

PHW/A W	Policy ref.	Policy title	Executive Lead	Approving body (from Annex within Policy for Policies)	Approval date	Review date due	Status	Rag Status	Risk Assess ment	Previous Updates : Quarterly Reviews	Expected Date for issuing of revised policy
PHW	Black123	Mobile Phone Policy	Deputy Chief Executive, Executive Director Operations and Finance	People and OD Committee	01/01/2009	01/03/2012	Policy review Date passed - action underway/re quired	Overdue for Review	Low	<p>April 2025: Drafting is in progress, but is still to be completed - it is anticipated that a draft will be completed for consultation by April 30th 2025</p> <p>January 2025: Migration work has now completed transition and teething issues experienced with ordering / provision / utilisation for overseas use and billing have been resolved. Completion of the final draft will be by end of February.</p> <p>October 2024: Migration work to the new network provider is reaching completion. It is now planned that a revised mobile phone policy will be available within Q3 2024/25 for consultation.</p> <p>June 2024: Migration of work with the CSS Framework has been progressed at pace without issue. The policy can now be concluded reflecting the new arrangements re mobile device provision. It is envisaged that the publication date will still be within Q2 2024/2025.</p>	15.07.25 PODC
All Wales	AW04	Secondment policy (All Wales)	Director of People and Organisational Development	People and OD Committee	23/08/2021	01/03/2023	Policy Extant (All Wales Policy)	Due for Review (Extant)	Low	All Wales W&OD policies remain extant until updated by the Welsh Partnership Forum.	
All Wales	AW21	Reserve Forces Training and Mobilisation Policy (All Wales)	Director of People and Organisational Development	People and OD Committee	21/07/2020	21/07/2022	Policy Extant (All Wales Policy)	Due for Review (Extant)	Low	All Wales W&OD policies remain extant until updated by the Welsh Partnership Forum.	
All Wales	AW11	Employment Break Scheme (All Wales)	Director of People and Organisational Development	People and OD Committee	16/03/2020	16/03/2023	Policy Extant (All Wales Policy)	Due for Review (Extant)	Low	All Wales W&OD policies remain extant until updated by the Welsh Partnership Forum.	

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All Wales	AW13	Pay Progression Policy (All Wales)	Director of People and Organisational Development	People and OD Committee	16/03/2020	16/03/2023	Policy Extant (All Wales Policy)	Due for Review (Extant)	Low	All Wales W&OD policies remain extant until updated by the Welsh Partnership Forum.	
All Wales	AW01	Managing Attendance at Work Policy	Director of People and Organisational Development	People and OD Committee	04/12/2019	04/12/2022	Policy Extant (All Wales Policy)	Due for Review (Extant)	Low	All Wales W&OD policies remain extant until updated by the Welsh Partnership Forum.	
All Wales	AW12	Organisational Change Policy (All Wales)	Director of People and Organisational Development	People and OD Committee	04/02/2019	04/02/2022	Policy Extant (All Wales Policy)	Due for Review (Extant)	Low	All Wales W&OD policies remain extant until updated by the Welsh Partnership Forum.	
All Wales	AW15	Menopause Policy (All Wales)	Director of People and Organisational Development	People and OD Committee	04/02/2019	04/02/2022	Policy Extant (All Wales Policy)	Due for Review (Extant)	Low	All Wales W&OD policies remain extant until updated by the Welsh Partnership Forum.	
All Wales	AW05	Capability Policy (All Wales)	Director of People and Organisational Development	People and OD Committee	23/07/2018	23/07/2021	Policy Extant (All Wales Policy)	Due for Review (Extant)	Low	All Wales W&OD policies remain extant until updated by the Welsh Partnership Forum.	
All Wales	AW10	Recruitment and retention payment protocol (All Wales)	Director of People and Organisational Development	People and OD Committee	04/07/2017	01/04/2022	Policy Extant (All Wales Policy)	Due for Review (Extant)	Low	All Wales W&OD policies remain extant until updated by the Welsh Partnership Forum.	
All Wales	AW03	Disciplinary policy and procedure (All Wales)	Director of People and Organisational Development	People and OD Committee	04/07/2017	01/03/2020	Policy Extant (All Wales Policy)	Due for Review (Extant)	Low	All Wales W&OD policies remain extant until updated by the Welsh Partnership Forum.	
PHW	PHW71	Registration for Health Professionals Policy	Executive Director Nursing, Quality and Information Governance	People and OD Committee	15/03/2023	15/03/2026	Policy in Date	Approved			
PHW	PHW71/TP 01	Registration for Health Professionals Procedure	Executive Director Nursing, Quality and Information Governance	People and OD Committee	15/03/2023	15/03/2026	Policy in Date	Approved			

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PHW	PHW45	Family Leave Policy	Director of People and Organisational Development	People and OD Committee	15/03/2023	15/03/2026	Policy in Date	Approved			
PHW	PHW06	Annual Leave and Bank Holiday Policy	Director of People and Organisational Development	People and OD Committee	15/03/2023	15/03/2026	Policy in Date	Approved			
PHW	PHW75	Use of Welsh Language Policy	Director of People and Organisational Development	People and OD Committee	15/03/2023	15/03/2026	Policy in Date	Approved			
PHW	PHW45/TP01	Family Leave Procedure	Director of People and Organisational Development	People and OD Committee	16/02/2023	16/02/2026	Policy in Date	Approved			
PHW	PHW/STP08	Reporting Possible Fitness to Practice Concerns to Regulatory Bodies for registered Healthcare Professionals	Executive Director Nursing, Quality and Information Governance	People and OD Committee	17/02/2025	17/02/2028	Policy in Date	Approved		Joint responsibility with HPSS	
PHW	PHW49	Substance Misuse (Drugs and Alcohol) Policy	Director of People and Organisational Development	People and OD Committee	06/09/2022	06/09/2025	Policy in Date	Approved			
PHW	PHW51	Adverse weather conditions/transport disruption policy	Director of People and Organisational Development	People and OD Committee	06/09/2022	06/09/2025	Policy in Date	Approved			
PHW	PHW/STP07	Retirement procedure	Director of People and Organisational Development	People and OD Committee	06/09/2022	06/09/2025	Policy in Date	Approved			

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PHW	PHW54	Mental Wellbeing Policy	Director of People and Organisational Development	People and OD Committee	06/09/2022	06/09/2025	Policy in Date	Approved			
PHW	PHW11	Personal Relationships at Work Policy	Director of People and Organisational Development	People and OD Committee	06/09/2022	06/09/2025	Policy in Date	Approved			
All Wales	AW09	Procedure for NHS staff to raise concerns (All Wales)	Board Secretary and Head of Board Business Unit	People and OD Committee	06/02/2024	06/02/2027	Policy in Date	Approved			
All Wales	AW23	Respect and Resolution Policy	Director of People and Organisational Development	People and OD Committee	17/02/2025	17/02/2028	Policy in Date	Approved			
PHW	PHW66	My Contribution policy	Director of People and Organisational Development	People and OD Committee	08/11/2023	08/11/2026	Policy in Date	Approved			
All Wales	AW06	Special Leave Policy (All Wales)	Director of People and Organisational Development	People and OD Committee	09/07/2024	09/07/2027	Policy in Date	Approved			
All Wales	AW29	Voluntary Early Release Scheme	Director of People and Organisational Development	People and OD Committee	09/07/2024	09/07/2027	Policy in Date	Approved			
PHW	PHW70	Learning and Development Policy	Director of People and Organisational Development	People and OD Committee	08/11/2023	08/11/2026	Policy in Date	Approved			

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PHW	PHW50	Recruitment and selection policy	Director of People and Organisational Development	People and OD Committee	17/02/2025	17/02/2028	Policy in Date	Approved			
PHW	PHW79	Trans Inclusion Policy	Director of People and Organisational Development	People and OD Committee	08/11/2023	08/11/2026	Policy in Date	Approved			
PHW	PHW09	Redeployment Policy	Director of People and Organisational Development	People and OD Committee	06/02/2024	06/02/2027	Policy in Date	Approved			
PHW	PHW78	Work How It Works Best (Agile Working) Policy	Director of People and Organisational Development	People and OD Committee	08/11/2023	08/11/2026	Policy in Date	Approved			
PHW	PHW/STP09	Mobilisation Procedure	Director of People and Organisational Development	People and OD Committee	08/11/2023	08/11/2026	Policy in Date	Approved			
PHW	PHW80	Employing Ex-Offenders and People with a Criminal Record Policy	Director of People and Organisational Development	People and OD Committee	08/11/2023	08/11/2026	Policy in Date	Approved			
PHW	PHW1STP10	Employee Recognition Procedure	Director of People and Organisational Development	People and OD Committee	08/11/2023	08/11/2026	Policy in Date	Approved			
All Wales	AW25	Flexible Working Policy (All Wales)	Director of People and Organisational Development	People and OD Committee	06/02/2024	06/02/2027	Policy in Date	Approved			

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PHW	PHW/CD19	Protocol for the Reporting and Oversight of Speaking Up Safely Within PHW	Board Secretary and Head of Board Business Unit	People and OD Committee	06/02/2024	06/02/2027	Policy in Date	Approved			
PHW	PHW09-TP01	Redeployment Procedure	Director of People and Organisational Development	People and OD Committee	06/02/2024	06/02/2027	Policy in Date	Approved			
All Wales	AW27	All Wales Medical Appraisal Policy (Designated Body Public Health Wales)	National Director Health Protection and Screening Services, Executive Medical Director	People and OD Committee	17/05/2024	17/05/2027	Policy in Date	Approved			
PHW	PHW85	Carers Policy	Director of People and Organisational Development	People and OD Committee	21/10/2024	21/10/2027	Policy in Date	Approved			
All Wales	AW29	Appraisal and Revalidation Policy - UKPHR Specialist Registrants	National Director Health Protection and Screening Services, Executive Medical Director	People and OD Committee	21/10/2024	21/10/2027	Policy in Date	Approved			
All Wales	AW31	Flexible Pensions Policy	Director of People and Organisational Development	People and OD Committee	17/02/2025	17/02/2028	Policy in Date	Approved			
All Wales	AW32	Job Evaluation Policy	Director of People and Organisational Development	People and OD Committee	17/02/2025	17/02/2028	Policy in Date	Approved			

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All Wales	AW33	Pregnancy Loss Policy	Director of People and Organisational Development	People and OD Committee	17/02/2025	17/02/2028	Policy in Date	Approved			