



Ein cyf/Our ref SF-MD-2016-14

Kirsty Williams AM  
Darren Millar AM  
Elin Jones AM

14 July 2014

*Dear colleague,*

### Health Professional Education Investment Review

The Welsh Government invests more than £350m each year supporting 15,000+ students and trainees across Wales undertaking health-related programmes including undergraduate, postgraduate and continuing professional education. I want to make sure that arrangements underpinning this investment are helping towards the workforce changes required to deliver sustainable services in the future. I have, therefore, appointed a panel to review Wales' investment in health professional education

The review will be led by Mel Evans, Chair of Powys Teaching Health Board. He will be joined by Dr David Salter, the former Deputy Chief Medical Officer for Wales, Professor Ceri Phillips, Professor of Health Economics at Swansea Centre for Health Economics and Mr Dick Roberts CBE, Pro-Chancellor at Cardiff University and former Chief Optometric Adviser for Wales.

The review will consider a number of issues including:

- The nature of the current investment in health professional education - what we are funding and whether this is delivering the required support for the Welsh healthcare workforce;
- The return on this investment;
- The current arrangements in place for medium and longer-term planning within the NHS and whether they facilitate multi-professional working;
- The extent to which incentives and/or conditions would assist the education, training and retention of health professionals across Wales;
- How healthcare needs and standards inform planning, role design and education commissioning.

The Terms of Reference for this review are attached together with further information about the panel members.

I expect the panel to deliver its findings by the end of the year.

I am copying this letter to the Chair of the Health and Social Care Committee and given the cross cutting issues of the review I am also copying to the Chair of the Children, Young People and Education Committee.

Best wishes,  
Mark

**Mark Drakeford AC / AM**

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

# **Health Professional Education Investment Review**

## **Terms of Reference**

### **Purpose of Review**

The Panel's primary function will be to undertake a formal review of the way the Welsh Government currently invests in the planning, development and commissioning of the health Workforce in Wales.

### **Key areas**

In carrying out this review the panel will:

- explore the arrangements currently in place and identify strengths and weaknesses in the system.
- undertake an analysis of the Investment made in health education in Wales; assess the current level of return on Investment and whether it is at an appropriate level.
- consider the current 'managed model' for education commissioning adopted in Wales alongside other approaches in the UK / other countries and provide recommendations about an approach to be adopted in future.
- consider whether the establishment of a single body which brings these functions together would be beneficial to Wales and if so what functions should it include.
- consider the extent to which incentive based arrangements could be beneficial to the education and training agenda in Wales.
- consider the wider policy approach in respect of prudent healthcare and what this means for education and training of healthcare professionals and staff groups.

### **Timescale**

The Panel will report their findings through a formal report to the Minister for Health and Social Services by the end of December 2014.

### **Approach**

The panel will meet to agree an approach to the Review.

### **Engagement**

The panel will identify key stakeholders and determine appropriate methods of engagement with individuals / organisations to enable conclusions and recommendations to be based upon appropriate evidence.

### **Support**

The Review will be supported by a Review Manager within the Workforce and OD Directorate of The Welsh Government.

## **Panel Chair and members**

### **Mel Evans - Chair**

Mr Evans is currently Chair of Powys Teaching Health Board. Educated at Ferndale Grammar School and Liverpool University Mr Evans is a qualified accountant and has had a career in finance in the wider public sector and the NHS.

Previous posts include Director of Finance for Mid Glamorgan Health & Family Health Services Authorities, Director of Finance & Director of Contracting at the Bro Taf Health Authority and General Manager of Rhondda Cynon Taff Local Health Group, until 31 March 2003. At which point Mr Evans became Chief Executive of the successor body – Rhondda Cynon Taff Teaching Local Health Board until 2009, concurrently with this post, from 2007 to 2009, and was also Chief Executive for Merthyr Tydfil Local Health Board.

### **Prof Ceri Phillips – Panel Member**

Professor Ceri Phillips is Professor of Health Economics and Deputy Head of School (Research) at Swansea University with close links with the Wound Healing Unit and the Centre for Disability Research at Cardiff University and the Pain Research Unit based at The Radcliffe Hospital in Oxford. Professor Phillips has undertaken commissioned work for a range of organisations, including WHO, Welsh Government, Department of Health, Department of Work and Pensions and a range of health authorities and pharmaceutical companies.

Professor Phillips is a member of a wide range of groups and boards including The Bevan Commission, the All Wales Medicines Strategy Group (AWMSG), Vice Chair of its New Medicines Group and has been a member of NICE Programme development Groups on a range of public health issues.

Professor Phillips has published extensively in the field of health economics and health policy, with over 130 books and journal articles.

### **Dr David Salter - Panel Member**

Dr David Salter is a retired former Deputy Chief Medical Officer for Wales. As Deputy CMO, Dr Salter provided independent professional advice and guidance on health and healthcare matters to the First Minister, Welsh Government Ministers and the National Assembly for Wales. In his role as Deputy CMO, Dr Salter led on many issues affecting the health of the people of Wales. This work included a review of the E Coli outbreak in 2006. The review made recommendations to reduce the risk of reoccurrence.

As part of a Scrutiny Panel in 2013, Dr Salter produced a report on service change proposals regarding neonatal services in relation to Glangwili Hospital, Carmarthen and Withybush Hospital, Haverfordwest.

### **Mr Dick Roberts CBE – Panel Member**

Mr Roberts is currently Chancellor at Cardiff University. As former Chief Optometric Adviser for Wales Mr Roberts was responsible for the Wales Eyehealth Examination and the establishment of the Wales Low Vision Scheme and managed to convince the profession to undertake further training and accreditation to establish even higher levels of competencies than that required nationally.

A Member of the General Optical Council 1981-2006 during which he chaired the Investigating Committee for 20 years and served as a visitor for the General Optical

Council charged with visiting all the universities responsible for undergraduate optometric education following and produced the Roberts Report on the disciplinary processes of the Council and the adoption of change.

Mr Roberts has lectured as a visiting lecturer in the school of Optometry and Vision Sciences at Cardiff University and has been a senior examiner for the British Optical Association and the Royal College of Optometrists.

