

Employee Engagement Activity

People and OD Committee, for assurance.

8th November 2023



GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

Engagement Activity

- What Have We Been Doing?

- **Culture Assessment**
 - of both our current and ideal cultures
- **“Our People Promise”**
 - developing PHW as a great place to work
- **Strategic Equality Plans and Objectives for 2024 - 28**
 - internal and external consultation and engagement

Engagement Activity:

- What Have We Been Doing?

- **NHS Wales Staff Survey**
 - includes overall engagement index measurement
- **Consultant Engagement**
 - Facilitated sessions to better understand consultant experience and setting up Consultant Engagement Group
- **Annual Staff Conference**
 - *"Conversations, Connections and Celebrations"*

Engagement Activity:

- What Have We Been Doing?

- **Staff Diversity Networks**
 - Board Presentations
 - National Networks Conference

Engagement Activity:

- What Have We Been Doing?

Outputs from our engagement activity have contributed to the following (*which also include their own significant engagement activity*):

- **Work How It Works Best** – enabling more choice and flexibility to shape work around life
- **Being Our Best** (Behavioural Framework) – *launched June 2023*
- **Transforming Management and Leadership in PHW** – *pilot launched May 2023*

Engagement Activity:

- Additional Ongoing and Regular Engagement

- **Partnership Working**

- including Local Partnership Forum and Joint Medical and Dental Negotiating Committee

- **Staff Diversity Networks**

- continuing to grow, with two additional networks

- **Regular Targeted Comms and Engagement**

- including weekly "Staff News" bulletin, "News" section on Sharepoint site and a monthly "Ask Tracey" live and interactive session

Our IMTP Commitment

– Culture and Experience

Key Milestone for 2023:

We have developed a strategic and systemic approach to employee engagement which is evidence based and an action plan for how this will be delivered