



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	People and OD
Executive Lead:	Neil Lewis
Reporting Month:	March
Business Executive Team Meeting Date:	20 March 2024
Board Meeting Date:	28 March 2024

Overview of Key Activities During the Month

- Leading with Impact workshops commenced on 13 February and will be running until the end of April.
- Following the closing event of our pilot leadership and management development programme, the PHW Leadership and Management Academy, we have commenced conversations with a group of Academy members around the establishment of a Community of Practice for Leaders and Managers.
- We continued to run Financial Wellbeing Webinars as part of the cost of living programme.
- We worked with the Board and Executive Business Unit to support the publication of the new Speaking Up Safely Protocol and updated intranet content for staff and highlighted the new resources with a news story on 26 February 2024.
- Our Strategic Equality Plan for 2024-2028 was published on 27 February.
- We celebrated Welsh Language week with a range of activities and a speaker, as well as recognising our Welsh learner of the year, who was presented with a certificate and award by our Vice Chair in the Board Development session.
- The Gender Pay Gap report was approved by People and OD Committee and will be published w/c 18 March.
- The high level Staff Survey results were received from HEIW. Work is now underway to analyse these and provide information to SBET.
- We have been working with our Occupational Health providers to provide assurance in relation to staff vaccination against Measles. Further work on this will be required during March.
- Work has continued to prepare for the new Welsh Language translation arrangements which will become operational from 1st April.
- Review and update of Being Our Best toolkit and SharePoint pages, to strengthen links with long-term strategy and culture work and to incorporate feedback received from colleagues.

- Mapping of Being Our Best behavioural indicators to supporting resources and courses for Colleague and People Manager groups and launch of SharePoint pages signposting to these.

Successes

- Leading with Impact workshops are evaluating positively and providing some useful data and insights to support our culture work.

Any Concerns being managed:

- Following strike action by Junior Doctors in January and February, we have been notified of further action planned for March and new action from Consultants and SAS Doctors planned for April. We continue to work closely with affected clinical services and Emergency Preparedness Resilience and Response colleagues to plan for upcoming industrial action.
- Whilst almost 50% of people managers across PHW have booked onto Leading with Impact, we are keen to ensure that all leaders and managers attend a workshop. In addition, we are seeing on average 2 DNAs per session. We welcome BET's continued support and role modelling.

Forward Look of key activities for next month

- The Gender Pay Gap report will be published w/c 18 March, in line with our reporting obligations under the Gender Pay Gap Reporting Regulations (2017).
- A suite of communications has been drafted in preparation for the new Welsh Language Translation arrangements which will be operational from 1 April.
- Work will continue to improve our ESR data, with a current focus on Healthcare Scientist workforce and all those requiring registration with the HCPC.
- The e-Rostering implementation continues to progress across regional laboratory areas within Infection Services. The e-Rostering Project Board will meet at the end of March to agree the next priority areas that will be considered for implementing the system.
- New Colleague Networking Event is taking place on 19th March.
- An updated My Contribution toolkit and supporting Sharepoint pages will be launched.