

GIG  
NHS

Bwrdd Iechyd  
Aneurin Bevan  
Health Board

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19 April 2010

Ms Helen Mary Jones AM  
Chair, Children & Young People Committee  
Cardiff Bay  
CARDIFF  
CF99 1NA

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Dear Ms Jones

Further to my attendance at the Children and Young People Committee on the 17 March and your subsequent letter of 25 March, I am pleased to be able to provide the further information on the key challenges in developing an appropriate workforce for delivering child and adolescent mental health services.

## 1. Psychology

There are currently no issues of recruitment, retention or availability of psychologists in our service. In Aneurin Bevan Health Board, we have a very stable psychology workforce. During 2009-2010 we had a temporary issue of availability as five psychology staff took maternity leave during this period (an unusually high number and proportion of overall staff). In the current year there are no issues.

It is maybe of interest to the Committee that the number of psychologist training posts has been reduced. This will have longer term consequences for the availability and recruitment of psychologists; however the workforce will not be affected in the next 5 years.

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Bwrdd Iechyd Aneurin Bevan yw enw gweithredol Bwrdd Iechyd Lleol Aneurin Bevan  
Aneurin Bevan Health Board is the operational name of Aneurin Bevan Local Health Board

## **2. Medical Staff**

### ***Consultants***

Specialist CAMHS in Aneurin Bevan Health Board has a very stable consultant medical workforce. There are no vacancies currently. If the need to recruit arose, it is not anticipated there would be difficulty recruiting new medical staff.

In Powys however, although there is currently a consultant in post, there have been challenges in recruiting and retaining medical staff. To address this, our service is planning to attach the consultant to a team in Nevill Hall Hospital to help resolve this issue. The issue for the post in Powys has been mainly location and lack of a local peer group for support, education etc.

### ***Junior Doctors***

The service does not currently have sufficient junior medical staff. There is currently a national shortage of trainees with resulting vacancies in SHO posts. Added to this is the impact of modernising medical careers where there was a streamlining of training posts and as a result we decreased our approved SHO CAMHS posts in Aneurin Bevan Health Board from 3 to 1. With the shortfall in trainees, it is impossible to recruit to the non training clinical fellow posts.

## **3. Nursing**

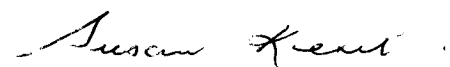
Our service nursing workforce is very stable and retention in recent years has not been a problem. However, delivering the recent service developments in Specialist CAMHS required by the Welsh Assembly Government will require an increase in nursing workforce. There could be an issue recruiting to the new nursing posts, although our service is relatively confident it can attract the nursing staff it needs.

## **4. Occupational Therapists**

There are no issues given the demand and the rotation system in place across Occupational Therapy.

I trust you will find this information useful, but should you require anything further please do not hesitate to contact me.

Yours sincerely



**Sue Kent**  
**Vice Chair**