



MANAGERS IN PARTNERSHIP (MiP) – THE UNION FOR HEALTH & CARE MANAGERS

WALES ENGAGEMENT DOCUMENT - APRIL 2020

1. INTRODUCTION

The aim of this briefing is to update members on progression of key areas, continue the joint working dialogue with MiP and NHS Wales. To also engage and communicate with MiP Members, National Stakeholders and all relevant Organisations. It is aimed at the organisations across Wales, that currently have 236 MiP members and 2 active link members. Namely:

- Local Health Boards (LHBs) - Aneurin Bevan UHB; Cwm Taf Morgannwg UHB; Cardiff & Vale UHB; Hywel Dda HB; Swansea Bay UHB; Betsi Cadwaladr UHB; Powys Teaching HB;
- Public Health Wales;
- Welsh Ambulance Services Trust;
- Velindre NHS Trust;
- Welsh Government;
- Shared Services Partnership.

We also look forward to working with the newly formed organisations of Health Education and Improvement Wales (HEIW), NHS Wales Informatics Service (NWIS) and NHS Wales Executive and of course continue to work in partnership with Partner Unions.

2. PRIORITIES

MiP continue to support and market the understanding of the vital roles of managers in the NHS. Emphasising why the role is so important and what managers continually strive to achieve as part of the delivery of NHS care.

MiP recognise there are several key priority areas that remain at the forefront for senior managers and staff within this difficult time:

Pay & Conditions – Annual Leave; sickness; Time in Lieu/Overtime; redeployment; Working from home;

Supporting Health & Well Being – Managers support to manage others; Individual support for Managers; Physical & Psychological Wellbeing;

Managing Issues/Crisis – Internal and External comms support;

Personal protective equipment supply – Supply and Guidance;

Staff Testing – Travelling for tests; Process in place; Monitoring;

Redeployment – Agreed processes in place;

Employee/Employer Relations - Engagement of Staff side; Grievances & Disciplinarys; Reorganisations/OCP.

Members are encouraged to enquire about support for themselves, their colleagues and their Organisation through consideration of the role of [a Rep/Link Member](#) (**click link for more information**) for their organisation – of particular importance at this time. Full support and training is given at all times.

3. SUPPORTING DOCUMENTATION

In response to all staff and organisations in Wales, there has been the release of several support documents since the start of the Covid situation. These have been very much welcomed by MiP and circulated to members appropriately.

We are particularly pleased to have sight of 3 key documents. Each document is hyperlinked for full reading, **to open click on the headings**. Extracted below are some key headlines for each of these documents, which MiP believe are clearly linked to priorities outlined in Section 2 above.

1. A Framework to Lead Wales out of the Coronavirus Pandemic – released by Welsh Government - 24th April 2020

This Framework is based on three key pillars:

1. Measures & evidence to judge the current infection level and transmission rates;
2. Set of principles to examine proposed measures to ease current restrictions – grounded in scientific evidence & wider social & economic impacts;
3. Enhance public health surveillance and response system to track the virus as restrictions are eased.

2. Covid 19 Moral and Ethical Advisory Group Wales (CMEAG-Wales) – 12th April 2020

A Framework of ethical values and principles for health care delivery. The three key areas covered in the document are:

1. Core values to inform planning & decision making for health care delivery for all people in Wales;
2. Using the Framework to deliver health services equitably;
3. Principles & Law underpinning ethical delivery of healthcare.

3. Covid 19 – FAQs for NHS Managers & Employers – NHS Wales - 23rd April 2020

In summary, this is an extremely useful update document produced by NHS Wales through collaboration across WG, trade union partners and UK colleagues. It outlines guidance and support to ensure consistent advice in relation to aspects on employment and management responses. It encourages local level plans to also be developed in partnership where possible.

The FAQs are based on a few overarching principles (*copied from the FAQ attached document*):

- *This is an ongoing and developing situation where many decisions will have to be made on an immediate basis. Whilst this set of FAQs sets out some of the areas where we can provide guidance and advice, we will not be able to cover everything. The key message is that managers will be supported to manage during this period in the decisions which they make which should be in line with this guidance, but we would encourage managers to make proportionate judgements*

as the specific circumstances present themselves and in making these decisions to follow appropriate assessment of risk;

- *The primary responsibility for the management of workforce related situations during the COVID-19 outbreak rests with individual managers. The rationale for this approach is that managers should “know their employees” and be familiar with the issues, individual circumstance and needs of their employees; Managers in “knowing their employee”, have the discretion that when making decisions in relation to an individual’s needs and circumstances e.g. whether it is appropriate for them to work from home or be deployed to another area, they should consider the appropriateness of the decision for that particular individual against the demands of the service;*
- *Individuals with symptoms, or who have been advised to self-isolate will be expected to remain at home and away from the workplace;*
- *The health and wellbeing of individual staff and patients is of paramount importance.*

There are a total of 39 questions in the document and really informative answers outlined with headlines of the following:

- Infection Control
- Allaying Staff Fears;
- Supporting Business Continuity;
- Terms and Conditions.

4. NEXT STEPS

MiP recognises fully the pressures of the current crisis, however, we also have some robust future plans in place for discussion with NHS Wales Organisations in relation to the following priority areas:

- Enhancing members and organisations experiences in Wales – through website and magazine publication;
- Organising activity – current and potential members – combination of meetings/forums, drop-ins, induction involvement; membership advice/services, development of training and resources etc;
- Linking with other key organisations at a local/Wales level such as NHS Confederation, RCN, Unison;
- Inclusion in Partnerships Forums and input to development and delivery of OCPs;
- Development of training for link members/ reps roles within Organisations;
- Linking with Management Trainee Scheme;

5. CONCLUSION

The MiP Team are really pleased to send this communication out to MiP Members and Organisations in Wales and welcome feedback on any of the content included or any other relevant questions or issues we can note or respond to.

Sam Crane
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30^h April 2020