

Freedom of Information Request: Our Reference CTHB_72_19

You asked:

I am writing to you under the Freedom of Information Act 2000 to request the following information regarding the organisation of the Clinical Haematology department at your NHS Board.

Please see questions attached.

Our response:

Please find our response provided in the attached, as requested.

HOSPITAL ENVIRONMENT

1. Choosing between 'district general,' and 'specialist / tertiary care hospital,' in which type of hospital do you work? Please note that this question is about the hospital specifically, and not about its services. Please tick one option as appropriate.

| <i>In which type of hospital do you work?</i> | <i>Please tick one option as appropriate.</i> |
|--|--|
| <i>District general hospital</i> | |
| <i>Specialist / tertiary care hospital</i> | |
| <i>Other (please specify)</i> | <i>Cwm Taf University Health Board comprising of several hospitals</i> |

2. In total, how many beds did the hospital have for patients as of **30 September 2018**? Please provide information on the total number of available and filled beds, with a breakdown for the number of haematology beds. Please fill in the below table with the number of beds.

| <i>Number of beds</i> | <i>Total number of beds as of 30 September 2018.</i> | <i>Number of filled beds as of 30 September 2018.</i> | <i>Number of available beds as of 30 September 2018.</i> |
|---|---|--|---|
| <i>Total number of patient beds in the hospital</i> | <i>1187 data for Health Board</i> | <i>1070 data for Health Board</i> | <i>1193 data for Health Board</i> |
| <i>Beds allocated to haematology patients in the hospital</i> | <i>0</i> | <i>5</i> | <i>5</i> |

3. In total, how many outpatients were treated between 30 September 2017 and 30 September 2018? Please fill in the below box with the number of outpatients.

| | |
|--|------------------------------------|
| <i>Number of outpatients treated between 30 September 2017 and 30 September 2018:</i> | <i>503919 outpatients treated.</i> |
|--|------------------------------------|

4. Is the hospital in which you work overspent, underspent or on budget? Please tick one option as appropriate.

| <i>Is the hospital in which you work overspent, underspent or on budget?</i> | <i>Please tick one option as appropriate.</i> |
|---|--|
| <i>Underspent</i> | |
| <i>On budget</i> | |
| <i>Overspent</i> | |

Information relating to the Health Board's financial position is reported to our Public Board Meetings. Therefore we are applying section 21 of the Act, information accessible by other means. The Health Board is not required to provide information in response to a request if it is already reasonably accessible to you. The information is available on our [website](#) in our [Board papers](#) and can be accessed directly via the following [link](#) (Agenda item 4.4 Finance Report – pg 849 of document).

WORKFORCE

5. In total, how many full time equivalent employees were employed within the **Clinical Haematology department** of your NHS Board as of **30 September 2016** and as of **30 September 2018**? If roles are shared with other departments, please use the percentage of each employee's time spent working with the **Clinical Haematology department** to work out a total number of full time equivalent employees.

| Total number of full time equivalent Clinical Haematology employees as of 30 September 2016 | Total number of full time equivalent Clinical Haematology employees as of 30 September 2018 |
|--|--|
| 77.88 employees | 88.20 employees |

6. Please provide the number of full time equivalent employees within the **Haematology department** at your NHS Board, split according the roles below. Please provide these numbers as they existed on **30 September 2016** and **30 September 2018**.

For **30 September 2018** only, please give details of how many full time equivalent employees in the **Clinical Haematology department** were within five years of retirement on this date.

If roles are shared with other departments, please use the percentage of each employee's time spent working with the **Clinical Haematology department** to work out a total number of full time equivalent employees. Please fill out this information in the table on the following page.

| Job role (full time equivalent employees) | Number of full time equivalent employees at your NHS Board as of 30 Sept 2016 | Number of full time equivalent employees at your NHS Board as of 30 Sept 2018 | Number of full time equivalent employees at your NHS Board within 5 years of retirement age as of 30 Sept 2018 |
|---|--|--|---|
| Medical roles: | | | |
| Consultant Clinical Haematologist | 4.60 | 8.60 | 2.00 |
| Haematology SpR/StR (or equivalent) | | | |
| Haematology Core Medical Trainee / Foundation Year Doctor | | | |
| Other medical haematology role (Associate Specialist, Trust Grade staff, etc.) | 1.00 | 1.00 | 1.00 |
| Haematology Physicians' Associate / Physicians' Assistant | | | |
| Nursing roles: | | | |
| Haematology Clinical Nurse Specialist | 10.50 | 11.80 | 6.80 |
| Other haematology nursing roles – Note: this applies only to haematology roles, not generalist roles | 4.40 | 3.00 | 1.00 |
| Pharmacist roles: | | | |
| Haematology Consultant Clinical Pharmacist | | | |
| Other haematology pharmacist role | | | |
| Laboratory roles: | | | |
| Haematology Clinical Scientist (Band 8 and above) | | | |
| Haematology Clinical Scientist (all other bands) | | | |
| Haematology Biomedical Scientist (Band 8 or above) | 2.00 | 2.00 | |
| Haematology Biomedical Scientist (Band 7) | 6.42 | 5.73 | 2.99 |
| Haematology Biomedical Scientist (Band 6) | 14.49 | 19.64 | 1.18 |
| Haematology Biomedical Scientist (Band 5) | 5.00 | 6.00 | |
| Haematology Associate Practitioner / MTO (Band 4) | 0.8 | 1.60 | |
| Haematology Medical Laboratory Assistant (Band 3) | 6.12 | 5.32 | 1.00 |
| Other haematology laboratory role (please specify) Phlebotomist Band 2 | 13.39 | 12.55 | 3.89 |
| Management / support roles: | | | |
| Haematology Management Staff (all roles) | | | |
| Haematology Data Manager | | | |
| Haematology Clerical Staff (all roles) | 5.16 | 6.96 | 1.96 |
| Haematology Secretarial Staff (all roles) | 4.00 | 4.00 | |

7. As of **30 September 2017** and **30 September 2018**, how many full time equivalent **vacancies** did your NHS Board have advertised for the each of the job roles specified below within the **Haematology department**? Please fill in the table as appropriate.

*If certain vacancies are for roles shared with other departments, please use the percentage of each employee's time spent working with the **Clinical Haematology department** to work out a total number of full time equivalent employees. Please fill out this information in the table on the following page.*

| Job role <i>(full time equivalent employees)</i> | Number of full time / full time equivalent vacancies advertised as of <u>30 Sept 2017</u> at your NHS Board | Number of full time / full time equivalent vacancies advertised as of <u>30 Sept 2018</u> at your NHS Board |
|--|--|--|
| Medical roles: | | |
| Consultant Clinical Haematologist | 0 | 0 |
| Haematology SpR/StR (or equivalent) | - | - |
| Haematology Core Medical Trainee / Foundation Year Doctor | Not known | Not known |
| Other medical haematology role (Associate Specialist, Trust Grade staff, etc.) | 0 | 0 |
| Haematology Physicians' Associate / Physicians' Assistant | 0 | 0 |
| Nursing roles: | | |
| Haematology Clinical Nurse Specialist | 0 | 0 |
| Other haematology nursing roles– Note: this applies only to haematology roles, not generalist roles | 0 | 0 |
| Pharmacist roles: | | |
| Haematology Consultant Clinical Pharmacist | - | - |
| Other haematology pharmacist role | - | - |
| Laboratory roles: | | |
| Haematology Clinical Scientist (Band 8 and above) | - | - |
| Haematology Clinical Scientist (all other bands) | - | - |
| Haematology Biomedical Scientist (Band 8 and above) | 0 | 0 |
| Haematology Biomedical Scientist (Band 7) | 0 | 0 |
| Haematology Biomedical Scientist (Band 6) | 0 | 0 |
| Haematology Biomedical Scientist (Band 5) | 0 | 0 |
| Haematology Associate Practitioner / MTO (Band 4) | - | - |
| Haematology Medical Laboratory Assistant (Band 3) | 0 | 0 |
| Other haematology laboratory role (please specify) | 0 | 0 |
| Management / support roles: | | |
| Haematology Management Staff (all roles) | - | - |
| Haematology Data Manager | - | - |
| Haematology Clerical Staff (all roles) | 0 | 0 |
| Haematology Secretarial Staff (all roles) | 0 | 0 |

8. During the period from **30 September 2017** to **30 September 2018**, how many days of sick leave were taken by **Clinical Haematology** staff? (Please give one figure for all staff combined)

As supplementary information (if available), how many of these days of sick leave were due to stress, depression, or other mental health conditions?

| | |
|---|---|
| How many days of sick leave did Clinical Haematology staff take between 30 September 2017 and 30 September 2018? | How many days of sick leave due to <u>stress, depression</u> or <u>other mental health conditions</u> did Clinical Haematology staff take between 30 September 2017 and 30 September 2018? |
| 1025.67 FTE days | 405.63 FTE days |

| |
|---|
| If you do not have access to this data, provide a description below on how you believe absences due to sick leave (especially due to stress, depression or other mental health conditions) amongst the clinical haematology staff compare to those of staff within the rest of your NHS Board. |
| |

9. Please outline which multidisciplinary teams involving clinical haematology staff were in existence at your NHS Board as of **30 September 2018**.

For each team please also indicate how frequently the teams meet. This includes both virtual and face-to-face meetings.

| Multidisciplinary teams in the following areas: | Do multidisciplinary teams in the below areas operate at your hospital? If so, how often do they meet? Please tick as appropriate. | | | | |
|--|---|--------|---------|---------------------------|------------------|
| | More than once per week | Weekly | Monthly | Less than once each month | Does not operate |
| Blood transfusion | | | | ✓ | |
| General Haematology | | | | | |
| Haemoglobinopathy | | | | | |
| Thrombosis and Haemostasis | | | | ✓ | |
| Laboratory | | | ✓ | | |
| Malignant: | | | | | |
| • Bone Marrow Transplant | | | | | |
| • Lymphoma | | | | | |
| • Leukaemia | | | | | |
| • Myeloma | | | | | |
| • Other | | | | | |
| Paediatric: | | | | | |
| • Haemato-oncology | | | | | |
| • Bone Marrow Transplant | | | | | |
| • Haemoglobinopathy | | | | | |
| • Thrombosis and Haemostasis | | | | | |
| • Laboratory | | | | | |
| Other (please specify below): | | | | | |
| Anticoagulation task and finish group | | | | ✓ | |
| | | | | | |
| | | | | | |
| | | | | | |

WAYS OF WORKING / ROTAS

10. As of **30 September 2018**, what percentage of their working hours (on average) did **Consultant Clinical Haematology** staff at your NHS Board devote to non-clinical duties? These duties can be either:

- **Within** the NHS Board (e.g. managerial/leadership roles); or
- **Outside** the NHS Board (e.g. Royal College roles, Examining responsibilities, British Society for Haematology roles, or other professional roles at a national / international level).

This does not have to be a precise figure, but rather your sense as to the average proportion of time spent by Consultant Clinical Haematologist staff at your NHS Board on non-clinical duties.

| | |
|--|------------------------|
| Consultant Clinical Haematology staff spend the following proportion of their working hours on non-clinical duties within the NHS Board: | ____% of working hours |
| Consultant Clinical Haematology staff spend the following proportion of their working hours on non-clinical duties outside the NHS Board: | ____% of working hours |

The Health Board does not centrally record this information therefore, we are unable to provide this element of your request. The detail that you require may be held within the individual staff member’s personal file. To provide you with this information, would require a manual trawl, and significantly exceed the 18 hours time and £450 cost limit set out within Section 12 of the Freedom of Information Act.

11. Between **30 September 2017** and **30 September 2018**, how often did Clinical Haematology staff have to miss, postpone or complete outside of working hours the following due to their workload? Please note that here, ‘Clinical Haematology staff’ refers to medical clinicians.

- Mandatory scheduled training (e.g. fire training, blood transfusion training, etc);
- CPD sessions;
- Job planning and appraisal procedures.

Please give an estimate of how often this occurred (considering the clinical haematology team as a whole) by ticking one box per row. This does not have to be a precise figure, but rather your sense as to how often (if at all) this happened.

| How often did clinical haematology staff miss the below activities due to their workload? | Not at all | Less than once every 2 months | Once every 2 months | Once per month | Once per week | More than once per week |
|--|------------|-------------------------------|---------------------|----------------|---------------|-------------------------|
| <u>Mandatory training</u> (please tick one option as appropriate) | | | | | | |
| <u>CPD sessions</u> (please tick one option as appropriate) | | | | | | |
| <u>Job planning and appraisal</u> (please tick one option as appropriate) | | | | | | |
| <u>Other (please specify)</u> (please tick one option as appropriate) | | | | | | |
| | | | | | | |
| <u>Other (please specify)</u> (please tick one option as appropriate) | | | | | | |

| | | | | | | |
|---|--|--|--|--|--|--|
| | | | | | | |
| <i>Other (please specify) (please tick one option as appropriate)</i> | | | | | | |
| | | | | | | |

Please see response to question 10.

CLINICAL QUALITY

12. Between **30 September 2017** and **30 September 2018**, were any cases of External Quality Assessment (EQA) failure or peer review failure logged at your NHS Board relating to **Clinical Haematology** procedures / activities / units? E.g. external accreditation of a unit such as 'bone marrow transplantation,' 'haemophilia,' etc.

If yes, please give the number of EQA and peer review failures in the box below. If not, please enter '0' in the box below

*__ *0__ EQA failures were recorded*

*__ **3__ peer review failures were recorded*

Comments:

**most EQA reports are graded and not classed as pass or fail. Persistent unsatisfactory performance (as defined by NEQAS) is followed up with a letter from the EQA scheme director. No letter has been generated or received.*

***Peer review carried out by UKAS for compliance with ISO 15189 standards. These were findings corrected.*

FUTURE CHALLENGES

13. What do you regard as the most pressing challenges facing your **Clinical Haematology department** in the next 5-10 years?

Please tick no more than three boxes and prioritise your answers in order of importance (1-3) with (1) being most important.

| Most pressing challenges for your clinical haematology department in the next 5-10 years | Ranking: (1)-(3), with (1) being the most important. Please rank no more than three challenges. |
|---|--|
| <i>Workforce going into retirement</i> | 1 |
| <i>Difficulties in staff recruitment</i> | |
| <i>Difficulties in staff retention</i> | |
| <i>Lack of funding for new positions</i> | |
| <i>Inadequate training capabilities</i> | |
| <i>Staff leaving the NHS for private institutions</i> | |
| <i>Increasing demands on Haematology staff beyond their current role(s)</i> | 2 |
| <i>Fewer medical graduates choosing to specialise in Haematology</i> | |
| <i>Low morale / sickness absence</i> | 3 |
| <i>Other – please specify</i> | |
| <i>Other – please specify</i> | |

14. Please share any other comments on the challenges that you predict will face your **Clinical Haematology department** in the next 5-10 years.

| |
|--|
| <p>Comments:</p> <p><i>This is a growing service and current resources are stretched and accommodation is inadequate. A demand and capacity exercise is being carried out to help identify areas where more funding, staffing and accommodation is needed. These issues will significantly increase over the next 2-3 years.</i></p> |
|--|