

**Public Accounts Committee  
PAC(4) 11-13 (p2) Annex**

**DRAFT**

**Task and Finish Group to implement actions arising from  
recommendations set out in the Wales Audit Report – Consultant  
Contract in Wales: Progress with Securing the Intended Benefits  
[February 2013]**

**Terms of Reference**

**Background**

The WAO report concluded that all the intended benefits are not being achieved largely because the amended contract has not been underpinned by effective job planning.

**Actions**

The purpose of the task and finish group is to provide assurance to the Welsh Government that the following issues have been reviewed, and appropriate actions put in place across NHS Wales:

1. All Consultants must have job plans with robust mechanisms to ensure reviews are conducted on an annual basis;
2. The 'All Wales Job Planning' guidance and documentation is reviewed and revised to support the delivery of service improvement and modernisation;
3. A robust training programme and communication strategy is developed and implemented to support the job planning process;
4. Guidance and reporting mechanisms are clear in circumstances when a Consultant is working for more than one employer/university;
5. Effective monitoring processes are in place at a local level to ensure up to date plans are underpinned by appropriate governance arrangements;
6. Job planning guidance and reporting recognises and reflects different speciality and service circumstances;
7. The interrelationship between the job planning and appraisal systems are appropriately clarified;

8. There are appropriate definitions of activity and associated outcomes for SPA elements of the contract.
9. There are effective arrangements for the implementation of a Code of Conduct for Private Practice for NHS Consultants

### **Membership**

- Chair: Richard Tompkinson – Director, NHS Wales Employers Unit
- NHS Wales : Representatives from Workforce and Medical Leadership Teams
- Welsh Government : Representatives from Workforce and OD and Chief Medical Officer Teams.
- Key relevant stakeholders.

### **Timeline [2013]**

<b>April</b>	<b>May to August</b>	<b>September</b>	<b>January</b>
Confirm Terms of Reference and membership	Group to review findings and address recommendations	Present interim actions/outputs to the Welsh Government	Group to produce closure report and formally report back to the Welsh Government on actions completed and outstanding

April 2013