary nature of the programme, which a key component to the programme's success. The current cohort includes doctors working in primary and secondary care, pharmacists and dentists.

Pharmacy

In Q3 and Q4, 15 virtual events were delivered and the actual attendance of 983 delegates (versus 1319 registered) represents an average conversion rate of just over 74%, an increase of nearly 10% year on year. The webinars were driven by the pandemic with virtual CPD provision only from September 2020.

With all events being virtual, there has been an increase of 103% in the average number of attendees per webinar in 2020/21 compared to the previous year. The measure of 'change in knowledge achieved' in the 2020/21 events has remained the same as the previous scores but remains a good outcome at 98%. There has been a self-reported 14% increase in confidence this year post event compared to 2019/20.

As part of the COVID-19 response, numerous online resources were developed for Pharmacy professionals;

- Development and provision of a Return to Practice (RTP) hub was a significant piece of work and there is now a valuable suite of resources across all practice sectors for those pharmacy professionals in this target group. It also provided a "streamlined accreditation process" for those in community pharmacy who were required to deliver specific enhanced services to support the required COVID-19 response.
- In partnership with Welsh Government, "delivery driver guidance".
- For COVID-19 support staff workforce in social care settings, HEIW developed and released a medicines administration module and 1169 individuals have now completed this module. This is first-time access for this workforce group has been made available on our website.
- Oxygen therapy module developed for the managed sector.

The Pharmacy 'Basic Life Support' e-resource to support accreditation for Pharmacy contractors to deliver NHS flu service this year has been made available to the Dental profession. Training was provided to help the HEIW Dental team facilitate access to the Dental workforce.

Pharmacy specific events included the NHS Wales Video Consulting Service, which was rolled out to all community pharmacies during Autumn 2020, demonstrating use of the TEC Cymru (Technology Enabled Care) platform. The recording of the NHS Wales Video Consulting Service webinar was made available on the Pharmacy website and will also be made available for access on the TEC Cymru website.

The March focal point sessions, which are peer group case-based discussions, attracted 28% more delegates than the October sessions. Changes to facilitation of the break-out sessions to enhance efficiency in feedback and engagement with delegates also proved successful.

Several multi-professional events were delivered:

- COPD/Asthma – An introduction to the All Wales management and prescribing guidelines, delivered by Dr Simon Barry, Consultant and National Clinical Lead for Wales for Respiratory Medicine, with 131 delegates attending the live webinar on the night with a mix of delegates (53% pharmacy; 40% GPs, 6% nursing and 1% others).
- The joint event with Optometry followed a face-to-face event in 2019 and attracted more than 80 delegates from each profession. Referral pathways and understanding of services delivered by both professions has been strengthened with national referral form templates being agreed and will defiantly help improve patient services within the same locality.
- The Primary Care workforce event in February was a virtual all-day event delivered by Red Whale and aimed at GPs and GP practice Pharmacists. Registered delegates will have access to the Red Whale CPD web-based resources for up to 12 months after the event and these are updated throughout the year. There were 400 attendees (293 GPs; 167 Pharmacists).

The delivery of the 'Introduction to Healthcare Leadership' course continues to be virtual. The current cohort is due to finish the programme in April 2021 and a new cohort started in March 2021. In line with restrictions, the new cohort may receive 1-2 days delivered face to face to maximise learning. The 'Advanced Leadership Programme' has commenced with a multi-professional group enrolled. The 'Introduction to healthcare education' programme has been revised and, now Agored Cymru accredited, will be piloted during Q1 2021.

Professional Support Unit (PSU)

PSU online webinars have been extremely popular and have been welcomed by Postgraduate Centres and the Training Programmes. In Q4 we delivered 30 hours of webinars (with associated CPD points) to 245 attendees, which are reflected on the Dashboard, as well as an additional 20 hours of webinars to 255 attendees, all with excellent feedback. Furthermore, we have been asked by our colleagues in the rest of the UK to share our workshops, which is part of our ongoing contribution to sharing best practice across all four UK nations.

Quality and Outcomes

Quality Management

Medicine

Key pieces of work undertaken in the current reporting period relate to concerns management, regulator engagement and, as indicated in the Q3 update, a project to ensure the development

of quality systems around Trainer Recognition within Secondary Care, which is still in progress. Demand for the approval of field hospitals has ceased with no further requests being made in the last reporting period.

During Q3, the Quality Unit took proactive steps to monitor the general impact of COVID-19 on education and training. This was achieved by developing a core data set to enable us to gather information on the impact on Local Education Providers (LEPs), and this intelligence was triangulated with data collected across the Medical Deanery. This work was presented through a key theme report to provide key data for the Education and Training Cell. This exercise was repeated in Q4 to enable us to continue to monitor the impact as wave two of the pandemic progressed. This work is important in fulfilling our regulatory accountabilities and for considering how HEIW can support LEPs during this time.

Targeted visits were successfully moved to an online format during Q2 with a good level of engagement from all parties and have therefore continued throughout the rest of the year. A total of 9 virtual visits have been undertaken and there is evidence that progress in all areas is on track despite COVID-19. Further visits will continue to be arranged and we continue to work with LEPs to reprioritise visits to ensure that they are undertaken where it is helpful to do so. Where it is considered that a visit would be unhelpful, a close dialogue is being maintained to monitor progress. This is particularly important given the enhanced pressures associated with the pandemic.

The number of areas under Enhanced Monitoring status with the GMC reduced from 6 to 5 in Q2, with Paediatric Surgery at the University Hospital of Wales being officially removed from Enhanced Monitoring status following a HEIW recommendation in November 2020. Details of the remaining Enhanced Monitoring areas are provided in the table below. Clear monitoring arrangements have been in place for all areas throughout the year and action plans remain on track.

Enhanced Monitoring Areas

LEP	Site	Specialty
Betsi Cadwaladr UHB	Wrexham Maelor Hospital	Medicine
Cwm Taf Morgannwg UHB	Prince Charles & Royal Glamorgan Hospitals	Obstetrics & Gynaecology
	Princess of Wales Hospital	Obstetrics & Gynaecology
Swansea Bay UHB	Morriston Hospital	Emergency Medicine
		Trauma & Orthopaedics

Since the launch of HEIW Open in Q3, HEIW has noted an increase in trainees contacting HEIW direct, with 13 direct contacts since the launch. Whilst some of these were the address being used to request information, 4 valid concerns regarding the quality of training were raised. HEIW collaborated with the LEP to ensure that action was taken at an early stage, thereby preventing any unnecessary escalation of the concerns.

In line with the GMC's revised approach to quality assurance, a self-assessment was submitted at the end of Q3 to provide information on how HEIW meets the standards as outlined within Promoting Excellence. A meeting with the GMC was held in January following scrutiny of the self-assessment based upon which no significant concerns were identified. Following this meeting, the next stage of the process is for the GMC to identify areas for which further review is required to test out the information provided within the self-assessment. Further information on those areas which have been identified for further scrutiny will be provided within future reports.

Health Professional Education

Universities are a key partner of the NHS as they provide large volumes of education and training for all health professionals at undergraduate and postgraduate level. The quality aspects of the contract management process assure HEIW, Welsh Government and Health Boards that health professional education commissioned and delivered in Wales adheres to the highest academic and vocational standards in line with contractual agreements.

The annual performance management cycle undertaken by HEIW's Education, Commissioning and Quality (ECQ) Team culminates in the production of individual education provider year-end performance reports. These reports document achievement and concerns, detailing any improvement plans for the following year. This All-Wales performance report summarises the individual reports to establish the All-Wales position, highlighting areas of high achievement and any areas of concern at both local university level and the national level.

Each university's performance report highlights not only their own performance but identifies the Welsh average, commissioner targets and provides a scoring system on each area tested. Where performance is below the expected level, an action is raised in the report for the university to address. Responses to these actions must be submitted to HEIW as the commissioner by a specified date with measurable activity and targeted improvements. These are discussed in future contract business meetings as a part of the continuous improvement agenda.

Components of the ECQ Team's performance and quality framework include:

- Individual university performance reports, based on HEIW KPIs and benchmarking. Performance targets are set each year based on historical trends and industry best-practice. KPI targets are designed to improve performance, be challenging but achievable. The new education contract sets out targets for 2022/23 and these are reviewable on an annual basis to continually drive improvement.
- University self-assessment, based on a questionnaire devised by the ECQ Team (incorporating learning from the Medical Directorates Review systems).
- Feedback from student interviews.
- Feedback from interviews with Practice Education Facilitators and Practice Assessors.
- National Student Survey (NSS).
- In-year reports/conditions from the regulators (Nursing Midwifery Council – NMC, the Health and Care Professions Council – HCPC).

The team co-ordinates yearly feedback sessions with students, Practice Education Facilitators and Practice Mentors, offering a supportive environment to share positive aspects of the quality of education along with any concerns. This contributes to the formulation of the Annual Quality Report, which reviews the delivery of quality education for the previous academic year.

The last full year academic year 2019/20 was completed in August 2020 and the following highlights and challenges were identified.

Strengths identified:

- Improvement in fill rates
- Reductions in attrition rates, notably in,
 - Cardiff University Diagnostic Radiography and Operating Department Practitioner (ODP) where HEIW set the University an action plan to address this.
 - USW midwifery course

English Catherine
05/28/2021 09:17:57

- Improved data collection surrounding students on Interruption of Studies (IoS). This data has enabled HEIW to build KPIs into the new education contract that will drive improvements to university management of students on IoS and the percentages that return to courses will be benchmarked.
- Continued growth in the number of applications per place for Health Professional courses.
- The challenge set by HEIW for Cardiff University to increase ODP applications has led to the commissioning target being met in 2020 for the first time in 5 years.
- Increased usage in non-medical prescribing budget.
- Health professional courses in Wales continue to attract students from diverse education backgrounds and wide age ranges. Collection of student demographic information, in line with GDPR rules, is being strengthened within the new education contracts. This will enable HEIW to track students better throughout their education to ensure that all groups of students are afforded excellent and equal opportunities to progress.
- Collaboration, led by HEIW, with Universities, the Health Boards and NWSSP in student deployment during the 'first wave' of the pandemic.
- Strategic Review Phase 1 – tender issued and bids received for every lot and sub-lot.

Concern and challenges include:

- Full engagement with universities has been more challenging this year due to the impact of COVID and the need to re-focus on collaboratively supporting students to remain in academia and on placements.
- Application rates to Learning Disability nursing and bio-medical science remain areas of concern. There has been improvement in both these areas, driven by HEIW identifying a problem and requesting an improvement action plan from the universities. However, there is still improvement to be made in these areas and progress against plans will continue to be monitored.

Engagement with Universities was curtailed to essential and operational business only for 3 months (November 2020 to January 2021) due to the tender process for Strategic Review phase 1. As a result of this, the quality business meetings needed to be delayed from the normal December date to March/April. However, stakeholder engagement, with students from all universities and with practice Education Facilitators/mentors has taken place during this period as these are conducted independently from universities.

GMC Training Survey Results

The GMC postponed the traditional National Training Surveys due to COVID-19 in favour of a shorter survey designed to capture trainee and trainer experiences of the pandemic. The 2020 GMC Survey was dedicated to understanding trainee and trainer perceptions of the COVID-19 pandemic. Wales response rates were 53.26% against a UK average of 48.67% for trainees and 33.8% against a UK average of 24.3% for trainers.

The 2021 questions will revert to the more standard questions, which are helpful in terms of supporting quality management, particularly where evidence around trends is required. In recognition of an unprecedented year, the GMC will also include a specific section within the trainee survey focussing on the impact of the pandemic on training.

The GMC has confirmed that the National Training Surveys will be undertaken between 20th April and 18th May 2021, with a potential extension to 25th May 2021 depending on the response rates. The completion window for the survey this year will be shorter even if the extension is applied. As is standard practice, the Quality Unit has a communications strategy in place to maximise response rates in recognition of the need for representative data.

Escalation

Bursary Process

In October, to provide further assurance regarding Bursary Appeals and related matters, this element of the business was escalated from Enhanced Monitoring to Targeted Support and work to address this issue was reported in November. Despite the fact this was the first experience of the bursary tie in, 90% of the 2020 cohort have now found employment in Wales, which is an excellent baseline to build upon.

As a result, the issue has now been de-escalated, although we continue to monitor the 2020 graduates who benefitted from the bursary scheme. The bursary team are engaging with graduates to better understand how HEIW can support them to find employment in Wales, or to commence discussions to ensure compliance with the terms and conditions of the mutually signed contract at the start of their studies in Wales.

To oversee the end-to-end management of the scheme, a Welsh Bursary Relationship Manager has been appointed with immediate effect. The Review and Appeal process is now live and to date we have received 16 requests from 2020 graduates to consider their individual circumstances. These requests have arisen from information gathered via the tracking process, which shows these graduates may be working outside of Wales in breach of the terms and conditions. All relevant application forms and guidance can be found on a dedicated page on the HEIW website.

Streamlining

As a result of the evaluation of the 2020 student recruitment round for Allied Health Professionals and Healthcare Scientists, a bespoke streamlining process for these professions was introduced for 2021 recruitment.

Following extensive negotiations with Directors of Therapies, the process was modified from the nursing model to incorporate an interview and early completion by 12th April. Service leads raised concerns in relation to the number of available vacancies required to employ all graduates. HEIW negotiated with Directors of Therapies, Directors of Finance, Directors of Workforce and OD and Chief Executives to ensure that the majority of vacancies were released.

A total of 492 vacancies were made available for the 507 graduating students and 405 students were either employed through the scheme or just prior to the scheme implementation ready for 2021 Summer and Autumn course completion. The remaining students who have yet to evidence that they have taken up employment in Wales will be asked to engage with the bursary team in the coming weeks to confirm their plans for employment in Wales.

Professional bodies, employers and students studying outside of Wales have raised concern in relation to the process and therefore an in-depth evaluation will be completed by early June on order to confirm the recommended process for 2022 recruitment. Streamlining processes

for Midwifery and Physicians Associates are also being implemented for 2021 recruitment for completion in May and June.

Annual Review of Competence Progression (ARCP)

The annual presentation of ARCP data for Foundation Training, Secondary Care and GP Training was included in the November 2020 report with 1.7% receiving COVID-19 related outcomes. Given the significant ongoing challenges due to COVID, the 4 Statutory Education Bodies (SEBs) have agreed that the more flexible arrangements and derogations for delivering ARCPs will continue until at least September 2021.

The Dashboard chart shows data for all professions up to 4th August 2020, in line with the training year and GMC validation process. Dental IRCPs (Interim Review of Competence Progression) and full ARCPs are not subject to the same process and additional information for Q4 for Dental is included below.

In Dental, IRCPs for the 2020-21 cohort took place for Dental Foundation Training (DFT) in February and for Dental Core Training (DCT) in March. For Dental Speciality Training (DST), 2 full ARCPs and 9 interim ARCPs were held in Q4. Details are shown in the table below.

	Full ARCP	Interim RCP
DFT		24 x Outcome 1 32 x Outcome 10.1 7 x Outcome 2
DCT		64 x Outcome 1 1 x Outcome 10.1 2 x Outcome 2
DST	1 x Outcome 1 1 x Outcome 6	3 x Interim Outcome 10.2 6 x Interim Outcome 1

Outcomes 10.1 and 10.2 are COVID-related outcomes, with those awarded an Outcome 10.2 given an extension to training time.

Professional Support Unit (PSU)

At the end of 2020/21, the PSU were supporting 339 trainees (compared with a steady 317, 313, and 317 cases in Q1, Q2 and Q3 respectively), with 28% receiving additional psychological support. The Unit took on 68 new cases in Q4 with 51% being via self-referral. 2020/21 has been a challenging year and PSU continues to see a high demand for support related to COVID-19 pandemic issues, with 60% of current active cases seeking support related to health issues, including COVID, compared to 29% historically.

PSU continues to work across HEIW and impact on NHS Wales:

- In support of the Differential Attainment (DA) Board (during the coming year we will be collecting data and information on this specifically).
- Leading on creating a 'Welcome to Wales' e-book - a helpful guide for those new to Wales.
- Working with the HEIW Workplace Inclusion Champion scheme to establish HEIW **Trainee** Inclusion Champion representation. The HEIW Workplace Inclusion Champions work together to challenge inequality and discrimination within the workplace and create opportunities to promote equality, diversity, and inclusion. The

English Catherine
05/28/2021 09:17:57

role of the Trainee Inclusion Champions will be to take this purpose forward in the context of trainee placements.

Beyond Wales, in January this year, PSU collaborated with colleagues across the UK to design and deliver a workshop 'Institution Heal Thyself! (Creating a Personalised First Aid Kit for Institutional and Our Own Resilience)' to an international postgraduate medical education community at the International Conference on Residency Education (ICRE).

Trainee Progression Governance (TPG)

In 2020/21, there were 6 appeals (Reviews). The decisions for 4 of these were maintained. The remaining 2 led to Independent Hearings. Of these, one decision was changed and the other, which took place in Q4 following a review in August 2020, was maintained. In total, 5 appeal decisions remained the same, with 1 decision being changed. This is a similar picture to the previous year.

Medical Appraisal and Revalidation

Over the course of 2020/21, the Revalidation Support Unit (RSU) worked closely with the CMO, Medical Directors, GMC and appraisal leads across the four nations to agree and implement national changes to the medical appraisal process to respond appropriately to the changing needs of the service and the profession during the pandemic.

The team paused the GP Appraisal process for the first two quarters of the year, following the GMC's temporary suspension of the revalidation process, and the CMO's recommendation to suspend the medical appraisal process in Wales. Appraisals due to take place during this period are classed as an 'approved missed', therefore affected doctors will not be due to undertake their next appraisal until 2021/22.

To support the COVID response, GP Appraisers were offered to clinical service until the end of July, releasing over 120 sessions to support Primary Care services across Wales.

Medical appraisal recommenced across all sectors in Wales on 1st October with a focus on wellbeing and support. To facilitate this, the 'approved missed' appraisal period was initially extended to the 31 December, and then to the 31 March 2021.

The dashboard data provides a summary of the number of appraisals completed on both MARS and the Primary Care instance of MARS, for the period the full year (2544). It should be noted that the appraisal completed data is based on the date the appraisal summary is agreed, not the date of the meeting. This data is not comparable with last year due to the temporary suspension of medical appraisal during the first two quarters, and the option of an 'approved missed' appraisal during the second two quarters of the year.

Data from the MARS post appraisal survey for appraisals that taken place between 1st October 2020 and 31st March 2021 indicates that for those that took the option to have an appraisal, it did indeed meet the intended aim of providing a supportive, wellbeing focussed experience. Feedback is extremely positive in terms of the process and the new virtual format:

- 95% of doctors who had a virtual appraisal found their appraisal to be of equivalent quality to previous face to face appraisals
- 99% of doctors said they would be happy to see the same Appraiser again
- 99% were satisfied that MARS met their needs as an appraisee.

At year end, 1806 users had registered on the **Orbit360™** system (a multi-source feedback system linked to MARS and developed to support doctors in Wales with gathering patient and colleague feedback), compared to 1262 at the end of Q3, an increase of 544, which reflects the increasing use of the site to support the appraisal and revalidation process. Feedback at the end of December showed that 85% of users had found the system intuitive and 90% found the guidance helpful and user friendly.

English Catherine
05/28/2021 09:17:57

Corporate Performance

HEIW Performance Metrics

Workforce Movement

The HEIW headcount increased to 453 by the end of Q4, which is an increase of 11 since the end of Q3 and 42 over the 12-month period. This reflects growth in a number of departments, e.g., Digital, where there was a need for strengthening the function to include areas such as cyber security and also to provide a strategic presence at Board level. It also reflects specific growth in the workforce transformation agenda including in respect of nursing and Allied Health Professionals and the development of our programmes associated with succession management and compassionate leadership. It also relates to TUPE transfers that have taken place including those relating to Safer Staffing and Health Care Science Programme staff. New staff continue to be successfully onboarded and inducted whilst working from home, with positive feedback from our new employees.

Turnover

The 12-month rolling turnover rate for HEIW for the period to March 2021 was 7.6%, which is unchanged since the previous report. This has reduced marginally since the first quarter when it stood at 9.5%. This remains relatively low but at a level which continues to be healthy enough to continue to support business continuity and organisational memory whilst also bringing in new thinking and new ideas.

Sickness

HEIW's rolling 12-month sickness rate was 1.8%. This is marginally lower than the last quarter when it stood at 1.9% but at the same level as it was at the beginning of the year. It remains substantially below the NHS Wales target of 4.1%. The sickness absence levels have remained at significantly low levels throughout the year and have not negatively reacted to the impact of COVID conditions or Winter illnesses. This may reflect the impact of our staff's compliance with the continued social distancing practices/periodic lockdowns that reduce transmission of more routine viruses (e.g., flu), thereby reducing absence. In addition, it may also reflect the flexibility of working from home where a member of staff feeling initially unwell in the morning may feel fit to work later in the day, whereas previously it may have meant non-attendance at the office for a full day.

Short-term sickness absence continues to make up 25% of our total sickness absence, which continues to be broadly consistent with the ratio over the past year. This means that most days lost due to sickness are related to long-term episodes and the reasons have typically been either for stress/depression/anxiety or serious physical health problems related to tumours/cancer or cardiac and circulatory issues and these episodes are sympathetically and appropriately managed. It is important to note that with the exceptionally low levels of sickness absence overall, any single long-term episode has a significant impact on the overall picture within the organisation. Thus when 'hot spot' areas are identified they invariably relate to a single case of long-term absence.

Disciplinary and Grievance Procedures

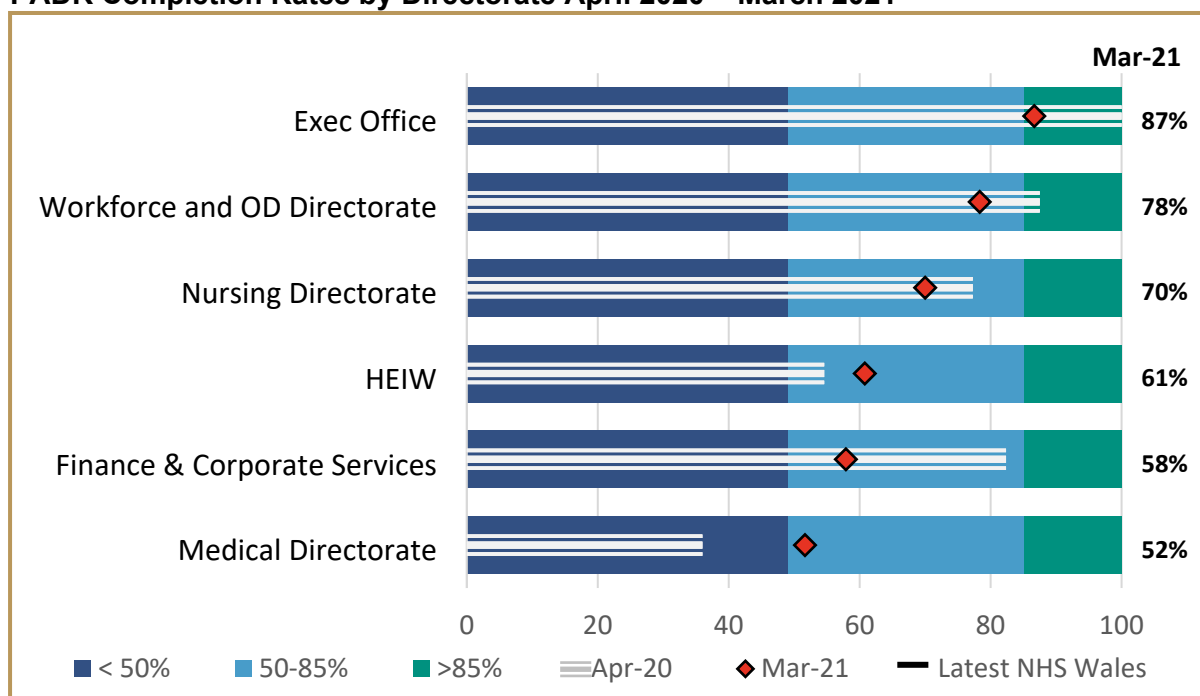
There were no disciplinaries or grievances in the 12-month period. This reflects the general approach within HEIW both in respect of being an organisation where the values are 'lived' and not just acknowledged and where any issues that do arise of an employment nature are managed compassionately and effectively.

Personal Appraisal Development Review (PADR)

Personal Appraisal Development Review (PADR) forms part of contractual arrangements for staff and is one of the key performance indicators (KPIs) in the NHS Wales delivery framework set by Welsh Ministers. The target rate for PADR/Appraisal is 85% as recorded on the ESR system. This is an agreed measure, which recognises that factors such as long-term sickness, maternity leave and career breaks would mean that 100% compliance is difficult to achieve. New starters are excluded from PADR compliance figures for the first 3 months in post.

The overall compliance level for HEIW core staff (excluding clinical staff who work 3 sessions) is 61%. This was an increase of 8% over the 12-month period. Further detail of HEIW compliance rates is shown in the table below. Recent work within the Medical Deanery has identified a continued gap between PADRs completed and information entered and recorded on ESR. This is being addressed with input and support from the Analytics Team and a concerted push from senior management within the area.

PADR Completion Rates by Directorate April 2020 – March 2021

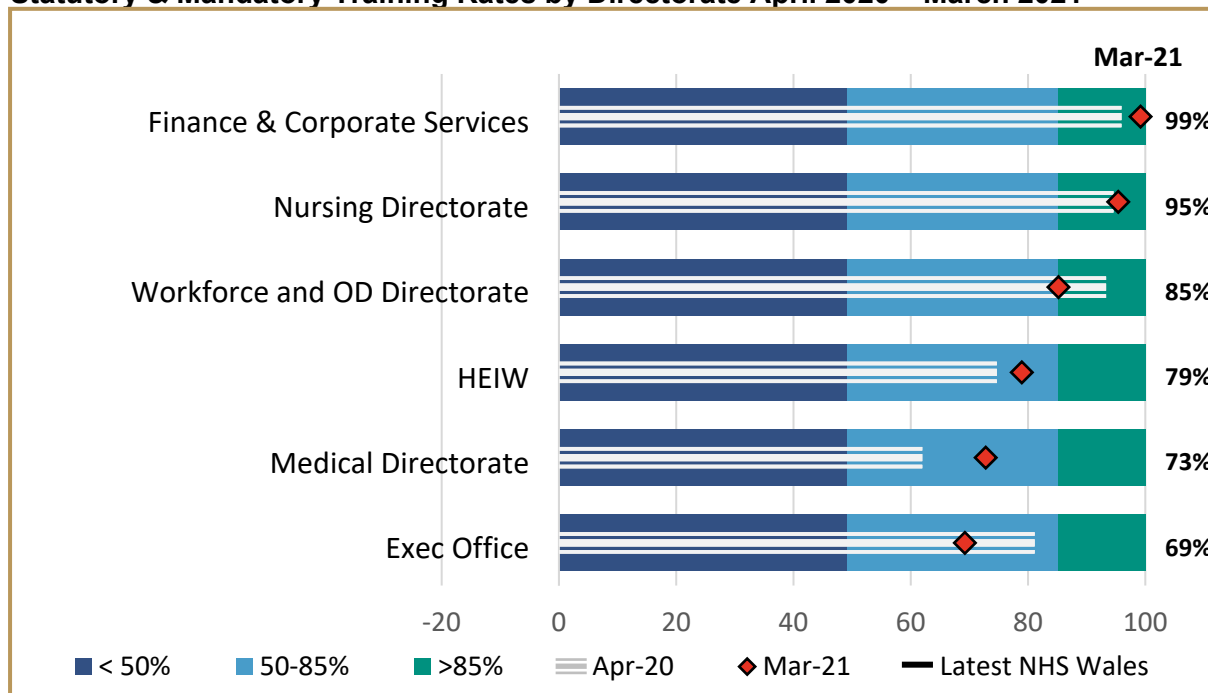


Statutory & Mandatory Compliance

The Welsh Government KPI requires 85% compliance at a minimum level in the 10 UK Core Skills Framework for NHS Staff, hosted on the ESR system. Most of these learning modules require a 3-year refresher period, although specific modules may differ in this. New starters are excluded from this report for the first 3 months in post.

The HEIW compliance rate for core staff at the end of March 2021 was 79%. This represents a healthy increase from the 70% compliance rate at the beginning of the 12-month period although it still falls short of the target figure of 85% and whilst it remains the responsibility of individual staff and managers to ensure that they achieve compliance in statutory/mandatory training requirements, the People Team and the wider Workforce and OD teams will continue to support and encourage staff in this process.

Engined by Catherine
05/28/2021 09:17:57

Statutory & Mandatory Training Rates by Directorate April 2020 – March 2021

The sessional clinical staff who work for 3 sessions or less are not included in the above figures as their primary employment is predominantly with other employers. They are however still required to undertake a lighter version of appraisal with HEIW to both monitor performance and objectives and to identify relevant training needs. Similarly, with Statutory and Mandatory training where their prime employment is elsewhere, they can provide confirmation of having undertaken the relevant training with their prime employer. Recording of both these elements on ESR is currently very patchy and from some localised investigations does not reflect the actual level of compliance.

Work will also be undertaken in the current year to review these processes in respect of sessional staff both in terms of accurately capturing compliance but also to identify whether the right processes are being used or whether there are other pragmatic ways in which, particularly in relation to PADRs, to achieve the desired outcomes.

Equality Data

Compliance in recording equality data has improved by 3% since Q3 and 8% over the 12-month period with compliance standing at 67% at the end of March 2021.

Welsh Language

Compliance in recording Welsh language data has improved in the 12-month period, from 28.7% in 2019/20 to 34% in 2020/21.

In 2020/21, we translated 3.5 million words, a more than threefold increase on the 1.1 million in the previous year. Levels are continuing to increase steadily, and we expect to exceed 5 million words in 2021/22.

This is a great testament to all HEIW staff, who realise the importance of providing learning material and information bilingually to our stakeholders in Wales.

English
05/28/2024 09:17:57

Homeworking, Staff and Wellbeing Surveys

Our focus on ensuring our staff feel engaged and that we are listening to their views has been strengthened during the last year, building on a strong engagement platform since 2018. In 2020/21 we have utilised innovative tools and approaches to measure staff satisfaction and wellbeing. This included four homeworking and wellbeing surveys, two health needs assessments and our second national staff survey, which received an engagement score of 81%, up 3.4% from 2018. Facilitated conversations have been taking place across the organisation in line with the implementation of NHS Wales's new 'Healthy Working Relationships' programme and to ensure that staff survey feedback is acted upon locally. The second Health Needs Assessment Survey closed in February with outcomes due for release imminently.

Staff Conferences

Over the last year, we have delivered one live event and three virtual events. The virtual events attracted high attendance levels culminating in over 185 staff at the conference in October. The Executive approved a report in January that established the dates for the next five conferences in advance. Each conference will have a specific theme and will be chaired by a representative of the Executive Team. Our first conference under this new format took place on Monday 19th April themed on the 'Benefits of being a Bilingual Organisation'.

Online communication/engagement

Since the beginning of the year, we have continued to implement the communications and engagement strategy as far as possible, with some aims being achieved as part of COVID-19 response work. Some elements of the strategy, such as roadshows and stakeholder events were put on hold – they will be scheduled for Summer 2021.

Much of the work throughout the year has focused on delivery of key COVID-19 communication (both internal and external targeted communications and engagement), particularly internal bulletins and external social media and direct stakeholder communications and engagement. We have also received increased media attention raising awareness of the organisation.

Highlights include:

- New corporate branding
- Publication of bilingual materials and videos for, e.g. PRIDE, the Graduate Training programme and the NHS Staff Survey incorporating the new accessibility guidelines
- Forward planning grid of news articles/blogs, etc.
- Stakeholder lists for specific projects
- Information database for media, political and professional items
- Continued bespoke communications and engagement support for key programmes, e.g., health and wellbeing, leadership
- Substantial assurance in all areas for recent internal audit
- New HEIW website in April 2021

We continue to see a positive upturn in social media followers across Facebook and Twitter, as evidenced in the Dashboard. We have seen an increase of 43% in Twitter followers in English, and 34% in Welsh, as well as an increase of 104% in Facebook followers in English and 50% in Welsh.

The principles of the HEIW Communications and Engagement Strategy are borne out in all core, IMTP and national project communications and engagement work with the team

supporting 25 IMTP projects over the last 12 months, as well as working with new teams in HEIW, including Nurse Staffing, Health Science and the Endoscopy programme teams.

Projects that have been supported by communication plans and professional input from the team include the Graduate programme, leadership portal, Mental Health Conference, E&D Annual Plan, Careers Campaign Support, and the Health Needs Assessment.

Finance

HEIW has continued to exceed the PSPP target during the final quarter of the year and as a result has cumulatively paid 95.85% of non-NHS invoices within 30 days of receipt in 2020/21 (against the target of 95%). The processes that were established to recover the position after Q1 will remain in place to reduce the risk of similar issues recurring in the future.

HEIW is reporting an underspend of £95k against profiled budgets as at 31st March 2021. The underspend position in Pay budgets is due to vacancies across HEIW staffing establishments. The underspends in Non-Pay budgets are as a result of reduced face-to-face training and education activity due to the COVID-19 lockdown restrictions. The overspend on GP training within the Commissioning budgets is primarily as a result of additional recruitment trainees to the programme and protected salary costs within GP training. There is some offset by under recruitment in Pre-registration Pharmacy and some under recruitment to and attrition from Nurse education places. The out-turn position is subject to external audit, which will take place during May.

Agency spend is incurred as a result of filling some of the vacant posts in the agreed HEIW structure with agency staff until recruitment processes enable substantive appointments. As a result of the COVID pandemic:

- Recruitment for a number of posts has been paused/delayed.
- A change in the service requirements has reduced the reliance on agency staff.

The cumulative agency costs to the end of March are 1.4% of total pay costs.

Freedom of Information (FOI) Requests

HEIW received 38 FOI requests in 2020/21. HEIW answered 37 (97%) of these on time (within the 20 working days). There were two appeals or requests for internal reviews about HEIW's responses in 2020/21. HEIW has responded to both.

Complaints

There were no complaints in the period.

Health and Safety

There were no health and safety accidents, or incidents reported/recorded in Q4. In 2020/21, one minor first aid accident was reported to the DATIX system.

In Q4, the team delivered three induction sessions on Health and Safety, one member of staff completed the NEBOSH National general certificate in occupational Health and safety, and two staff attended refresher first aid training. Health and safety volunteers are at expected levels.

Engline Catherine
05/28/2021 09:17:57

Three of the four scheduled Health and Safety Committee meetings went ahead as planned, with one cancelled due to lack of availability. The Health and Safety policy was reviewed in May 2020.

The dashboard shows the compliance rate of staff completion of statutory and mandatory training related to health and safety on ESR. Overall compliance is reported under 'Statutory & Mandatory Compliance'.

During the year HEIW commissioned, completed, and actioned three Health and safety related risk assessments including Fire, COVID-19, and Water-legionella. The following mitigations were actioned for COVID-19:

- Safe System of work
- Temperature checking procedure
- Access/Egress restricted, kitchen /print room restrictions, one-way system
- 2m social distancing
- Track and Trace
- Extra cleaning measures
- Commitment to the Welsh Government's '*5 key steps to keeping Wales safe at work*' initiative

A PAT testing procedure was started and 2000 items in the building have now been tested.

Health Education and Improvement Wales Performance Dashboard (2020/21)



**GIG
CYMRU
NHS
WALES**

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

HEIW Strategic Objectives as at Mar-21

Strategic Aim 1 -To lead the planning, development and wellbeing of a competent, sustainable and flexible workforce to support the delivery of 'A Healthier Wales'

RED	AMBER	GREEN
0	0	6

HEIW Deferred Objectives as at Mar-21

1

Strategic Aim 2 -To improve the quality and accessibility of education and training for all healthcare staff ensuring that it meets future needs

RED	AMBER	GREEN
0	1	4

4

Strategic Aim 3 -To work with partners to influence cultural change within NHS Wales through building compassionate and collective leadership capacity at all levels

RED	AMBER	GREEN
0	1	6

0

Strategic Aim 4 -To develop the workforce to support the delivery of safety and quality

RED	AMBER	GREEN
0	3	9

2

Strategic Aim 5 - To be an exemplar employer and a great place to work

RED	AMBER	GREEN
0	1	5

0

Strategic Aim 6 - To be recognised as an excellent partner, influencer and leader

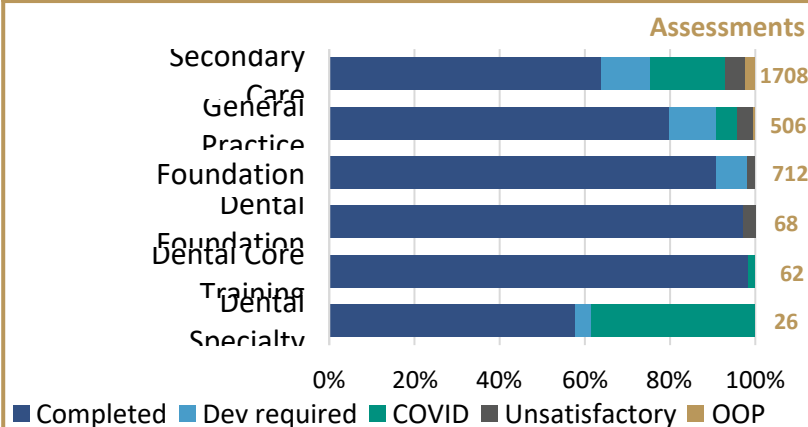
RED	AMBER	GREEN
0	0	3

0

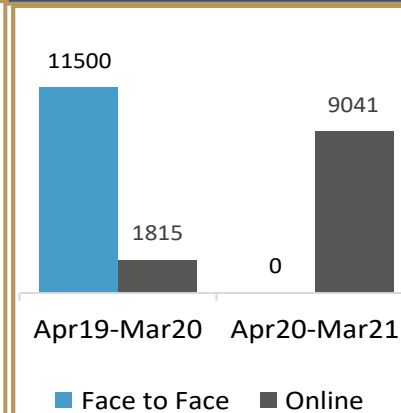


Departmental Information

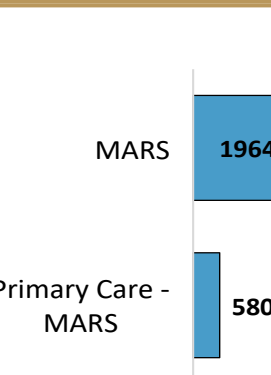
Annual Review Of Competency Progression (07/08/2019 and 04/08/2020)



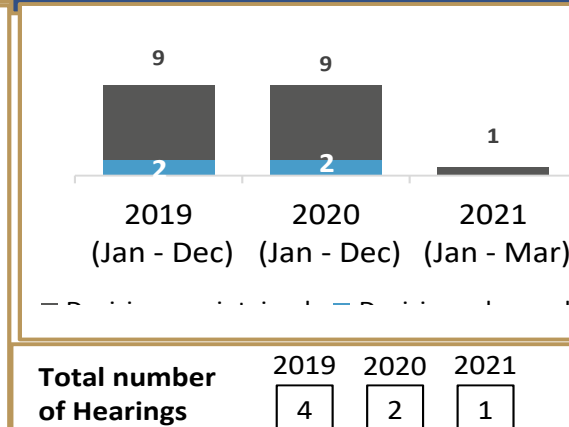
CPD: Actual Attendees : Apr20-Mar21



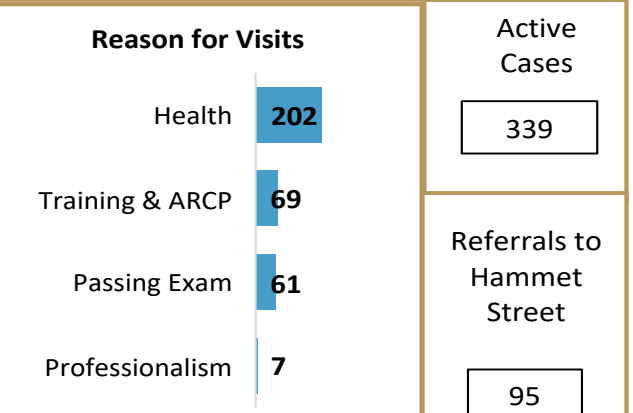
No of Medical Appraisals Completed Apr20-Mar21



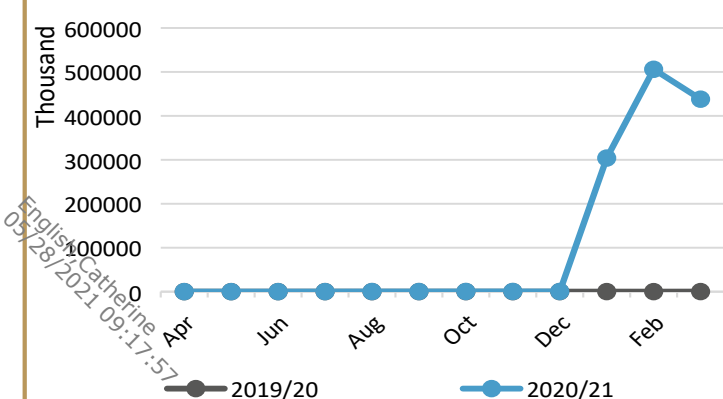
Trainee Progression Governance: No of Appeals



Professional Support Unit (Mar-21)

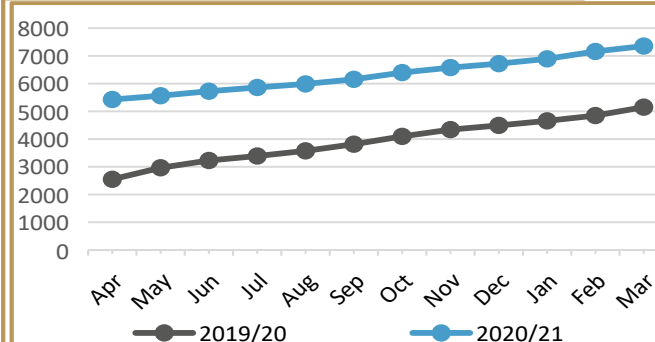


No Words Translated

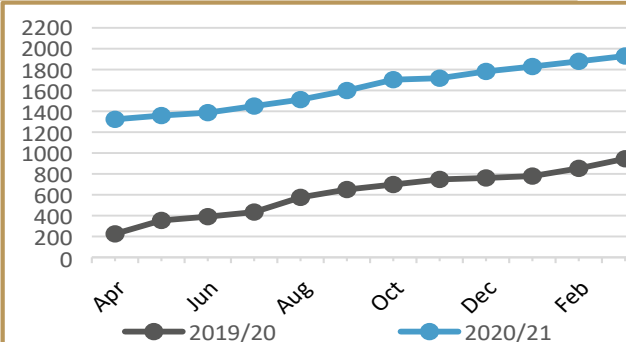


Online Communication / Engagement (Mar-21)

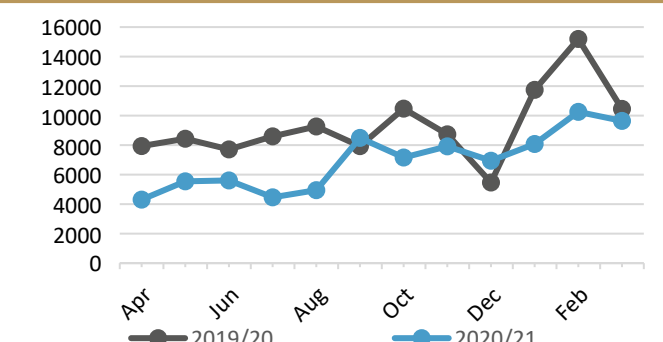
Twitter: No Followers

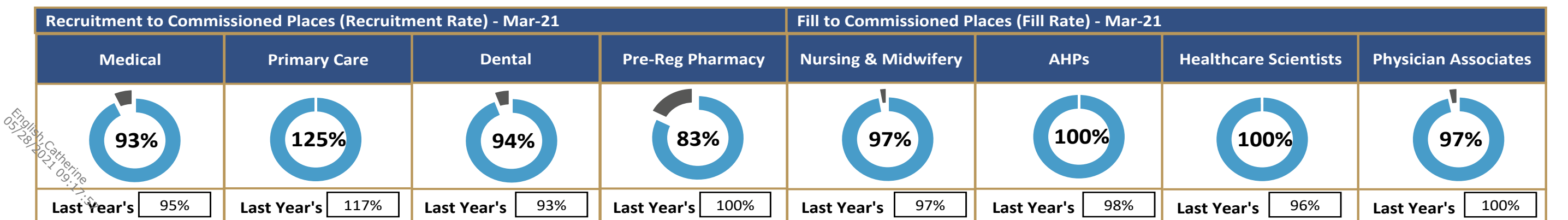
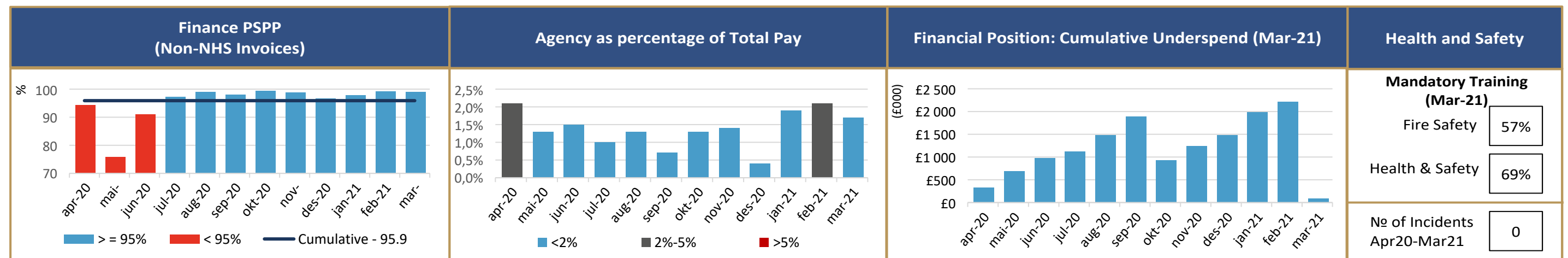
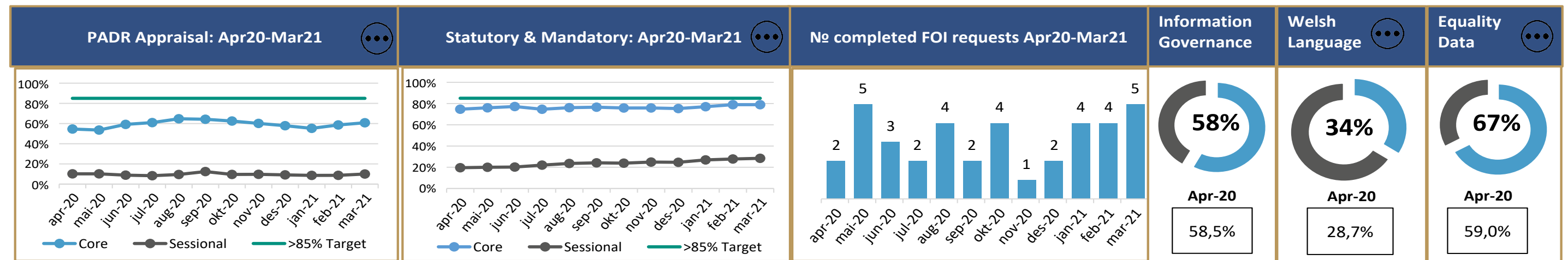
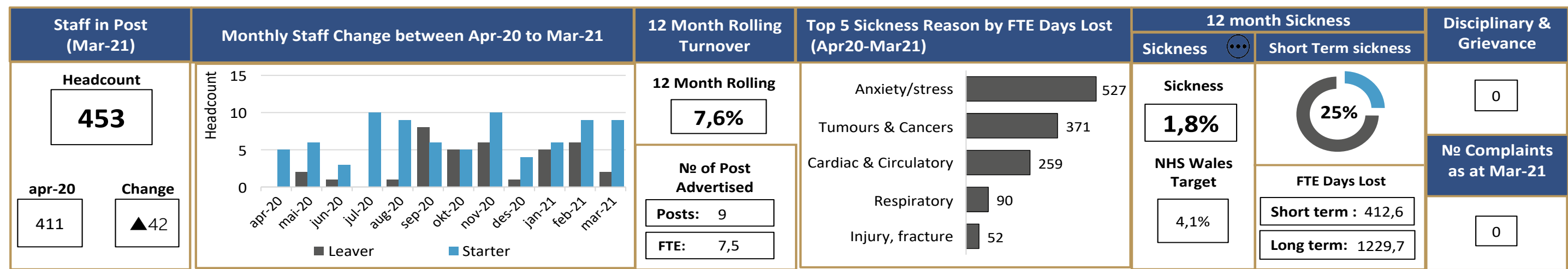


Facebook: No Page likes

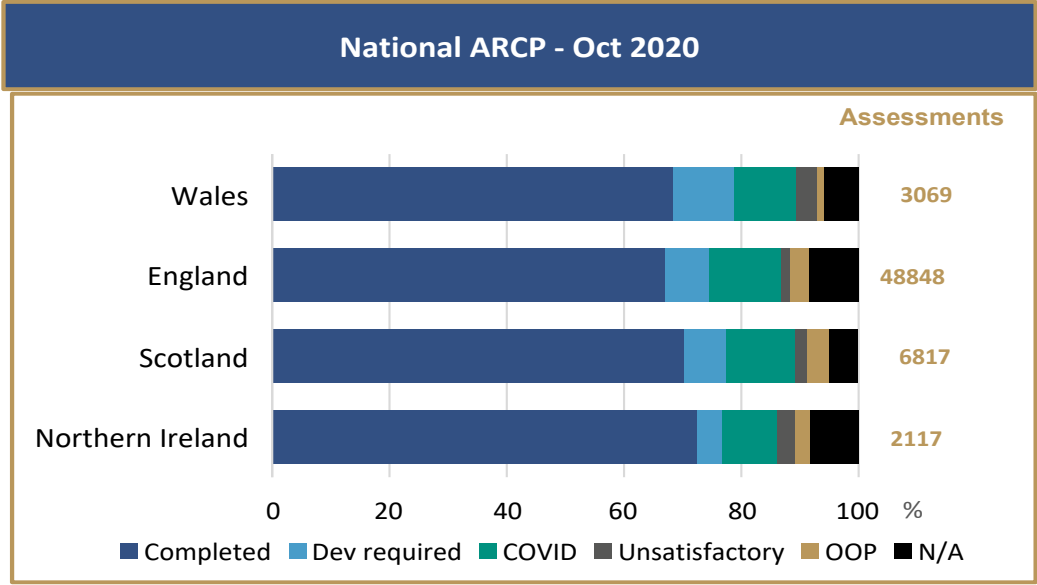
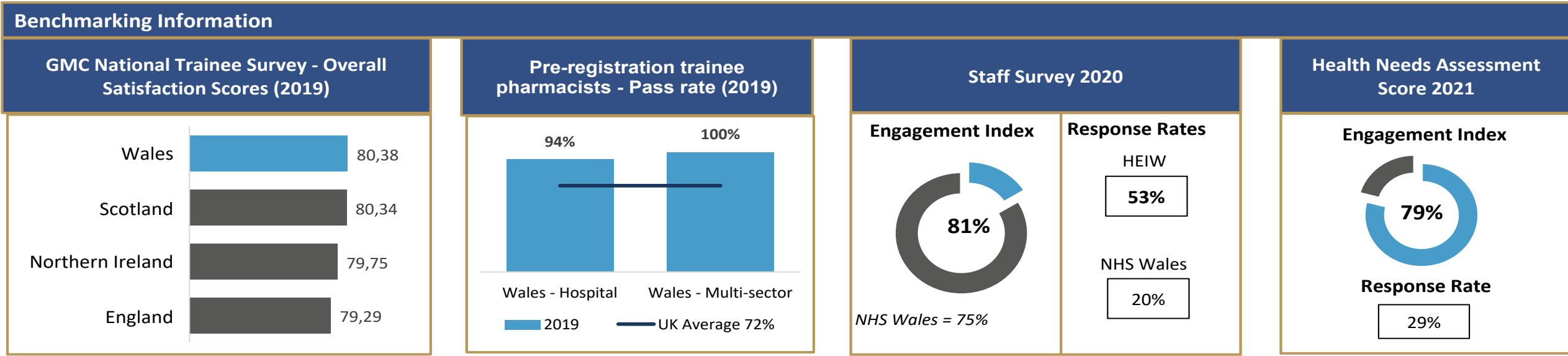


RSU Online page hits: as at Mar-21





English Catherine
05/28/2021 09:17:54





GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Dyddiad y Cyfarfod	27 Mai 2021	Eitem Agenda	4.3
Teitl yr Adroddiad	Adroddiad Blynyddol Cydymffurfiaeth Caffael AaGIC		
Awdur yr Adroddiad	Rhian Sadler, Rheolwr Busnes Caffael NWSSP		
Noddwr yr Adroddiad	Eifion Williams, Cyfarwyddwr Cyllid Dros Dro		
Cyflwynir gan	Eifion Williams, Cyfarwyddwr Cyllid Dros Dro		
Rhyddid Gwybodaeth	Ar agor		
Pwrpas yr Adroddiad	Pwrpas yr adroddiad hwn yw rhoi diweddariad i'r Bwrdd mewn perthynas â gweithgaredd caffael a gynhaliwyd yn ystod y cyfnod 1 ^{af} Ebrill 2020 - 31 ^{ain} Mawrth 2021 ac yn unol â chyfeirnod 1.2 (Atodlen 2.1.2 Caffael a Chod Contractau ar gyfer Gwaith Adeiladu a Pheirianneg) y Cyfarwyddiadau Ariannol Sefydlog.		
Materion Allweddol	Mae esboniad o resymau, amgylchiadau a manylion unrhyw gamau pellach a gymerwyd hefyd wedi'u cynnwys yn yr atodiadau i'r adroddiad.		
Gweithredu Penodol Angenrheidiol (✓ nodwch un yn unig os gwelwch yn dda)	Gwybodaeth	Trafodaeth	Sicrwydd
			√
Argymhellion	Gofynnir i'r aelodau: • Nodi'r adroddiad ar gyfer sicrwydd		

English Catherine
05/28/2021 09:17:57

ADRODDIAD CYDYMFFURFIO PROSIECT AaGIC

1. CYFLWYNIAD

Mae'n ofynnol yng Nghyfarwyddiadau Ariannol Sefydlog AaGIC bod pob cais am Weithredoedd Dyfynbris Sengl (SQA), Gweithredoedd Tendr Sengl (STA), Tendrau Sengl i'w hystyried yn dilyn galwad am Gystadleuaeth Cyfnodolyn Swyddogol yr Undeb Ewropeaidd, Estyniadau Contract a Dyfarnu cyllid ychwanegol y tu allan i delerau'r contract (a weithredir trwy Nodyn Newid Contract (CCN) neu (Amrywio Telerau), gael ei riportio i'r Pwyllgor Archwilio a Sicrwydd.

2. CEFNDIR

Pwrpas yr adroddiad hwn yw rhoi diweddariad i'r Bwrdd mewn perthynas â gweithgaredd caffael a gynhaliwyd rhwng^{1af} Ebrill 2020 - 31^{ain} Mawrth 2021 ac yn unol â chyfeirnod 1.2 (Atodlen 2.1.2 Caffael a Chod Contractau ar gyfer Gwaith Adeiladu a Pheirianeg) y Cyfarwyddiadau Ariannol Sefydlog.

Mae esboniad o resymau, amgylchiadau a manylion unrhyw gamau pellach a gymerwyd hefyd wedi'u cynnwys.

Cyfeirnod y Cyfarwyddiadau Ariannol Sefydlog	Disgrifiad	Eitemau
3.5	Gweithredodd Dyfynbris Sengl	12
4.2	Gweithredoedd Tendr Sengl	9
5.3	Tendrau Sengl i'w hystyried yn dilyn galwad am Gystadleuaeth Cyfnodolyn Swyddogol yr Undeb Ewropeaidd (OJEU)	0
10.8	Ymestyn Contractau	6
14.2	Dyfarnu cyllid ychwanegol y tu allan i delerau'r contract (a weithredir trwy Nodyn Newid Contract (CCN) neu Amrywio Telerau)	7

3. LLYWODRAETHU A GOBLYGIADAU ARIANNOL

Dylai'r Bwrdd nodi manylion yr Atodiadau sydd wedi'u hatodi a monitro nifer a gwerth y busnes sy'n cael ei gyflwyno ar gyfer cymeradwyaeth Tendr Sengl neu Ddyfynbris Sengl. Y canllawiau cyffredinol ar wario arian cyhoeddus yw y dylid ei gynnal mewn modd teg, tryloyw ac agored, gan sicrhau y ceisir cystadleuaeth lle bynnag y bo modd. Felly, dylid cadw nifer y ceisiadau gweithredu sengl i'r isafswm.

4. ARGYMHELLIAD

Gofynnir i'r Pwyllgor:

- **nodi'r** adroddiad ar gyfer sicrwydd.

English Catherine
05/28/2021 09:17:57

Llywodraethu a Sicrwydd

Cysylltu â'r amcanion corfforaethol (os gwelwch yn dda ✓)

Fel sefydliad newydd sy'n sefydlu AaGIC fel partner gwerthfawr y gellir ymddiried ynddo, cyflogwr rhagorol a brand parchus ac arbenigol

Adeiladu gweithlu iechyd a gofal cynaliadwy a hyblyg ar gyfer y dyfodol.

Gyda Gofal Cymdeithasol Cymru yn siapio'r gweithlu i ddarparu gofal yn agosach at adref ac i alinio'n well y ffordd y caiff y gwasanaeth ei ddarparu.

Gwella ansawdd a diogelwch trwy helpu sefydliadau'r GIG ddod o hyd i ddatrysiadau cyflymach a mwy cynaliadwy ar gyfer gweithlu i ymdrin â heriau darparu gwasanaeth sy'n flaenoriaeth.

✓

Gwella cyfleoedd i ddefnyddio technoleg a digideiddio wrth ddarparu addysg a gofal.

Ailfywiogi datblygu arweinyddiaeth a chynllunio olyniaeth ar draws iechyd a gofal cymdeithasol mewn partneriaeth â Gofal Cymdeithasol Cymru ac Academi Cymru

Yn dangos gwerth o fuddsoddi yn y gweithlu a'r sefydliad.

Ansawdd, Diogelwch a Phrofiad y Claf

Nid oes unrhyw oblygiadau penodol o ran ansawdd a diogelwch yn gysylltiedig â'r gweithgaredd a amlinellir yn yr adroddiad hwn.

Goblygiadau Ariannol

Mae'r Cyfarwyddiadau Ariannol Sefydlog, Archebion Sefydlog, rheolaethau ariannol a systemau a phrosesau cyfrifyddu yn sail i lawer o reolaethau sefydliadol sy'n rhan o gyflawni targedau ariannol a llywodraethu da. Y canllawiau cyffredinol ar wario arian cyhoeddus yw y dylid ei gynnal mewn modd teg, tryloyw ac agored, gan sicrhau y ceisir cystadleuaeth lle bynnag y bo modd. Felly, dylid cadw nifer y ceisiadau gweithredu sengl i'r isafswm.

Goblygiadau Cyfreithiol (gan gynnwys asesu cydraddoldeb ac amrywiaeth)

Nid oes unrhyw oblygiadau cyfreithiol penodol yn gysylltiedig â'r gweithgaredd a amlinellir yn yr adroddiad hwn.

Goblygiadau Staffio

Nid oes unrhyw oblygiadau staffio penodol yn gysylltiedig â'r gweithgaredd a amlinellir yn yr adroddiad hwn.

Goblygiadau Hirdymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)

Nid yw'n berthnasol i'r adroddiad hwn

Hanes yr Adroddiad

Atodiadau

Atodiad 1 Crynodeb
Atodiad 2 Materion Pellach

English Catherine
05/28/2021 09:17:57

Health Education Improvement Wales - Audit Committee Annual Report – April 2021

Appendix 1 – Summary Information

Trust	Division	Procurement Ref No	Period of Agreement/Delivery Date	SFI Reference	Agreement Title/Description	Supplier	Anticipated Agreement Value (ex VAT)	Reason/Circumstance and Issue	Compliance Comment	Procurement Action Required	First Submission or repeat
HEIW	Pharmacy	HEIW-SQA-518	April 2020 – March 2021	Single Quotation	Curemede – Cardiff University Phase 2 Research around skills mix with pharmacy	Curemede	£10,514	Supplier has delivered phase 1 & 2, required from same supplier for continuity of research.	Endorsed	No further action required as work will be complete.	Two previous FN submission this is the First Submission
HEIW	Workforce and Organisational Development	HEIW-SQA-541	July 2020 – July 2021	Single Quotation	Provision of Online Assessment Platform	Questback	£24,000	Due to time constraints a solution urgently needed as result of Covid-19; provider undergone previous work to good standard.	Endorsed	No further action required.	First Submission
HEIW	Workforce	HEIW-SQA-523	August 2020 – July 2021	Single Quotation	Royal College of Physicians UK national recruitment initiative	Royal College of Physicians	£11,852.00	No other supplies able to recruit on national basis		ECM to be created to monitor future demand.	First Submission.

HEIW	Workforce and Organisational Development	HEIW-SQA-528	August 2020 – November 2020	Single Quotation	Clinical Learning and Development Consultancy	Judith Morgan Ltd	£7,400	Work already conducted by provider, more cost effective to not go out to market due to additional spend and time.	Endorsed	No further action required.	Fist submission of single tender, previous exercise obtained quotes from other providers.
HEIW	Corporate	HEIW-SQA-539	September 2020 – July 2021	Single Tender	Copmed Subscription	Academy of Medical Royal Colleges	£6,000	No other supplier offering this conference.	Endorsed	No further action required.	First Submission.
HEIW	Workforce	HEIW-SQA-543	September 2020 – September 2021	Single Tender	Packaged Licence and Support Plan	Panopto Emea Ltd	£26,400	Significant additional cost and resource to utilise different provider.	Endorsed	No further action required.	First Submission.
HEIW	Pharmacy	HEIW-SQA-544	September 2020 – August 2023	Single Tender	Registration of City and Guilds	City & Guilds	£16,832	No other provider available to meet criteria.	Endorsed	No further action required.	First Submission.
HEIW	Digital Services	HEIW-SQA-545	October 2020 – September 2022	Single Quotation	NHS Articulate 360 Teams	Ominplex	£8,019.00	Due to extensive software within HEIW, utilising another provider would cause significant	Endorsed	Market will be reviewed in a timely manner to understand if beneficial to proceed with another supplier.	First Submission.

								disruption in terms of cost and human resource.			
HEIW	Nursing	HEIW-SQA-557	February 2021 – February 2021	Single Quotation	Advertising for the Director of Education within Nursing	Golley Slater	£7,362.80	Critical for advert to reach as many potential candidates as possible within a critical time.	Endorsed	Will review market for any future requirements to ensure best course of action is taken.	First Submission.
HEIW	Dental	HEIW-SQA-547	February 2021 – July 2021	Single Quotation	Maxinity Dental Software	Maxinity Software Ltd	£15,480	Bespoke system currently provided by Maxinity, procurement activity being undertaken for a System which will capture this requirement for all of HEIW.	Endorsed	Currently conducting a tender to fulfil the needs within all of HEIW to ensure no further single tenders are required.	First Submission.
HEIW	Dental	HEIW-SQA-547	February 2021 – July 2021	Single Quotation	Maxinity Software	Maxinity Software Ltd	£15,480.00	Single quotation required as an interim solution whilst procuring the Learning Management System (LMS).	Endorsed	Support operational colleagues to ensure new contract is delivered on time	First Submission

English Catherine
05/28/2021 09:17:57

HEIW	Medical	HEIW-SQA-564	March 2021	Single Quotation	Practical Skills for Education and Leadership for Healthcare Scientists (PSEL)	Academy of Healthcare Science	£17,400	Bespoke leadership course critical for the healthcare science profession.	Endorsed	No action required.	First Submission.
HEIW	Business Support	HEIW-STA-520	April 2020 – March 2022	Single Tender Action	Iomart Cloud Hosting Services	Iomart Cloud Services	£44,640.00	Additional internal resource not available to support new provider, which would significantly increase cost.	Endorsed	Added to procurement plan to review in timely manner for new supplier	First Submission.
HEIW	Workforce	HEIW-STA-536	August 2020 – July 2021	Single Tender Action	The delivery of MEDTRIM (Medical Trauma and Resilience Training) to NHS staff	DNA Definitive	£33,600.00	This is a renewal of an existing requirement. Was due to be competed however due to Covid-19 the clinical medics have not been able to develop tender documentation due to the need to continue with their clinical duties.	Endorsed	Added to procurement plan to review in timely manner to research future demand and if can be fulfilled internally or externally.	Second Submission.

English Catherine
05/28/2021 09:17:57

HEIW	Workforce	HEIW-STA-536	August 2020 – July 2021	Single Tender	The delivery of Medical Trauma and Resilience Training to NHS staff	DNA Definitive	£33,600	Continuation of work previously conducted as continuity required.	Endorsed	Will be reviewed in timely manner to ensure any future need is captured.	First Submission
HEIW	Workforce	HEIW-STA-540	August 2020 – June 2021	Single Tender	Leadership Programme	The Kings Fund	£80,000	Critical for delivery against strategic objectives and only provider to meet criteria.	Endorsed	Market to be reviewed approaching end of contract to understand options available.	First Submission
HEIW	Medical	HEIW-STA-538	August 2020 – March 2023	Single Tender	Evaluation of Health Education and Improvement Wales Work Programmes relating to the Education and Training of the NHS Wales Healthcare Workforce	Curemede	£105,000	Supplier has delivered phase 1 & 2, required from same supplier for continuity of research.	Endorsed	Reviewing all evaluation needs of HEIW to create framework.	Two previous FN submissions. Second Submission.
HEIW	Business Support	HEIW-STA-519	October 2020 – January 2023	Single Tender Action	Advertise Wales vacancies for training posts for Medicine, Surgery and Dentistry	British Medical Journal	£38,886.00	Sole supplier mandated by the Department of Health.	Endorsed	Procurement advised that if an ongoing requirement to place a STA for a longer-term period rather than yearly STA's.	First Submission
HEIW	Pharmacy	HEIW-STA-554	October 2020 – September 2023	Single Tender	Maintenance and Access to the HEIW Pharmacy Developed Avatars	University of Keele	£40,000	Continuation of work previously conducted as continuity required and no other	Endorsed	Market to be reviewed approaching end of contract to understand	First Submission

English Catherine
05/28/2021 09:17:57

								provider available.		options available.	
HEIW	Corporate	HEIW-STA-553	November 2020 – March 2021	Single Tender	English to Welsh Translation	Cymen	£50,000	Framework available does not fulfil requirements, currently only supplier who fulfil all of HEIW needs.	Endorsed	Undergoing process to create own framework to ensure adequate suppliers utilised.	First Submission.
HEIW	Workforce	HEIW-STA-556	January 2021 – December 2023	Single Tender	Prince of Wales Cadet Scheme	Royal College of Nursing	£200,000	Financial obligation to support scheme which is only option currently within the UK.	Endorsed	No further action Required.	First Submission
HEIW	Dental	CCN-HEIW-037	March 2019 – March 2021	Change Control Notice	Maintenance of Dental Phantom Heads	L.G & D.L Evans Dental Equipment Repairs	£30,900	Additional requirement to support maintenance schedule where no other provider is an option.	Endorsed	Procurement to ensure additional scope is captured in the renewal.	First CCN Submission
HEIW	Pharmacy	CCN-HEIW-025	January 2020 – December 2021	Change Control Notice	Pharmacy Technician Apprenticeship	Buttercups Training Ltd	£349,500.00	Change to payment profile as agreed in finance management meeting.	Endorsed	No further action apart from supporting regular contractual review.	First Submission.

English Catherine
05/28/2021 09:17:57

HEIW	Digital	CCN-HEIW-036	July 2020 – July 2021	Change Control Notice	HEIW Web Pharmacy Platform	Overt Software Solutions Ltd	£27,400	Development of critical resources due to recent security breach.	Endorsed	Procurement to ensure additional scope is captured in the renewal	First Submission
HEIW	Workforce	CCN-HEIW-040	January 2021	Change Control Notice	Workforce Planning Training	Skills for Health	£3,900	Change to online training due to Covid-19.	Endorsed	No action required.	First Submission
HEIW	Workforce	CCN-HEIW-041	January 2021 – July 2021	Change Control Notice	ThinQii LMS Platform	CDSM	£3,000	Change to virtual class rooms due to Covid-19.	Endorsed	No further action required.	First Submission.
HEIW	Medical - SAS	CCN-HEIW-042	January 2021	Change Control Notice	SAS Courses	Attrainability	£1,700	Increase in scope to cover additional technical content.	Endorsed	Advised service to ensure all requirements are captured within the specification	First Submission.
HEIW	Dental	CCN-HEIW-043	January 2021	Change Control Notice	Providers of Postgraduate Dental Education	Glennys Bridges	£3,000	Additional accreditation requirement to support course delivery.	Endorsed	No action required.	First Submission.

English Catherine
05/28/2021 09:17:57

HEIW	Dental	HEIW-OJEU-77398EXT	April 2021 – March 2022	Contract Extension	Providers of Postgraduate Dental Education	MA & ST Hill Ltd	£13,598.06	Due to Covid-19 pandemic, several courses were postponed, extension required to value for money is achieved.	Endorsed	Ensure tender activity is completed in timely manner.	First Submission
HEIW	Workforce	HEIW-ITT-82557EXT	February 2021 – March 2021	Contract Extension	Executive Success Profile	Silvermaple	£42,500 (No additional fee for extension period)	Delays have occurred out of the control of stakeholders due to Covid-19 pandemic, critical extension to ensure work is completed.	Endorsed	Ensure any potential delays are captured in a contingency plan.	First Submission.
HEIW	Workforce	HEIW-ITT-44207EXT	April 2021 – September 2021	Contract Extension	Workforce and Educational Development Training	Skills for Health	£169,343	Critical for continuity of service, due to disruption of Covid-19 and online content delivery this has delayed delivery.	Endorsed	Ensure new delivery is captured within future needs when issuing competitive tender.	First Submission.
HEIW	Dental	HEIW-ITT-40255EXT	April 2021 – March 2022	Contract Extension	Intrepid	HiCom	£608,000	Management IT solution which is critical for the management of education progression and training.	Endorsed	Market is regularly monitored, and provider remains to be sole provider.	First Submission

English Catherine
05/28/2021 09:17:57

HEIW	Medical	HEIW-STA-45EXT	March 2021 – March 2023	Contract Extension	Development of Health Related Qualifications and Units.	Agored Cymru	£99,000	NHS Wales required to maintain their status as Agored Cymru Centre, extension needed to ensure endurance within HEIW.	Endorsed	No action required due to requirement .	Single Tender submitted, First Contract Extension Submission
HEIW	Digital	HEIW-STA-50EXT	April 2021 – March 2022	Contract Extension	Provision of Dedicated Server Environments with managed backup/restore service.	Iomart	£44,640	Maintain service of server back up and restore service.	Endorsed .	No action required as HEIW working internally for a cloud hosting environment , of best interest to proceed with extension.	Single Tender submitted, First Contract Extension Submission

English Catherine
05/28/2021 09:17:57

Health Education Improvement Wales - Audit Committee Report – April 2021

Appendix 2 – Summary Further Matters

Trust	Division	Procurement Ref No	Period	SFI Reference	Agreement Title/Description	Supplier	Anticipated Agreement Value (ex VAT)	Reason/Circumstance and Issue	Compliance Comment	Procurement Action Required	First Submission or repeat
HEIW	Corporate	HEIW-FN-078	April 2018 – March 2020	File Note	Trainee Doctor/Dentist Whistleblowing Legal Advice	Hill Dickinson	£5,405	Supplier introduced prior to the establishment of HEIW, was not anticipated work would take this length of time.	Not Endorsed.	No further action required as confirmed no longer a requirement	First Submission
HEIW	Workforce	HEIW-FN-068	April 2020	File Note	ILM Coaching Level 5 (2 delegates), Level 7 (3 delegates)	Worth Consulting	£8,808	Contract value exceeded £5k once. Identified at requisition stage.	Not Endorsed	Procurement working with service to understand future requirements to capture future demand.	First Submission
HEIW	Digital	HEIW-FN-069	April 2020 – April 2021	File Note	OSCE Software 12 month renewal	Speedwell	£8,500	SQA submitted for renewal of Service in 4 working days. Insufficient time to ensure internal governance	Not Endorsed.	Procurement working with service to ensure any future renewal requests are raised in timely manner	First Submission.

								can be conducted.			
HEIW	Education Development	HEIW-FN-072	May 2020	File Note	Centralised support for NHS Wales Library and Knowledge Partnership	NHS Wales Library and Knowledge Services Partnership (provided by Cardiff University Library Service)	£151,953.24	Single tender not submitted with 6 days until renewal of Service was required. Insufficient time to ensure internal governance can be conducted	Not Endorsed.	Procurement working with service to ensure any future renewal requests are raised in timely manner	First Submission
HEIW	Pharmacy	HEIW-FN-080	May 2020 – May 2022	File Note	User licences and functionality developments	Skillwise UK	£20,000	Service unaware of correct process therefore underwent requirement without procurement input.	Not Endorsed.	Procurement to provide session for service to gain understanding of requirements.	First Submission.
HEIW	Workforce	HEIW-FN-074	June 2020	File Note	The continuation of expert support services to ensure launch and embedding of compassionate leadership principles for Health and Social Care is completed.	Affina OD (Professor Michael West)	£22,000.00	Extension performed for continuation of work, lack of procurement engagement to prevent file note.	Not Endorsed.	Procurement to work with service to ensure extension raised in timely manner	First Submission.
HEIW	Education Development	HEIW-FN-075	June 2020	File Note	Development of dementia resources for use	Social Care Wales	£10,000	Covid-19 and staff movement resulted in	Not Endorsed.	Procurement working with service to ensure	First Submission.

					across Health and Social Care			delay to procurement process.		any future renewal requests are raised in timely manner.	
HEIW	Medical	HEIW-FN-088	October 2020 – August 2021	File Note	Public Health Masters	Cardiff University	£9,700	PHW trainee transitioned to HEIW; misunderstanding of process competition requirements.	Endorsed.	Procurement process outlined and Procurement Manual highlighted.	First submission
HEIW	Secondary Care	HEIW-FN-081	July 2020 – July 2020	File Note	CST Bootcamp	Cardiff University	£8,272.80	Service unaware of correct process.	Not Endorsed.	Procurement to provide session for service to gain understanding of requirements.	First Submission
HEIW	Pharmacy	HEIW-FN-077	July 2020 – July 2021	File Note	HEIW Pharmacy Web Platform	Overt Software Solutions Ltd	£13,800	Continuation of contract without extension being issued.	Endorsed	Procurement exercise for all of HEIW underway to fulfil this demand.	First Submission
HEIW	Workforce	HEIW-FN-079	August 2020 – September 2020	File Note	The delivery of Medical Trauma and Resilience Training to NHS staff	DNA Definitive	£10,000	Correct process not followed and change of contract issued without procurement involvement.	Not Endorsed.	Procurement to ensure CCN procedure is covered in procurement sessions.	One previous Single Tender. First File Note.

HEIW	Medical	HEIW-FN-082	August 2020 – August 2021	File Note	Post Graduate Part Funding for F2 Doctors to complete a Post Graduate Certificate	Swansea University	£9,000	Continuation of funding for the Wales Foundation School.	Endorsed	Explore processes to move forward for future requirement	First Submission
HEIW	Dental	HEIW-FN-084	October 2020 – November 2021	File Note	Developing Dental Educators	KNJ Global Education Ltd	£8,250	Due to lack of understanding in procurement processes and issues with staff resource caused delay in processes.	Endorsed	Conduct training session with service for high level overview of requirement	First Submission.
HEIW	Workforce	HEIW-FN-087	N/A	File Note	Provision of a bespoke programme within Inclusion and Organisational Development at HEIW.	Insight HRC	£13,000	Required to support the establishment of a new directorate to build a high performing team.	Endorsed.	Meeting held with service to affirm competition requirements	First Submission.

English Catherine
05/28/2021 09:17:57



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Dyddiad y Cyfarfod	27 Mai 2021	Eitem Agenda	4.4
Teitl yr Adroddiad	Hunanasesiad y Bwrdd yn ôl y Cod Llywodraethu Corfforaethol		
Awdur yr Adroddiad	Dafydd Bebb, Ysgrifennydd y Bwrdd		
Noddwr yr Adroddiad	Dafydd Bebb, Ysgrifennydd y Bwrdd		
Cyflwynir gan	Dafydd Bebb, Ysgrifennydd y Bwrdd		
Rhyddid Gwybodaeth	Agored		
Pwrpas yr Adroddiad	Gofyn i'r Bwrdd ystyried a nodi'r asesiad o'i gydymffurfiaid â'r Cod Llywodraethu Corfforaethol.		
Materion Allweddol	Mae'n ofynnol i AaGIC ddarparu adroddiad ar ei gydymffurfiaid ag elfennau perthnasol y Cod Llywodraethu Corfforaethol yn ei Ddatganiad Llywodraethu Blyneddol. Mae'r asesiad o gydymffurfiaid ynghlwm wrth Atodiad 1. Er nad oes unrhyw wyriadau oddi wrth y Cod wedi'u hadrodd amdanynt yn yr asesiad, amlygwyd nifer o feysydd y mae angen canolbwyntio arnynt ar gyfer y flwyddyn nesaf.		
Cam Penodol a fynnir (✓un, os gwelwch yn dda)	Gwybodaeth	Trafodaeth	Sicrwydd
			✓
Argymhellion	Gofynnir i'r aelodau: Ystyried a nodi yr asesiad o gydymffurfiaid y Bwrdd â'r Cod Llywodraethu Corfforaethol at ddiben sicrwydd.		

English Catherine
05/28/2021 09:17:57

CÔD LLYWODRAETHU CORFFORAETHOL

1. CYFLWYNIAD

Gofynnir i'r Bwrdd ystyried a nodi'r asesiad o'i gydymffurfiaid ag elfennau perthnasol Llywodraethu Corfforaethol o fewn Adrannau'r Llywodraeth Ganolog: Cod Arfer Da 2017 (Cod Llywodraethu Corfforaethol). Manylir ar ganlyniad yr asesiad o gydymffurfiaid yn y tabl yn Atodiad 1.

2. CEFNDIR

Mae'n ofynnol i sefydliadau iechyd GIG Cymru gydymffurfio ag elfennau o'r Cod Llywodraethu Corfforaethol. Mae'r cod hwn yn gosod y polisi ar gyfer llywodraethu corfforaethol o fewn adrannau llywodraeth ganolog.

Dynodir yr elfennau o'r Cod Llywodraethu Corfforaethol sy'n berthnasol i sefydliadau GIG Cymru ym Mhennod 3 o ganllaw'r Adroddiad Blynyddol o Lawlyfr Cyfrifon y GIG.

3. CYNNIG

Amlinellir yr asesiad o gydymffurfiaid AaGIC ag adrannau perthnasol y Cod Llywodraethu Corfforaethol yn Atodiad 1. Manylir ar adrannau perthnasol y Cod Llywodraethu Corfforaethol a'u dyfynnu yng ngholofn chwith y tabl yn Atodiad 1. Mae'r tabl hefyd yn cynnwys yr asesiad o gydymffurfiaid ac yn nodi'r dogfennau allweddol y gellir cyfeirio atynt fel rhai sy'n rhoi sicrwydd i ategu'r asesiad.

Nid oes unrhyw wyriadau oddi wrth y Cod wedi'u hadrodd amdanynt yn yr asesiad.

Serch hynny, mae'r asesiad wedi amlygu meysydd ffocws ar gyfer y flwyddyn nesaf a ddynodwyd yn flaenorol drwy broses hunanasesu'r Bwrdd a Phwyllgor RATS. Mae'r rhain yn cynnwys:

- canolbwyntio ar gryfhau proses hunanasesu'r Bwrdd fel ei bod yn adlewyrchu safle AaGIC yn well fel sefydliad sydd wedi'i ganoli ar addysg a hyfforddiant;
- datblygu'r broses gynefino ar gyfer Aelodau Annibynnol newydd ac ar gyfer aelodau newydd y Pwyllgor.

4. MATERION LLYWODRAETHU A RISG

Mae cydymffurfiaid â'r Cod Llywodraethu Corfforaethol yn rhan greiddiol o lywodraethu corfforaethol da ac mae'n hanfodol bod y Bwrdd yn adnabod unrhyw risgiau neu feysydd o wendid.

5. GOBLYGIADAU ARIANNOL

Nid oes unrhyw oblygiadau ariannol uniongyrchol yn codi yn sgil y papur hwn.

English Catherine
05/28/2021 09:15:57

6. ARGYMHELLIAD

Gofynnir i'r aelodau:

- Ystyried a nodi yr asesiad o gydymffurfiad y Bwrdd â'r Cod Llywodraethu Corfforaethol at ddiben sicrwydd.

Llywodraethu a Sicrwydd			
Cyswllt â nodau strategol IMTP <i>(✓ os gwelwch yn dda)</i>	Nod Strategol 1: Arwain cynlluniad, datblygiad a llesiant gweithlu cymwys, cynaliadwy ac hyblyg i gefnogi cyflawniad 'Cymru Iachach'	Nod Strategol 2: Gwellu ansawdd ac hygyrchedd addysg ac hyfforddiant ar gyfer holl staff gofal iechyd gan sicrhau ei fod yn diwallu anghenion y dyfodol	Nod Strategol 3: Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol o fewn GIG Cymru trwy adeiladu galluedd arweinyddiaeth dosturiol a chyfunol ar bob lefel
	✓	✓	✓
	Nod Strategol 4: Datblygu'r gweithlu i gefnogi darpariaeth diogelwch ac ansawdd	Nod Strategol 5: Bod yn esiampl-gyflogwr ac yn lle gwych i weithio	Nod Strategol 6: Cael ein cydnabod fel partner, dylanwadwr ac arweinydd rhagorol
	✓	✓	✓
Ansawdd, Diogelwch a Phrofiad y Claf Mae llywodraethu corfforaethol da yn gydran hanfodol er mwyn i AaGIC gyflawni ei amcanion mewn perthynas ag ansawdd, diogelwch ac mewn perthynas â phrofiad y claf.			
Goblygiadau Ariannol Nid oes unrhyw oblygiadau ariannol uniongyrchol yn codi yn sgil y papur hwn.			
Goblygiadau Cyfreithiol (gan gynnwys asesiad cydraddoldeb ac amrywiaeth) Nid oes unrhyw oblygiadau cyfreithiol uniongyrchol yn codi yn sgil y papur hwn.			
Goblygiadau Staffio Nid oes unrhyw oblygiadau staffio uniongyrchol yn codi yn sgil y papur hwn.			
Goblygiadau Tymor Hir (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015) Mae llywodraethu corfforaethol da yn gydran hanfodol o lwybr AaGIC at gyflawni ei amcanion sy'n gyflin â'r ddeddf.			
Hanes Adroddiad	D/Dd		
Atodiadau	Atodiad 1 - Asesiad o Gydymffurfiaeth â'r Cod Llywodraethu Corfforaethol.		

(2020-21) (HEALTH EDUCATION IMPROVEMENT WALES) SELF ASSESSMENT AGAINST THE CORPORATE GOVERNANCE – CODE OF PRACTICE 2017

REF	Corporate Governance Code Principles	Evidence of Internal Assurance / Supporting Narrative	External Assurance	Comply or Explain	Supporting documentation
CGC 1	Each organisation should have an effective board, which provides leadership for the business, helping it to operate in a business-like manner. The board should operate collectively, concentrating on advising on strategic and operational issues affecting the department's performance, as well as scrutinising and challenging departmental policies and performance, with a view to the long-term health and success of the Special Health Authority. (2.1 and 2.2)	The Board meets at least once every two months. There is a Board Cycle of Business in place developed on an annual basis and updated throughout the year. The Board routinely receives information on strategic activity, risk, strategic policies and performance matters as set agenda items. The Quarterly Plans were scrutinised by the Board. The Board collaborates with partners and key stakeholders.	Title: Audit Wales Structured Assessment Report (AW SA Report) Reference Point: Conducting Business Effectively – Paragraphs 13-26	Comply	Board and Committee Minutes – demonstrate scrutiny and support AW SA Report 2020
CGC 2	The Board does not decide policy or exercise the powers of the ministers. The department's policy is decided by ministers alone on advice from officials. The board advises on the operational implications and effectiveness of policy proposals. The Board will operate according to recognised precepts of good corporate governance in business: - Leadership – articulating a clear vision for the department and giving clarity about how policy activities contribute to achieving this vision, including setting risk appetite and managing risk - Effectiveness – bringing a wide range of relevant experience to bear, including through offering rigorous challenge and scrutinising performance - Accountability – promoting transparency through clear and fair reporting. - Sustainability – taking a long-term view about what the department is trying to achieve and what it is doing to get there. (2.3)	At its meeting in January 2020 the Board approved the final draft of its Integrated Medium Term Plan (IMTP) for 2020-23. Welsh Government planning processes were suspended in March 2020 and no IMTPs were formally approved due to the COVID-19 pandemic. Welsh Government nevertheless confirmed that HEIW's IMTP was deemed approvable. HEIW's IMTP objectives were largely paused in Quarter 1 of 2020-21, to enable the organisation to focus its resources on supporting the NHS' response to COVID-19. The Quarter 2 Operational Plan was approved at July Board. Given the timescales provided by Welsh Government it was not possible for the Quarter 3 and Quarter 4 Operational Plans to be formally approved by the Board prior to submission with Welsh Government. Given this they were approved via a Chair's action on 19 October 2020 and ratified at November Board. Nevertheless, the Operational Plans were circulated to Independent Members for comment prior to Chair's action being undertaken. HEIW reviewed and updated its Standing Orders in November 2020. HEIW's Standing Orders and Standing Financial Instructions, including the Scheme of Delegation provide the regulatory framework for the business conduct of the organisation. These documents form the basis upon which HEIW's governance and accountability framework is developed and, together with the adoption of the Standards of Behaviour framework, is designed to ensure the achievement of the standards of good governance set for the NHS in Wales. HEIW works with all professional regulators in the development of our education and training programmes. We have a specific role supporting the GMC in relation to quality of postgraduate medical education The approvable IMTP and Quarterly Operational Plans outlines that HEIW considers the principles of the Wellbeing of Future Generations Act within its objectives.	Title: AW SA Report Reference Point: Conducting Business Effectively – Paragraph 13-26.	Comply	Standing Orders and Standing Financial Instructions AW SA Report 2020 Approvable Integrated Medium Term Plan 20-23 Quarterly Operational Plans

	Corporate Governance Code Principles	Evidence of Internal Assurance / Supporting Narrative	External Assurance	Comply or Explain	Supporting documentation
CGC 4	The Board should meet on at least a quarterly basis; however, best practice is that boards should meet more frequently. The Board advises on five main areas: - Strategic Clarity - Commercial Sense - Talented People - Results focus - Management information (2.4 and 3.10)	The Board meets at least once every two months. There is a Board Cycle of Business in place developed on an annual basis and updated throughout the year. The Board routinely receives information on strategic activity, risk and performance and workforce planning matters. The Quarterly Operational Plans and performance are scrutinised by the Board.	Title: AW SA Report Reference Point: Conducting Business Effectively – Paragraph 13-26.	Comply	Standing Orders and Standing Financial Instructions AW SA report 2020 Approvable Integrated Medium Term Plan 20-23 Quarterly Operational Plans
CGC 5	The Board also supports the accounting officer in the discharge of obligations set out in <i>Managing Public Money</i> ¹ for the proper conduct of business and maintenance of ethical standards. (2.7)	The Board approves the Accountability Report, which forms a part of the Annual Report, on annual basis which includes the Statement by the Accountable Officer assuring the Board on the System of Internal Control.	Title: AW SA Report Reference Point: Systems of assurance – Paragraph 42.	Comply	Accountability Report (Annual Report). AW SA Report Approvable Integrated Medium Term Plan 2020-23 Quarterly Operational Plans
CGC 6	Where Board members have concerns, which cannot be resolved, about the running of the department or a proposed action, they should ensure that their concerns are recorded in the minutes. (2.12)	Any concerns raised at Board and Committee meetings will be formally recorded in the minutes. The role of the Board Secretary is responsible for ensuring these matters are effectively managed, recorded and resolved where possible.	Title: AW SA Report Reference Point: Conducting Business Effectively – Paragraph 13-26.	Comply	Role of the Board Secretary AW SA report 2020 Board and Committee Minutes – available on HEIW's Internet site
CGC 7	The Board should have a balance of skills and experience appropriate to fulfilling its responsibilities. The membership of the board should be balanced, diverse and manageable in size. (3.1, 3.11, 3.12 and 3.13)	Constitution is set out in the Organisation's Establishment Orders and HEIW abides by this composition. Standing Orders also captures the Composition of the Board. Executive Director Skill mix was considered prior to recruitment and the establishment of HEIW. Strategic Objectives and required Executive Portfolios will be considered prior to new appointments. The Independent Member roles are appointed in areas of expertise to ensure appropriate skill mix. Public Bodies Unit support the process – set criteria within an IM Role.	Title: AW SA Report Reference Point: Conducting Business Effectively – Paragraph 13-26.	Comply	- Establishment Orders - Standing Orders - AW SA report 2020

	Corporate Governance Code Principles	Evidence of Internal Assurance / Supporting Narrative	External Assurance	Comply or Explain	Supporting documentation
CGC 8	The roles and responsibilities of all board members should be defined clearly in the department's board operating framework. (3.2)	Constitution is set out in the Organisations Establishment Orders and HEIW abides by this composition. Standing Orders also captures the Composition of the Board.	Title: AW SA Report Reference Point: Conducting Business Effectively – Paragraph 13-26.	Comply	Establishment Orders Standing Orders AW SA report 2020
CGC 9	The Finance Director should be professionally qualified. (3.3)	Executive Director of Finance is professionally qualified.		Comply	
CGC 10	Independent Members will exercise their role through influence and advice, supporting as well as challenging the executive. (3.5)	Annual Committee Self-Assessment – address the effectiveness of how Committees operate and conduct meetings allowing debate and constructive challenge. Meeting principles adopted that support this constructive challenge. The WG IM Training captures effective challenge and scrutiny role on the Board. Standing Orders outline the role of the Board Members.	Title: AW SA Report Reference Point: Conducting Business Effectively – Paragraph 13-26	Comply	AW SA report 2020 Standing Orders
CGC 11	The board should agree and document in its board operating framework a <i>de minimis</i> threshold and mechanism for board advice on the operation and delivery of policy proposals.	There is a Board Cycle of Business in place developed on an annual basis. The Terms of Reference Operating Arrangements for the Board Committees articulate the remit information that should be received. The Scheme of Delegation outlines the information that should flow through to Board and its Committees as appropriate.	Title: AW SA Report Reference Point: Conducting Business Effectively – Paragraph 13-26	Comply	AW SA report 2020. Terms of Reference and Operating Arrangements Board and Committee Cycles of Business Standing Orders and Scheme of delegation

	Corporate Governance Code Principles	Evidence of Internal Assurance / Supporting Narrative	External Assurance	Comply or Explain	Supporting documentation
CGC 12	The Board Should ensure that arrangements are in place to enable it to discharge its responsibilities effectively, including: 1. formal procedures for the appointment of new board members, tenure and succession planning for both board members and senior officials 2. allowing sufficient time for the board to discharge its collective responsibilities effectively 3. induction on joining the board, supplemented by regular updates to keep board members' skills and knowledge up-to-date 4. timely provision of information in a form and of a quality that enables the board to discharge its duties effectively 5. a mechanism for learning from past successes and failures within the departmental family and relevant external organisations 6. a formal and rigorous annual evaluation of the board's performance and that of its committees, and of individual board members 7. a dedicated secretariat with appropriate skills and experience (4.1)	IM Terms of office are monitored by the Board Secretary to ensure succession planning is timely and managed in conjunction with the Public Bodies Unit in Welsh Government. Agenda planning is managed by the Board Secretary in conjunction with the Chair and CEO to ensure adequate time is spent on the right things at Board meetings. To further support Independent Members ongoing Development the Chair undertakes regular and robust Personal Appraisal and Development reviews in accordance with WG guidance. HEIW has a schedule of Board Development Sessions throughout the year to discuss topical issues. Board members followed an induction process prior to the establishment of HEIW in October 2018. Further development provided through Board Development Sessions. Induction for both new Independent Members and for Committees members have been identified as areas requiring focus and development. HEIW will develop a robust induction programme for new Independent Members and Committee Members in 2021-22. The Board undertook its first self-assessment this year. In undertaking the self-assessment process the Board, while providing an overall positive assessment of Board performance, identified that the process required further development to reflect HEIW's position as an organization focused on education and training. The self-assessment process is to be a key area of focus and development in the forthcoming year. Report templates are continually reviewed to ensure they support effective reports being received at the Board. The Corporate Governance Team support the Board Business.	Title: AW SA Report Reference Point: Conducting Business Effectively – Paragraph 13-26	Comply	AW SA report 2020 Terms of Reference and Operating Arrangements Board and Committee Forward Work Programme Standing Orders and Scheme of delegation

	Corporate Governance Code Principles	Evidence of Internal Assurance / Supporting Narrative	External Assurance	Comply or Explain	Supporting documentation
CGC 13	The terms of reference for the nominations committee will include at least the following three central elements: • scrutinising systems for identifying and developing leadership and high potential • scrutinising plans for orderly succession of appointments to the board and of senior management, in order to maintain an appropriate balance of skills and experience • scrutinising incentives and rewards for executive board members and senior officials, and advising on the extent to which these arrangements are effective at improving performance (4.5)	The Terms of Reference and Operating arrangements are based on the model Standing Orders and ensure that roles and responsibilities of Board Committee capture scrutiny and assurance roles. The Remuneration and Terms of Service Committee's terms of reference includes providing advice to the Board on remuneration and terms of service on the Chief Executive, Executive Directors and other senior staff within a framework set by the Welsh Government.	Title: AW SA Report Reference Point: Conducting Business Effectively – Paragraph 13-26	Comply	AW SA report 2020 Terms of Reference and Operating Arrangements Board and Committee Cycles of Business Standing Orders and Scheme of delegation
CGC 14	The attendance record of individual board members should be disclosed in the governance statement and cover meetings of the board and its committees held in the period to which the resource accounts relate. (4.6)	Board Members attendance record for the Board is captured in the Accountability Report on annual basis.		Comply	Accountability Report (Annual Report)
CGC 15	Where necessary, board members should seek clarification or amplification on board issues or board papers through the Board Secretary. The Board Secretary will consider how officials can best support the work of board members; this may include providing board members with direct access to officials where appropriate. (4.10)	This is the relationship between the Board Secretary and the Board Members. The role of the Board Secretary is to act as principal advisor to the Board and the organisation as a whole on all aspects of governance and ensure that it meets the standards of good governance set for the NHS in Wales.		Comply	Board Secretary role description Standing Orders
CGC 16	An effective board secretary is essential for an effective board. Under the direction of the permanent secretary, the board secretary's responsibilities should include: • developing and agreeing the agenda for board meetings with the chair and lead non-executive board member, ensuring all relevant items are brought to the board's attention • ensuring good information flows within the board and its committees and between senior management and non-executive board members, including: • challenging and ensuring the quality of board papers and board information	The Board Secretary works closely with the Chair and Chief Executive to agree the Board agenda. The Board Secretary reviews Board papers and ensures they are issued within time and of sufficient quality in accordance with the Standing Orders. The Board Secretary ensures that minutes are recorded accurately and the action log is maintained. The Board Secretary provides advice to the Board on issues relating to Corporate Governance.		Comply	Board Secretary role description Standing Orders

	- ensuring board papers are received by board members according to a timetable agreed by the board - providing advice and support on governance matters and helping to implement improvements in the governance structure and arrangements - ensuring the board follows due process - providing assurance to the board that the department: - complies with government policy, as set out in the code - adheres to the code's principles and supporting provisions on a comply or explain basis (which should form part of the report accompanying the resource accounts) - acting as the focal point for interaction between non-executive board members and the department, including arranging detailed briefing for non-executive board members and meetings between non-executive board members and officials, as requested or appropriate - recording board decisions accurately and ensuring action points are followed up - arranging induction and professional development of board members (including ministers) 4.11				
CGC 17	Evaluations of the performance of individual board members should show whether each continues to contribute effectively and corporately and demonstrates commitment to the role (including commitment of time for board and committee meetings and other duties). 4.14	An individual Board Member appraisal process is in place and is undertaken annually. Committee Effectiveness self-assessment. Attendance record reported in Accountability Report.		Comply	Accountability Report (Annual Report) Appraisal Documentation and Process

	Corporate Governance Code Principles	Evidence of Internal Assurance / Supporting Narrative	External Assurance	Comply or Explain	Supporting documentation
CGC 18	All potential conflicts of interest for non-executive board members should be considered on a case by case basis. Where necessary, measures should be put in place to manage or resolve potential conflicts. The board should agree and document an appropriate system to record and manage conflicts and potential conflicts of interest of board members. The board should publish, in its governance statement, all relevant interests of individual board members and how any identified conflicts, and potential conflicts, of interest of board members have been managed. 4.15	HEIW has an agreed process in place for managing Declarations of Interest. All Board Members are asked to formally declare on annual basis and advised of their responsibility to notify of any changes in year. Declarations of interest are captured on a register which is available for public inspection. A report on Declarations of Interest is received by the Audit Committee. Declarations of Interest are captured at the start of each agenda. The Standards of Behaviour Policy details the responsibility under Declarations of Interest. Standing Orders also outlines the responsibilities for Declarations of Interest. The DOI Form includes how Declarations and potential conflicts are managed and these are recorded on the register.		Comply	Standards of Behaviour Framework Policy Standing Orders Declarations of Interest Process and Register
CGC 19	The board should ensure that there are effective arrangements for governance, risk management and internal control for the whole departmental family. Advice about and scrutiny of key risks is a matter for the board, not a committee. The board should be supported by: - an audit and risk assurance committee, chaired by a suitably experienced non-executive board member - an internal audit service operating to <i>Public Sector Internal Audit Standards</i>¹ - sponsor teams of the department's key ALBs (5.1 and 5.8)	HEIW's Audit and Assurance Committee is chaired by an experienced auditor. NWSSP Internal Audit Services are appointed as HEIW's Internal Auditors.		Comply	Terms of Reference for HEIW's Audit and Assurance Committee Accountability Report (Annual Report) Internal Audit Reports

	Corporate Governance Code Principles	Evidence of Internal Assurance / Supporting Narrative	External Assurance	Comply or Explain	Supporting documentation
CGC 20	The board should take the lead on, and oversee the preparation of, the department's governance statement for publication with its resource accounts each year. The annual governance statement (which includes areas formerly covered by the statement on internal control) is published with the resource accounts each year. In preparing it, the board should assess the risks facing the department and ensure that the department's risk management and internal control systems are effective. The audit and risk assurance committee should normally lead this assessment for the board (5.2 and 5.13)	The Annual Governance Statement is included within the Accountability Report (Annual Report) which is received by the Audit and Assurance Committee to support approval formally by the Board in June each year. The Annual Governance Statement includes the organisation's key risks and the mitigating actions put in place to minimise or manage these risks.	Audit Wales and Internal Audit receive the Accountability Report.	Comply	Accountability Report Board and Committee minutes Annual Report Timetable
CGC 21	The board's regular agenda should include scrutinising and advising on risk management (5.3 and 5.10)	The Corporate Risk Register is an item for scrutiny and assurance on the Board Agenda twice a year. Risk Appetite and Risk Tolerance are defined and approved by the Board. The Audit and Assurance Committee provide assurance to the Board on Risk. The Corporate Risk Register is an agenda item for the quarterly meetings of the Audit Committee.		Comply	Board Agenda Board Cycle of Business Internal Audit Report on Risk Management
CGC 22	The key responsibilities of non-executive board members include forming an audit and risk assurance committee. The board and accounting officer should be supported by an audit and risk assurance committee, comprising at least three members. An audit and risk assurance committee should not have any executive responsibilities or be charged with making or endorsing any decisions. It should take care to maintain its independence. The audit and risk assurance committee should be established and function in accordance with the <i>Audit and risk assurance committee handbook</i>. The board should ensure that there is adequate support for the audit and risk	The Standing orders are explicit that HEIW must establish Committees that cover certain aspects, one of which is Audit. Audit and Assurance Committee established, and its remit includes risk. The Terms of Reference and Operating Arrangements in respect of the Audit and Assurance Committee are clear in relation to its authority and delegated responsibilities. Full secretariat function in place supporting the Audit and Assurance Committee. The Audit and Assurance Committee Terms of Reference are published as an appendix to the Standing Orders on the organisation's website. The Board Assurance Framework is scrutinised by the Board and Audit and Assurance Committee.		Comply	Standing Orders. Terms of Reference for the Audit Committee. HEIW Internet Site: Key Publications. Board Assurance Framework. Internal Audit Reports

	assurance committee, including a secretariat function. The terms of reference of the audit and risk assurance committee, including its role and the authority delegated to it by the board, should be made available publicly. The department should report annually on the work of the committee in discharging those responsibilities Boards should ensure the scrutiny of governance arrangements, whether at the board or at one of its subcommittees (such as the audit and risk assurance committee or a nominations committee). This will include advising on, and scrutinising the department's implementation of, corporate governance policy. (5.4 and 5.9, 5.11, 5.12 and 5.14 and 5.15)				
CGC 22	The head of internal audit (HIA) should periodically be invited to attend board meetings, where key issues are discussed relating to governance, risk management processes or controls across the department and its ALBs (5.5)	The role of the Head of Internal Audit (HIA) is clearly set out in the HEIW Standing Orders. The HIA attends Audit and Assurance Committee meetings which report to Board. If there was anything specifically escalated to the Board then the HIA would be invited to attend.		Comply	Standing Orders. Terms of Reference for the Audit and Assurance Committee. HEIW Internet Site: Board meetings, agendas and standing orders. Internal Audit Annual Report and Opinion
CGC 23	The board should assure itself of the effectiveness of the department's risk management system and procedures and its internal controls. The board should give a clear steer on the desired risk appetite for the department² and ensure that: • there is a proper framework of prudent and effective controls, so that risks can be assessed, managed and taken prudently • there is clear accountability for managing risks • Departmental officials are equipped with the relevant skills and guidance to perform their assigned roles effectively and efficiently. The board should also ensure that the department's ALBs have appropriate and	HEIW's Board Assurance Framework was reviewed and approved in November. HEIW has a Risk Management Policy in place setting out the foundation and organisational arrangements for supporting the risk management process within the organisation. HEIW has agreed and implemented its Risk Appetite and Tolerance levels. Managers take a lead on risk management and are responsible for role modelling a risk aware culture within their area. Managers receive training through Managers Passport Plus Programme and 121 training on the Health Board's Risk Information Management System. The Board receives the Board Assurance Framework once a year and the Corporate Risk Register twice a year.		Comply	Standing Orders. Terms of Reference for the Audit Committee. HEIW Internet Site: Key Documents, Policies. Internal Audit report on Risk Management.

	effective risk management processes through the department’s sponsor teams Advising on key risks is a role for the board. The audit and risk assurance committee should support the board in this role. (5.6, 5.7 and 5.10)	HEIW’s Risk Management policy was approved in July 2020 and is reviewed and approved by the Board on an annual basis. The Internal Audit Report on HEIW’s Risk Management procedures provided an assessment of ‘substantial assurance’.			
--	--	---	--	--	--



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Dyddiad y Cyfarfod	27 Mai 2021	Eitem Agenda	4.6.1
Teitl yr Adroddiad	Adroddiad Materion Allweddol Cadeirydd y Pwyllgor - Pwyllgor Archwilio a Sicrwydd		
Awdur yr Adroddiad	Catherine English, Rheolwr Llywodraethu Corfforaethol		
Noddwr yr Adroddiad	Dafydd Bebb Ysgrifennydd y Bwrdd		
Cyflwynir gan	Gill Lewis, Cadeirydd		
Rhyddid Gwybodaeth	Ar agor		
Pwrpas yr Adroddiad	Pwrpas yr adroddiad yw amlinellu trafodaethau a gynhaliwyd gan y Pwyllgor Archwilio a Sicrwydd.		
Materion Allweddol	Mae'r adroddiad hwn yn canolbwyntio ar y materion allweddol a godwyd yng nghyfarfod y Pwyllgor Archwilio a Sicrwydd a gynhaliwyd ar 7 Ebrill 2021.		
Gweithredu Penodol Angenrheidiol (✓ <i>nodwch un yn unig os gwelwch yn dda</i>)	Gwybodaeth	Trafodaeth	Sicrwydd
			✓
Argymhellion	Gofynnir i aelodau'r Bwrdd: • Nodi cynnwys yr adroddiad ar gyfer sicrwydd.		

English Catherine
05/28/2021 09:17:57

ADRODDIAD MATERION ALLWEDDOL CADEIRYDD Y PWYLLGOR - PWYLLGOR ARCHWILIO A SICRWYDD A GYNHALIWDYD AR 7 EBRILL 2021

1. CYFLWYNIAD

Pwrpas yr adroddiad yw rhoi diweddariad ar faterion a ystyriwyd gan y Pwyllgor Archwilio a Sicrwydd. Gofynnir i'r Bwrdd nodi adroddiad cryno'r Cadeirydd.

2. CEFNDIR

Bydd y Bwrdd yn ymwybodol bod tri phwyllgor wedi'u sefydlu o dan reoliadau sefydlog AaGIC. Bydd pob pwyllgor yn cyflwyno adroddiadau i'r Bwrdd yn ystod y flwyddyn yn amlinellu trafodaethau, materion a risgiau allweddol a drafodwyd yn ystod cyfarfodydd.

3. CYNNIG

Cyfarfu'r Pwyllgor Archwilio a Sicrwydd ar 7 Ebrill 2021. Mae Atodiad 1 yn rhoi crynodeb i'r Bwrdd o'r meysydd a ystyriwyd yn y cyfarfod. Mae'r cofnodion a gymeradwywyd yn parhau i fod yn gofnod ffurfiol o'r pwyllgor.

4. MATERION LLYWODRAETHU A RISG

Rheolir unrhyw risgiau a materion llywodraethu trwy gyfarfodydd y pwyllgor a darperir adroddiadau eithriad i'r Bwrdd gan y cadeiryddion priodol.

5. GOBLYGIADAU ARIANNOL

Nid oes unrhyw oblygiadau ariannol i'r Bwrdd eu hystyried/cymeradwyo.

6. ARGYMHELLIAD

Gofynnir i Aelodau'r Bwrdd **nodi** cynnwys yr adroddiad sicrwydd.

Llywodraethu a Sicrwydd			
Cysylltu â nodau strategol y Cynllun Tymor Canolig Integredig (UMTP) <i>(os gwelwch yn dda)</i>	Nod Strategol 1: Arwain y gwaith o gynllunio, datblygu a lles gweithlu cymwys, cynaliadwy a hyblyg i gefnogi cyflwyno 'Cymru Iachach'	Nod Strategol 2: Gwella ansawdd a hygyrchedd addysg a hyfforddiant i'r holl staff gofal iechyd gan sicrhau ei fod yn diwallu anghenion y dyfodol	Nod Strategol 3: Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol o fewn GIG Cymru trwy adeiladu gallu arweinyddiaeth dosturiol a chyfunol ar bob lefel
	Nod Strategol 4: Datblygu'r gweithlu i gefnogi darparu diogelwch ac	Nod Strategol 5: Bod yn esiampl o gyflogwr ac yn lle gwych i weithio	Nod Strategol 6: Cael ein cydnabod fel partner, dylanwadwr ac arweinydd

	ansawdd		rhagorol
Ansawdd, Diogelwch a Phrofiad y Claf			
Mae sicrhau bod y Bwrdd yn cyflawni ei fusnes yn briodol trwy ei Bwyllgorau ac yn cyd-fynd â'i reolau sefydlog yn ffactor allweddol yn ansawdd, diogelwch a phrofiad cleifion sy'n derbyn gofal.			
Goblygiadau Ariannol			
Dim			
Goblygiadau Cyfreithiol (gan gynnwys asesiad cydraddoldeb ac amrywiaeth)			
Mae'n hanfodol bod y Bwrdd yn cydymffurfio â'i reolau sefydlog, sy'n cynnwys derbyn diweddariadau gan ei bwyllgorau.			
Goblygiadau Staffio			
Dim			
Goblygiadau Hirdymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)			
Mae'r adroddiad yn amlinellu'r gwaith a wnaed gan y Pwyllgor i adolygu perfformiad a chyllid tymor byr AaGIC yn ogystal â chanolbwyntio ar gynaliadwyedd tymor hwy. Nod y strwythur llywodraethu yw nodi materion yn gynnar i atal gwaethygu ac mae'r Pwyllgor yn integreiddio i drefniadau cyffredinol y Bwrdd.			
Hanes yr Adroddiad	Mae'r adroddiad hwn yn eitem sefydlog ar agenda'r Byrddau.		
Atodiadau	Atodiad 1 - Pwyllgor Archwilio a Sicrwydd, Crynodeb y Cadeiryddion		

English Catherine
05/28/2021 09:17:57

APPENDIX 1

Meeting Date	27 May 2021	Agenda Item	4.5.1
Freedom of Information	Open		
Reporting Committee	Audit and Assurance Committee		
Report Author	Catherine English, Corporate Governance Manager		
Chaired By	Gill Lewis, Independent Member		
Lead Executive Director	Eifion Williams, Director of Finance		
Date of Last Meeting	7 April 2021		
Summary of key matters considered by the Committee and any related decisions made:			
The Committee received the Counter Fraud Progress Report and noted the progress made against the 2020/2021 Counter Fraud Plan. It was confirmed that Counter Fraud had spent 39 of the planned 50 days on counter fraud work for HEIW and that the shortfall was a result of the COVID-19 pandemic. During the period January 2021 to March 2021, there had been no investigations affecting HEIW. Additionally, during 2020/21, 16 fraud awareness presentations had been delivered to 225 delegates. The Committee received an update on the National Fraud Initiative and noted that 122 matches had been linked to HEIW. 26 of these matches are considered a priority and will be investigated. The Committee will receive an update on the timescales and barriers for completing the priority matches at their next meeting. The Committee received and approved the Annual Counter Fraud Workplan 2021/22. The Committee received the Internal Audit Progress Report and noted several of the audits included in the 2020/21 Internal Audit Plan remain outstanding because of disruption caused by the COVID-19 pandemic. The Committee will keep the position, and measures to mitigate the impact on next year's programme, under review. The Committee received the Workplace Culture Internal Audit Report noting the overall level of assurance was of reasonable assurance. There were five recommendations, of which one was medium priority and four were low priority. The findings of the review had highlighted HEIW had not achieved substantial assurance in relation to staff training and the Committee suggests this is something the Board may wish to consider further. The Committee received the Governance Arrangements Internal Audit Report and noted that all the priorities suggested by the rapid advisory review had been implemented. The Committee received and approved the Internal Audit Annual Audit Plan 2021/22 noting there had been no changes to the Internal Audit Charter.			

The Committee received the **Audit Wales Progress Report** noting the Annual Accounts 2020/21 deadline for final submission to Welsh Government by 11 June 2021. Additionally, the 2021 Local Project work has commenced, and Phase 1 of the Structure Assessment 2021 has completed. The Committee will receive a report outlining the findings of Phase 1 of the Structure Assessments 2021 at its next quarterly meeting on 1 July.

The Committee received the **Audit Wales Annual Plan 2021/22 and Audit Fee** noting the Audit Fee for 2021/22 would remain at £165,500.

The Committee received and noted the **Audit Wales Doing It Differently, Doing it Right? Report**. The report offers HIEW several key learning opportunities and the Committee suggests it be included as an item for future board development.

The Committee considered and approved HEIW's response to the **Audit Wales Audit Enquiries to those Charged with Governance and Management** letter subject to the response including more detail about HEIW's regulators in terms of the evidence considered as part of the review of HEIW's governance arrangements.

The Committee received and noted the **Annual Governance Statement** agreeing to provide the Board Secretary with comments by 16 April 2021.

The Committee approved the content of the **Committee Effectiveness Review 2020/21** document and agreed to complete the Self-Assessment Questionnaire by Friday 16 April. The Committee will review the responses to the Self-Assessment Questionnaire at its next meeting.

The Committee received and approved the draft **Audit and Assurance Committee Annual Report 2020/21** for submission to the Board for assurance subject to the outcome of the Audit and Assurance Committees annual self-assessment being included within the report.

The Committee received the **Information Governance and Information Management Report** noting the Workplan includes thirty actions, twenty-four of which are assessed as green and six which are assessed as amber. Furthermore, the Information Asset Register timescales have been extended as the initial scoping work indicated further work was required to fully understand the information processed by HEIW. The Committee will receive an update on timescales for the Information Asset Register scoping exercise outside of the meeting.

The Committee received and noted the **Procurement Compliance Report**. There were no financial implications arising from procurement activity for the period 1st January 2021 to 19th March 2021 and no areas of concern.

The Committee reviewed the **Corporate Risk Register** and noted the position in relation to the nine assessed risks. The Committee noted the one red risk relates to cyber-security and that good progress continues to be made in terms of

implementing the Cyber-Security Implementation Plan. The Committee also considered Risk 19 and its increased score, noting the increase reflected improved awareness of the risk rather than any issues which have arisen.

The Committee considered the **Audit Recommendations Tracker** noting that some recommendations are overdue reflecting the aftereffects of the COVID-19 pandemic.

Key risks and issues/matters of concern of which the Board needs to be made aware:

n/a

Recommendations for Board to consider:

n/a

Delegated action by the Committee:

n/a

Main sources of information received:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Counter Fraud Progress Report • Annual Counter Fraud Workplan 2021/22 • Audit Wales Progress Report • Audit Wales Annual Plan 2021/22 • Doing it Differently, Doing it Right? Audit Wales Report • Audit Wales Audit Enquiries to those Charges with Governance and Management Report • Draft Committee Effectiveness Review 2020/21 • Procurement Compliance Report • Corporate Risk Register | <ul style="list-style-type: none"> • Internal Audit Progress Report • Workplace Culture Internal Audit Report • Governance Arrangements Internal Audit Report • Internal Audit Annual Audit Plan 2021/22 • Draft Accountability Report 2020/21 • Draft Audit and Assurance Committee Annual Report 2020/21 • Information and Governance Information Management Report • Audit Recommendations Tracker |
|--|---|

Highlights from sub-groups reporting to this Committee:

n/a

Matters referred to other Committees:

None identified.



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Dyddiad y Cyfarfod	27 Mai 2021	Eitem Agenda	4.6.1
Teitl yr Adroddiad	Adroddiad Materion Allweddol Cadeirydd y Pwyllgor - Pwyllgor Archwilio a Sicrwydd		
Awdur yr Adroddiad	Catherine English, Rheolwr Llywodraethu Corfforaethol		
Noddwr yr Adroddiad	Dafydd Bebb Ysgrifennydd y Bwrdd		
Cyflwynir gan	Gill Lewis, Cadeirydd		
Rhyddid Gwybodaeth	Ar agor		
Pwrpas yr Adroddiad	Pwrpas yr adroddiad yw amlinellu trafodaethau a gynhaliwyd gan y Pwyllgor Archwilio a Sicrwydd.		
Materion Allweddol	Mae'r adroddiad hwn yn canolbwyntio ar y materion allweddol a godwyd yng nghyfarfod y Pwyllgor Archwilio a Sicrwydd a gynhaliwyd ar 6 Mai 2021.		
Gweithredu Penodol Angenrheidiol (✓ <i>nodwch un yn unig os gwelwch yn dda</i>)	Gwybodaeth	Trafodaeth	Sicrwydd
			✓
Argymhellion	Gofynnir i aelodau'r Bwrdd: • Nodi cynnwys yr adroddiad ar gyfer sicrwydd.		

English Catherine
05/28/2021 09:17:57

ADRODDIAD MATERION ALLWEDDOL CADEIRYDD Y PWYLLGOR - PWYLLGOR ARCHWILIO A SICRWYDD A GYNHALIWDYD AR 6 MAI 2021

1. CYFLWYNIAD

Pwrpas yr adroddiad yw rhoi diweddariad ar faterion a ystyriwyd gan y Pwyllgor Archwilio a Sicrwydd. Gofynnir i'r Bwrdd nodi adroddiad cryno'r Cadeirydd.

2. CEFNDIR

Bydd y Bwrdd yn ymwybodol bod tri phwyllgor wedi'u sefydlu o dan reoliadau sefydlog AaGIC. Bydd pob pwyllgor yn cyflwyno adroddiadau i'r Bwrdd yn ystod y flwyddyn yn amlinellu trafodaethau, materion a risgiau allweddol a drafodwyd yn ystod cyfarfodydd.

3. CYNNIG

Cyfarfu'r Pwyllgor Archwilio a Sicrwydd ar 6 Mai 2021. Mae Atodiad 1 yn rhoi crynodeb i'r Bwrdd o'r meysydd a ystyriwyd yn y cyfarfod. Mae'r cofnodion a gymeradwywyd yn parhau i fod yn gofod ffurfiol o'r pwyllgor.

4. MATERION LLYWODRAETHU A RISG

Rheolir unrhyw risgiau a materion llywodraethu trwy gyfarfodydd y pwyllgor a darperir adroddiadau eithriad i'r Bwrdd gan y cadeiryddion priodol.

5. GOBLYGIADAU ARIANNOL

Nid oes unrhyw oblygiadau ariannol i'r Bwrdd eu hystyried/cymeradwyo.

6. ARGYMHELLIAD

Gofynnir i Aelodau'r Bwrdd **nodi** cynnwys yr adroddiad sicrwydd.

Llywodraethu a Sicrwydd			
Cysylltu â nodau strategol y Cynllun Tymor Canolig Integredig (UMTP) <i>(os gwelwch yn dda)</i>	Nod Strategol 1: Arwain y gwaith o gynllunio, datblygu a lles gweithlu cymwys, cynaliadwy a hyblyg i gefnogi cyflwyno 'Cymru Iachach'	Nod Strategol 2: Gwella ansawdd a hygyrchedd addysg a hyfforddiant i'r holl staff gofal iechyd gan sicrhau ei fod yn diwallu anghenion y dyfodol	Nod Strategol 3: Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol o fewn GIG Cymru trwy adeiladu gallu arweinyddiaeth dosturiol a chyfunol ar bob lefel
	Nod Strategol 4: Datblygu'r gweithlu i gefnogi darparu diogelwch ac	Nod Strategol 5: Bod yn esiampl o gyflogwr ac yn lle gwych i weithio	Nod Strategol 6: Cael ein cydnabod fel partner, dylanwadwr ac arweinydd

	ansawdd		rhagorol
Ansawdd, Diogelwch a Phrofiad y Claf			
Mae sicrhau bod y Bwrdd yn cyflawni ei fusnes yn briodol trwy ei Bwyllgorau ac yn cyd-fynd â'i reolau sefydlog yn ffactor allweddol yn ansawdd, diogelwch a phrofiad cleifion sy'n derbyn gofal.			
Goblygiadau Ariannol			
Dim			
Goblygiadau Cyfreithiol (gan gynnwys asesiad cydraddoldeb ac amrywiaeth)			
Mae'n hanfodol bod y Bwrdd yn cydymffurfio â'i reolau sefydlog, sy'n cynnwys derbyn diweddariadau gan ei bwyllgorau.			
Goblygiadau Staffio			
Dim			
Goblygiadau Hirdymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)			
Mae'r adroddiad yn amlinellu'r gwaith a wnaed gan y Pwyllgor i adolygu perfformiad a chyllid tymor byr AaGIC yn ogystal â chanolbwyntio ar gynaliadwyedd yn yr hirdymor. Nod y strwythur llywodraethu yw nodi materion yn gynnar i atal gwaethygu ac mae'r Pwyllgor yn integreiddio i drefniadau cyffredinol y Bwrdd.			
Hanes yr Adroddiad	Mae'r adroddiad hwn yn eitem sefydlog ar agenda'r Byrddau.		
Atodiadau	Atodiad 1 - Pwyllgor Archwilio a Sicrwydd, Crynodeb y Cadeiryddion		

APPENDIX 1

Meeting Date	27 May 2021	Agenda Item	4.5.2
Freedom of Information	Open		
Reporting Committee	Audit and Assurance Committee		
Report Author	Catherine English, Corporate Governance Manager		
Chaired By	Gill Lewis, Independent Member		
Lead Executive Director	Eifion Williams, Director of Finance		
Date of Last Meeting	6 May 2021		
Summary of key matters considered by the Committee and any related decisions made:			
The Committee received the Internal Audit Progress Report and noted progress made against the 2020/21 Internal Audit Plan. the 2021/22 Internal Audit Plan was approved at April's Audit and Assurance Committee, and Internal Audit are in the process of scoping the reviews planned for quarter 1. The Committee received the draft Head of Internal Audit Opinion and Annual Report 2020/21. Despite early concerns due to the challenges caused by the pandemic, the adoption of an agile and responsive approach has enabled the programme to be delivered substantially in accordance with the agreed schedule enabling an overall opinion in line with the requirements of the Public Sector Internal Audit Standards. The overall opinion for HEIW was of 'reasonable assurance'. The Committee received three Internal Audit Reports covering the following areas: Risk Management, Communications and Engagement and Performance Management . It was noted and welcomed that the overall level of assurance for each report was of 'substantial assurance'. The Committee received the Senior Information Risk Owner (SIRO) Annual Report 2020/21 and were pleased with progress to date. It was noted compliance with annual information governance training requirements stood at 59% against a target of 95% and the Committee felt it was important to prioritise improving the rate of compliance. A verbal update on the Information Governance Toolkit was noted and the Committee is to receive a detailed action plan at their meeting on 1 July. The Committee received the HEIW Procurement Compliance Report and noted a single tender action was received during the reporting period. The Committee considered the Draft Annual Accounts for 2020/21 noting they had been submitted to Welsh Government on Friday 30 2021, in line with HEIW's statutory duty. It was confirmed that HEIW had, subject to audit, met its statutory			

duties in 2020/21 by breaking even against the Revenue Resource Limit for the period with an underspend of £95,000, breaking even against the Capital Resources Limit for the accounting period with an underspend of £21,000; and settling 95% of non-NHS invoices within thirty days of receipt. HEIW has also met its statutory duty to have an approved financial plan for the accounting period. The final accounts will be presented to the Audit and Assurance Committee on the 9th June.

The Committee approved the **Audit and Assurance Committee Annual Report 2020/21** and is included at Appendix 2.

The Committee received a verbal update on the **Review of HEIW Procurement Systems and Processes** and will receive the procurement action plan at its meeting on 1 July.

The Committee considered the **Remuneration and Staff Pay Report**, noting a considerable number of senior staff are on secondment. The Committee requested consideration be given as to whether this should be referred to as a risk in the Annual Governance Statement. The Committee also considered whether COVID-19 and working from home arrangements had impacted on the sickness absence figures and whether this link should be included in the report to explain why the figures are lower than previous years. The Committee approved the draft Remuneration and Staff Pay report for submission to Welsh Government and Audit Wales.

1

Key risks and issues/matters of concern of which the Board needs to be made aware:

n/a

Recommendations for Board to consider:

The Board is asked to **note** the Audit and Assurance Committee Annual Report 2020/21 at Appendix 2 for assurance.

Delegated action by the Committee:

n/a

Main sources of information received:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Internal Audit Progress Report • Risk Management Internal Audit Report • Performance Management Internal Audit Report • HEIW Procurement Compliance Report • Remuneration & Staff Pay Report | <ul style="list-style-type: none"> • Head of Internal Audit Opinion and Annual Report 2020/21 • Communications & Engagement Internal Audit Report • SIRO Annual Report 2020/21 • Draft Annual Accounts 2020/21 • Audit Committee Annual Report 2020/21 |
|--|---|

Highlights from sub-groups reporting to this Committee:

n/a

Matters referred to other Committees:

None identified.

Erin Catherine
05/29/2021 09:17:57



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Appendix 2

AUDIT AND ASSURANCE COMMITTEE

ANNUAL REPORT 2020/21

Committee Chair's Reflection

It is an overused sentiment, but this year has been like no other and truly unique in every sense of the word!

We moved very swiftly in March 2020 to new working arrangements, in keeping with Government advice. This meant that the majority of staff were asked to work from home and all formal meetings would be held virtually/remotely until further notice.

All parties who contribute to the Audit and Assurance Committee had to adapt quickly to new ways of working. The Officers who support the Committee, the Independent Members who sit on the Committee, External audit, Internal audit, Local Counter Fraud Services and others – we all had to adapt and consider how to continue working under these changed circumstances.

Despite the challenges, we have continued to progress business with very little disruption. Work has continued on all aspects of business with a regular review of changing risks and the governance in place to protect individuals and the organisation.

Engagement and attendance of all parties has not been diminished and thanks must go to everyone for playing their part. The agenda setting has improved considerably as have the minutes and action log. The support for the meeting has been excellent and ensures that the business runs smoothly. Thanks must go to Kay and the team for this.

We continue to receive high quality reports from all participants and the challenge and interest in the subject matter is good. Many of the risks relating to a new organisation have been signed off and closed down during the year – a sign of a maturing organisation.

We will continue to focus going forward on clear lines of responsibility between the Audit and Assurance Committee, the Education, Commissioning and Quality Committee and the Board. We will also take a keen interest in the new Board Assurance Framework and monitoring of progress.

The Audit and Assurance Committee will continue to receive regular performance reports from the Wales Audit Office and Internal Audit, indicating areas which could merit more detailed examination, and we will continue to focus on those recommendations where attention is needed. The digital agenda is also pivotal to future delivery, and the Committee will focus attention on progress in this area along with monitoring of our Cyber Security Plan.

It has been pleasing to see many of the executive team at the Audit Committee, both as presenters and observers, and we hope that this will continue next year.

1. Introduction

The Audit and Assurance Committee was established under Board delegation with approved Terms of Reference and Operating Arrangements that are aligned to the NHS Wales Audit Committee Handbook, published by the Welsh Government. The Committee is an Independent Committee of the Board and has no Executive powers other than those specifically delegated in the Terms of Reference.

The Committee, through its in-year reporting, has regularly kept the Board informed regarding the results of its reviews of assurances, together with any exceptional issues that arose. In accordance with the NHS Wales Audit Committee Handbook guidance and generally accepted standards of good practice, the Committee is required to issue an Annual Report, constituting a formal report of the matters that it has considered during the year. The purpose of this report therefore is to provide the Board and the Accountable Officer with assurance in respect of the adequacy and effectiveness of HEIW's procedures and systems in maintaining a sound system of internal control, and the conclusions drawn for the 2020/21 financial year.

This report supports the compilation of the Accountability Report and sets out how the Committee has met its Terms of Reference.

2. Role and Purpose

The Committee supports the Board by critically reviewing governance and assurance processes on which the Board places reliance. The primary role of the Committee is therefore to ensure the system of assurance is valid and suitable for the Board's requirements; as such it will review whether:

- Processes to seek and provide assurance are robust and relevant;
- The controls in place are sound and complete;
- Assurances are reliable and of good quality; and
- Assurances are based on reliable, accurate and timely information and data.

The Committee provides a key source of assurance to the Board, ensuring that the organisation has effective controls in place to manage the significant risks to achieving its objectives and that controls are operating effectively. The Committee's principal duties have consistently included reviewing the adequacy of HEIW's strategic governance and assurance framework, systems, and processes for the maintenance of an effective system of governance, internal control, and risk management across the whole organisation's activities. These are designed to support the public disclosure statements that flow from the assurance processes, including the Accountability Report before it is submitted to the Board for approval. Integral to this is the Committee's focus upon seeking assurance that the organisation has an effective framework of internal control to address principal risks and that the effectiveness of the framework is regularly reviewed.

During the year the Committee has supported the Board by seeking and providing assurance that controls are in place and are working as designed and by challenging poor sources of assurance. The Committee therefore has a relatively broad role encompassing scrutiny of, and comment upon, the adequacy and effectiveness of HEIW's overall governance, risk management and internal control. This includes the organisations ability to achieve its objectives; compliance with relevant regulatory

requirements and other directions and requirements set by the Welsh Government and others; reliability, integrity, safety, and security of the information collected and used by the organisation; the efficiency, effectiveness, and economic use of resources and the extent to which the organisation safeguards and protects all its assets, including its people.

The Committee discharges this duty by fulfilling its responsibilities as outlined in its Terms of Reference. In performing its duties, the Committee works to an approved work plan, based on scheduled agenda topics together with a range of specific issues which are subject to review. It is supported by the activities of Audit Wales as the External Auditor; NHS Wales Shared Services Partnership (NWSSP): Audit and Assurance – Internal Audit and Specialist Services Unit, and Local Counter Fraud Specialists.

In discharging these responsibilities, the Committee is required to review:

- Internal financial control matters, such as safeguarding of assets, the maintenance of proper accounting records and the reliability of financial information;
- Adequacy of disclosure statements, (Annual Governance Statement, Accountability Report, Annual Quality Statement, Annual Report) which are supported by the Head of Internal Audit Opinion, the Audit Wales Annual Audit Report and other opinions;
- The adequacy of relevant policies, legality issues and the Codes of Conduct;
- The policies and procedures relating to fraud and corruption;
- That the system for risk management is robust in identifying and mitigating risks, enabling the Audit and Assurance Committee to provide the Board with assurance that the risks impacting on the delivery of HEIW's objectives are being appropriately managed.

3. Governance and Assurance Development

3.1 Improvements to the Governance Framework

During the year, the Committee has continued to evolve the governance arrangements across the organisation and to further strengthen the governance framework for the organisation and test its robustness. This included the following main areas:

- Review of the Standing Orders;
- Scheme of Delegation;
- Development of the Board Assurance Framework;
- Review of the Board Committee Terms of Reference.

The Committee has focused on a number of key areas to drive forward improvements during the year and has sought to increase its visibility and promote even greater transparency during the year. This included:

- Compliance with Mandatory Training and PADR;
- Risk Management;
- Board Assurance Framework;
- Performance Management Framework;

English Catherine
05/28/2021 09:17:57

- Information Management and Information Governance, particularly cyber security and digital agenda;
- Asset and Contract Management.

3.2 Impact of COVID-19 on Governance Arrangements

On the 17 March 2020, the National Assembly for Wales approved The Health Protection (Coronavirus) (Wales) Regulations 2020. The Act provided additional powers to enforce the compliance of those who were instructed to isolate (in the context of reducing the spread of an infectious disease). The regulations also required HEIW to comply with social distancing measures in the workplace, the requirements of which HEIW continues to comply with. During 2020/21, NHS Wales has been fully mobilised in support of COVID-19 and due to the escalating position during March 2020, Welsh Government agreed a number of Governance Principles for NHS Wales whilst responding to the Covid-19 pandemic.

HEIW has been and continues to be actively involved in the emergency planning response to the current COVID-19 crisis. The priority during this time for HEIW has been to mobilise the organisation to both fulfil the leadership and support requirements and to use its expertise and resources to support the NHS Wales frontline services in light of the increasing demands from the pandemic, and to maintain the safety and wellbeing of its staff and learners across Wales.

In light of the pandemic, the Committee reviewed and endorsed revisions and temporary amendments to the organisational governance arrangements and processes for approval by the HEIW Board: These are summarised below:

- Following the publication of the Welsh Health Circular “Temporary Amendments to Model Standing Orders, Reservation and Delegation of Powers”, considered and recommended that the HEIW Board approve the Temporary Amendments to HEIW’s Standing Orders as amendments to HEIW’s Standing Orders:
 - Deadline for holding the AGM extended to 30 November 2020;
 - Maximum tenure for an Independent Member extended.
- Considered and recommended the Board approve further amendments to the HEIW Standing Orders as set out below:
 - the deadline for holding the Annual General Meeting (AGM) to revert back to 30 September for each year;
 - the Scheme of Delegation amended to reflect the appointment and responsibilities of the Director of Planning, Performance and Corporate Services and the Director of Digital;
 - to reflect the correct title for the role of Director of Finance;
 - the delegated financial limit for the Director of Planning, Performance and Corporate Services and Director of Digital be set at £50,000 for non-Education and Training Contracts.
- As a result of the Board approval to temporarily change its governance arrangements, members of the public were unable to attend or observe

English Catherine
05/28/2021 09:17:57

the Committee. To facilitate as much transparency and openness as possible during this extraordinary time, the Committee published on the HEIW website a synopsis of the meetings within 72 hours and the unconfirmed minutes within two weeks of a meeting.

Arising from the above scrutiny, a number of outcomes from the work of the Committee during the year have resulted in escalation of certain matters to the Board. These have included:

- The impact of COVID 19 on the delivery of the Internal and External Audit Plans for 2020-2021 and the ability of both auditing bodies to provide the required assurances to the Board.
- The increased risk of fraud during the current crisis period.
- Concerns that without the Director of Digital and an agreed Digital Strategy, caution was required in relation to decision-making around new technologies that may not suit the longer-term Information and Communications Technology (ICT) objectives.

Throughout the course of the year the Audit and Assurance Committee has also made recommendations/undertaken the following actions which have in turn led to improvements in the HEIW's governance and assurance systems:

- Recommendation by the Committee of HEIW's Annual Report 2020/21 to the Board for approval;
- Approved the amendments to the Terms of Reference for Committees which form a part of the Standing Orders as follows:
 - to reference the Vice Chair role within the membership of the Audit and Assurance Committee;
 - to reference the Vice Chair role within the membership of the Education, Commissioning and Quality Committee and, subject to the addition of the three Deans as standing 'In attendance' members.
- Recommendation by the Committee for the HEIW Board to approve the Revisions to the Delegated Financial Limits which form a part of HEIW's Standing Orders from £2m to £3m for invoices from NWSSP relating to Single Lead Employer GP salaries.

3.3 Policies, Procedures and Plans

The Committee received and supported:

- Complaints Handling Policy;
- Revisions to the Risk Management Policy;
- Annual Reports for:
 - Audit Wales;

English Catherine
05/28/2021 09:17:57

- Internal Audit;
 - Counter Fraud;
 - HEIW Procurement Compliance;
 - Senior Information Risk Owner.
- Annual Work Plans for:
 - Internal Audit;
 - External Audit; and
 - Counter Fraud
 - Revised Financial Control Procedures for the following areas:
 - FCP1 Budgetary Control
 - FCP2 Management of Non-Current/Fixed Assets & Maintenance of Asset Register
 - FCP3 Month-End Closedown
 - FCP4 Recovery of Payroll Overpayments
 - FCP5 Construction Industry Scheme
 - FCP6 Purchasing Card
 - FCP7 Value Added Tax
 - FCP8 General Ledger
 - FCP9 Petty Cash
 - FCP10 Accounts Receivable
 - FCP11 Accounts Payable
 - FCP12 Banking
 - FCP13 Counter Fraud
 - Removal of the following FCPs as they had been identified as no longer required and were either covered by a Service Level Agreement or already covered by the remaining FCPs:
 - FCP14 Shared Services Functions
 - FCP15 Procurement

The Committee noted the Memorandum of Understanding between HEIW and the Health Inspectorate Wales (HIW) which sets out the basis upon which HEIW and HIW will work together and exchange information to assist each party in reaching common goals.

The Committee was pleased to note the Memorandum of Understanding and Information Sharing Agreement with the General Pharmacy Council, the first agreements with a regulator that would support co-operation and information sharing between both parties. It was hoped this would be the first of many such agreements between HEIW and regulators.

4. Committee Structure and Meetings

A key element of the Committee is that it solely comprises of Independent Members, providing a basis for it to operate independently of any decision-making process and to apply an objective approach in the conduct of its business. During 2020/21, as a consequence of the COVID-19 Pandemic, the HEIW Chair supported by the Board Secretary undertook a governance review of the membership of the Board's Committees. In order to provide further resilience to the Committee, an additional

Independent Member was appointed to the membership. The role of Committee Vice-Chair was also formalised.

During the financial year 2020/21, 7 scheduled meetings of the Audit and Assurance Committee were convened. A high level of commitment from Committee Members has been demonstrated throughout the year, as recorded in the attendance of meetings held. Although invited to attend certain meetings to provide assurances and explanations to the Committee on specific issues, neither the Chair, Chief Executive Officer, nor any other Executive Director of HEIW, are members of the Committee. The Chief Executive Officer is invited annually. Having a key role to play in establishing and maintaining a sound system of internal financial control, the Director of Finance and/or the Head of Financial Control (being a designated deputy) has been in attendance at all meetings. The Committee has also been supported on key matters at all meetings from attendance by the Board Secretary who is the Lead Officer for the Committee and has been present at all meetings.

The Committee also has regular attendance from representatives of:

- The Auditor General/Audit Wales;
- NWSSP Audit and Assurance Services (Internal Audit and Specialised Services Unit);
- NHS Counter Fraud Services.

5. Review of Committee Effectiveness 2020/21

The Audit and Assurance Committee annually undertakes a review of its effectiveness to assure the Board that the Committee is discharging its duties successfully. Members of the Committee were asked to complete a self-assessment questionnaire in April 2021 to consider its effectiveness, and their individual understanding, role and contribution to the work of the Committee. The findings of the self-assessment review were generally positive revealing that the Committee had continued to develop and mature, enabling increased scrutiny and improved assurance of HEIW's strategic governance and assurance framework, systems, and processes. While the review showed the Committee runs effectively there are some suggestions for improvement, these included in some instances more focussed committee reports and the development of a committee induction process.

6. Committee Work Programme 2020/21

The Committee reviewed and approved the audit strategies and plans for the auditors as listed below, and received audit reports produced in support of them during 2020/21:

- External Auditors, Audit Wales;
- NWSSP Audit and Assurance Services Internal Auditors.

Acting upon the outcomes of effectiveness reviews is as important as undertaking them and it is essential that outcomes and associated actions are reported appropriately. At the time of writing this report all audit ratings from Internal Audit had received at least a reasonable assurance assessment. The Committee continues to receive progress updates directly as and when requested.

The Audit and Assurance Committee is responsible for overseeing risk management processes across the organisation and has a particular focus on seeking assurance

that effective systems are in place to manage risk, and that HEIW has an effective framework of internal controls that addresses principal risks. Effective risk management requires a reporting and review structure to ensure that risks are effectively identified and assessed and that appropriate controls are in place. The Committee is responsible for monitoring the assurance environment and challenging the build-up of assurance on the management of key risks across the year, ensuring that the Internal Audit Plan is based on providing assurance that controls are in place and can be relied on, and reviewing the internal audit plan in year as the risk profiles change.

7. External Audit – Audit Wales

External Audit is provided by Audit Wales with its work divided into the two broad headings of:

- Audit of the financial statements and to provide an opinion thereon;
- Forming an assessment of HEIW's use of resources and performance work.

The Audit and Assurance Committee considered the Audit Wales Structured Assessment for 2019. This assessment concluded overall that the organisation has strong leadership, and sound arrangements have supported effective business and a positive staff culture driven by excellent staff engagement. It noted the following areas require further development: risk, Board assurance, performance management and information governance.

Audit Wales concluded that HEIW has a clear vision and strategic objectives are in place for the Integrated Medium-Term Plan (IMTP) production and monitoring and that financial controls and policies are in place. Specifically, the report made a number of recommendations for the following areas:

- Governance
- Board Assurance Framework (BAF) and Risk
- Performance management framework
- Information Governance
- Digital and IT
- Monitoring objective against strategic objectives

The recommendations from both Internal Audit and Wales Audit together with management's response are recorded within the Audit Recommendations Tracker report. This is monitored and regularly reviewed by the Audit and Assurance Committee.

The Committee received Audit Wales' structured assessment for 2020 which was designed in the context of the ongoing response to the COVID-19 pandemic. The assessment found that HEIW quickly adapted its governance, risk management and assurance arrangements to respond effectively to COVID-19. AW also stated that HEIW had continued to show strong leadership and maintained oversight of quality and staff wellbeing.

The assessment made two recommendations for the following areas:

- **Governance.** The organisation should ensure that, unless risks are of a sensitive nature, the Corporate Risk Register should be considered at open sessions of the Audit and Assurance Committee.
- **Finance.** That HEIW seek to identify cost and value improvement opportunities and record and report those within HEIW and more widely from its work.

8. NWSSP - Internal Audit

At the direction of the Minister for Health and Social Services, Internal Audit is provided by the NHS Wales Shared Services Partnership (NWSSP). The service provision is in accordance with a Service Level Agreement agreed by the Shared Services Partnership Committee, which HEIW attends.

Internal Audit provides an independent and objective opinion to the Accountable Officer, the Board and the Audit and Assurance Committee, on the degree to which risk management, control and governance support the achievement of the organisations agreed objectives. The Committee reviewed and approved the content of the Internal Audit Plan based on HEIW's risk profile and its detailed programme of work for 2020/21. During the year, this plan was flexed and adapted as necessary in order to respond to the impact of COVID-19 and any key risks.

The Committee has received progress reports against delivery of the plan at each meeting, with individual assignment reports also being received. The outcome of each audit, providing an overall conclusion on the adequacy and application on internal controls for each area under review, was considered by the Committee. The assessment on adequacy and application of internal control measures can range from "No Assurance" through to "Substantial Assurance".

The scope of the Head of Internal Audit Opinion is confined to those areas examined in the risk-based audit plan, which has been agreed with senior management and approved, by the Audit and Assurance Committee. The assessment should be interpreted in this context when reviewing the effectiveness of the system of internal control and seen as an internal driver for continuous improvement. The opinion on the overall adequacy and effectiveness of the organisation's framework of governance, risk management, and control is set out below.

The Risk Management had been assessed as substantial assurance.

The Committee was pleased to receive a number of internal audit reports that had received an overall assessment of reasonable assurance. These included:

Financial Systems
Cyber Security
Medical Commissioning Monitoring
Personal Development Process
Workforce Culture

Internal audit also issued a positive assessment of Governance arrangements during COVID-19 which was an advisory report only.

[A rounding off statement from the Head of Internal Audit position will be added after the April meeting]

9. Managing Risk

Managing risk is fundamental to running a successful and high performing organisation. It should be at the heart of decision-making processes and resource allocation at both an operational and strategic level. It should seek to identify opportunities to innovate and invest, alongside the need to mitigate risks.

The Committee has continued to develop and strengthen HEIW's risk management arrangements at both a strategic and operational level. Work continues to be undertaken to embed risk management at all levels of the organisation, which includes the ongoing training of all Senior Managers. This has enabled the organisation to measure key strategic risk performance, establish its risk profile and instigate thematic analysis through the use of the Corporate Risk Register and local risk registers.

The Committee reviewed and approved amendments to the Board Assurance Framework which included HEIW's position in relation to Risk Appetite and Risk Tolerance; how it treats risks and informs wider decision making.

The Committee has reviewed the Corporate Risk Register at each quarterly meeting. It currently receives regular updates in relation to the 'red' status risk relating to Cyber Security. The Committee was pleased with the progress being made in strengthening and raising the profile of cyber security within HEIW. A work plan had been developed and would be progressed to assist in mitigating and reducing the current corporate risk level from 'red' to 'amber' status.

10. Monitoring Progress

The Committee has also monitored continuing improvement in the arrangements for:

- Compliance with Mandatory Training and PADR recorded on ESR for core staff. The Committee received assurance from the Medical Director on the targeted work within the Medical Directorate that was driving improvement in compliance.
- Information Governance and Information Management: The Committee was pleased with the overall progress with the Information Governance Work Plan.
- Procurement Compliance Activity: The Committee remains focussed regarding the embedding of the Procurement Process within HEIW. An independent review of the HEIW Procurement Systems and Processes has been completed and will be reporting to the Committee in April 2021.
- Declarations of Interest/Gifts Hospitality Sponsorship: The Committee commissioned a review of practice of Declarations of Interest/Gifts Hospitality and Sponsorship within other organisations however, this has been paused by procurement due to the impact of COVID-19. It is anticipated that this will be undertaken in the new financial year.

English Catherine
05/28/2021 09:17:57

- Contracts & Agreements Register. The Committee reviews the Register on annual basis.
- Audit Recommendation Tracker: The Committee continues to monitor HEIW's Audit Tracker scrutinising management responses to audit reports throughout 2020/21 and the completion of actions to address the recommendations.

11. Financial Management Control and Systems Monitoring

The Committee has continued to seek improvements in the financial systems and approved revised Financial Control Procedures which reflected how HEIW was maturing as an organisation.

The Committee received an update in relation to the Welsh Government Grip and Control Expectations as a result of the COVID-19 Pandemic and noted that HEIW would be reviewing its existing control arrangements in order to provide the required assurance to Welsh Government.

COVID 19 – Decision Making & Financial Guidance: The Committee received assurance that the Finance Department had a number of measures in place to ensure that work matters were conducted to the appropriate standards.

11.1 Annual Accounts

In May 2020, the Committee reviewed the draft and audited accounts for 2019-2020 and considered reports on the Accounts received from Audit Wales. The Committee was able to recommend to the Board that the Accounts be adopted and signed by the Chairman and Chief Executive this was done in June 2020.

In January 2021, the Committee received the Annual Accounts Plan and Draft Annual Report Timetable for 2020/21 and noted the changes to the submission deadline dates.

12. Counter Fraud

The Committee agreed the Counter Fraud Strategy and Work Plan and considered a number of reports relating to Counter Fraud:

- Thematic Assessment Fraud Threats to the NHS from COVID-19
- Review of NHS Counter Fraud Agency (NHSCFA) 2020 Strategic Intelligence Assessment Covering 2018-2019 and Impact on HEIW
- 'Raising our Game' Tackling Fraud in Wales – Report of the Audit General for Wales – National Report
- Effectiveness of Counter-Fraud Arrangements – HEIW specific Audit Wales report

13. Key Risks

The Committee had identified a number of risk areas, which have been highlighted in this report; these will be the focus of attention during the coming year.

14. Key Areas of Focus for the Coming Year

During 2021/22, the Committee will continue to focus on the following areas:

- 
- Compliance with Mandatory Training and PADR
 - The annual commissioning process for Education and Training
 - Risk Management
 - Board Assurance Framework
 - Performance Management Framework
 - Information Management and Information Governance, particularly cyber security and the digital agenda

Sponsored by: **Gill Lewis**
 Chair of Audit and Assurance Committee

Date: April 2021

English Catherine
05/28/2021 09:17:57



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Dyddiad y Cyfarfod	27 Mai 2021	Eitem Agenda	4.7
Teitl yr Adroddiad	Materion yr Adroddwyd amdanynt yn y Pwyllgor		
Awdur yr Adroddiad	Catherine English, Rheolwr Llywodraethu Corfforaethol		
Nodwr yr Adroddiad	Dafydd Bebb Ysgrifennydd y Bwrdd		
Cyflwynir gan	Dafydd Bebb Ysgrifennydd y Bwrdd		
Rhyddid Gwybodaeth	Ar agor		
Pwrpas yr Adroddiad	I nodi materion allweddol a drafodwyd yng Nghyfarfod Mewn-Bwyllgor y Bwrdd a gynhaliwyd ar 25 Mawrth 2021		
Materion Allweddol	Yn unol â Rheolau Sefydlog, mae'n ofynnol i AaGIC riportio unrhyw benderfyniadau a wneir mewn sesiwn breifat i gyfarfod cyhoeddus nesaf y Bwrdd. Mae'r adroddiad hwn yn nodi'r penderfyniadau a wnaed gan Fewn-Bwyllgor y Bwrdd ar 25 Mawrth 2021.		
Gweithredu Penodol Angenrheidiol (✓ <i>nodwch un yn unig os gwelwch yn dda</i>)	Gwybodaeth	Trafodaeth	Sicrwydd
	✓		
Argymhellion	Gofynnir i'r aelodau: • Nodi'r adroddiad er gwybodaeth.		

English Catherine
05/28/2021 09:17:57

PENDERFYNIADAU A WNAED YN YSTOD Y CYFARFOD BWRDD MEWN PWYLLGOR A GYNHALIWDYD AR 25 MAWRTH 2021

1. CYFLWYNIAD

Pwrpas y papur yw adrodd ar eitemau a ystyriwyd gan Gyfarfod Mewn-Bwyllgor y Bwrdd a gynhaliwyd ar 25 Mawrth 2021.

2. CEFNDIR

Bydd y Bwrdd yn cynnal cymaint o'i fusnes ffurfiol yn gyhoeddus â phosibl. Efallai y bydd amgylchiadau lle na fyddai er budd y cyhoedd i drafod y mater yn gyhoeddus. Mewn achosion o'r fath, bydd y Cadeirydd (a gynghorir gan Ysgrifennydd y Bwrdd lle bo hynny'n briodol) yn trefnu'r materion hyn yn unol â hynny ac yn ei gwneud yn ofynnol i unrhyw arsylwr adael y cyfarfod. Wrth wneud hynny, bydd y Bwrdd yn datrys:

'Bod cynrychiolwyr y wasg ac aelodau eraill o'r cyhoedd yn cael eu heithrio o weddill y cyfarfod hwn gan ystyried natur gyfrinachol y busnes sydd i'w drafod, a byddai cyhoeddusrwydd yn niweidiol i fudd y cyhoedd'

Yn yr amgylchiadau hyn, pan nad yw'r Bwrdd yn cyfarfod mewn sesiwn gyhoeddus, bydd yn gweithredu mewn sesiwn breifat, gan adrodd yn ffurfiol am unrhyw benderfyniadau a wneir yng nghyfarfod nesaf y Bwrdd mewn sesiwn gyhoeddus.

3. CYNNIG

Mae'r adroddiad yn darparu trosolwg o'r materion a ystyriwyd gan Gyfarfod Mewn-Bwyllgor y Bwrdd a gynhaliwyd ar 25 Mawrth 2021 a'i fwriad yw dangos ymhellach ymrwymiad AaGIC i wneud penderfyniadau agored a thryloyw.

4. MATERION LLYWODRAETHU A RISG

Trafodwyd yr eitemau canlynol yng nghyfarfod pwyllgor Bwrdd AaGIC ar 25 Mawrth 2021:

- **Adroddiad y Cadeiryddion** - Derbyniodd a nododd y Bwrdd ddiweddariad ar lafar gan y Cadeirydd.
- **Adroddiad y Prif Weithredwyr** - Derbyniodd a nododd y Bwrdd ddiweddariad ar lafar gan y Prif Weithredwr.
- **Dyraniad Refeniw 2021/22** - Derbyniodd y Bwrdd ddiweddariad ar sefyllfa gyllidol 2022/22. Y Bwrdd:
 - nododd y Dyraniad Craidd a ragwelir ar gyfer 2021/22,
 - nodwyd y cymod â'r Cynllun Ariannol ar gyfer 2021/22; a
 - nodwyd y camau lliniaru a awgrymwyd i bontio unrhyw ddiffyg.
- **Effaith COVID ar Addysg Gweithwyr Iechyd Proffesiynol** - Derbyniodd a nododd y Bwrdd ddiweddariad ar y mesurau sy'n cael eu gweithredu i liniaru effaith y pandemig ar addysg a hyfforddiant. Ceir diweddariad pellach pan fydd adborth wedi dod i law gan sefydliadau addysg uwch a rheoleiddwyr.

- **Gwerthusiad Hunanasesiad y Bwrdd 2019-2020 ac Asesiad Aeddfedrwydd-** Cyflwynwyd canlyniad ei ymarfer hunanasesu blynyddol ar gyfer 2019/20 i'r Bwrdd. Bu'r Bwrdd yn ystyried ac yn cymeradwyo'r cynigion ac yn awgrymu gwelliannau i'r broses hunanasesu fel yr amlinellir yn yr adroddiad.
- **Adroddiad Materion Allweddol gan Gadeirydd y Pwyllgor Addysg, Comisiynu ac Ansawdd** - Derbyniodd a nododd y Bwrdd adroddiad mater allweddol y Cadeiryddion ar gyfer sesiwn gaeedig y Pwyllgor a gynhaliwyd ar 9^{fed} Chwefror 2021.

5. GOBLYGIADAU ARIANNOL

Nid oes unrhyw oblygiadau ariannol wrth nodi'r diweddariad. Fodd bynnag, byddai unrhyw oblygiadau adnoddau wedi cael eu nodi yn y ceisiadau gwreiddiol am gadarnhad.

6. ARGYMHELLIAD

Gofynnir i aelodau **nodi'r** adroddiad er gwybodaeth.

Llywodraethu a Sicrwydd			
Cysylltu â nodau strategol y Cynllun Tymor Canolig Integredig (IMTP) <i>(os gwelwch yn dda ✓)</i>	Nod Strategol 1: Arwain y gwaith o gynllunio, datblygu a lles gweithlu cymwys, cynaliadwy a hyblyg i gefnogi cyflwyno 'Cymru Iachach'	Nod Strategol 2: Gwella ansawdd a hygyrchedd addysg a hyfforddiant i'r holl staff gofal iechyd gan sicrhau ei fod yn diwallu anghenion y dyfodol	Nod Strategol 3: Gweithio gyda phartneriaid i ddylanwadu ar newid diwylliannol o fewn GIG Cymru trwy adeiladu gallu arweinyddiaeth dosturiol a chyfunol ar bob lefel
	✓	✓	✓
	Nod Strategol 4: Datblygu'r gweithlu i gefnogi darparu diogelwch ac ansawdd	Nod Strategol 5: Bod yn esiampl o gyflogwr ac yn lle gwych i weithio	Nod Strategol 6: Cael ein cydnabod fel partner, dylanwadr ac arweinydd rhagorol
	✓	✓	✓
Ansawdd, Diogelwch a Phrofiad y Claf Mae sicrhau bod y Bwrdd a'i Bwyllgorau yn gwneud penderfyniadau gwybodus yn dibynnu ar ansawdd a chywirdeb yr wybodaeth a gyflwynir ac a ystyrir gan y rhai sy'n gwneud penderfyniadau. Mae penderfyniadau gwybodus yn fwy tebygol o effeithio'n ffafriol ar ansawdd, diogelwch a phrofiad cleifion a staff.			
Goblygiadau Ariannol Nid oes unrhyw oblygiadau uniongyrchol o ran adnoddau yn gysylltiedig â'r adroddiad hwn. Fodd bynnag, byddai unrhyw oblygiadau adnoddau wedi cael eu nodi yn y ceisiadau gwreiddiol am gadarnhad.			
Goblygiadau Cyfreithiol (gan gynnwys asesiad cydraddoldeb ac amrywiaeth) Nid oes unrhyw oblygiadau cyfreithiol yn yr adroddiad hwn. Fodd bynnag, bydd effaith			

benodol, lle bo hynny'n berthnasol, wedi'i hystyried mewn adroddiadau unigol y cyfeiriwyd atynt yn y diweddariad hwn.	
Goblygiadau Staffio	
Nid oes unrhyw oblygiadau staffio uniongyrchol ar y gweithlu yn yr adroddiad hwn. Fodd bynnag, bydd effaith benodol, lle bo hynny'n berthnasol, wedi'i hystyried mewn adroddiadau unigol y cyfeiriwyd atynt yn y diweddariad hwn.	
Goblygiadau Hirdymor (gan gynnwys effaith Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015)	
Nid oes unrhyw oblygiadau uniongyrchol i'r Ddeddf. Fodd bynnag, bydd effaith benodol, lle bo hynny'n berthnasol, wedi'i hystyried mewn adroddiadau unigol y cyfeiriwyd atynt yn y diweddariad hwn.	
Hanes yr Adroddiad	Darperir yr adroddiad hwn ym mhob cyfarfod o'r Bwrdd.
Atodiadau	Dim.