

Shift Pattern Consultation site visits and information for Managers

Members of the People Directorate have begun visiting clinical areas across CTM to speak with nursing, midwifery and HCSW colleagues about the ongoing Shift Pattern Consultation.

These informal visits are intended to help raise awareness of the consultation, encourage participation and feedback, and signpost staff to the information and support available through the Shift Pattern Consultation Hub - <https://ctmuhb.nhs.wales/staff/hsp/shift-pattern-consultation-hub/>

We know clinical and operational pressures mean staff are very busy, and we appreciate everyone who has taken the time to speak with colleagues from the People Directorate.

Over the coming weeks, members of the People Directorate will continue to have an increased presence across hospital sites, including some evening visits, to ensure staff are aware of the consultation and how they can participate

We encourage colleagues to engage with the consultation through the available channels, including [attending a formal briefing session](#), and speaking with their manager. The next formal briefing session will be held at YCR on Friday 21 August at 12:00.

A reminder for Ward Managers and Leaders

Managers play a vital role in ensuring this consultation process is fair, meaningful and inclusive. Please actively support staff engagement by ensuring your team are aware of the consultation, have access to the relevant information, and are given opportunities to ask questions and share their views. This includes team members who may be unable to access this information directly themselves.

You should also undertake individual 1-to-1 discussions with affected staff members, where requested, to understand and discuss any personal impact the proposed changes may have. These conversations are an important part of the consultation process and help ensure feedback, concerns and questions are recognised and considered appropriately.

Where matters may remain unresolved following a 1-to-1, managers can arrange a follow-up group conversation including a member of the People Directorate from 7 September 2026.

Staff may choose to be supported by a Trade Union representative during these 1-to-1 and group discussions.

A consultation feedback form will also be available on the Shift Pattern Consultation Hub from September.

Further information about manager responsibilities and the consultation process can be found in [the Shift Pattern Consultation Hub FAQs](#).

If you have any questions or feedback, please email CTM.ShiftConsult25@wales.nhs.uk