



BMA

Cymru Wales

A manifesto for health

We look after doctors
so they can look after you



British Medical Association
bma.org.uk

The BMA is a professional association and trade union representing and negotiating on behalf of all doctors and medical students in the UK. We are a leading voice advocating for outstanding health care and a healthy population. As an association we provide our members with excellent individual services and support throughout their lives.

Based in Cardiff Bay with staff working out of North Wales, BMA Cymru Wales represents doctors and medical students throughout Wales.

A word from our chair

In our manifesto for political parties ahead of the 2021 Senedd Election we outline, using the expertise and experience of doctors, the key solutions to meeting the challenges facing the NHS.

By addressing staffing shortages, prioritising prevention and addressing sustainability issues, we can work in partnership to develop an NHS fit for the future.

Dr David Bailey



Dr David Bailey
Chair, BMA's Welsh
Council



A valued workforce with a supportive structure

A healthcare workforce that feels valued, supported and healthy is able to provide the best possible levels of support and care for patients.

Enshrine ministerial accountability for staffing levels across the Welsh NHS in legislation, meaning individual clinicians are not blamed when system failures are the root cause.

Support doctors by adopting an environment and culture across the whole Welsh NHS which provides staff with occupational and mental health support as well as opportunities for learning and development which encourages staff to feel confident to speak up and raise concerns. To further this, Welsh Government should introduce Freedom to Speak up Guardians who can support staff to speak up when they feel unable to through other routes.

Regular conversations and engagement should take place between health boards, management and staff, with the views and opinions of those working on the frontline being actively sought out and listened to by decision makers.

Ensure Wales has a diverse healthcare workforce which is able to reach its full potential and create an inclusive culture by improving flexible working, increasing representation of women and BAME staff at senior levels and removing barriers that disabled medics face.



‘Doctors who feel valued and supported are happier, more able to deliver patient care and stay working in the NHS longer’

Dr Phil Banfield, Consultant Obstetrician and Gynaecologist at Ysbyty Glan Clwyd

‘Only when there are more BAME staff and more women occupying senior positions will we have a health service with a fully inclusive culture’

Dr Manish Adke, Consultant Anaesthetist at Ysbyty Glan Clwyd

‘To best support our communities, we need a medical profession that is fully representative of the Welsh population’

Dr Dai Samuel, Consultant Hepatologist at Royal Glamorgan Hospital



Population health

A healthy population is better protected from long-term health conditions and infections.

Establish prevention at the heart of the healthcare system and invest in schemes to build a more resilient Wales. Action on smoking, obesity, physical inactivity, and alcohol misuse alongside encouraging the uptake of active travel and sport, could drastically reduce system pressures. As could providing adequate support for children in particular those at risk from adverse childhood experiences.

Implement appropriate legislation and regulations to be able to fully assess the benefits and outcomes of the interventions made.

Focus greater investment in mental health services and projects to promote the mental wellbeing of the Welsh population. In addition, Welsh Government should lead the way with an increased focus on educating and encouraging patients to better look after their own physical and mental health through investing more in both education in schools and public health campaigns.

Create a healthier Wales, with greater opportunities for healthy living, by: expanding existing clean air zones and extending their use, better monitoring of air pollution in areas where the most vulnerable populations live, improving air quality standards that the previous EU regulations afforded, supporting health professionals to take local action and provide advice to patients, and the phasing-out of coal power stations.



‘Wales can lead the way on improving mental health by investing more in both education in schools and public health campaigns’

Ellen Davies, 4th Year Medical Student
at Cardiff University School of Medicine

‘Investing in prevention is crucial to the long-term health of our nation’

Dr Michael Thomas, Consultant in Public Health Medicine
at Public Health Wales



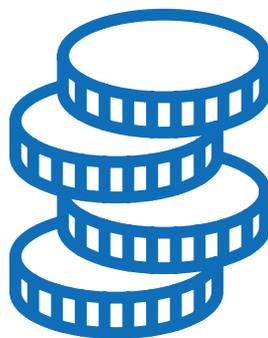
A sustainable NHS

Healthcare services in Wales need appropriate levels of funding and workforce planning to be able to effectively support the citizens of Wales and must be supported by a modern IT infrastructure that facilitates the best care for patients.

Increase NHS spending by an appropriate amount each year to keep up with the demand for services, to put the NHS on a sustainable footing, to ensure all staff are appropriately paid for the contribution they make, and set out credible long-term funding plans for social care so that everyone who needs care and support is able to access it. Such investment should lead to better communication and working between health and social care, particularly around referrals and discharge, to ensure patients receive the best and most appropriate care in a timely way.

Provide leadership at a national level through a Wales-wide National Executive and a National Primary Care Board and develop a culture that encourages staff learning and progression which, alongside appropriate remuneration, will increase workforce retention and make the NHS safer and more cost effective.

Implement new technologies and processes, through partnership working with frontline healthcare staff, guided by the experiences of patients, to provide fast and effective advice and treatments. This should include improved access to patient information in a secure way, including introducing e-prescribing.



‘The NHS needs appropriate investment every single year, not just in times of crisis’

Dr Iona Collins, Consultant Trauma and Orthopaedic Surgeon at Swansea Bay University Health Board

‘We must embrace emerging technologies and utilise them to ensure patients receive the best and most appropriate care’

Dr Sara Bodey, GP in North Wales



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