

A Healthier Wales: A Workforce Strategy for Health and Social Care

Language / Iaith

Ym mha iaith hoffech chi gwblhau'r arolwg, Saesneg neu Gymraeg? / In which language would you like to complete the survey?

Dewiswch iaith yr hoffech chi ateb yr arolwg ynddi / Please select your preferred survey language : *

- Cymraeg / Welsh
- Saesneg / English

Datblygu gweithlu iechyd a gofal cymdeithasol ar gyfer y dyfodol



Gofal Cymdeithasol **Cymru**
Social Care **Wales**



GIG
CYMRU
NHS
WALES | Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)



Eich cyfle chi i gyfrannu at strategaeth gweithlu iechyd a gofal cymdeithasol cyntaf Cymru

Rydym nawr mewn sefyllfa lle rydym wedi cwblhau ein gwaith ymgysylltu cychwynnol gydag ystod eang o bobl o bob cwr o Gymru ac rydym wedi llunio ein dogfen ddrafft gyntaf ar gyfer ymgynghori.

Mae'r ddogfen ymgynghori yn adlewyrchu'r hyn rydych wedi'i ddweud wrthym, ac mae'n cynnwys camau gweithredu posib ar gyfer y 10 mlynedd nesaf - hoffwn glywed eich barn am y rheiny.

Yn yr un modd â'r ymarfer ymgysylltu, rydym yn chwilio am amrywiaeth o safbwyntiau ar draws y sectorau, a gan unrhyw un sydd â diddordeb yn y gweithlu iechyd a gofal cymdeithasol.

Mae gennym ni ddiddordeb arbennig ym marn pobl sy'n gweithio ym maes iechyd a gofal cymdeithasol yng Nghymru yn ogystal â'r rhai sy'n defnyddio gwasanaethau gofal a chymorth, gofalwyr a gwirfoddolwyr.

Os hoffech chi gymryd rhan, darllenwch [y ddogfen ymgynghori hon](#) a llenwch yr holiadur ar-lein erbyn hanner nos ddydd **Mercher 18 Medi 2019**.

Yna bydd eich sylwadau'n cael eu defnyddio fel sail i'r strategaeth lefel uchel derfynol.

Mae'r cwestiynau y gofynnir i chi ar-lein wedi'u cynnwys yn y ddogfen ymgynghori i'ch helpu chi i feddwl am eich ymatebion a'u paratoi cyn llenwi'r holiadur ar-lein; ni ddylai gymryd mwy na 15 i 20 munud i'w llenwi.

Mae'r holiadur a'r ymatebion yn cael eu rheoli gennym ni, y Sefydliad Gofal Cyhoeddus (IPC). Darllenwch ein [Polisi Preifatrwydd](#) casglu data i gael rhagor o wybodaeth am sut rydym yn casglu ac yn prosesu data.

Os oes gennych wybodaeth ychwanegol fel atodiadau yr hoffech eu cynnwys gyda'ch ymatebion i'r holiadur, a fydddech cystal â chyflwyno eich ymatebion mewn dogfen Word ynghyd â'r atodiadau perthnasol i heiw.communications@wales.nhs.uk Bydd eich e-bost yn cael ei anfon ymlaen yn uniongyrchol atom.

Diolch am roi o'ch amser i gymryd rhan.

Edrychwn ymlaen at gael eich sylwadau.

Mae'r strategaeth gweithlu iechyd a gofal cymdeithasol gyntaf yn cael ei datblygu gan Addysg a Gwella Iechyd Cymru (AaGIC) a Gofal Cymdeithasol Cymru, gyda chefnogaeth y Sefydliad Gofal Cyhoeddus ym Mhrifysgol Oxford Brookes.

Yn dilyn argymhellion gan Cymru iachach, mae Llywodraeth Cymru wedi comisiynu Gofal Cymdeithasol Cymru ac AaGIC i ddatblygu strategaeth gweithlu lefel uchel hirdymor mewn partneriaeth â'r GIG a llywodraeth leol, y sectorau gwirfoddol ac annibynnol yn ogystal â rheoleiddwyr, cyrff proffesiynol a darparwyr addysg.

Dywedodd Sue Evans, Prif Weithredwr Gofal Cymdeithasol Cymru:

"I lunio strategaeth sydd wir yn diwallu anghenion pobl Cymru dros y 10 mlynedd nesaf, mae arnom angen barn cydweithwyr a sefydliadau o bob cwr o'r wlad, yn ogystal â phobl sy'n defnyddio gwasanaethau iechyd a gofal."

Dywedodd Alex Howells, Prif Weithredwr AaGIC:

"Mae strategaeth y gweithlu yn gyfle i ni fod yn uchelgeisiol ac yn flaengar o ran sut yr ydym yn datblygu ein gweithlu presennol ac yn y dyfodol, gan sicrhau ein bod yn rhoi lles staff a phrofiad staff wrth wraidd ein cynigion."

Amdanoch chi

Rhowch y manylion isod, os gwelwch yn dda

Teitl Swydd

Maes diddordeb

Ydych chi'n gweithio ym maes:

Iechyd

Gofal Cymdeithasol

Arall: Rhowch fanylion

Ydych chi'n gweithio yn:

Y sector statudol

Y sector gwirfoddol

Y sector preifat

Bwrdd Iechyd/Ymddiredolaeth

Gofal Sylfaenol

Arall: Rhowch fanylion

Ydych chi'n ddefnyddiwr gwasanaeth/claf/gofalwr/aelod o'r teulu

ie

Na

Arall: Rhowch fanylion

Dwedwch os oes grwpiau o'r gweithlu rydych chi'n eu hystyried yn benodol yn eich atebion i'r arolwg. Er enghraifft, ydych chi'n meddwl yn arbennig am feddygon, nyrsus, therapyddion, gwyddonwyr gofal iechyd, staff gofal uniongyrchol, gweithwyr cymdeithasol, staff sy'n darparu gofal uniongyrchol, rheolwyr.

O ran thema gwerthfawrogi ein gweithlu

Ydy'r thema hon yn cynorthwyo i drawsnewid y gweithlu er mwyn darparu Cymru lachach?

Os nad yw – beth sydd ar goll?

Ydy'r blaenoriaethau sy'n dod i'r amlwg a'r camau gweithredu posibl yn ddigonol?

Os nad ydyn nhw beth arall hoffech chi ei weld?

O ran thema gweithio yn ddi-dor

Ydy'r thema hon yn cynorthwyo i drawsnewid y gweithlu er mwyn darparu Cymru lachach?

Os nad yw – beth sydd ar goll?

Ydy'r blaenoriaethau sy'n dod i'r amlwg a'r camau gweithredu posibl yn ddigonol?

Os nad ydyn nhw beth arall hoffech chi ei weld?

O ran y thema digidol

Ydy'r thema hon yn cynorthwyo i drawsnewid y gweithlu er mwyn darparu Cymru lachach?

Os nad yw – beth sydd ar goll?

Ydy'r blaenoriaethau sy'n dod i'r amlwg a'r camau gweithredu posibl yn ddigonol?

Os nad ydyn nhw beth arall hoffech chi ei weld?

O ran thema denu a recriwtio

Ydy'r thema hon yn cynorthwyo i drawsnewid y gweithlu er mwyn darparu Cymru lachach?

Os nad yw – beth sydd ar goll?

Ydy'r blaenoriaethau sy'n dod i'r amlwg a'r camau gweithredu posibl yn ddigonol?

Os nad ydyn nhw beth arall hoffech chi ei weld?

O ran y thema addysg a dysgu

Ydy'r thema hon yn cynorthwyo i drawsnewid y gweithlu er mwyn darparu Cymru lachach?

Os nad yw – beth sydd ar goll?

Ydy'r blaenoriaethau sy'n dod i'r amlwg a'r camau gweithredu posibl yn ddigonol?

Os nad ydyn nhw beth arall hoffech chi ei weld?

O ran thema arweinyddiaeth

Ydy'r thema hon yn cynorthwyo i drawsnewid y gweithlu er mwyn darparu Cymru lachach?

Os nad yw – beth sydd ar goll?

Ydy'r blaenoriaethau sy'n dod i'r amlwg a'r camau gweithredu posibl yn ddigonol?

Os nad ydyn nhw beth arall hoffech chi ei weld?

O ran thema cyflenwad a ffurf y gweithlu I

Ydy'r thema hon yn cynorthwyo i drawsnewid y gweithlu er mwyn darparu Cymru lachach?

Os nad yw – beth sydd ar goll?

Ydy'r blaenoriaethau sy'n dod i'r amlwg a'r camau gweithredu posibl yn ddigonol?

Os nad ydyn nhw beth arall hoffech chi ei weld?

laith

Hoffem wybod eich barn ar yr effeithiau y byddai'r cynigion yn eu cael ar yr iaith Gymraeg, yn benodol ar:

- i) gyfleoedd i bobl ddefnyddio'r Gymraeg
- ii) peidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg.

Beth fyddai'r effeithiau yn eich barn chi?

Sut mae cynyddu effeithiau cadarnhaol neu liniaru effeithiau negyddol?

Sylwadau ategol

Eglurwch hefyd sut gellid ffurfio neu newid y strategaeth arfaethedig:

Fel bod effeithiau cadarnhaol neu fwy o effeithiau cadarnhaol ar gyfleoedd pobl i ddefnyddio'r Gymraeg ac ar beidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg

Fel nad oes effeithiau andwyol ar gyfleoedd pobl i ddefnyddio'r Gymraeg ac ar beidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg.

Developing a health and social care workforce for the future



Gofal Cymdeithasol **Cymru**
Social Care **Wales**



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Your chance to contribute to Wales's first health and social care workforce strategy

We have now reached the point where we have completed our initial engagement with a wide range of people from across Wales and have produced our first draft document for consultation.

The consultation document reflects what you have told us and provides potential actions for the next 10 years which we would like your views on.

As with the engagement exercise we are seeking a range of opinions from across sectors, and from anyone who has an interest in the health and social care workforce.

We're particularly interested in the views of people working in health and social care in Wales, as well as those who use care and support services, carers and volunteers.

If you would like to take part please read [this consultation document](#) and complete the online questionnaire by midnight on Wednesday, 18 September 2019.

Your views will then be used to inform the final high-level strategy.

The questions you will be asked online have been included in the consultation document to help you think about and prepare your responses before completing the online questionnaire; it shouldn't take longer than 15 to 20 minutes to complete.

The questionnaire and responses are being managed by us, the Institute of Public Care (IPC). Please read our data collection [Privacy Policy](#) for more information on how we collect and process data.

If you have additional information such as attachments you'd like to include with your responses to the questionnaire, please submit your responses in a Word document along with relevant attachments to heiw.communications@wales.nhs.uk. Your email will then be forwarded directly to us.

Thank you for taking the time to get involved.

We look forward to receiving your views.

The first-ever health and social care workforce strategy is being developed by Health Education and Improvement Wales (HEIW) and Social Care Wales, supported by the Institute of Public Care at Oxford Brookes University.

Following recommendations from A Healthier Wales, the Welsh Government has commissioned Social Care Wales and HEIW to develop a long-term high level workforce strategy in partnership with the NHS and local government, the voluntary and independent sectors as well as regulators, professional bodies and education providers.

Sue Evans, Chief Executive of Social Care Wales, said:

"To produce a strategy that truly meets the needs of the people of Wales over the next 10 years, we need the views of colleagues and organisations from across the country, as well as people using health and care services."

Alex Howells, Chief Executive of HEIW, said:

"The workforce strategy is an opportunity for us to be ambitious and forward-thinking in how we develop our current and future workforce, making sure that we put staff well-being and staff experience at the core of our proposals."

About you

Please provide the following details

Job title

Area of interest

Do you work in:

Health

Social Care

Other (please specify):

Do you work in the:

Statutory sector

Voluntary sector

Private sector

Health Board/Trust

Primary Care

Other: please specify

Are you a service user/patient/carer/family member?

Yes

No

Other (please specify):

Tell us if there are workforce groups you are considering in particular in the answers to the survey. For example, are you considering in particular; doctors, nurses, therapists, healthcare scientists, direct care staff, social workers, staff providing direct care, managers?

In relation to the theme of valuing our workforce;

Does this theme support the workforce transformation needed to deliver A Healthier Wales?

If not – what is missing?

Are the emerging priorities and potential actions sufficient?

If not what else would you like to see?

In relation to the theme of seamless working;

Does this theme support the workforce transformation needed to deliver A Healthier Wales?

If not – what is missing?

Are the emerging priorities and potential actions sufficient?

If not what else would you like to see?

In relation to the theme of digital:

Does this theme support the workforce transformation needed to deliver A Healthier Wales?

If not – what is missing?

Are the emerging priorities and potential actions sufficient?

If not what else would you like to see?

In relation to the theme of attraction and recruitment:

Does this theme support the workforce transformation needed to deliver A Healthier Wales?

If not – what is missing?

Are the emerging priorities and potential actions sufficient?

If not what else would you like to see?

In relation to the theme of education and learning:

Does this theme support the workforce transformation needed to deliver A Healthier Wales?

If not – what is missing?

Are the emerging priorities and potential actions sufficient?

If not what else would you like to see?

In relation to the theme of leadership:

Does this theme support the workforce transformation needed to deliver A Healthier Wales?

If not – what is missing?

Are the emerging priorities and potential actions sufficient?

If not what else would you like to see?

In relation to the theme of workforce supply and shape:

Does this theme support the workforce transformation needed to deliver A Healthier Wales?

If not – what is missing?

Are the emerging priorities and actions we have identified sufficient?

If not what else would you like to see?

Language

We would like to know your views on the effects that the proposals would have on the Welsh language, specifically on:

- i) opportunities for people to use Welsh**
- ii) treating the Welsh language no less favourably than the English language**

What effects do you think there would be?

How could positive effects be increased, or negative effects be mitigated?

Supporting comments

Please also explain how you believe the proposed strategy could be formulated or changed so as to have:

Positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.

No adverse effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.