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Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

Dyfodol Clinigol
Clinical Futures

Cylchlythyr Staff

Staff Newsletter



ISSUE 18 8th December 2021



Message from Glyn Jones, Interim Chief Executive

Shwmae pawb / hello all, welcome to this week's newsletter. Today is the anniversary of the start of our vaccine programme and what a fantastic achievement. I know that all our staff are working exceptionally hard, but I would like to give particular mention to the staff who are working in our Mass Vaccination Clinics (MVCs)/Programme – many of whom are working additional hours on top of their busy 'day jobs'. I am really proud of the work being undertaken by our own staff, staff from our Local Authorities, Leisure Trusts and the volunteers who are supporting and working in the MVCs.

You will have seen the media coverage about Christmas parties recently so please can I remind all staff, if you are getting together to celebrate Christmas this year, to please do it safely. Meet outdoors where you can, keep social distancing and do Lateral Flow tests before and after any gatherings.

Warm wishes, Glyn

One Year of the Covid-19 Vaccination Programme



A year ago today, we saw the first glimmer of hope since the Pandemic began when we administered our very first Covid-19 vaccinations to our health and social care workforce. It was a historic day for our Health Board and our

country, and one that I'm sure won't ever be forgotten by anyone involved.

A year on, we have provided an incredible 1,108,475 vaccinations to our local population and have been tasked with possibly our toughest vaccination challenge yet- to bring forward the timescale for delivering the booster vaccination programme, whilst also vaccinating more residents than ever before.



This is a massive undertaking and will require our staff to once again find the energy and determination to go above and beyond in order to keep our local communities protected.

We are aware that this announcement may have caused increased stress and worry to MVC staff and, with this in mind, I would urge anyone feeling overwhelmed to talk to their line manager. Help and support is there for you, if you need it.

The work in the MVCs is relentless as the drive to vaccinate the local population continues and therefore there is a need to take care of yourselves and each other.

Congratulations on the year anniversary and thank you once again. You are all amazing at caring for our patients and the public, but please make sure you also look after yourselves, your colleagues, family and friends.



Christmas Parties



As Christmas approaches we understand that teams will be organising parties and events. Knowing that the Omicron variant is more transmissible, we would ask staff to take a sensible approach, to be careful and ensure COVID safety measures are applied in and outside the organisation. Please take a Lateral Flow Test before and after the event, don't attend if unwell and where possible socialise in smaller groups to limit any potential impact on services.

If you have not been vaccinated yet, please seriously consider it. This is one way of ensuring you keep yourself, your family and patients safe.

For more information on how to celebrate Christmas safely please access information through the link below.

<http://howis.wales.nhs.uk/sitesplus/documents/866/Safe%20Christmas%20guidance%20final%20version.pdf>



#CynnalCynefin #PeopleFirst Engagement events are underway

Our staff engagement project has begun with a series of workshops and events across sites including The Grange University Hospital, Royal Gwent Hospital, Ysbyty Aneurin Bevan, Nevill Hall Hospital and Ysbyty Ystrad Fawr. The project enables staff to share their experiences and concerns with Health Board Executives in a safe environment. A number of effective initiatives are already being implemented as a result of feedback given, including:

- Immediate staffing of security at Ysbyty Aneurin Bevan
- Purchase of essential clinical equipment at Ysbyty Aneurin Bevan & the Royal Gwent Hospital
- Relocation of security at the Royal Gwent Hospital
- Mass vaccination induction equipment
- OT & Physio storage options to safely store kit

Further events are scheduled for all sites, and we look forward to meeting and working with you to create an environment that makes every individual's experience of work the best it can be. If you see us walking around, please don't hesitate to stop for a chat and let us know about your experience and how we can make things better. Watch this space for further information.

MORE than £20,000 has been raised

Raising awareness for breast cancer is important all year round. Breast Cancer Awareness Month is particularly key, especially to people who have been affected. Emma Wilkins, the Aneurin Bevan Fundraising Manager for the new Breast Unit said: "I would like to express appreciation to all staff and departments that got involved in the annual #TurnABUHBpink event, especially staff who became 'champions' and went above and beyond raising funds with colleagues – thank you." All proceeds from the Turn ABUHB Pink day will go towards the new Breast Centre in Ysbyty Ystrad Fawr, which will open in 2022."



The Unit will support more than 5,000 women, and a number of men each year. The fundraising aims to support the patients and families to have a comfortable waiting room, counselling rooms with a sensitive design and décor to create a calm, light and dignified environment, where patients and their families can come to terms with their diagnosis and treatment.



Emma continued: "It's been a difficult few years with Covid restrictions having a direct effect on how we can continue to raise funds to support our NHS. The number of people continually getting involved in all departments raising money in innovative, tireless and sometimes virtual ways for our new breast unit makes you realise just how amazing people are."

The team currently have festive calendars on sale which make an ideal Christmas gift. Local women have gathered to create a 'tastefully topless' calendar to raise funds for The New Breast Care Unit. These courageous women have had breast cancer or experience of the breast service and feel passionate about having an improved service for all. Please get in touch with emma.wilkins5@wales.nhs.uk for more information.

Overtime and Pay During Annual Leave - Leavers and Retirees

The Welsh Partnership Forum previously agreed a framework to enable Health Boards and NHS Trusts in Wales to correctly interpret the calculation of annual leave pay. A corrective payment based on applying a 13% multiplier to overtime paid during the period 1 October 2018 – 31 March 2021 was paid to staff in their August pay.

In addition, payroll colleagues have now identified those individuals who were employed and were paid overtime during the period 1 October 2018 and 31 March 2020 but who left NHS Wales before 31 March 2020 and these individuals will receive the corrective payment in December. They will also receive a letter to explain the reasons why they have received this payment.

Those individuals who were paid overtime during the period, but who left employment in NHS Wales after 1 April 2020, will already have received the corrective payment in August.

If anyone is aware of any former colleagues entitled to the payment and who has not received the corrective payment by the end of December 2021, please advise them to apply for the payment by sending an email to NWSSP.EATpay@wales.nhs.uk. They should state "I believe that I am eligible for a corrective payment due to the recent holiday pay/overtime settlement" and also state their full name, the name of their former employer, what job they did, their post code and their NI number or payroll number (if they know it).

NEW Incident Reporting System - Datix Cymru

A new safety and risk management system has been adopted and is currently being implemented across NHS Wales. The new system known as Datix Cymru has been the subject of considerable design, adaptation and development to meet the needs of NHS Wales. The system is hosted by the Welsh Risk Pool, which is part of the NHS Wales Shared Services Partnership (NWSSP).

The new system has many enhanced features and will be utilised as a national platform to enable consistent data reporting.



Bringing a new approach to how NHS Wales Health bodies record, monitor and learn, the system will allow organisations to benchmark across Wales which will enable the identification of best practice as well as areas for improvement by identifying common themes across all Wales Health Boards and Trusts. Thus enabling better learning and sharing of information from incidents and concerns.

[Find out more and read the guide to reporting incidents here.](#)

2022 Analytics & Modelling Academy (AMA) Programme

We have extended the deadline for applications for the AMA Programme to Thursday 9th December at mid-day.



GWELLIANT PARHAUS ABCi
Bwrdd Iechyd Prifysgol Aneurin Bevan
Aneurin Bevan University Health Board
ABCi CONTINUOUS IMPROVEMENT

After three, very successful cohorts of the Analytics and Modelling Academy (AMA) Programme we are now inviting applications for our fourth cohort, due to start in January 2022.

The Analytics and Modelling Programme

The Analytics and Modelling Academy Programme is a 6-month long programme for a cohort of 10-12 participants who will develop capability to undertake data analytics and healthcare operations management tasks in practice. Mathematical Modelling and complex analyses are key skills that build insight and enable informed decision making in practice. You can find the details of the Analytics and Modelling Academy Programme and how to apply on our [SharePoint intranet page](#).

Supporting Welsh Language Rights Day

On Tuesday 7th December, we supported the annual #maegenihawl Welsh Language Rights Day, where we promoted some of the Welsh language services that we offer to our patients and staff as part of their Welsh Language Rights.

Welsh Language Rights Day doesn't just focus on our patients' rights- our staff members also share these same rights. If you would like to apply for a job in Welsh, receive or send a letter in Welsh, or use Welsh on the phone, you have the right to do so.

Visit our website to find some examples of Welsh speaking Health Board staff and the Welsh Language services they can provide: [Supporting Welsh Language Rights Day #Maegenihawl - Aneurin Bevan University Health Board \(nhs.wales\)](#)

We actively encourage anyone wishing to further their Welsh language skills to contact the Welsh Language Unit to discuss learning opportunities at WelshLanguageUnit.ABB@wales.nhs.uk. You can also join our PartnerIAITH network of learners and all levels of Welsh speakers to practice Welsh in a more informal setting. Contact the Welsh Language Unit at WelshLanguageUnit.ABB@wales.nhs.uk for more information.

Seren Sbotolau **Spotlight Star**

"Gyda fi, mae gennych chi hawl i.. "With me, you have the right to.."

Siarad Cymraeg ar y ffôn
Speak Welsh on the phone

"When I've taken calls in Welsh, I've been able to **understand** what the caller asked for, **respond** to them in Welsh and then **transfer** them to the **correct department**."

- David, Switchboard Operator

"I have always wanted to learn Welsh, and I'm confident I will achieve being able to speak Welsh fluently. The support I am receiving is building my confidence to have a go, supporting me to improve getting it right and helping me to understand different ways someone might ask me for something, or how I might ask other people for something."

"Being registered blind has never prevented me from doing what I wanted to achieve." **#maegenihawl**

If you have any ideas for this fortnightly newsletter, please send an e-mail to ABB.CommsAndEngagement@wales.nhs.uk



Aneurin Bevan University Health Board



@AneurinBevanUHB