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WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Freedom of Information Request: Our Reference CTMUHB_227_26

You asked:

This request is submitted under the Freedom of Information (Scotland) Act 2002/Freedom of Information Act 2000 (England & Wales)/Freedom of Information Act 2000 (Northern Ireland) as applicable.

Please provide the following information regarding *substantive consultant medical and dental staff* for your most recently completed job planning round (and in section 5, the past 5 years).

Workforce overview

1.The number of substantive consultants employed (headcount and WTE).

	Headcount	Sum of FTE
Consultants	504	461.4

2.Your organisation's current standard (or reference) job plan for a full-time consultant, including the normal DCC/SPA split. (Please provide the document or template if available).

We do not hold this information as there is not a standard template. All job plans are completed using e Job Planning.

SPA Allocation.

3.Number of consultant posts with SPA time and total SPAs allocated.

One JP

No. Cons with SPA time - 473

Total SPAs - 1068.7 Sessions

4.Typical SPA allocation in a 10-PA contract.

Average for consultants on a 10 session Job plan is – 2.27

5.How many consultant posts have no SPA time allocated?

4.

6.Count of consultants according to the number of SPAs stated in their job plan:

Amount of SPA	Count of Consultants
<1.0 SPA	19
1.0–1.4 SPA	44

1.5–1.9 SPA	85
2.0–2.4 SPA	154
≥2.5 SPA	175

7.Since 1 April 2020, have there been any changes to SPA allocation policy or the standard consultant DCC/SPA split? Yes/No. If yes, please provide any available documentation and briefly outline these changes.

Please find attached (attachment 1) our current SPA guidance. However, please note that this is currently under review and will be replaced by a revised version which will be available once it has been formally launched.

External Duties

Royal Colleges, Specialist Associations and National Bodies

Recently refreshed National guidance highlights the need to support professional and national roles within job planning.

8.Does your organisation have a policy or standard approach for recognising external professional duties including but not limited to the following; Roles for Royal Colleges / Faculties, Specialist societies or associations, National clinical networks, guideline groups or NHS national bodies, or Regulatory roles (e.g., GMC, NICE)

Please answer: Yes/No. If yes, provide the policy or a summary.

Yes. Please see attachment 1.

For consultants who currently hold such external or national duties, please provide the number who:

9.Have allocated PA(s)

14.

10.Are permitted to use existing SPA allocation

We do not record/hold this information.

11.Undertake these duties in their own time.

We do not record/hold this information.

Protection of SPA time

12.Does the organisation monitor whether planned SPA time is delivered? Yes/No. If yes, please provide a short description of the method.

No.

13.Does the organisation have a policy or guidance on the protection of SPA time (including but not limited to; discouraging routine cancellation

or repurposing SPA for service pressures)? Yes/No. If yes, please provide the document.

No.

14.Summary of activities SPA time was used for (e.g. including but not limited to; education, CPD, audit, research, governance, external duties, etc).

SPA Name	Total
Appraisal - Appraisal Co-ordinator	0.07
Appraisal - Appraisee	11.07
Appraisal - Appraiser	13.65
Audit	22.39
Clinical Management	43.52
Clinical Supervision	54.44
CPD - (please specify)	321.21
Job planning	5.77
Local Clinical Governance - Activity	26.18
Local Clinical Governance - Meeting	7.57
Meetings - Departmental	12.36
Meetings - Directorate	5.09
Meetings - Other (please specify)	3.09
Other - SPA (please specify)	480.12
Research - Grant Funded	3.00
Research - NHS Funded	3.75
Research - Research Office Funded	0.40
Teaching - Other (please specify)	21.91
Teaching - Postgraduate	12.68
Teaching - Undergraduate	6.67
Training	12.98
Travel - SPA (please specify to/from)	0.80
Grand Total	1068.71

SPA Time Over the Past Five Years

For each of the past five complete job-planning years, please provide an annual summary showing:

15.Number of consultants with SPA time

Data not held centrally or in an easily extractable format.

16.Total or average SPA time allocated (total SPA PAs or average per consultant).

Please see response to Q15.

17.Total or estimated SPA time used in that year.

Please see response to Q15.