

Minutes of the 53rd meeting of the BDA Wales Board held on Wednesday 27 January 2021 via Microsoft Teams from 09:30 – 12:00

Present:	Kate Harrod-Wild (KHW)	Board Chair
	Alice Reed	Board Member
	Beca Lyne-Pirkis	Board Member Student Rep
	Victoria Prendiville	Board Member
	Rhiannon Williams (RW)	Board Member
	Chris Cashin (CC)	Board Member
	Rhian Wilyeo	Board Member DA Rep
	Caroline Bovey (CB)	Board of Directors

In Attendance:	Sandra Tyrrell (ST)	BDA Policy Officer for Wales
	Amanda Squire (AS)	BDA Policy Officer for Wales
	Steven Austin (SA)	BDA National Employment Relations Officer
	Annette Mansell-Green	BDA Director of Trade Union and Public Affairs

Item		<u>ACTION</u>
53/1	<u>Welcome and Apologies</u> Apologies received from Sioned Quirke (SQ)	
53/2	<u>Minutes of previous meeting</u> The minutes were agreed	
53/3	<u>Matters arising from previous minutes</u> No matters arising	
53/4	<u>Chairman's Update</u> <ul style="list-style-type: none"> Chair Kate has been very unwell and will return to sick leave. All enquiries to go to Sandra and Amanda in the first instance. Deputy Chair is required urgently to be filled by a Board member Conflict of interest discussed regarding education members and HEIW bid. AS has changed remit and happy to leave any discussions as required. Submission date for the HEIW tender is 31 January therefore will cease to be an issue shortly. 	ST / AS

53/5

Board of Director Update

- New structure - Council is now called Board of Directors
- A good position financially despite high levels of investment in office and technology. In an excellent deficit position due to less attended and more online events.
- Equalities work progressing well following member consultation on how we respond and shape the equalities agenda in the BDA and wider landscape. Work required around increasing diversity and promoting equality further.
- Pay negotiations started in England. Campaign for an earlier and significant pay rise in NHS to address significant real terms pay decrease. Looking for 7% (£2000) pay rise. High social media campaign. All to circulate and share as much as possible.
- Food fortification in industry position statement released.
- Tom Embury Brexit Update- verbal due to the fast-moving nature at the moment. Supply chain issues. Import duty added to parcels.
- BDA Strategic Plan needs focus and further input. Blue ocean thinking applied to the BDA position which has been very helpful.
- BAPEN and Vegan Society MOU renewed.

ALL

53/6

Membership

- Update on member roles and mapping of gaps discussed. AS To have this tabulated for ease of access
- New member: Victoria (Vicky) Prendiville (now back to Jones) 20 years NHS Hywel Dda Service lead for nutritional support.
- New Member: Beca Lyne-Pirkis student rep. 2nd year at CMet. Also a freelance food writer, cook and presenting on TV. Worked on Food Standards committee and Health Weight Healthy Wales committee.
- New Member: Rhian Wilyeo member of the Board as Support Worker rep. Swansea Bay wards and weight management groups and clinics. Since 2017 DA Practitioner in nursing homes across Neath Port Talbot.
- Existing members: Kate Paediatric background, Caroline Public Health, Alice Stroke Dietetic Manager, Rhiannon W Community Rehab mostly Dietetic management, Sioned weight management and Dietetic Manager Swansea Bay, Chris South Wales rep, Sports Nutrition and Education.
- Good skill mix and geographical representation, only HB missing is Powys HB. ST and AS to contact Penny Doyle on behalf of the board.
- Kate encouraged board members to consider the deputy role as it will be ideal if an experienced member of board could support Kate.

AS

ST / AS

Member	Current Board Representation	Expertise	Geographical Area
Kate Harrod-Wild	Chair	Paediatrics Dietetic Management	North Wales BCUHB
Rhiannon Williams	New Deputy Chair	Community Rehab Dietetic Management	C&VUHB
Chris Cashin	South Wales rep	Sports Nutrition and Education	South Wales
Caroline Bovey	Board of Directors Welsh Link	Public Health	ABUHB
Alice Reed	Board Member	Stroke Dietetic Management	CTMUHB
Sioned Quirke	Board Member	weight Management and Dietetic Manager Swansea Bay	SBUHB
Victoria Prendiville (Jones)	Board Member	Service Lead for Nutritional Support	HCUHB
Rhian Wilyeo	Board Member Support Worker rep	DA Practitioner in nursing homes across Neath Port Talbot.	SBUHB
Beca Lyne-Pirkis	Board Member student rep	2 nd year at CMet. Also a freelance food writer and cook and presenting on TV. Worked on Food Standards committee and Health Weight Healthy Wales committee. Welsh Speaker	South Wales

Covid**i. Rehab Working Groups**

no further update

ii. COVID App

RW reported back on App development. Directed towards those who need rehab but have not been in hospital. It is complete and open to the general public. Based on the All Wales respiratory group App.

iii. **General Update across HBs:**

BCUHB started in East and spreading West. Big impact within the departments. Short staffed and increased cases. High numbers in NHS. Managing prescribed ONS by dropping off directly to NHMs to allow breathing time to process prescriptions. COVID nutritional pathway of 3 x Compak ONS to all Covid patients.

H DUHB starting to improve. Numbers coming down and still reaching a peak in Haverfordwest. Pathway developed too. Using a careline virtual nursing home approach and developed a nutritional self - screening QR code approach- aimed at individuals and nursing home carers etc (facilitated by the Bevan Commission).

CTMUHB increased cases and impact on weight and diabetes management reintroduction of services. Therapy Hub running plus GP time for community support. Field hospital still being used but as an overflow hospital (Non COVID) using DAs.

ABUHB Critical care unit opened early at The Grange Hospital. Staffing and supply chain issues have been overcome. Staff shortages. Mass vaccinations centre running. Working from home is tiring. Staff sickness improving now.

C&VUHB similar staffing issues as to others. 'Keep me well' website developed. New COVID rehab team in Community developed.

SBUHB similar to HDUHB 160 cases confirmed on the wards. Staffing improving and numbers improving. Care home still affected with cases and staffing loss. 85% NHS now vaccinated.

Differences between WB and WDLAG - WDLAG is operational whereas Welsh Board is focussing on staffing and development opportunities.

Mental Health and Wellbeing Services established within each HBs counselling, online access, Schwartz rounds online. Wales staff survey out at the moment.

Workplan

Old plan circulated with these minutes for information

Key areas suggested to be highlighted within the plan:

- COVID: Long COVID and rehabilitation measuring data
- Digital Platforms and usage
- Workforce Agenda: Training needs; Staffing and workforce continuum; Apprenticeship, promoting the profession. Links to the People plan and Westminster negotiations
- Political Engagement

CB suggested that these should align with Strategic Aims of BDA Priorities:

- Leading the profession
- Supporting members
- Building for the future

53/8 Discussion around how these will be implemented and made actionable.
Continued Rhiannon Williams (RW) agreed to be Deputy Chair and to work with ST and AS in a working group to draw up a new workplan and then circulate to board members for comment. KHW to be cc'd into this work and new Vice chair Rhiannon Williams, ST and AS to work on initial draft. Submission deadline noted to be March.

**RW, ST
& AS**

53/9 Policy Officer Update

Please note, this agenda item was amended from Manifesto feedback to Policy Officer update.

- Policy Officer Group meetings to be split between ST and AS
- Vaccinations and private practice in line with other AHPs are approaching GPs and getting vaccinations as client facing professions but no official line.
- Health Equalities working group attended by ST and have circulated for specific questions for development of a guidance document-circulated by ST.
- Hustings in anticipation of elections (tbc). Right to Rehab campaign has BDA input and is a key theme for hustings. Board members to add input to questions and can attend these events with specific questions.
- Be Active (Emma Hendridge) – social media information to share
- Brexit and food supply. Brexit isn't affecting food supply at the moment, but producers have been streamlining production and reducing delivery period.

ALL

53/10 Education update

Huge thanks to all Dietitians in Wales for supporting student placement training. Going well on Placement 3 despite significant hurdles.
50 places secured for May 2021 Placement 1.
55 places required for 2022 placement and 60 bursary places confirmed for September 2021 entry.
From 2022, numbers will be split across South Wales and North Wales HEIs.
Current HEIW tender process hand in is 31st January.

53/11 Trade Union

Vaccination Programme:

- Vaccination and volunteers currently referred to the business committee for further consideration
- Vaccination and then off sick as a result- deemed COVID sickness awaiting news about sick pay impact.
- Section 4 of the Employment rights act. Staff have the right to remove themselves from imminent danger. The employer should risk assess the individual risk, including personal circumstances and travel.
- Self employed dietitians and vaccinations under review.
- Monthly meetings of Wales reps as updates

- The government treasury proposed a capping on exit payments from public service. This was proposed in 2013 but not implemented at the time. This has now come into effect. This will affect people leaving with large pension pots and redundancies. This could affect a salary as low as £19,000.
- Process of raising concerns or grievance will be addressed with a new policy for Rapid Intervention. The idea is that if there is an issue then this is dealt with quickly before the relationship is too far damaged. Resolution to take place earlier. Wales is leading the way on this type of policies.
- Track and trace centres are being set up all over Wales, as time progresses these will be used for administering vaccinations.
- Anti-social media - it was reported that employers are monitoring social media. In particular with reports about the current crisis and people commenting on this. Now there is a warning that they will act on it. There are cases at the moment of people who have breached social media rules. This is particularly wrong if you are representing yourself as an employee of the NHS. This can be on social media sites such as Facebook, however, it can be communication such as group work messages using WhatsApp for example. Also, if emails are sent using the employer's computer systems, these can be read and monitored by IT. CB pointed out that the BDA have excellent information and courses about working with social media and guidance on using social media.
- No decisions yet on a pay deal, expected to be April 2021. SA will keep us posted.
- TU training courses are being run virtually. Wales needs some more TU reps. On 2 December SA will be running an update virtually with the current reps.
- The Wales Social Partnership is due to have a new lead CEO as Tracy Mayhill is retiring. Once this has been decided SA will update the board.
- Further notes will be sent out by ST.

Student training update:

- AS thanked all of the dietitians across Wales for successfully completing the first placement during COVID. The reports back from the students was that the training was very good.
- 53 students have been recruited for this cohort, didn't meet the 60 target that was the goal. Placement 3 is due out shortly. There are staffing shortages at Cardiff Met University, these posts have now been recruited to. HEIW have requested that tenders are completed for the next courses, 42 spaces in South Wales and 18 in North Wales. Ideally preference would be that placements 'pool' would be kept fluid for allocation of placements. There are concerns that the divide in the spaces doesn't reflect what has been requested by the Health Boards. HEIW proposed the number split. AS did report that from student feedback, they report that the lower interest in studying in Wales with the bursary fund is due to the 2 year tie-in to working in Wales. Some students have opted not to take a bursary place and self-fund. There was concern that HEIW has not consulted the BDA about splitting the training of the courses in North and South Wales. Tenders are out at the moment for educators.
- Students will be provided with PPE from May 2021. They will be provided with uniform and headsets, this will be provided by the university.
- Discussions about placements and how these may change in the future. There was discussion that some professionals are opting out of training, despite it being in their job description which is putting a strain on individuals who are willing to deliver training.

ST discussion:

- Speech and Language Wales Policy Officer asking if any other profession is experiencing any problems or queries with PPE. Most work is remote; however, some paediatric dietitians are going into schools, these dietitians will follow the health board compliance unless the guidance is higher in the school. Access to PPE is more readily available, the dietitians provide their own PPE and they have clear guidance of how to use this. CB reports that the BDA continue to lobby with other professional bodies on PPE requirements for aerosol generating activities, for example, passing an NG tube isn't recognised in the PPE guidance.
- Professional bodies meeting at the end of the month with Ruth Crowder. Tom Embury will be attending to represent the Wales Board. Is there any feedback or questions for Ruth from the board members? ST to send an email to the board members and to Alice Reed to disseminate via WDLAG to collate feedback. Communication to be improved for discussion and feedback.
- Encouragement for representatives to come along and respond to asks, and managers to encourage staff.

ST

52/12
Continued

- Policy Officer Group meetings – working on Manifesto work. One upcoming with Vaughan Gething at the end of the month. Discussion about what asks to bring to his attention. ST to email the board members and WDLAG following the meeting if required for more information. Also, to contact HN for more information about the diabetes prevention pathway if this is a suitable forum for discussion.
- Positif Politics offer a service for support for AHP colleagues, this involves a fee of £2500+VAT (per annum) for a dietetic specific updates or £400+VAT (per annum) for a daily update which isn't specific. It was decided the £2500+VAT session would be the better option for us due to the support that it can offer and the use that it would be useful. ST to contact Andy Burman to see how it is best to proceed to apply for this, whether it would be better to put in as a business case as a one of or whether it should be as put in as budget setting.

ST

ST

AS discussion:

- Would the Wales Board like other members of the BDA to present at Board meetings? It was agreed that this would be helpful to the group. AS will feedback to Tom Embury to request this.

AS

HN discussion:

- There is a pre-diabetes pathway which has been developed for Wales. This has been presented at the Cross-Party group last week where six AMs were present. They will be writing to the Health Minister to support this. They have also asked for this to be an independent member debate in the Senedd. HN is having discussions with the government but any opportunity to promote this would be important. A technical appraisal on supporting the use of preventable in pre-diabetes.
- All health boards have been awarded money to implement the Healthy Weight, Healthy Wales strategy. HN is presenting at a meeting tomorrow for the WTAC board. The presentation will be to show the plans for implementation of the obesity pathway.
- Funding has now been agreed by all health boards from the Healthy Weight, Healthy Wales monies to digitalise the Nutrition Skills for Life courses. The tenders are due to go out shortly.

CC discussion:

- The South Wales Board meeting on 16 December will take place as an awards ceremony. Dietitians or departments to be nominated.

52/13

Next Meeting

TBC