

Freedom of Information Request: Our Reference CTMUHB_597_23

You asked:

As part of ongoing work undertaken by the BMA to improve the working lives of doctors, we are currently conducting a Freedom of Information request to all NHS trusts in the UK, along with Integrated care boards (ICBs), to better understand the support and facilities available to doctors in trusts that may impact on inequalities that occur within the workplace. The results of this will enable the BMA to provide meaningful and targeted advice to our members.

In order to gather this data effectively, under the Freedom of Information Act, I am writing to ask for you to respond to the questions below.

- Please can I ask for the responses to these questions to be a simple "Yes." or "No." The only exception to this is question 12, where further detail is required.
- Please use the column 'Additional information' to expand on your response and provide examples of best practice and explanation as to why you have responded "No."
- Also provide the contact details for the people leading on best practice if you would be happy for follow-up communication.

Questions:

Caring responsibilities

- 1) Does your trust have a suitable area for staff where breastfeeding / milk expression can take place which meets the criteria of the Health and Safety Executive (criteria below)?

Yes	Additional information
	The below section is taken out of our Maternity, Paternity, Adoption and Surrogacy Policy 13.0 Breastfeeding 13.1 Cwm Taf Morgannwg University Health Board supports the rights of women to breastfeed their infants. 13.2 Breastfeeding mothers should be made welcome and staff should be positive and supportive. 13.3 Cwm Taf Morgannwg University Health Board will support any member of staff who chooses to return to work by giving them the opportunity and encouragement to continue breastfeeding. 13.4 Reasonable time given to enable breastfeeding to continue will be negotiated between the staff member and

	her manager, before the staff member returns to work. This may take the form of: • Agreeing flexible hours • Offering facilities and time to express milk in private and for this to be stored.
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Criteria: 'You must provide a suitable area where pregnant workers and breastfeeding mothers can rest. It should include somewhere to lie down if necessary, be hygienic and private so they can express milk if they choose to – toilets are not a suitable place for this, include somewhere to store their milk, for example a fridge?'

- 2) Do you hold facilities which are equipped to store expressed milk which staff can access (including during night and weekend duties)?

Yes	Additional information Please see above
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- 3) Do your staff have access to a workplace nursery?

Yes	Additional information
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- 4) Do you offer any other forms of employer supported childcare benefits?

Yes	Additional information Childcare services are provided by privately owned companies operating from Prince Charles Hospital, Royal Glamorgan Hospital and Princess of Wales Hospital
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Reporting and acting on discrimination

- 5) Have you performed any analysis on your pay data by ethnicity? including pay gaps, awards e.g. clinical excellence awards.
- a. If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?

No	Additional information We undertake Annual Equality Reports which looks at data from protective characteristics. We are in
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	the process of finalising our Strategic Equality Plan which is due to be published at the end of March 2024 which will look at the actions the health board will be undertaking to address some of the discrepancies highlighted through our Staff Survey (from Oct 2023) and other workforce data as well as requirements from Welsh Government action plans relating to Equality, Diversity & inclusion. We currently do not undertake Ethnicity Pay Gap reporting; but this is something we are considering as part of our Strategic Equality Plan.
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- 6) Does your organisation provide an independent route (not HR or management) where staff can raise concerns of discrimination?

Yes	Additional information There is an all Wales Raising concern procedure/Policy? We have recently launched our speak up safely campaign in October 2023. This allow staff to access an independent route to raise concerns if all other mechanisms are not accessible.
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- 7) Do all staff inductions (including medical students on work placements and doctors on short term contracts) include information about how to raise concerns?

Yes	Additional information Raising concerns is covered at Doctors' Induction, based on an Escalation Process flowchart. Medical students are given this flowchart at their inductions, where the issue is also covered in the Faculty members' introductory talk. Large posters of the escalation flowchart are displayed throughout the Education Centres.
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- 8) Does your trust use the NHS England [Just Culture Guide](#) or a similar process when [investigating incidents of patient safety](#)?

Yes	Additional information
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Faith, health and wellbeing

9) Does your trust have a menopause policy?

Yes	Additional information There is an All Wales Menopause Policy.
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10) Has your trust implemented the recommendations from Section 7. Appendix B of the NHS England [Uniforms and Workwear Guidance](#) (regarding accommodating faith groups) into your local policies?

No	Additional information The All Wales Dress Code is currently under review.
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International medical graduates

11) Does your trust provide an induction for newly recruited international medical graduates?

- a. If yes. Does your induction meet the minimum requirements set out in the document [Welcoming and Valuing International Medical Graduates: A guide to induction for IMGs recruited to the NHS?](#)

Yes.	Additional information #WeAreCTM – <i>Your Induction</i>, Cwm Taf Morgannwg's virtual, values-based corporate induction was launched in April 2023. Click here to access a review version of the module. Since its launch, the Learning and Development team (L&D) have adopted an iterative design process, adding additional content as requested by in-house Subject Matter Experts or external best practice. This process has seen the addition of a counter-fraud awareness section, as well as expanded information on the provision of Welsh Language and winter vaccinations. For more information on the corporate induction, please contact George.Shouler@wales.nhs.uk The corporate induction is supplemented by local inductions, such as those received by IMG's. In addition to the corporate induction detailed above, an International Medical Graduate (IMG) induction covers items of particular relevance to
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	those who have graduated outside of the UK. The IMG covers items such as GMC introduction – roles and functions, Good Medical Practice Overview including professionalism, consent, asking for help, breaking bad news, duty of candour, raising and acting on concerns, confidentiality, complaints handling, digital governance, appraisal and revalidation, career progression etc, plus an introduction to the IMG peer support group.
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Specialty and specialist doctors (SAS)

- 12) What number of SAS doctors that you employ are in leadership or extended roles? Respond as far as possible where you do collect the information. Please state in the comments column if you do not collect this information.

	Number of doctors
Total doctors employed	827
Total SAS doctors employed	216 (pay scales MC46, MC70, MC75 and MC41)
SAS clinical leads	0
SAS directors	0
SAS appraisers	17 non-Consultant grade Appraisers (2 not commenced in role as awaiting training).
SAS appraisal leads	1
SAS clinical governance leads	0
SAS medical directors	0
SAS educational supervisors	9
SAS undergraduate education lead	We have 2 Drs who link in with the Medical Education faculty team: An SAS Advocate and an SAS Tutor
SAS audit lead	0