

Agenda – Y Pwyllgor Plant, Pobl Ifanc, ac Addysg

Lleoliad: I gael rhagor o wybodaeth cysylltwch a:
Hybrid – Ystafell Bwyllgora 4 Tŷ Hywel a Naomi Stocks
fideogynadledda drwy Zoom Clerc y Pwyllgor
Dyddiad: Dydd Mercher, 12 Tachwedd 0300 200 6565
2025 SeneddPlant@senedd.cymru
Amser: 09.30

Hybrid

Rhag-gyfarfod preifat

09.15 – 09.30

Cyfarfod cyhoeddus

09.30 – 11.30

1 Cyflwyniad, ymddiheuriadau, dirprwyon a datgan buddiannau

09.30

2 Craffu ar Adroddiad Blynyddol Comisiynydd Plant Cymru 2024 – 2025

09.30 – 11.00

(Tudalennau 1 – 19)

Rocio Cifuentes, Comisiynydd Plant Cymru

Tomos Davies, Pennaeth Polisi a Materion Cyhoeddus

[Adroddiad Blynyddol a Chyfrifon Comisiynydd Plant Cymru 2024–2025](#)

Dogfennau atodol:

Briff Ymchwil



Senedd Cymru
Welsh Parliament

3 Papurau i'w nodi

11.00

3.1 Y gweithlu iechyd a gofal cymdeithasol

(Tudalennau 20 – 22)

Dogfennau atodol:

Llythyr at Gadeirydd y Pwyllgor Iechyd a Gofal Cymdeithasol gan Brif

Weithredwr Bwrdd Iechyd Prifysgol Bae Abertawe a Phrif Weithredwr AaGIC

(Saesneg yn unig)

3.2 Gwasanaethau i blant sydd wedi bod mewn gofal: archwilio diwygio radical

(Tudalennau 23 – 25)

Dogfennau atodol:

Llythyr at y Gweinidog Plant a Gofal Cymdeithasol gan Gadeirydd y Pwyllgor

Plant, Pobl Ifanc ac Addysg a Chadeirydd y Pwyllgor Cydraddoldeb a

Chyfiawnder Cymdeithasol

4 Cynnig o dan Reol Sefydlog Rhif 17.42(ix) i benderfynu gwahardd y cyhoedd o weddill y cyfarfod

11.00

Cyfarfod preifat

11.00 – 11.30

5 Craffu ar Adroddiad Blynnyddol Comisiynydd Plant Cymru 2024 – 2025 – trafod y dystiolaeth

11.00 – 11.15

6 Blaenraglen waith – Rhaglen flaenwaith y gwanwyn

11.15 – 11.45

(Tudalennau 26 – 30)

Dogfennau atodol:

Rhaglen flaenwaith y gwanwyn

Mae cyfyngiadau ar y ddogfen hon

Pencadlys HEIW

HEIW Headquarters
Ty Dysgu
Cefn Coed
Nantgarw CF15 7QQ

Bwrdd Iechyd Prifysgol Bae Abertawe

Swansea Bay University Health Board
Un Porthfa Talbot | One Talbot Gateway
Parc Ynni, Baglan | Baglan Energy Park
Port Talbot SA12 7BR

03rd November 2025

Peter Fox MS
Chair, Health and Social Care Committee
Senedd Cymru
Cardiff Bay
Cardiff
CF99 1SN

Dear Mr Fox

Thank you for your letter of 23rd October regarding the job vacancies available for the March 2023 cohort of Adult Nursing students. These graduates form part of a wider cohort of graduating nurses who have studied a specific field of nursing practice as part of their nursing degree. There are four fields of nursing, namely adult nursing; children's nursing; learning disabilities nursing; and mental health nursing. Firstly, please be assured that HEIW, SBUHB, HDUHB, and other NHS system partners continue to work collaboratively to identify employment opportunities for these graduating nurses.

Thank you for your specific questions, which are addressed in turn below:

1. The position regarding band 5 Nursing vacancies for the 2023 training cohort – are any such vacancies available in Swansea Bay University Health Board: do you intend to make any vacancies available in the near future and, if so, how many

Swansea University is commissioned to provide Nurse Education for both Swansea Bay and Hywel Dda University Health Boards. This education is across the four fields of practice. The table below details the current position in relation to numbers of graduating students per field, and vacancies available in Swansea Bay and Hywel Dda:

Cadeirydd/Chair: **Dr Chris Jones**
Prif Weithredwr/ Chief Executive: **Alex Howells**
Pencadlys HEIW/HEIW Headquarters, Ty Dysgu, Cefn Coed Nantgarw CF15 7QQ

Cadeirydd/Chair: **Jan Williams**
Prif Weithredwr/Chief Executive: **Abigail Harris**
Pencadlys Bae Abertawe, Un Porthfa Talbot, Port Talbot, SA12 7BR
Swansea Bay UHB Headquarters, One Talbot Gateway, Port Talbot, SA12 7BR

	Swansea University Graduates	SBUHB available posts	HDUHB available posts	Total available posts	Current position (30.10.25)
Adult	65	0	22	22	-43
Mental Health	12	31	3	34	+22
Child	0	0	0	0	0
Learning Disability	3	11	2	13	+10

Collaborative work is ongoing between Swansea Bay and Hywel Dda University Health Boards, HEIW and NHS Wales Shared Services Partnership (NSSSP), to identify additional vacancies for graduates. The geographical distribution of available posts is also being reviewed in relation to graduates' home postcodes to understand the suitability of posts in specific geographical locations across the Southwest Wales region.

2. Outline what advice has or will be made available to the current cohort on next steps and the options that are available to them.

Information on the streamlining process (the mechanism for recruiting graduates into NHS roles) is provided at several points during students' programme of study. This includes information sessions with each individual University during the summer to prepare students for the process. When streamlining was delayed by one month – from an opening date of 22nd September to 20th October - communications were sent to students, Health Boards, and Universities.

Following the decision to extend streamlining by 2 weeks a further communication was sent to students, Health Boards and Universities. The revised timeline will see:

- Streamlining closed to students on 24th November.
- Health board recruiting managers shortlisting period between 14th and 28th November.
- Allocation based on application and recruiting manager shortlisting on 2nd December
- Outcomes provided on 16th December.

When the outcome of the streamlining process is confirmed, an escalation process starts immediately. for any students not placed at that point. Escalation provides individualised support to help find appropriate employment.

3. Confirm whether this position is similar across other health boards in Wales, not just in relation to nursing but as regards wider healthcare roles.

The position for all other fields of nursing is more positive for the March graduating cohorts, with the small discrepancies between graduates and vacancies likely to be addressed within a short period of time. There are issues with job opportunities for Physicians Associates, resulting from different factors that are being considered through other mechanisms, and there were also issues with Paramedics this year which we have worked with the Welsh Ambulance Service to resolve.

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In relation to the other commissioned disciplines some Health Boards are seeing improvements in some previously hard to fill areas. This demonstrates the positive impact of increased education and training, the national retention programme and international recruitment. However, as this does potentially impact on the availability of vacancies for graduates in some areas/some professions strong collaborative work between all NHS organisations will be required to ensure a smooth transition for our summer 2026 graduates. We will be playing a key role in bringing partners together to ensure a proactive approach.

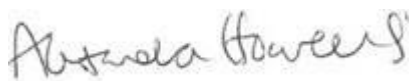
4. Outline what advice has or will be given to the current cohort about the position regarding their bursary funding if they are unable to meet the terms of their bursary agreement due to a lack of suitable posts being made available by the health board.

Our shared priority is to ensure that as many graduates as possible are supported to find roles in NHS Wales as we strive to ensure that they are retained for Wales and supported to have long, productive and rewarding careers.

The current cohort has received information on the bursary terms and conditions. We have assured them that students can be released from the obligation to work in Wales on graduation. It is emphasised that one of these circumstances is if there are insufficient employment opportunities available in Wales on completion of their programme.

We trust this information is a helpful update on the collaborative work that is being undertaken to identify employment for our nursing and other health professional graduates.

Yours sincerely



ALEXANDRA HOWELLS
CHIEF EXECUTIVE
HEIW



ABIGAIL HARRIS
CHIEF EXECUTIVE
SWANSEA BAY UHB

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Tudalen y pecyn 22

Y Pwyllgor Plant, Pobl Ifanc ac Addysg

Y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol

Dawn Bowden AS

Y Gweinidog Plant a Gofal Cymdeithasol

05 Tachwedd 2025

Annwyl Weinidog,

“Os nad nawr, pryd? “Diwygio radical ar gyfer plant a phobl ifanc sydd â phrofiad o fod mewn gofal”: cais am y wybodaeth ddiweddaraf ynghylch gweithredu”

Ar 8 Hydref, fe wnaethom ni nodi gohebiaeth gan randdeiliad a gyfrannodd at yr adroddiad a'r ymchwiliad uchod yn gofyn am y wybodaeth ddiweddaraf mewn perthynas â rhai o'n prif argymhellion. Trafododd y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol yr un llythyr ar 29 Medi, ac mae wedi atodi eu henwau i gefnogi'r cais hwn.

Felly, hoffem ofyn am y wybodaeth ddiweddaraf ar bob un o'r 20 argymhelliad yn yr adroddiad y mae Llywodraeth Cymru wedi'u derbyn yn llawn ac yn rhannol. Byddem hefyd yn croesawu y wybodaeth ddiweddaraf o ran naratif mewn perthynas â'r materion polisi sy'n dod o dan y saith argymhelliad yr oeddem yn siomi o'u gweld yn cael eu gwrthod, sef:

digonolrwydd y gweithlu gofal cymdeithasol plant statudol (gan gynnwys yr ystadegau diweddaraf am gyfraddau swyddi gwag a'r defnydd o staff asiantaeth);
llwythi achosion ar gyfer gweithwyr gofal cymdeithasol plant statudol;
profiad o ofal fel nodwedd warchodedig;
bylchau data yn y system ofal;
eiriolaeth annibynnol ac eiriolaeth breswyl; a
hyrwyddo addysg drydyddol i bobl sydd â phrofiad o ofal.

Byddem hefyd yn croesawu ymateb penodol i'r materion canlynol a godwyd gan Ganolfan Gyfreithiol y Plant, yn arbennig mewn perthynas â Gorchmynion Amddifadu o Ryddid. Tynnodd ein hadroddiad sylw at ansicrwydd ynghylch data am faint maent yn cael eu



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defnyddio a gofynnwyd i chi gynnal dadansoddiad a allai lywio ymdrechion i leihau defnydd o'r gorchmynion hyn yn y tymor hir. Mewn ymateb, fe gytunoch i ddarparu "dadansoddiad o'r defnydd o Orchmynion Amddifadu o Ryddid ledled Cymru am y 24 mis diwethaf, wedi'u dadansoddi yn ôl yr awdurdod lleol, oedran y plentyn a hyd y gorchymyn". Gofynnwyd i chi wneud hyn erbyn mis Rhagfyr 2023; fodd bynnag, nid oedd yn glir yn eich ymateb a oeddech chi'n bwriadu bodloni'r amserlenni hyn. Serch hynny, o ystyried yr amser sydd wedi mynd heibio ers hynny, gofynnwn ar frys am y canlynol:

copi o'r dadansoddiad, gan gynnwys cadarnhad o pryd a sut y cafodd ei gynnal;
crynodeb o'r camau gweithredu a gymerwyd o ganlyniad i'r dadansoddiad;
sut y cafodd y gwaith hwn ei ystyried a sut y mae wedi dylanwadu ar y Rhaglen
Trawsnewid Gwasanaethau Plant; a
diweddariad cyffredinol ar gynnydd gyda'r Rhaglen Trawsnewid yn fwy cyffredinol.

Rydym yn sylweddoli bod rhai o'r meysydd polisi hyn yn gorgyffwrdd â phortffolios cabinet eraill a bydd angen mewnbwn gan eich cydaelodau. Byddem yn croesawu ymateb o fewn yr amserlenni arferol ac edrychwn ymlaen at glywed gennych.

Caiff copi o'r llythyr hwn ei rannu gyda Chanolfan Gyfreithiol y Plant er gwybodaeth.

Yn gywir,



Buffy Williams AS

Cadeirydd y Pwyllgor Plant a Phobl Ifanc



Jenny Rathbone AS

Cadeirydd y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol



Copi at:

Lynne Neagle AS, Ysgrifennydd y Cabinet dros Addysg

Jane Hutt AS, Ysgrifennydd y Cabinet dros Gyfiawnder Cymdeithasol, y Trefnydd a'r Prif Chwip

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.



Mae cyfyngiadau ar y ddogfen hon