



Ein cyf/Our ref: MA-P-VG-2240-19

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National Assembly for Wales  
Cardiff Bay  
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1 July 2019

Dear Oscar,

### Business Questions 25 June 2019

Thank you for your questions on two very important areas for the NHS in Wales, I am pleased to respond as follows.

Your first question about the report by the Royal College of Physicians was answered by the Trefnydd, who referred to the bursary for nursing staff and to my recent statement on Train: Work: Live. To be clear, the bursaries and the Train:Work:Live programme are part of wider programme of activity that address the full range of recommendations in the report.

I would like to emphasise how successful Train:Work:Live has been since this Government initiated the programme in 2016. The programme includes a digital and social media campaign, attendance at high profile profession led exhibitions and conferences and some targeted incentives to attract people into roles which have been hard to fill. These actions have had a positive impact on speciality training fill rates, including:

- **GP training**, from a recruitment target of 136 places, in 2017 - 144 places were filled; in 2018 - 134 places were filled and this year - 131 places have been filled after only the first of three recruitment rounds *can we say anything else about increase*
- **Specialist training**, this year, we have recruited more hospital specialist trainees to our Welsh schemes than in 2018. In 2018 a total of 362 doctors were recruited, this year there are 397 specialist trainees.
- **psychiatry core training**, this year, following round 1 re-advert of recruitment, 100% (21 of the 21) of the posts have been filled.

The ongoing positive impact of Train:Work:Live is happening alongside a wider approach to education, training and recruitment, including:

- **Increased funding** for the fifth consecutive year to support health professional education and training in Wales. £114m will be invested in 2019/20, an increase of

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

£7m available in 2018/19 to support a range of education and training programmes for healthcare professionals in Wales

- **HEIW** now established to bring expertise to look at how education and training can support the changes required to address these challenges.
- **Increases in training places since 2014.** Training places for **nurses have increased by 68%** and there have been increases across the many roles required to ensure services can be delivered to patients in Wales:
  - Occupational therapists – training places have increased by 51% since 2014
  - Physiotherapists – training places have increased by 53% since 2014
  - Radiographers – training places have increased by 53% since 2014.
  - Dental hygienists – training places have increased by 80% since 2014.
  - Paramedics – training places have increased by 139% since 2014.

In relation to your second question about the numbers of “doctors disciplined”, the Welsh Government does not collect information centrally on the number of disciplinary cases. It is for individual Health Boards and Trusts in Wales to address under-performance by their employees including doctors using the relevant policies and procedures. This may include providing support and additional training where appropriate as well as disciplinary process where this is merited.

Whilst disciplinary cases are a matter for Health Boards, I am aware of the recent General Medical Council (GMC) report, ‘*Fair to refer?*’ which states that non-UK doctors have 2.5 times higher rate of being referred by an employer compared to UK graduate doctors. The report aims to identify the factors that lead to, and consequential processes adopted prior to, employers making a decision to refer a doctor to the GMC for fitness to practise.

The GMC will be engaging with Health Departments across the UK to explore how to respond to these findings. I will be keen to support any action required in Wales to ensure that all those working in the NHS in Wales can be confident they will be treated fairly and equitably in line with our core principles.

I hope this update is helpful.

Yours sincerely



**Vaughan Gething AC/AM**

Y Gweinidog Iechyd a Gwasanaethau Cymdeithasol  
Minister for Health and Social Services