

## WELSH AMBULANCE SERVICES NHS TRUST

### CONFIRMED MINUTES OF THE OPEN MEETING OF THE ACADEMIC PARTNERSHIP COMMITTEE OF THE WELSH AMBULANCE SERVICES NHS TRUST HELD ON THURSDAY 26 APRIL 2022 VIA TEAMS

#### MEMBERS :

Kevin Davies	Non Executive Director and Chair
Paul Hollard	Non Executive Director
Hannah Rowan	Non Executive Director

#### IN ATTENDANCE :

Craig Brown	Trade Union Partner
Andrew Challenger	Assistant Director, Professional Education & Training
Estelle Hitchon	Director of Partnerships and Engagement
Caroline Jones	Corporate Governance Officer
Jo Kelso	Head of Education Transformation
Mark Marsden	Trade Union Partner
Trish Mills	Board Secretary
Ed O'Brian	Macmillan Paramedic
Duncan Robertson	Assistant Director of Research, Audit & Service Improvement

#### APOLOGIES:

Andy Swinburn	Director of Paramedicine
Jonathan Turnbull-Ross	Assistant Director of Quality Governance
Martin Turner	Non Executive Director

#### 26/22 WELCOME AND INTRODUCTION

The Chair welcomed Non Executive Director, Hannah Rowan and Trade Union Partners Craig Brown and Mark Marsden to their first meeting of the Committee.

#### 27/22 DECLARATIONS OF INTEREST

The standing declaration of interest of Professor Kevin Davies being an independent Trustee of St John Ambulance Cymru was recorded.

#### 28/22 MINUTES OF THE LAST MEETING

The minutes of the meeting held on 8 March 2022 were approved as a correct record.

## 29/22 ACTION LOG

**03/21a – Committee Membership** – Trade Union Partners had been invited to attend the Committee and therefore the action could be closed.

**03/21b – Higher Education/Further Education apprenticeship models** – a report presented to the Committee for consideration at this meeting completed the action and therefore the Committee agreed its closure.

**11/21 – Universities Wales letter of invitation** – The Director of Partnerships and Engagement agreed to arrange a further meeting with Ben Arnold to update him on the current position and engage with him further on the request from the Committee regarding representation from academia.

**05/22 – University Status** - Communication lines remained open with Welsh Government regarding the application for University Trust Status.

**06/22a – Committee Effectiveness Review** – The Terms of Reference were amended following discussion at the last meeting. These would be presented to Trust Board at its meeting in May. The action was closed.

**06/22b – Committee Effectiveness Review** – The Committee's Annual Report had been circulated for comment and would be presented to Trust Board at its May meeting. The action was closed.

**07/22 – Trust Priorities aligned with the ITMP** - The Committee was aware that there could be potential for cross-over in the matters before it with other Board Committees and intends to map this to ensure quality and workforce matters in particular are not duplicated. An update would be provided at the next meeting.

### **RESOLVED: That**

**1) actions 03/21a, 03/21b, 06/22a and 06/22b were complete and could be closed; and**

**2) the Director of Partnerships and Engagement agreed to arrange a further meeting with Ben Arnold.**

## 30/22 APPRENTICESHIP STATUS UPDATE

In addition to the report, members received a presentation from Jo Kelso, Head of Education Transformation, which touched on the educational resources the Trust had invested in, which had set the blueprint for other ambulance services in the UK, taking virtual reality to the next level.

Health Board Clinical leads were being encouraged to share their expertise with others via the learning Launchpad, which was available to Trust staff. Additionally, a kit identification tool had been launched to enhance the confidence of staff with their clinical learning.

The Head of Education Transformation highlighted apprenticeship demographics and how many staff the Trust was able to bring in via this route, not only for those at entry level, but also higher levels, with a relatively even spread of ages and gender too,

enabling some staff to engage with a blended learning approach.

It was recognised that whilst there would always be some staff turnover naturally, there were those who wished to continue their education within the health and social care or public service arena, for which currently there was no option for them to earn and learn. This could be an area of focus looking ahead to the transformation journey the Trust was taking.

The Committee discussed the benefits and limitations of the apprenticeships landscape from an education and training perspective. The different funding models between England and Wales were explored as was the potential for the Trust to become a Welsh Government contract holder after the current contracts to further education colleges and training providers expire in 2025, and to expand the apprenticeship model beyond the Emergency Medical Technician roles. Initial discussions on future income generation opportunities were also held including the selling of space on clinical programmes, which was advancing.

The Committee commended the team for its educational offer to staff and agreed to hold its next meeting at Matrix House to give members the opportunity to see the facilities and offering first hand. It was re-emphasised that the focus of education and training opportunities should be organisational wide and not restricted to clinical colleagues.

**RESOLVED: That**

**1) the work to date was noted; and**

**2) the benefits and limitations of income generation opportunities associated with apprenticeships and education delivery were considered.**

**31/22 PRIORITY ONE: SPECIALIST PALLIATIVE CARE PARAMEDICS**

Ed O'Brien (Macmillan Paramedic End of Life Care Lead) and Rosana Ashford (Palliative Care Paramedic) joined the meeting for a Committee focus on University Trust Status Priority 2: 'Advanced Practice and Specialist Working, Consult and Close and Service Transformation, including Research'.

They gave a presentation on the work of the Specialist Palliative Care Paramedics and the rotational model which splits a paramedic's time between WAST front line duties and palliative care in Swansea Bay University Health Board, emphasising that the role was more about the right person, than holding a specific qualification. Other Health Boards have expressed an interest in this model too.

The Clinical Director for Swansea Bay was keen for the staff to be accredited and work was ongoing to sign up four staff to undertake the European Certificate of Palliative Care. Additionally, Cardiff University deliver an MSC in Palliative Medicine and are keen to work with the Trust to develop a bespoke course.

He outlined the duties and how the role had been developed with consultants from Swansea Bay, with the Trust being the first ambulance service to implement this. The Head of Education Transformation was keen to work with the Macmillan Paramedic End of Life Care Lead, in providing some content in this field that could also be used on the learning launchpad.

Members were assured that the service was embedding well, and data is being gathered to inform the introduction of the model in other Local Health Boards. The Committee discussed the exciting opportunities this model posed for education and research and the positive impact it is having on patients.

The Board Secretary noted this as an example of how work was needed to be mapped, to support and gain assurance around the priority, whilst ensuring that work was not duplicated across other Committees

**RESOLVED: The ongoing progress of the role and work of End of Life Paramedics was noted.**

### **32/22 COMMITTEE PRIORITIES**

The Committee received a report from the Board Secretary setting out the priorities that the Committee agreed to focus on and the monitoring of its progress. Members agreed that there would be some challenges in how the work would be mapped.

**RESOLVED: The report be was noted.**

### **33/22 KEY MESSAGES FOR BOARD**

- 1) Two presentations were well received on Apprenticeships Status and End of Life Care Paramedics.
- 2) Communication remains open with Welsh Government regarding the application for University Status.
- 3) Trade Union Partners and the Trust's newly appointed Non Executive Director, attended their first meeting of the Committee.
- 4) The Committee are aware of the potential cross over with other Board Committees and is mapping this to ensure matters are not duplicated.

### **34/22 DATE OF NEXT MEETING:**

**19 July 2022**