



Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

WYLFA NEWYDD NUCLEAR POWER STATION

**Post Hearing Note on Recruitment of Health
Professionals in North Wales and Anglesey.**

12th FEBRUARY 2019

Introduction

Following the first Socio-Economic Hearing held at Trearddur Bay Hotel, on Monday 7th January 2019 the Health Board was asked to provide a PHN on Recruitment of health professionals in North Wales and Anglesey.

Background

The Health Board highlighted in its previous responses its concern that the significant increase in the population required to support the development will put increased strain on health services. Currently primary, community and secondary health care services in North Wales face significant challenges in terms of service pressure, clinical staff recruitment and retention, demographic changes, physical estate capacity and finance. In addition, the potential loss of staff from health and social care services, including the independent sector, to Horizon Nuclear Power (HNP) will have both a direct and indirect impact, as the independent sector plays a crucial role, through both independent homes and care agencies, in providing care for patients outside of NHS settings.

The paper provides further information to support these statements.

North Wales Position

As part of the development of the three year plan 2019-2022 the Health Board has identified the following posts which are difficult to recruit:

Professional Group	Role
Additional Clinical Services	Pharmacy Technicians
Additional Professional, Scientific and Technical	Pharmacists
Allied Health Professionals	Physiotherapists
Health Care Scientists	Psychology
Medical and Dental	Emergency Department Mental Health General Practice Dermatology Rheumatology Care of the Elderly Obstetrics & Gynaecology
Nursing & Midwifery	Registered General Nurses Practice Nurses Advanced Nurse Practitioners

Anglesey and Gwynedd Position

Primary Care

There is an ongoing difficulty in independent practices recruiting new partners and or salaried GPs in the area. The practice nearest the Wylfa development, Amlwch & Cemaes, has had a GP vacancy for over 12 months. In the past 6 months the independent GP practices in Holyhead has resigned its contract and will be taken over by the Health Board on 1st April 2019. Other practices in the area report significant pressure due to inability to recruit new partners.

The overall employment position of the Anglesey and Gwynedd area for primary care is set out below. As can be seen there are a high number of staff that are over 50 years old and can be assumed to retire in the next 10 years or so and may be difficult to recruit to the vacancy that follows.

Area	GPs	Salaried GPs	Aged 56+	Aged 51-55
West	117	17	31	21

	Head Count	Age Brackets of Staff by Head Count					
		Under 30	30 - 50	51 - 55	56 - 60	61 - 65	Over 66
Advanced Level Nurses	25	2	13	7	2	1	0
Extended role & Specialist Nurses	14	2	5	5	1	1	0
Practice Nurse	61	1	33	17	9	0	1
Health Care Assistants	53	2	33	8	5	5	0
Phlebotomists	9	0	3	3	1	2	0

Community Services

Currently the Anglesey and Gwynedd (West) area overall establishment is for 5,086 staff, with 351 vacancies, 145 nurses and 42 medical. In terms of community staff the establishment is 1,085 staff with 42 vacancies.

The district nursing manager for Anglesey has confirmed difficulties in recruiting to both qualified and non-qualified posts in the Anglesey and Arfon area.

Loss of care workers could also impact on services for the local population and this will need to be considered in relation to impact and monitoring arrangements. This could also present safeguarding issues as inexperienced people move into these roles or existing providers seek to continue to provide care with less staff.