

Present:			Apologies:
Welsh Government: Helen Arthur Annie Jones Chantelle Herbert Darren Lewis	NHS employers: Richard Tompkins Sarah Abraham Stephen Edwards Steve Morgan Stuart Walker	BMA: Erica Stamp Evan Sun Lucy Merredy Merlin Gable Phil Banfield Rachel Podolak Rodney Berman Sarah Ellmes Simon Hodder Milan Makwana Raj Nirula Stephen Monaghan	Chris Jones Michael Thomas
			Secretariat Darren Lewis (WG)

1.	Welcome/Introductions	Actions
	Helen Arthur (HA), from Welsh Government chaired the meeting. HA welcomed all to the meeting and noted the following apologies: Stephen Monaghan was welcomed to the meeting deputising for Michael Thomas Apologies Chris Jones – Welsh Government Michael Thomas – BMA	
2.	Notes of last meeting	Actions
	Notes of the previous meeting were agreed.	
3.	Action Points and Matters Arising	Actions

	Updates on action points and matters arising can be found in Doc 3.2. Further actions from the paper is documented at the bottom of this note.	
4.	Update on COVID	Actions
	<p><u>General update</u></p> <p>HA provided a general update on COVID-19 and noted that the figures suggest that the level of harm of COVID is not as serious as originally anticipated. HA added that government's perspective is that we're currently in an interim period, and are looking at the recovery of the pandemic. HA also added the government is also looking at the future plans in relation to COVID-19</p> <p>Phil Banfield (PB) highlighted the importance that IT has played during the pandemic and asked if consideration is being given to investment for IT equipment for staff PB also added that consultants are being stopped from implementing any NHS Wales recovery plans efficiently by IT issues in secondary care and bureaucracy/ red tape – BMA to gather examples and come back to the group with evidence.</p> <p>The group also discussed and agreed the matter of estates was an important agenda and something that could be looked at together. It was agreed to look at inviting someone from estates to a future meeting.</p>	<p>BMA to gather evidence of consultants being stopped doing tasks by bureaucracy/red tape and feedback to group.</p> <p>Secretariat to invite a member from the Estates to a future meeting</p>
Strategic/Hot Topics		
5.	Review of the MDBG Terms of Reference	Actions
	<p>Rachel Podolak (RP), BMA, presented this item.</p> <p>BMA shared the MDBG Terms of Reference (Doc 5.1). RP stated that the document was created when the MDBG group was initiated, and a clause was entered that a review process will be in place.</p> <p>RP added that BMA have no major issues with the ToR but has requested for all MDBG members to review and agree the ToR at the next meeting. However, it was noted that the ToR need updating to reflect how the group will sign off contractual changes.</p>	<p>All members to review the MDBG Terms of Reference and agree at the next meeting.</p> <p>Merlin Gable to send a suggested change to the group regarding the maintenance of TCS and signing off of contractual changes.</p>
6.	Specialist and Speciality Doctor 2021 Contract Amendment – Terms and Conditions of Service	Actions
	<p>Sarah Abraham (SA), NHS Employers, presented this item.</p> <p>SA shared the amended document (Doc 6.1) which was written with BMA. SA advised that the paper is to update the current Terms & Conditions for SAS Doctors 2021 contracts.</p>	

	<p>SA advised that the contract has had two amendments:</p> <ul style="list-style-type: none"> Extended deadline date for expressions of interest – increased by 2 months to allow more time and communication tools for their decision Pay circular – it has been agreed in partnership to add an additional 1 days leave. <p>SA asked the MDBG group to agree the changes, the group agreed and signed off the contractual changes</p>	
7.	Pensions	Actions
	<p>RP has contacted Welsh Government and NHS Wales employers regarding delays in implementing pension recycling. RP requested an update on the status of this.</p> <p>Richard Tompkins (RT), NHS Employers, confirmed that all organisations have the all Wales guidance and this is currently going through organisations' internal governance arrangements. There was some discussion as to why internal governance procedures are required as this may be causing duplication.</p> <p>RT agreed to discuss the issues with Workforce Directors and to update RP asap.</p>	<p>Richard Tompkins to pick up the issues with Workforce Directors and update RP asap</p>
8.	Overview of the Recruitment and Retention Sub-Committee	Actions
	<p>Sarah Abraham (SA), NHS Employers presented this item.</p> <p>SA shared the overview of the Recruitment and Retention Sub Committee update paper (8.1) which had been written jointly with BMA. The sub-committee met for the first time on July 2021. The document identifies the themes that the group are currently looking at.</p> <p>SA asked the group to note the update.</p>	
9.	Overview of the Implementation of the new Specialist and Speciality (SAS) contract 2021	Actions
	<p>SA, NHS Employers, presented this item.</p> <p>SA shared the overview of the implementation of the new SAS contract 2021 paper (Doc 9.1). The implementation of new SAS contract negotiated in 2021 is continuing on an all Wales basis in conjunction with social partners. There are two main groups that are instrumental in rolling out and implementing the new contract across Wales and within each individual health board; the All</p>	

	<p>Wales SAS Contract Implementation Group at a strategic level and the SAS Contract Implementation Technical group at a practical and procedural level.</p> <p>The Medical and Dental Business Group are asked to note the steps undertaken in social partnership by both implementation groups that have actively contributed to the implementation of the new SAS contract.</p>	
Any Other Business		
10.	Mess Contribution via Single Lead Employer	Actions
	<p>BMA requested for Mess Contribution via SLE to be added to Any other Business. - Contributions to local Junior Mess funds after transfer of employment to the Single Lead Employer model. Could SLE create formal correspondence to the health boards instead of putting the onus on the mess presidents regarding contribution to local Mess Funds?</p> <p>SA responded with that after speaking to SLE colleagues, this issue was being discussed at the SLE programme board</p>	
11.	Junior Doctors Update	Action
	<p>RT, NHS Employers presented this item.</p> <p>RT advised that NHS Employers are progressing well with discussions. RT added that they are reviewing the content of the junior contracts in England and see how it can transfer into Wales. RT agreed to update at the next meeting.</p>	<p>NHS Employers to provide an update on the Junior Doctors contract discussions at the next meeting.</p>
12	Next meeting Dates	Actions
	<p>HA has confirmed the next meeting dates</p> <ul style="list-style-type: none"> • Thursday 12th May 2022 • Thursday 22nd September 2022 <p>Stuart Walker confirmed that this was his last meeting. SW requested whether his replacement may be considered to replace him on MDBG.</p> <p>The group thanked Stuart for all the work and input in the last year for this group and wished him luck in his new role</p>	

Action Log

Agenda Item	Action	By Whom
<p>Actions from last meeting / matters arising</p>	<ul style="list-style-type: none"> • Advisory Pay Notice <p>BMA will gain feedback from WCC and WSASC on extending the pay notice for additional work</p> <ul style="list-style-type: none"> • UPSW/BAME meeting Race Equality Action plan being refined – section on training will include unconscious bias training. WG to continue engagement with BMA FREE (forum for racial and ethnic equality) <ul style="list-style-type: none"> • Fatigue & Facilities Charter Richard Tompkins and Simon Hodder to discuss offline BMA and Employers discuss Implementation Toolkit <ul style="list-style-type: none"> • Consultant Monies for newly appointed consultants No conclusion – conversation needed offline to discuss the detail. <ul style="list-style-type: none"> • PHW Issues WG noted it's intervention re moving the start date and requesting improved engagement with the BMA. The meeting noted that date had been moved, but there were continuing concerns re engagement. Action – to continue to address at PH LNC level. <p>To build principles that this is being looked into properly in the WF plan.</p> <ul style="list-style-type: none"> • Medical Examiners Terms and Conditions of Service 	<p>BMA Cymru Wales</p> <p>WG Workforce Team</p> <p>Richard Tompkins and Simon Hodder.</p> <p>Merlin Gable and Sarah Abraham</p> <p>Phi Banfield</p> <p>BMA</p> <p>Welsh Government</p>

	To send a suggested change to the group regarding the sign off and maintenance of contractual changes.	Merlin Gable to send a suggested change to the group regarding the maintenance of TCS and signing off of contractual changes.
Pensions	To pick up implementation the pensions guidance issues with Workforce Directors.	Richard Tompkins to pick up the issues with Workforce Directors and update RP asap
Retire and Return	NHS(W) Employers speaking to workforce directors and assistant directors and will comment on BMA paper at R&R meeting in March	Richard Tompkins
Junior Doctors Update	To provide an update on the Junior Doctors at the next meeting.	NHS Employers to provide an update on the Junior Doctors contract discussions at the next meeting.
Any other Business	<p>Annual Leave carry over and selling agreement</p> <p>Variances in how it's being applied by Health Boards – inform Richard Tompkins of any systematic issues</p> <p>To provide contact details for Stuart Walkers replacement to the group</p>	<p>Merlin Gable</p> <p>Secretariat</p>