

Medical and dental business group

12 May 2022

Teams meeting

Present:			Apologies:
Welsh Government: Helen Arthur Emma Coles Annie Jones	NHS employers: Richard Tompkins Stephen Edwards Sarah Abraham Sharon Vickery Richard Stone	BMA: Phil Banfield Raj Nirula Simon Hodder Michael Thomas Stephen Monaghan Evan Sun Rachel Podolak Erica Stamp Lucy Merredy Rodney Berman Merlin Gable	Chris Jones Chantelle Herbert Ali Nazir
			Secretariat
			Sarah Ellmes (BMA)

1.	Welcome/Introductions	Actions
	Phil Banfield (PB), chair, welcomed members to the meeting.	
2.	Notes of last meeting	Actions
	<p>Item 8 Recruitment and Retention Subcommittee</p> <p>Add to notes</p> <p>“BMACW representatives expressed their disappointment that the Subcommittee had not delivered as much as BMACW were hoping it would, it needed to start delivery its objectives. BMACW felt the Subcommittee was as essential part of partnership working and initially felt that it would deliver its objectives this did not seem the case at present.”</p>	Secretariat to amend minutes

	<p>Public Health Wales Reorganisation</p> <p>BMACW representatives wished it recorded under Matters Arising, that this was raised, and they had expressed their concern regarding the way the reorganisation had taken place without consultation with Public Health Wales staff.</p>	<p>Secretariat to amend minutes</p>
<p>3.</p>	<p>Actions updates</p>	
	<p>Advisory Notice</p> <ul style="list-style-type: none"> - Employers' welcome conversation with BMACW regarding points P Banfield raised in letter to Judith Paget - Focus away from COVID Advisory note and more to position of incentives for recovery R Tompkins talking to Agenda for Change Staff and will need a similar conversation for doctors. - SAS Doctors Advisory notice had been extended until the end of April 2022, it was A Nazir view that the notice should continue for SAS Doctors, provided they are on COVID rotas, although he was unsure if there were any SAS Doctors continuing on COVID rotas, R Berman stated that a conversation was needed with SAS doctors to find out if they wished to continue on the advisory notice or stop the advisory notice for SAS doctors, members were unsure of the position and felt that clarity on this issue was needed before going forward. <p>P Banfield stated that MDBG had been established to have the authority to decide on issues but did not feel that the Group seemed able to make any decisions and felt that BMACW should evaluate the benefits of being members of MDBG. R Nirula felt that SAS doctors were vulnerable and highlighted the recent BMA survey and findings with regard to SAS doctors. H Arthur agreed there were challenges for SAS Doctors and BAME doctors and when developing REAP had heard their bad experiences and had been shocked by their experiences. Welsh Government were developing specific actions under REAP and were committed to the Plan, with one example being setting up Challenge Board and she would discuss this Board further with R Podolak. She also informed members that Welsh Government were keen to work with BMACW representatives on the SAS Charter. R Tompkins agreed that the new SAS contract was a good vehicle for change and the SAS Advocate role would help address issues.</p>	<p>R Berman and R Tompkins plus BMACW Representatives discuss</p>

R Berman stated that prior to the COVID pandemic, MDBG had developed a toolkit for the implementation of the SAS Charter and was keen to rerun this exercise, he felt that a separate group should be established to run the exercise across Wales and asked if that could be agreed here. S Vickery added that from a employer's perspective they want to know the pressures that the SAS doctors are under and discriminations that are taking place. R Tompkins thought it would be helpful to rerun the exercise and would discuss with R Berman

R Tompkins and R Berman to discuss SAS Contract implementation toolkit

R Tompkins and S Hodder to discuss outside the meeting.

Fatigue and Facilities Charter

S Hodder had previously asked about members who had not joined the 2015 pension scheme in 2018 and whether they could be facilitated to re-join. It was agreed that this still needed to be picked up by S Hodder and R Tompkins outside of the meeting.

Time off For Trade Union Duties

R Tompkins informed members that if LNC Chairs and representatives needed time off for their duties they are supported by Employers and if they encountered any difficulties getting time off they should raise the issue with their Medical Director, if they encountered any structural problems then BMACW should inform the LNC Chairs to raise this with R Tompkins or H Arthur.

R Podolak stated that this was a structural issue due to the fact that individual departments have to sacrifice own budget to cover time off for trade union duties and she felt this would become more acute over the next few years because of budget cuts to the Health Service budget.

R Tompkins felt that R Podolak had made a valid point in context of recovery. Workforce Directors are aware that partnership working only works if they have partners to converse with, and he would reflect back to Medical Directors points that had been raised. This was less around money and more about capacity as there is an agreement regarding facilities times. It could be timely to reflect that across all Trade Union Groups so that within organisations Trade Union representatives are supported and individual Departments ensure individuals are released. This will become more acute in coming years.

E Stamp informed the Group that in some Health Boards LNC Chairs are funded by the Medical Directors budget rather than individual department budgets and this is the preferred approach and what we have asked for previously to be an agreed on an all Wales basis.,

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	<p>All agreed to the suggested changes</p> <p>Pension Guidance</p> <p>P Banfield stated that the Pension Guidance had been agreed nationally but Health Boards were determining whether and how to implement on a local basis, and this was unhelpful. H Arthur stated that from a Welsh Government perspective P Banfield had written to Judith Paget regarding the pensions guidance and Welsh Government are having discussions to see if this issue can be resolved before Judith Paget replies to P Banfield. Ideally, if agreed, the guidance will then be implemented on a national basis. She pointed out that Health Boards have governance procedures that they must adhere to. She would have a conversation outside the meeting with P Banfield.</p> <p>P Banfield expressed his disappointment that although there was a national agreement that it was taking so long to be implemented across Wales.</p> <p>Annual Leave Carry Over</p> <p>P Banfield informed the group that most doctors had gone through the agreed process, but a few doctors had been identified who could not carry over annual leave due to their specialty. He suggested that the selling of annual leave may need to be re-visited in the Autumn. M Gable commented that the process was not ideal for medical and dental staff due to the way their annual leave is set up and agreed that another potential period for selling annual leave in the Autumn may be beneficial for them. R Tompkins responded that he hadn't heard of any problems from staff and took it as a positive that staff were making their arrangements. With respect to a subsequent round, Employers would need to assess if there was a need for this. If staff were experiencing problems, then they would assess if there is a need to have another round. He said it would be helpful for feedback from members on this and he would speak to Medical managers to see if they were aware of problems.</p> <p>BMACW to gather feedback from members if helpful to have another round to re-sell leave in the autumn. Employers to speak to medical managers on this subject.</p>	<p>All to gather feedback on annual leave</p>
<p>4.</p>	<p>Medical Examiners Terms and Conditions</p>	<p>Actions</p>

	<p>Members were updated on the Medical Examiners Terms and Conditions. E Stamp expressed disappointment that BMACW had not been involved in initial discussions on the Terms and Conditions for Medical Examiners despite this having been agreed at the first meeting of MDBG. She requested that BMACW be able to see the contract and asked for confirmation that Medical Examiners were being paid the same for all work. R Tompkins would ask Gareth Hardacre to contact her regarding these issues.</p>	<p>R Tompkins to contact G Hardacre to ask him to contact E Stamp</p>
<p>5.</p>	<p>Public Health Wales Organisational Redesign Project</p>	<p>Actions</p>
	<p>P Banfield voiced his concern that this was not just about the Public Health Wales Redesign Project, but other consultants had expressed their concern that a decision to alter a part of the NHS could take place without consultation with staff. He questioned the application of partnership working regarding this issue.</p> <p>PHW representatives had expressed their concerns regarding the redesign project at the last meeting of MDBG. They understood that H Arthur had spoken with T Cooper requesting the evidence behind the reorganisation and a major restructuring of the service, including setting out the risks and benefits of moving teams over to Health Boards. M Thomas informed the meeting that no impact assessment had been undertaken even though Health Impact Assessments are in Legislation. He was of the opinion that the Service was moving from an integrated service to a fragmented service.</p> <p>H Arthur responded to M Thomas that she had not spoken to T Cooper directly, but she had spoken to Public Health Wales officials informing them that they needed to work in partnership with Public Health doctors and to ensure that engagement with staff took place. She understood that this engagement had taken place.</p> <p>M Thomas said that PHW were pressing ahead with local teams moving to health boards in September 2022, but he was aware that there would be further reorganisation of PHW in April 2023. An MOU was being developed that was currently in draft form but had not been shared with staff. PHW staff would need support to deliver a service at a local level and he understood there was only funding for 3 years. Potentially this could put jobs at risk and he requested that there be a delay to this reorganisation to April 2023.</p> <p>H Arthur stated that at a national level Welsh Government were committed to working in social partnership, and those principles are embedded through the system. Therefore what is agreed centrally is applied locally and all are committed to that ethos. She went on to state that she didn't feel that MDBG was the right forum to discuss the changes that PHW are proposing. H Arthur and R Tompkins offered to speak to PHW again.</p> <p>P Banfield thanked H Arthur for her commitment to partnership working.</p>	

6.	Mileage Expenses Rate	Actions
	BMACW are discussing with their members the offer from R Tompkins to increase mileage rate for those above 3,000 miles and will reply formally to R Tompkins.	BMACW representatives to reply to R Tompkins
Subgroup Updates		
7.	Overview of the Recruitment and Retention Subcommittee	Actions
	RT gave an update on the work of the Recruitment and Retention Subcommittee. Work is progressing on the review of the Working Longer Review recommendations, Retire and Return principles and the Fatigue and Facilities Charter implementation toolkit. The subcommittee has previously discussed mentoring on an all-Wales basis and also discussed accommodation for doctors. The pace of the outcomes may not be as quick as we would all like it to be, but there is good work coming out of the subcommittee, with interesting ideas we need to deliver on issues	
8	Junior Doctor Contract Reform	Actions
	An update on the Junior Doctor contract was provided by M Gable	
9	SAS Contract Implementation, Project Closure Report	Actions
	M Gable to respond to S Abraham with comments following discussion with BMACW representatives on the SAS Implementation Group.	
Any other business		
10	Next meeting Date Thursday 22 September 2022	

