 <p> GIG CYMRU NHS WALES </p> <p> Iechyd Cyhoeddus Cymru Public Health Wales </p>	<p>Name of Meeting People and Organisational Development Committee</p> <p>Date of Meeting 21 October 2024</p> <p>Agenda item: 6.1</p>
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Public Health Wales Strategic Risk Register	
Director of People and Organisational Development	SR 4
Purpose	
Receive the Strategic Risk Register for the purpose of scrutiny and challenge, noting the updates to action plans and controls since the last reporting period.	

Recommendation:				
APPROVE <input type="checkbox"/>	CONSIDER <input checked="" type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input checked="" type="checkbox"/>
The Committee is asked to:				
<ul style="list-style-type: none"> • Consider updated Strategic Risk 4 • Take assurance on the management of risks within the remit of the Committee. 				
Link to Public Health Wales Strategic Plan				
Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.				
This report contributes to the following:				
Strategic Priority/Well-being Objective	All Strategic Priorities/Well-being Objectives			

Summary impact analysis	
Equality and Health Impact Assessment	No decision is required.
Risk and Assurance	This submission is the Strategic Risk Register.
Health and Care Standards	This report supports and/or takes into account the Health and Care Quality Standards . Governance, Leadership and Accountability



Financial implications	The financial implications of failing to manage risk effectively are significant, both in terms of the potential for loss and also the failure to capitalise on opportunities.
People implications	There are both Corporate and Strategic Risk(s) relating to workforce and organisational development.

1. Purpose

This paper summarises the organisational Strategic Risk Register, highlighting any areas of concern that may require further discussion. This paper must be read in conjunction with the Strategic Risk Register (*Appendix 1*). The Strategic Risk Register should be considered alongside the Board Assurance Framework (BAF) and the Integrated Medium-Term Plan (IMTP).


Organisational risk reporting only ever provides a snapshot of a point in time and this will continue to be an iterative process. As risk management processes and practice becomes more mature throughout the organisation, enhanced reporting, measurement, and impact of mitigations, will become more refined. To provide assurance to Business Executive Team, a plan highlighting the objectives of the previously endorsed Risk Management Development Plan and indicative benefits realisation dates, has been included in this report at *Appendix 2*.

To support and underpin the delivery of the objectives identified through the Risk Management Development Plan, the organisation will strive to achieve consensus regarding the reporting metrics, and presentation and challenge of reporting. The Integrated Governance Team welcome regular feedback from Board and Executive Team members on where risk reporting and assurance can be strengthened.

2. Risk Ownership and Changes Since the Last Reporting Period

All strategic risks carry a delivery confidence assessment assigned by the Executive Sponsor in conjunction with an update reflective of any changes since the last reporting period. This is described in the table below through RAG rating, informed through collaboration between Executive Sponsors and Executive Risk Contributors.

An update of all Strategic Risks with current trajectories in relation to changes since the last reporting period is depicted below:

Risk Reference	Executive Sponsor	Inherent Score ¹	Current Score ²	Trend Status	Changes since the last reporting period
SRR4	Neil Lewis	25	16		<p>The Public Health Wales Annual Quality Report was published on the public intranet in July 2024. A Leadership Forum session on quality was also held in July 2024 and a Spotlight event on quality took place, available to all staff. The proposal for a Quality Oversight Group (QuOG) and terms of reference were discussed and agreed with all PHW Directorates on the 25 July 2024 and a fully operational group will be in place by the end of September 2024.</p> <p>In July, the Covid-19 Module 1 report was published and PHW's internal Covid-19 learning event continued. We remain confident in our wellbeing provision but will continue to monitor the needs of our staff and respond. The full evaluation of the 2023 Staff Survey, triangulated with other data sets, was presented to BET in July 2024 and assurance provided to PODCOM subsequently. The Staff Survey results will be a key input in the development of a single strategic approach to</p>

¹ This score represents the **severity of risks** before you implement controls to reduce or mitigate the risk

² This score represents the **severity of risks** after controls to mitigate the risk have been applied.

				<p>employee engagement and action plan, and for how it will be delivered. This is highlighted in the 2024/25 IMTP as a clear commitment. The Staff Survey ran in Autumn 2023 and factors outside of PHW's control resulted in significant delays to the results.</p> <p>The contract for the future provision of leadership and management development will shortly be awarded and this work will enter the design phase with the first cohorts taking place in 2024-25.</p>
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The trend status indicates if the risk has remained stagnant at the inherent risk score and **Red**, **Amber**, **Green** demonstrates where improvements are in place and progressing well or complete, actions in place and being progressed currently or actions and controls have been identified but there has been limited progress in implementation.

3. Strategic Risks

A full assessment of Strategic Risk 4 is provided in the attached Strategic Risk Register.

Equality Impact Assessment

No decision required.

4. Recommendation

The Committee is asked to:

- **Consider** updated Strategic Risk 4
- **Take assurance** on the management of risks within the remit of the Committee.