



# Snowed under?

## NHS doctors across Wales call for national action as they prepare to work through a second COVID-19 pandemic winter

October 2021

### The Welsh government must work with NHS Wales to:

- value the NHS workforce with a national recruitment, retention and staff recovery plan
- tackle avoidable illness with a cross-government strategy on health inequalities
- reduce the impact of the NHS backlog on patient safety and medical education.

### Recommendations

1. Create a national action plan to develop and retain the current NHS workforce, alongside an increase in medical school numbers and postgraduate training places. This should be supported by investment in the NHS estate and targeted at the specialties and places where we will need doctors in 10–15 years.
2. Take a cross-government approach, led by the first minister, to tackle inequalities that contribute to avoidable illness in adults and children – not just in physical health, but mental health, housing, education, transport, rural healthcare, the criminal justice system, digital access and income, among other social determinants of health.

3. Implement an ambitious plan to tackle waiting lists and the NHS backlog. Do not just ask clinicians to ‘do more’, but expand social care provision, invest in e-prescribing, diagnostics and infrastructure, and support the workforce to adopt new technologies to harness innovation, improve resilience and ensure the NHS is prepared for future crises.

### This document is endorsed by:

1. Academy of Medical Royal Colleges Wales
2. Royal College of Anaesthetists
3. Royal College of Emergency Medicine
4. Royal College of General Practitioners
5. Royal College of Ophthalmologists
6. Royal College of Pathologists
7. Royal College of Paediatrics and Child Health
8. Royal College of Physicians
9. Royal College of Physicians of Edinburgh
10. Royal College of Psychiatrists
11. Royal College of Radiologists
12. Royal College of Surgeons of Edinburgh
13. Royal College of Surgeons of England
14. Faculty of Forensic & Legal Medicine
15. Faculty of Intensive Care Medicine
16. Faculty of Public Health
17. Faculty of Sexual and Reproductive Healthcare



# Dan y don?

Meddygon GIG ledled Cymru yn galw am gynllun gweithredu cenedlaethol wrth iddynt baratoi i wynebu ail don o COVID-19 dros y gaeaf

Hydref 2021

## Rhaid i lywodraeth Cymru weithio gyda GIG Cymru i:

- › werthfawrogi gweithlu'r GIG gyda chynllun cenedlaethol ar gyfer recriwtio, cadw ac adfer staff
- › mynd i'r afael â salwch y mae modd ei osgoi gyda strategaeth drawslywodraethol ar anghydraddoldebau iechyd
- › lleihau effaith ôl-groniad y GIG ar ddiogelwch cleifion ac addysg feddygol.

## Argymhellion

1. Creu cynllun gweithredu cenedlaethol i ddatblygu a chadw gweithlu presennol y GIG ochr yn ochr â chynnydd yn nifer yr ysgolion meddygol a'r lleoedd hyfforddi ôl-radd: wedi'i gefnogi gan fuddsoddiad yn ystad y GIG ac wedi'i dargedu at yr arbenigeddau a'r lleoedd lle bydd angen meddygon arnom mewn 10-15 mlynedd.
2. Cymryd dull trawslywodraethol dan arweiniad y prif weinidog i fynd i'r afael ag anghydraddoldebau sy'n cyfrannu at salwch y mae modd ei osgoi mewn oedolion a phlant – nid yn unig o ran iechyd corfforol, ond iechyd meddwl, tai, addysg, trafnidiaeth, gofal iechyd gwledig, y system cyfiawnder troseddol, mynediad digidol ac incwm, ymysg ffactorau cymdeithasol eraill sy'n effeithio ar iechyd.

3. Gweithredu cynllun uchelgeisiol i fynd i'r afael â rhestrau aros ac ôl-groniad y GIG – nid yn unig gofyn i glinigwyr 'wneud mwy', ond ehangu darpariaeth gofal cymdeithasol, buddsoddi mewn e-bresgripsiynu, diagnosteg a seilwaith, a chefnogi'r gweithlu i fabwysiadu technolegau newydd i harneisio arloesedd, gwella cydnerthedd a sicrhau bod y GIG yn barod ar gyfer argyfyngau yn y dyfodol.

## Mae'r ddogfen hon wedi'i hardystio gan:

1. Academi Colegau Meddygol Brenhinol Cymru
2. Coleg Brenhinol yr Anesthetyddion
3. Coleg Brenhinol y Llawfeddygon
4. Coleg Brenhinol Llawfeddygon Caeredin
5. Coleg Brenhinol y Meddygon
6. Coleg Brenhinol y Meddygon Caeredin
7. Coleg Brenhinol Meddygaeth Frys
8. Coleg Brenhinol y Meddygon Teulu
9. Coleg Brenhinol yr Offthalmolegwyr
10. Coleg Brenhinol y Patholegwyr
11. Coleg Brenhinol Pediatreg ac Iechyd Plant
12. Coleg Brenhinol y Radiolegwyr
13. Coleg Brenhinol y Seiciatryddion
14. Cyfadran Gofal Iechyd Rhywiol ac Atgenhedlu
15. Cyfadran Iechyd Cyhoeddus
16. Cyfadran Meddygaeth Fforensig a Chyfreithiol
17. Cyfadran Meddygaeth Gofal Dwys