



Eich cyf/Your ref
Ein cyf/Our ref: WQ82946

Andrew RT Davies MS
Senedd Regional Member for South Wales Central

AndrewRT.Davies@senedd.wales

28 July 2021

Dear Andrew,

Thank you for your recent Written Question asking what preparations I am making for continuing retention of retired staff, accelerated training and rapid recruitment ahead of the 2021-22 winter period, along with allocated funding for these measures.

Health Boards were asked to submit Annual Plans for 2021-22, which include their plans for the ways they would deploy and support their workforce to deliver these plans. In addition, Welsh Government has allocated an additional £540m in 2021-22 to enable the NHS to continue its response to the pandemic and to make initial progress towards recovery of routine services.

The Health Board plans acknowledge the workforce challenges and also indicate that there is significant work being done locally to support the recruitment, retention and wellbeing of their staff, which remains paramount for NHS organisations. This work builds on the very significant recruitment which took place through a number of routes to increase the size of the NHS workforce across Wales during the pandemic, with workforce numbers reaching an all-time high of over 101,000. Furthermore, we are investing record levels in healthcare professional education for NHS Wales - £227m of funding - and now have more training places available than ever before

Health Education and Improvement Wales also continue to deliver key elements of the Workforce Strategy to ensure that our workforce are trained and supported effectively during their careers. Our Train Work Live programme attracts highly skilled people to come to train and work in Wales, and supports international marketing of the NHS Wales as a great place to work. This has led to increased recruitment to our training programmes and complemented the work of Health Boards to recruit additional workforce from overseas.

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Across the NHS Wales a number of programs were introduced as a result of COVID-19 which are currently being adopted to assist with preparations for the winter. We are working with the UK health and care regulators continue to provide guidance for those retired and former NHS professionals choosing to continue to support the pandemic response. Guidance is available for each profession, covering return to work routes, performers list regulations, pay, indemnity, pension, the support professionals can provide and technology. Also *NHS Wales Shared Services Partnership* (NWSSP) continuing to provide safe but optimised standardised recruitment processes and pre-employment checks on behalf of the NHS in Wales.

I hope you find this response helpful.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'M. E. Morgan'.

Eluned Morgan AS/MS

Y Gweinidog Iechyd a Gwasanaethau Cymdeithasol
Minister for Health and Social Services