

Freedom of Information Request: Our Reference CTHB_105_19

You asked:

1. How many Hospital Consultants are employed by the Health Board? By Hospital Consultants we mean senior doctors that have completed full medical training in a specialised area of medicine and are listed on the GMC's specialist register.

Staff Category	Headcount	Sum of FTE
Consultant	391	366.95

2. How many locum hospital consultants are employed by the Health Board? By locum hospital consultants we mean those employed to cover annual, study or sick leave of consultants in substantive posts, and also to provide cover for temporary vacancies.

Row Labels	Headcount	Sum of FTE
Locum Consultant	58	32.91

3. How many SAS Doctors are employed by the Health Board? By SAS Doctors we mean Staff Grade, Associate Specialist and Specialty Doctors.

Row Labels	Headcount	Sum of FTE
SAS Doctors	214	170.19

4. How many FY1 and FY2 Junior Doctors are employed by the Health Board?

Row Labels	Headcount	Sum of FTE
Junior Doctors	140	119.90

5. Does the Health Board have recognition agreements covering the Hospital Consultants, Junior Doctors and SAS Doctors in 1-4 above?

Yes, the Health Board has a recognition agreement with the British Medical Association (BMA).

6. Please provide copies of the recognition agreements covering the Hospital Consultants, Junior Doctors and SAS Doctors in 1-4 above.

The terms of reference for our Working in Partnership Forum are currently being ratified and include an appendix of recognised staff organisations. Once ratified these will be published via our intranet. Therefore, this element of your request is being withheld under Section 22(a) of the Freedom of Information Act 2000 - information intended for future publication.

7. Does the Health Board have consultative forums with trade unions covering the Hospital Consultants, Junior Doctors and SAS Doctors in 1-4 above?

The forum in which the Health Board consults with the BMA is called the Local Negotiating Committee (LNC).

8. If there are, which trade unions are they with and how often do they meet?

The Local Negotiating Committee meets quarterly, with the BMA in attendance.

9. Please provide a copy/copies of the constitutions of those consultative forums.

A copy of the Cwm Taf Morgannwg UHB draft constitution is attached, which has been written following the recent Bridgend Boundary Changes.

10. Other than recognition agreements and consultative forum constitutions, does the Health Board have any other formal agreements or documents related to the relationship between the Health Board and particular trade unions which are related to the groups specified in question 1-4 above? If there are, please provide copies.

There are no other formal agreements or documents.

11. Who in the Human Resources Department has responsibility for trade union relations and what are their contact details?

There is no one person with this responsibility, but any correspondence on this matter should be addressed to the Director of Workforce and Organisational Development, Cwm Taf Morgannwg UHB, Ynysmeurig House, Navigation Park, Abercynon, Mid Glamorgan, CF45 4SN.

Cwm Taf Morgannwg University Health Board

Local Negotiating Committee Constitution (Staff Side)

1. Title

The committee shall be called the Cwm Taf Morgannwg University Health Board Local Negotiating Committee ('The LNC').

2. Accountability and Role

The LNC shall be accountable to the medical staff of the Cwm Taf Morgannwg University Health Board ('the Health Board') and will report to the medical staff committee of the Health Board.

The Role of the LNC shall be to agree and represent the collective interests of medical and dental staff employed by the Health Board or otherwise working in or for the Health Board.

In particular, the LNC will:

- Negotiate on behalf of all medical and dental staff employed by the Health Board on terms and conditions of service, working arrangements, policies and procedures relevant to medical and dental staff in the Health Board, including arrangements for the application of national terms and conditions of service.
- Identify and evaluate scope for change in the terms and conditions of service, working arrangements, policies and procedures relevant to medical and dental staff in the Health Board.
- Receive from the Health Board information necessary for it to undertake its role.
- Nominate members to attend the joint negotiating committee with representatives of the Health Board.
- Maintain effective communication with, and have due regard to the policies of the British Medical Association.
- Participate in appropriate regional and national activities.

3. Membership

Membership of the LNC shall be as follows:

- 15 Representatives of consultants within the Health Board.
- 8 Representatives of staff, specialty doctor and associate specialist within the Health Board.
- 5 Representatives of junior doctors within the Health Board.
- 2 Representative of clinical academic staff with contracts with the Health Board.
- 2 British Medical Association Assistant Secretary.

Members will be appointed from amongst the group which they represent. Where necessary, an election will be organised. The appointment of members will comply with good practice in order to ensure equality of opportunity for all those eligible.

The medical and dental members of the LNC shall be members of the BMA/BDA and be accredited in line with BMA policy.

The LNC may invite any other person to attend a meeting of the LNC. Any such invitee will not be

eligible to vote nor be counted in a quorum.

The Medical Directors, Associate Medical Directors and Clinical Directors of the Health Board may not be a member of the LNC.

Members shall serve for a maximum period of three years and be eligible for re-appointment. Membership shall cease at the request of the electing body or on leaving the Health Board.

Members who fail to attend any JLNC meetings in a 12-month period shall be deemed to have resigned from the LNC and a replacement shall be sought.

4. Officers

The LNC shall elect a chairman and vice chairman. They shall be appointed for a period of three years and be eligible for re-election.

The LNC may appoint a secretary who shall be appointed for a period of three years and be eligible for re-election.

5. Decisions

The LNC shall seek to decide all matters through consensus.

Where this is not possible, decisions shall be reached by simple majority vote of members attending a meeting. In the event of a tie, the chairman shall have a second and casting vote.

6. Meetings

The LNC shall normally meet quarterly and written notice of the date, venue and agenda shall be circulated in advance.

A special meeting of the LNC must be called at the written request of three members or at the request of the chairman of the medical staff committee.

The quorum for a meeting shall be 6 voting members employed by the Health Board.

7. Accreditation

Provided that the LNC operates in accordance with this constitution, the British Medical Association will formally accredit it and provide support in accordance with its policy.

Members of the LNC will be accredited with the Health Board in accordance with the Association's arrangements for accrediting local representatives.

Signed:

Date:

On behalf of Cwm Taf Morgannwg UHB LNC

Signed:

Date:

On behalf of BMA Cymru Wales