



Partneriaid CDCC



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



PRIFYSGOL
BANGOR
UNIVERSITY

Grŵp Partneriaeth Gyhoeddus CDCC



Barbara Harrington



Robert Hall



Sally Anstey



Debs Smith

Cydweithio â thîm craidd CDCC, partneriaid sy'n cydweithio ar adolygu tystiolaeth, a rhanddeiliaid eraill i gynorthwyo ein holl brosesau o'r dechrau i'r diwedd



Anne Collis

Rashmi Kumar

Chris Pavlakis

Nathan Davies

Alexandra Strong



Nigel Pearson



GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

Gwasanaeth Tystiolaeth Iechyd Cyhoeddus Cymru

Hannah Shaw, Chukwudi Okolie,
Amy Hookway, Rocio Rodriguez Lopez, Alesha Wale

Adolygiadau tystiolaeth a gwblhawyd:

- **Nifer y bobl sy'n cael eu brechu** (rhwystrau/hwyluswyr ac ymyriadau) **mewn oedolion o gymunedau heb eu gwasanaethu'n ddigonol neu sy'n anodd eu cyrraedd** (Mehefin 2021)
- Effeithiolrwydd **mesurau atal a rheoli heintiau mewn lleoliadau addysg a gofal plant i blant** (Awst 2021)
- Rhwystrau a hwyluswyr i'r **defnydd o ymddygiadau amddiffyn personol** mewn lleoliadau cyhoeddus (Ionawr 2022)
- **Arloesi i fynd i'r afael â'r ôl-groniad o lawdriniaeth orthopedig** (Tachwedd 2021)



Llun: iStock



Llun: Irish times



Enw'r Ganolfan: Uned Arbenigol ar gyfer Adolygu Tystiolaeth (SURE) Prifysgol Caerdydd

Tîm: Andrew Cleves*, Freya Davies**, Kate Lifford**, Mala Mann, Helen Morgan, Lydia Searchfield, Alison Weightman

* CEDAR, Bwrdd Iechyd Prifysgol GIG Caerdydd a'r Fro, ** Canolfan PRIME Cymru, Prifysgol Caerdydd



Wales COVID-19
Evidence Centre
Canolfan Dystiolaeth
COVID-19 Cymru

Adroddiadau a gwblhawyd:

Effaith pandemig COVID-19 ar **iechyd meddwl gweithwyr iechyd a gofal cymdeithasol yn y DU**: adolygiad cyflym

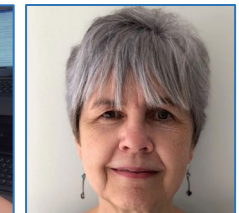
Effaith cyfyngiadau **addysgol a chyfyngiadau** eraill yn ystod pandemig COVID-19 ar **blant**: adolygiad cyflym

Tystiolaeth o niwed uniongyrchol o **haint COVID-19 a brechlyn COVID-19** mewn **menywod beichiog/ôl-enedigaeth** a'r **plentyn heb ei eni**: crynodeb tystiolaeth cyflym

Effaith pandemig COVID-19 ar **bobl anabl**: map tystiolaeth cyflym

Effaith pandemig COVID-19 ar **iechyd a mynediad at ofal pobl anabl**: adolygiad cyflym

Cwrdd â'n tîm



Dyddiad: 23 Mawrth 2022



Ymchwil Iechyd
a Gofal Cymru
Health and Care
Research Wales



Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government

Canolfan Gofal sy'n Seiliedig ar Dystiolaeth Cymru

Tîm: Judith Carrier, Judit Csontos, Deborah Edwards, Elizabeth Gillen

Adolygiadau cyflym a chrynodebau tystiolaeth wedi'u cwblhau:

- Effeithiolrwydd strategaethau darparu addysg amgen ar gyfer addysg feddygol, deintyddol, nyrsio a fferylliaeth israddedig ac ôl-raddedig yn ystod y pandemig
- Effeithlonrwydd, effeithiolrwydd a diogelwch dulliau diheintio COVID-19 (gan gynnwys peiriannau osôn) mewn lleoliadau addysgol i blant a phobl ifanc
- Strategaethau i gynorthwyo dysgu a lles ymhlith dysgwyr 16-19 oed sydd wedi dioddef aflonyddwch sylweddol yn eu haddysg o ganlyniad i'r pandemig
- Pa ddatblygiadau arloesol sy'n helpu i ddenu, recriwtio a chadw gweithwyr gofal cymdeithasol yng nghyd-destun y DU?



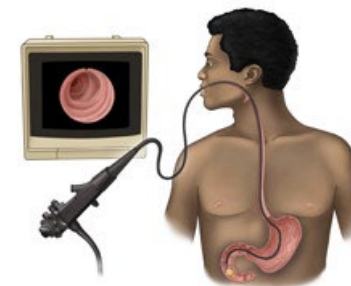
Athrofa Ymchwil Iechyd a Meddygol Bangor ac Economeg Iechyd a Gofal Cymru



Tîm: Yr Athro 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

Adolygiadau Cyflym:

- A oes unrhyw ddatblygiadau arloesol ac ymyriadau i fynd i'r afael â'r **ôl-groniad** mewn endosgopi ar gyfer cleifion â **symptomau cancer gastroberfol** posibl?
- A yw mesurau **rheoli ac atal heintiau** wedi arwain at unrhyw ganlyniadau andwyol i breswylwyr a staff cartrefi gofal a gofal cartref?
- Pa ddatblygiadau arloesol a all fynd i'r afael ag **anghydraddoldebau rhwng y rhywiau** a waethygyd gan bandemig COVID-19?



Crynodebau Tystiolaeth Cyflym:

- Pa dystiolaeth sydd o'r **ddeddf gofal gwrthgyfartal mewn gofal cymdeithasol yng Nghymru** ac a yw pandemig COVID-19 wedi gwaethygu hyn?



Dyddiad: 23 Mawrth 2022

Ysgol Feddygol Prifysgol Abertawe/Banc Data SAIL

Tîm: Rowena Bailey, Cathy Qi, Timothy Osborne,
Joe Hollinghurst, Ashley Akbari, Ronan Lyons

Gwaith presennol

- Gwerthuso effaith **COVID-19** ar ddiagnosis, canlyniadau a gofal cleifion â **chyflyrau hirdymor**, o fewn Banc Data Cyswllt Gwybodaeth Ddienw Diogel (SAIL).
- Effeithiolrwydd **triniaeth gwrthfeirysol** i gleifion sy'n agored i niwed



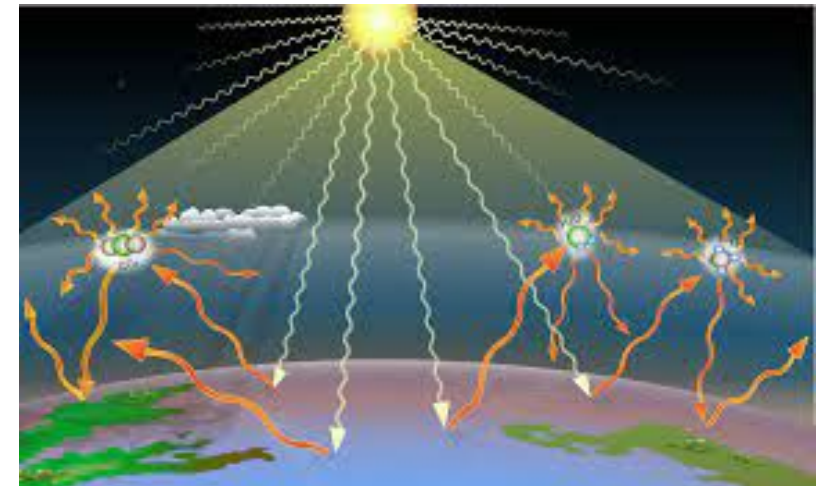
Gov.uk



Canolfan BioGyfansoddion

Pa effaith y mae newidiadau mewn arferion gwaith wedi'i chael ar *allyriadau nwyon tŷ gwydr*?

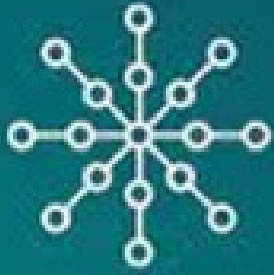
Gan gynnwys effeithiau defnyddio ynni a newidiadau i ymddygiad cymudo



Wikipedia: Nwy tŷ gwydr

Y Tîm:

Morwenna Spear, Graham Ormondroyd, Athanasios Dimitriou, Simon Willcock, Ceri Loxton, George Roberts



Technoleg Iechyd Cymru
Health Technology Wales

Y Tîm:

Susan Myles, David Jarrom,
Jenni Washington, Tom Winfield, Elise Hasler,
Sasha Barrate,
Jessica Williams, Diana Milne

Adolygiadau a gwblhawyd:

- Trosglwyddo COVID-19 mewn amgylcheddau caeedig, lled-gaeëdig ac awyr agored
- Peiriannau Ocsimetreg: Yn cael eu defnyddio gan bobl i fonitro lefelau ocsigen gartref
- Gorchuddion wyneb i leihau trosglwyddiad COVID-19
- Trosglwyddo COVID-19 mewn poblogaethau sydd wedi'u brechu
- Astudiaethau modelu i werthuso ymyriadau nad ydynt yn rhai fferyllol ar rif R COVID-19



The Independent



Crynodebau a Ffeithluniau



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 we 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

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

EFFECTIVENESS FOR SOCIAL CARE WORKERS

Evidence Base

EXTENT

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

REGENCY

- 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

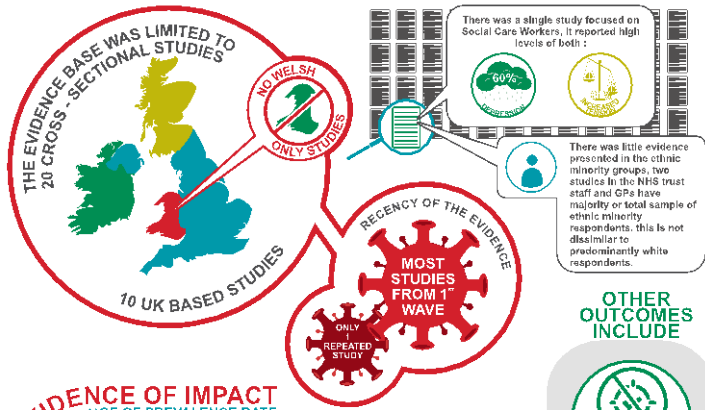
- 11 innovations were described to attract, recruit and retain the wider social care workforce across the evidence base; only 4 were evaluated
- Care workers as ambassadors to promote career opportunities can positively impact attraction and recruitment for new staff and the ambassadors feel more valued 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



Rapid review on the impact of the COVID-19 pandemic on the mental health of health and social care workers within the UK

STRENGTH OF EVIDENCE
"LOW CONFIDENCE"

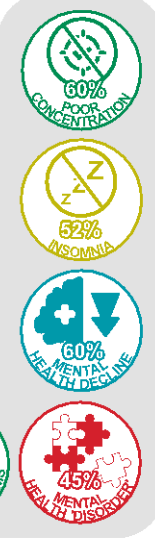


EVIDENCE OF IMPACT
WIDE RANGE OF PREVALENCE RATE



Self reported by the health & social care workers during COVID-19 1st Wave, using the validated scales

OTHER OUTCOMES INCLUDE



disorders & having to worry about Covid transmission/PPE are identified as the most at risk for support

Policy Implications

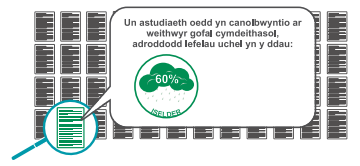
- Evidence from 20 cross-section UK studies suggested the 1st wave of Covid had a substantial adverse impact on mental health at the time.
- While the proportion may be over-estimated by the studies design, research is significant enough to warrant availability of mental health support being available to staff
- Female staff members with pre-existing/ prior mental health

The evidence quality is low (cross-sectional studies) and further research is needed to understand the longer term mental health impact & the severity of risk factors and for those impacts

Nodir mai aelodau benywaidd o staff sydd eisoes ag anhwylderau

fwyaf i'w cefnogi.

YSTYRIR MAI "HYDER ISEL" SYDD YNG NGHRYFDER Y DYSTIOLAETH



Effaith pandemig COVID-19 ar iechyd meddwl gweithwyr iechyd a gofal cymdeithasol

Gwefan CDCC



Wales COVID-19
Evidence Centre
Canolfan Dystiolaeth
COVID-19 Cymru

Wales COVID-19 Evidence Centre

STRATEGAETH
GYFATHREBU
Arweinwyd gan Ymchwil
Iechyd a Gofal Cymru

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 

CYLCHLYTHYRAU
➤ Hydref 2021
➤ Mawrth 2022

Adroddiadau
Rhaglen Waith (Ionawr 2022)





Wales COVID-19
Evidence Centre
Canolfan Dystiolaeth
COVID-19 Cymru



Ymchwil Iechyd
a Gofal Cymru
Health and Care
Research Wales

E-bost CDCC:

WC19EC@cardiff.ac.uk

Gwefan CDCC:

[Canolfan Dystiolaeth COVID-19 Cymru | Health Care
Research Wales \(ymchwiliiechydagofalcymru.org\)](https://www.ymchwiliiechydagofalcymru.org)



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