



HEIW Stakeholder bulletin August 2024

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Introduction

Welcome to our August bulletin. This month, we are starting with a section on recent changes in the HEIW senior leadership team with a round-up of who they are, their portfolios and senior teams. These changes are all now in place.

Glyn Jones - Director of Finance, Planning and Performance/Deputy Chief Executive

In addition to the Finance, Planning and Performance portfolio, Glyn has taken on responsibility for the strategic workforce interface with the national programmes and the Deputy CEO role.

- Glyn's senior team consists of:
 - Rhiannon Beckett - Deputy Director of Finance
 - Sophie Fuller - Assistant Director Planning and Performance
 - Amanda Howard - Assistant Director National Programmes.

Helen Watkins - Director of Workforce and Organisational Development

Helen joined HEIW on 1 August and has a remit that includes a range of outward facing functions such as workforce planning, leadership development and succession planning, compassionate cultures, retention, engagement and wellbeing and careers and attraction.

Helen also leads on EDI, OD and People and Facilities Management for HEIW.

Helen's senior team includes:

- ☒ Angie Oliver - Deputy Director
- ☒ Helen Thomas - Assistant Director of Culture, Leadership and Succession
- ☒ Rhiannon Windsor - Assistant Director of Organisational Development, Wellness and Inclusion
- ☒ Clem Price - Assistant Director of Strategic Workforce Planning
- ☒ Foula Evans - Head of People and Facilities Management.

Lisa Llewelyn - Director of Nursing, Health Professionals and Quality

Lisa's portfolio continues to include workforce transformation and professional leadership for nursing, midwifery, allied health professions, healthcare science and psychology. It also now includes leadership of the corporate quality agenda and Welsh language.

The senior team in this area includes:

- ☒ Charlette Middlemiss - Interim Director of Workforce Transformation
- ☒ Rebecca Boore - Associate Director Workforce Transformation - Nursing and Midwifery
- ☒ Nicky Thomas - Associate Director Workforce Transformation - Allied Health Professions
- ☒ Charlotte Montgomery - Associate Director Workforce Transformation - Psychological Therapies
- ☒ Sarah Bant - Associate Director Workforce Transformation - Health Care Science
- ☒ Maria Roberts - Assistant Director of Quality
- ☒ We are currently recruiting a Head of Welsh Language unit.

Professor Tom Lawson - Interim Medical Director

Tom is responsible for the work of the medical, dental, and pharmacy deaneries, as well as the Optometry Team and Revalidation Support Unit. Tom is the Responsible Officer in relation to postgraduate medical and dental training.

The senior team in this area includes:

- ☒ Kirstie Moons - Dental Dean
- ☒ Margaret Allan - Pharmacy Dean
- ☒ Anton Saayman - Interim Postgraduate Medical Dean
- ☒ Chris Price - Head of Revalidation Unit
- ☒ Nik Sheen - Associate Director of Optometry.

Sian Richards - Director of Digital, Data and Engagement

Sian's portfolio continues to include digital strategy, data and analytics, digital services and platforms, digital learning, cyber security and, information governance. Sian is also now responsible for HEIW's communications and engagement function.

Sian's senior team currently includes:

- ☒ Matthew Mahoney - Deputy Director of Digital
- ☒ Craig Barker - Assistant Director for Digital - Data and Analytics
- ☒ Angharad Price - Head of Communications and Engagement
- ☒ We will shortly be advertising for a new Assistant Director role for Strategic Partnerships, Engagement and Insight.

Ian Mathieson - Director of Education Strategy and Transformation

This is a brand new role for HEIW and incorporates the education commissioning and quality function for health professional undergraduate and post registration programmes and apprenticeships.

Plus strategy development for education and research across HEIW and the development of innovative multi professional models of education, including clinical academies.

Ian's senior team includes:

- ☒ Martin Riley - Deputy Director of Education Commissioning and Quality - Health Professions and Apprenticeships
- ☒ Esther Lomas - Director of Multiprofessional Primary and Community Care Education and Training/Primary Care Academies
- ☒ Sara-Catrin Cook - Associate Dean - Clinical Skills and Simulation
- ☒ Phedra Dodds - Programme Manager National Endoscopy Training.

Monthly news updates

Education and Training Plan 2025-26

Following a comprehensive [planning and engagement process](#), the Education and Training Plan 2025-26 has been submitted to Welsh Government for approval.

We would like to thank everyone for their contribution to this process which reflects the level of importance and interest in our future workforce pipeline.

Although we have indicated a preferred set of recommendations to Welsh Government, we have also included alternative scenarios for consideration in the context of financial constraints.

We hope to receive a decision in early autumn to enable us to have the best chance of recruiting to the places and programmes we need to offer in Wales.

New primary care workforce planning training launched

Our new [Primary Care Workforce Planning training course](#) is now available on [Y Ty Dysgu](#), the learning platform for NHS Wales. The course encompasses a suite of resources to support staff who are undertaking workforce planning activities in primary care.

As well as four pre-recorded training sessions to suit individual needs, the resources include a wide range of tools to help develop workforce planning skills. The course can also be used towards Continuing Professional Development (CPD).

More information:
HEIW.WorkforcePlanning@wales.nhs.uk.

Update: Strategic Workforce Plan for Genomics

Thank you to everyone who took part in the Strategic Workforce Plan for Genomics consultation.

We have collated all the responses and are using them to develop the final plan which we aim to launch during Genomics Literacy Week in November.

For regular updates, visit:
[Strategic Workforce Plan for Genomics - HEIW \(nhs.wales\)](#).

Strategic Perinatal Workforce Plan consultation

We are finalising the draft Strategic Perinatal Workforce Plan for Wales. It is going out to consultation from Monday 2 September to Friday 11 October.

Given the current focus on the safety of maternity and neonatal services it is essential that this plan is able to drive improvement so we would encourage all partners to comment.

Further information on the consultation alongside supporting resources can be found at heiw.nhs.wales/workforce/strategic-perinatal-workforce-plan.

Promoting NHS Wales careers at Royal Welsh Show

We returned to the Royal Welsh Show this year, promoting healthcare education, training and job opportunities, and sowing seeds to grow our future NHS Wales workforce.

We spoke to hundreds of people, with conversations ranging from the 350+ careers in NHS Wales to GCSE / A-level options. We also talked to adults looking to change career or fulfil their career aspirations.

Attendees were impressed by the number of routes into healthcare education, training and employment, especially within their local area.

More information can be found in [the careers section of our website](#).

Promoting compassionate leadership in dentistry

In our role as NHS Wales strategic lead for culture and leadership, three HEIW staff were delighted to present at the latest British Dental Association (BDA) Wales Leadership in Dentistry seminar. Our speakers were Postgraduate Dental Dean, Kirstie Moons, alongside Welsh Leadership Clinical Fellows Alex Rawlins and Hannah Son.

They covered the significance of compassionate leadership and how leaders within all dental team roles need to develop the skills and competencies to lead a team where quality and safety of care is a priority. This is becoming ever more important as the dental profession moves towards a multidisciplinary model of care.

Read the news article for further information: heiw.nhs.wales/news/heiw-promotes-leadership-in-dentistry.

Corporate news

Welcome to our summer interns

As the strategic workforce body for NHS Wales, we are passionate about providing opportunities for work experience that develop transferable skills for our future workforce.

In July, 15 students from Cardiff University, University of South Wales, Cardiff Metropolitan University and Swansea University joined us as part of our summer internship programme which is focused on the many non clinical roles that are vital to the NHS.

The interns are working on a variety of projects including digital marketing, sustainability, workforce planning and nursing career pathways. The programme will offer them valuable experience and insights into working for NHS Wales and from past experience we know that this can have a positive impact on their future career choices.

Upcoming events

The future of the allied health profession

Preparations are underway for the Allied Health Profession (AHP) annual conference, [“Moving Forward Together: AHP Innovation to Inspire Future Solutions”](#) on 5 November 2024.

Broadcaster Tom Cheesewright, author of ‘The Future, and How To See It’ and ‘Future-Proof Your Business’ will give the keynote speech. This will focus on ‘Futurism’, the future of the health services and the role of AI in our healthcare services.

Abstract submissions on sharing service innovations, interventions or research must be received no later than Monday 26 August 2024 and submitted via this [submission form](#).

Join us virtually at our meetings

Our Board meetings are broadcast online, and everyone is welcome to attend. You can view the joining instructions, agendas and papers online:

[Board and committee meetings - HEIW \(nhs.wales\)](#).

Keep up to date with HEIW news

Please share this bulletin! Colleagues can [sign up here](#) to receive HEIW news directly to their inbox and select areas of our work they are particularly interested in.

Find out what else we are doing on our website and social media

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