WCEC Partners

GIG CYMRU NHS WALES — Arsyllfa Iechyd Cyhoeddus Cymru — Public Health Wales Observatory

Swansea University — Prifysgol Abertawe

SAIL DATABANK

Sefydliad Ymchwil Iechyd a Meddygol Bangor — PRIFYSGOL BANGOR UNIVERSITY — Bangor Institute for Health & Medical Research

Economeg Iechyd a Gofal Cymru — Health and Care Economics Cymru

Uned Arbenigol ar Dystiolaeth Adolygu — SuRE — Specialist Unit for Review Evidence

JBI — The Wales Centre For Evidence Based Care — A JBI Centre of Excellence

Technoleg Iechyd Cymru — Health Technology Wales

B·C — PRIFYSGOL BANGOR UNIVERSITY — 1884

WCEC Public Partnership Group

Barbara Harrington

Robert Hall

Sally Anstey

Debs Smith

Work together with the WCEC core team, evidence review collaborating partners, and other stakeholders to support all our processes from start to finish

Anne Collis

Rashmi Kumar

Chris Pavlakis

Nathan Davies

Alexandra Strong

Nigel Pearson

Evidence reviews completed:

➢ **Vaccination uptake** (barriers/facilitators and interventions) **in adults from underserved or hard-to-reach communities** (June 2021)

➢ The effectiveness of **infection prevention and control measures in education and childcare settings** for children (August 2021)

➢ Barriers and facilitators to the **uptake of personal protective behaviours** in public settings (January 2022)

➢ **Innovations to address the orthopaedic surgery backlog** (November 2021)

Photograph: iStock

Photograph: Irish times

23 March 2022

Name of Centre: Specialist Unit for Review Evidence (SURE)
Cardiff University

Team: Andrew Cleves*, Freya Davies**, Kate Lifford**, Mala Mann, Helen Morgan, Lydia Searchfield, Alison Weightman
* CEDAR, NHS Cardiff and Vale University Health Board, ** PRIME Centre Wales, Cardiff University

Wales COVID-19 Evidence Centre
Canolfan Dystiolaeth COVID-19 Cymru
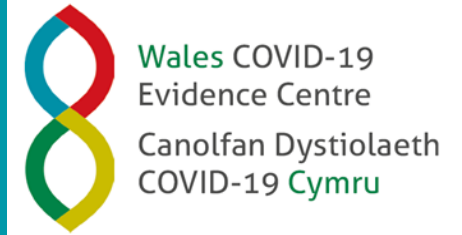
Reports completed:

The impact of the COVID-19 pandemic on the **mental health** of **health and social care workers** within the UK: a rapid review

The impact of **educational** and other **restrictions** during the COVID-19 pandemic on **children**: a rapid review

Evidence of direct harm from COVID-19 **infection** and COVID-19 **vaccine** in **pregnant/post-partum women** and the **unborn child**: a rapid evidence summary

Impact of the COVID-19 pandemic on **disabled people**: a rapid evidence map

Impact of the COVID-19 pandemic on **health** and **access to care** of **disabled people**: a rapid review

Meet our team

Date: 23 March 2022

Ymchwil Iechyd a Gofal Cymru
Health and Care Research Wales

Ariennir gan **Lywodraeth Cymru**
Funded by **Welsh Government**

Wales Centre for Evidence Based Care
Team: Judith Carrier, Judit Csontos, Deborah Edwards, Elizabeth Gillen

Rapid reviews and evidence summaries completed:

➢ The effectiveness of **alternative education delivery strategies for undergraduate and postgraduate medical, dental, nursing and pharmacy education** during the pandemic

➢ **The efficacy, effectiveness and safety of COVID-19 disinfection** methods (including ozone machines) **in educational settings** for children and young people

➢ **Strategies to support learning and wellbeing among 16-19 year old learners** who have experienced significant disruption in their education as a result of the pandemic

➢ What **innovations help to attract, recruit and retain social care workers** within the UK context?


BBC NEWS

Covid: Ozone machine school plans scrapped over safety

15 October

Coronavirus pandemic

Thirty-thousand carbon dioxide monitors are being rolled out in Wales this week

Plans to use ozone machines to disinfect classrooms have been abandoned, the Welsh government has confirmed.

The machines are potentially "**highly harmful**" to children, a review found.

Ministers were previously accused of making a "**spectacular U-turn**" after plans for the machines were paused for a safety review.

Opposition parties Plaid Cymru and the Welsh Conservatives said they welcomed the move.

- **Classrooms to get £6m anti-Covid air technology**
- **How fresh air makes school safer**

Welsh ministers had previously announced they would spend £3.31m on 1,800 new ozone machines developed by Swansea University.

23 March 2022

Bangor Institute of Health and Medical Research (BIHMR)
& Health and Care Economics Cymru

Team: **Prof Rhiannon Tudor Edwards, Dr Nathan Bray,
Dr Llinos Haf Spencer, Dr Annie Hendry,
Dr Ned Hartfiel, Mr Abraham Makanjuola,
Ms Kalpa Pisavadia, Mr Jacob Davies**

Rapid Reviews:

➤ Are there any innovations and interventions to address the **backlog** in endoscopy for patients with **potential gastrointestinal cancer symptoms**?

➤ Have **infection control and prevention** measures resulted in any adverse outcomes for care home and domiciliary care residents and staff?

➤ What innovations can address **gender inequalities** exacerbated by the COVID-19 pandemic?
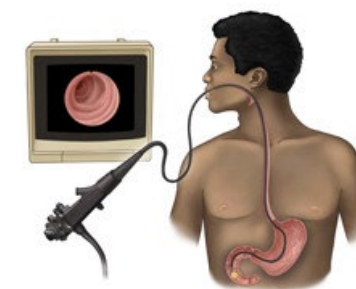
Rapid Evidence Summaries:

➤ What evidence is there of the **inverse care law in social care in Wales** and has this been exacerbated by the COVID-19 pandemic?

Date: 23 March 2022

Swansea University Medical School/SAIL Databank
Team: Rowena Bailey, Cathy Qi, Timothy Osborne,
Joe Hollinghurst, Ashley Akbari, Ronan Lyons

Current work

➤ Evaluating the impact of **COVID-19** on diagnoses, outcomes and care of patients with **long term conditions**, within the Secure Anonymised Information Linkage (SAIL) databank.

➤ The effectiveness of **anti-viral treatment** for vulnerable patients
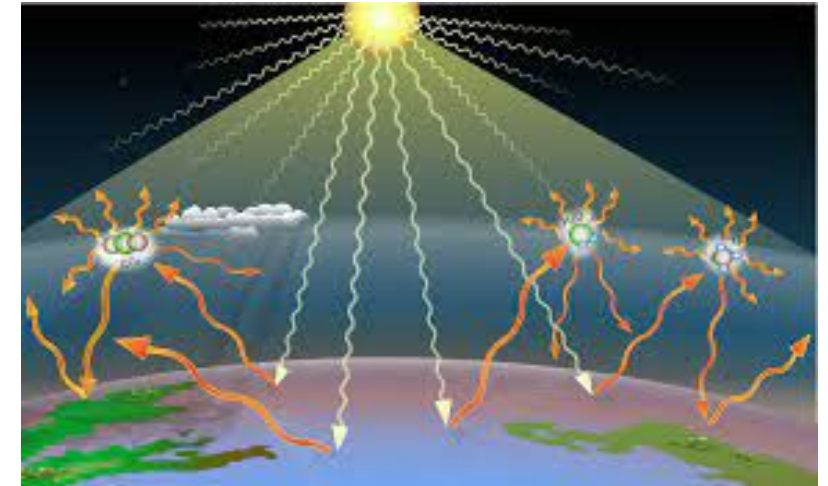

Gov.uk

Date: 23 March 2022
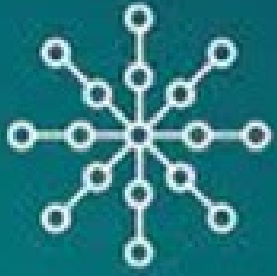
The Team:
**Susan Myles, David Jarrom,
Jenni Washington, Tom Winfield, Elise Hasler,
Sasha Barrate,
Jessica Williams, Diana Milne**

Reviews completed:

➤ **Transmission of COVID-19 in closed, semi-enclosed and outdoor environments**

➤ **Oximetry machines: Use for people to monitor oxygen levels at home**

➤ **Face coverings to reduce transmission of COVID-19**

➤ **COVID-19 transmission in vaccinated populations**

➤ **Modelling studies to evaluate non-pharmaceutical interventions on COVID-19 R-number**

The Independant

Lay Summaries and Infographics

What innovations help to attract, recruit and retain social care workers within the UK context?

Report number – RR_00026

(December 2021)

Lay Summary

The social care sector has suffered staff shortages and been under pressure for several years now. The COVID pandemic and restrictions on overseas recruitment have made the situation worse recently. This research aims to explore new ways to attract, recruit and retain social care workers in the UK and to understand what factors affect turnover.
Articles from 2001 – 2021 involving social workers and the social care workforce were studied. Key ideas for recruiting and retaining staff were –

Social Workers
- Opportunities for work placements prior to employment
- Recruiting graduates on fast-track programmes
- Apprenticeships

Social Care workers
- Appointing care workers as champions had a positive effect both on the champions themselves and in attracting and keeping new staff
- Pre-employment training to help build skills and confidence
- National recruitment campaigns
- Recruiting staff on the basis of their values and behaviours rather than just on their qualifications and experience

Poor terms and conditions, low pay, unsociable working hours, and inexperience of both employees and managers all made it difficult to keep social care staff in post. High stressful workloads made it difficult to keep social workers.

Pay and bonuses, good working conditions and having achievements recognised, all encouraged staff to stay.

Although there have been many new ideas tried in this area, the evidence about which ones have been successful is often poor. The results also come largely from a time before BREXIT and COVID which may affect their relevance to the current situation.

We need to plan how new ideas will be evaluated right from the start so that this confidently choose successful ideas. Further research is needed so that this can be done.
Several of the ideas identified above show promise and will be investigated further by Social Care Wales who are currently drawing up a new social work framework for Wales.

Campaigns to promote care work are needed to address negative views and the low status of this work

Evidence Base

Although this is ongoing, it has been made worse by the COVID-19 pandemic

EXTENT
- 13 UK articles involving social workers
- 28 UK articles involving the social care workforce

RECENCY
- Studies were published 2001-2021, largely pre-pandemic
- Findings may not be fully generalisable to the circumstances brought on by the pandemic

EFFECTIVENESS FOR SOCIAL WORKERS
- **Nine innovations** were described across the evidence base to attract, recruit and retain **social workers**; of these only three were evaluated
- **Pre-employment initiatives** including practice-based learning activities may contribute to retention (mixed methods evidence)
- **Graduates of fast-track programmes** may be more likely to remain in employment, thus contributing to increased retention (mixed methods evidence)
- **Apprenticeships** are a potentially impactful way to train (recruit) and then retain social workers (mixed methods evidence)
- Frequently cited factors causing social workers to leave were identified as: **high caseloads and excessive workload, combined with organisational stress.**
- **No evidence identified** that explored **increasing diversity or good working conditions** for social workers

EFFECTIVENESS FOR SOCIAL CARE WORKERS
- **11 innovations** were described to attract, recruit and retain the **wider social care workforce** across the evidence base; only 4 were evaluated
- **Care workers as ambassadors** to promote career opportunities can positively impact attraction and recruitment for new staff and the ambassadors feel more valued and likely to stay with their current employer (retention) (mixed methods evidence)
- **Pre-employment training initiatives** such as the Care First Careers Pilot scheme are important in building basic care skills, interview preparation and confidence and can enhance recruitment (mixed methods evidence)
- **National recruitment campaigns**, specifically 'Every day is different' campaign saw an increase in enquiries and applications (attraction), and interviews and vacancies filled (recruitment) (organisational report evidence)
- **Values-based recruitment** has resulted in lower recruitment costs, positive return on investment, lower staff turnover and better staff performance (mixed methods and quantitative descriptive evidence)
- Negative factors affecting turnover were identified as: **poor terms and conditions, low pay, unsociable working hours, and inexperience** of both employees and managers.
- Positive factors included: **pay and retention bonuses, good working environment and celebrating achievements**
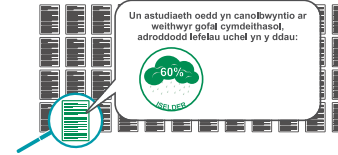
IMPLICATIONS FOR POLICY AND PRACTICE
- e.
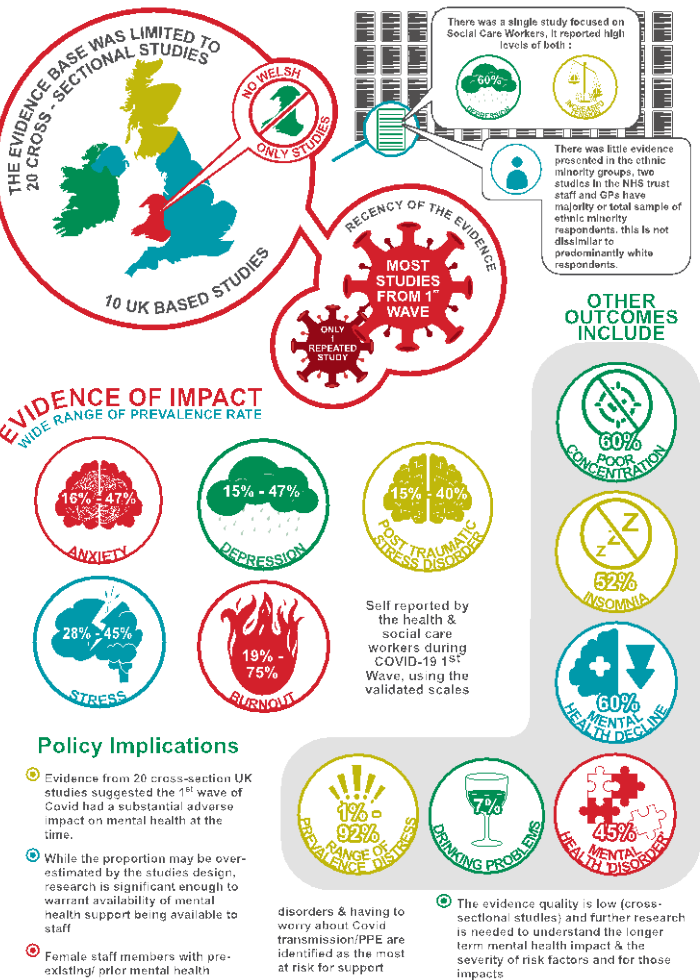
Impact of COVID-19 pandemic on the mental health of health and social care workers

Infographics by Ffion Coomber

WCEC Website

Wales COVID-19 Evidence Centre

Canolfan Dystiolaeth COVID-19 Cymru

Wales COVID-19 Evidence Centre

COVID-19 has dramatically changed the health and social care needs of the people in Wales and the way health and care is delivered to meet these needs. Those who make decisions about policy and practice in this area need to use research and evidence to guide their decision making, manage the pandemic and understand the impact of the pandemic on the health and social care delivery systems in Wales. This will ensure that the health and wider needs of communities and people in Wales are met.

There has been a huge volume of COVID-19 research relating to distribution of the disease, risk-factors, characterisation of the condition, treatments, vaccination, and increasingly about the consequences of COVID-19 both for individuals and communities.

However, while the importance and value of research is clear, the research evidence is often not readily available to the people who need this to support decision making (including policy-makers, the public, directors in NHS Wales, social care and third sector organisations and clinicians). It is also challenging to ensure the research evidence base is up-to-date and relevant to Wales. This is the driver for establishing the Wales COVID19 Evidence Centre and stands to improve the quality and safety of health and social care delivery in Wales.

Our Aim

| Our vision, aims and objectives |
| Governance |
| Research community |
| People in research |
| Document library |

Director - Professor Adrian Edwards

Email the Centre

Documents

Wales COVID-19 Evidence Centre Publications ⊕

Wales COVID-19 Evidence Centre Work Programme ⊕

COMMS STRATEGY
Led by Health and Care Research Wales

NEWSLETTERS
➤ October 2021
➤ March 2022

Reports
Work Programme (January 2022)

WCEC e-mail:

WC19EC@cardiff.ac.uk

WCEC Website:

Wales COVID-19 Evidence Centre | Health Care Research Wales (healthandcareresearchwales.org)