

Annex A – Response to Welsh Government Remit Letter for Public Health Wales 2024-25

1. Delivering services and programmes to protect and improve population health	
Welsh Government Objective	Key Public Health Wales Milestone
<p>Undertake robust surveillance on communicable diseases and all national immunisation programmes ensuring data is available in a timely way to enable any necessary interventions or response from Welsh Government, health boards and the NHS Executive; including the standing up of new surveillance systems when new vaccination programmes are introduced. For 2024-25 this could include, for example, surveillance arrangements for a possible new RSV vaccination programme</p>	<ul style="list-style-type: none"> Supported the delivery of the National Immunisation framework for Wales and the six priority areas, with a focus on providing national leadership and expertise to improve the utilisation of epidemiological data and increasing vaccine literacy (SO5.2; Q4) Development of a new service covering RSV to support vaccine roll-out (SO5.2; Q4) Delivered Surveillance Reports; Surveillance Dashboards and Data to antimicrobial portal (SO5.2; Q4)
<p>Provide targeted interventions and appropriate marketing to increase uptake rates across all population groups for vaccinations, immunisations, and screening in line with the objectives and strategic priorities identified by Welsh Government and, where applicable, the NHS Wales Executive. This should include proportionate evaluation to inform in-programme response and future programmes.</p>	<ul style="list-style-type: none"> Developed a vaccination communications strategy for 2024-25 that is agreed and delivered across Vaccine Programme Wales (SO7.11; Q1) Development and delivery of a cervical cancer elimination action plan with a focus on improving uptake of the Human papillomavirus virus vaccine amongst the Welsh population (SO5.2; Q4) Extended Newborn Hearing Screening Wales (NBHSW) testing using Automated Auditory Brainstorm Response (AABR) methodology to community clinic settings from hospital only provision. (SO5.4; Year 2 Q3) Developed and implemented electronic test referrals for Cervical Screening Wales (SO5.4; Q3) Continued roll out of bowel screening age extension to offer screening to people aged 50 years old. (SO5.4; Q3) Designed a detailed recommendations around the implementation of Newborn Bloodspot Screening for Tyrosinemia Type 1 (Wales Screening Committee approval) (SO5.4; Year 2 Q2) Continued work to scope out potential for self-sampling in Cervical Screening Wales to improve uptake and reduce inequity. (SO5.4; Year 2 Q4) Developed the first scoping phase of the National Lung Cancer Screening Programme (SO5.4; Year 2 Q2) Implemented key deliverables of the Diabetic Eye Screening Wales (DESW) Future Service Model 5-year roadmap (SO5.4; Q4) Addressed inequity and enable all eligible participants to make informed choices about screening by focusing on action in five key areas - communication, collaboration, community and engagement, service delivery, data, and monitoring. (SO5.4; Year 2 Q4)

<p>Provide system leadership to support the delivery of the National Immunisation Framework in 2024/25 and guidance and training for all national vaccination programmes</p>	<ul style="list-style-type: none"> Supported the delivery of the National Immunisation framework for Wales and the six priority areas, with a focus on providing national leadership and expertise to improve the utilisation of epidemiological data and increasing vaccine literacy (SO5.2; Q4)
<p>Provide system leadership and deliver on agreed national actions to support the elimination of hepatitis/TB/HIV in line with the WHO's 2030 elimination agenda, and the specific actions set out by Welsh Government in its disease specific oversight groups</p>	<ul style="list-style-type: none"> Monitored and delivered progress towards the elimination of six diseases by 2030, with a focus on the establishment of a Health protection led blood-borne viruses elimination oversight group and continued support of established blood-borne viruses, HIV and TB Welsh Government groups (SO5.1; Q4) Continued to work with partners to address the requirements of the Sexual Health Priority Areas 2020-24, with a focus on increasing accessibility through the determination of access pathways and subsequent improvement of public understanding, implementation of sexually transmitted infection and BBV community kit provision with local stakeholders and delivery of the HIV Action Plan (SO5.2; Q4)
<p>Support the delivery of improved sexual health in Wales, contributing to system improvements, including the reduction in sexually transmitted disease and unwanted pregnancies.</p>	<ul style="list-style-type: none"> Developed and approved a service model that supports repatriation of sexually transmitted infection testing to Public Health Wales. (SO5.1; Year 2 Q4) Continued to work with partners to address the requirements of the Sexual Health Priority Areas 2020-24, with a focus on increasing accessibility through the determination of access pathways and subsequent improvement of public understanding, implementation of sexually transmitted infection and BBV community kit provision with local stakeholders and delivery of the HIV Action Plan (SO5.2; Q4) Alongside the work of the Strengthening Safeguarding in Health Review, improvements will be based on the thematic learning from multiple national reviews and reports, with assurance around the progress achieved, for example, national work being led by the NSS on sexual safety in health services (SO4.4; Year 2 Q4)
<p>Deliver and develop evidence-based equitable access national population screening programmes in line with UK National Screening Committee (NSC) and Welsh Government recommendations measures to include: an increase in the proportion of bowel and breast cancers diagnosed at early stage; a reduction in the incidence of cervical cancers; and a reduction in sight loss from diabetic retinopathy.</p>	<ul style="list-style-type: none"> The delivery of evidence-based screening programmes is one of our statutory functions. The range of actions that we will undertake in relation to each of our existing screening programmes is set out under strategic objective 5.4. In addition, we will also undertake work around the scoping for the National Lung Cancer Screening Programme.
<p>Deliver on the first phase of scoping work for a targeted lung screening programme in Wales in</p>	<ul style="list-style-type: none"> Developed the first scoping phase of the National Lung Cancer Screening Programme (SO5.4; Year 2 Q2)

line with recommendation by the UK National Screening Committee	
Support the NHS in Wales to reduce the burden of healthcare associated infections and antibiotic resistance across Wales	<ul style="list-style-type: none"> • In collaboration with Welsh Government, developed an implementation plan in response to New National Action Plan (UK AMR Strategy) 2024 – 2029 incorporating findings and recommendations of Welsh Government AMR review published 14.11.23 (SO5.2; Q4) • Continued engagement with UK IPC leads and work to establish Memorandum of Understanding (MOU) and development of National Infection Prevention and Control Manual for Wales in collaboration with ARHAI Scotland / UK IPC Strategy Group (SO5.2; Q4) • Delivered joint Antimicrobial Stewardship Forum and IPC forum (SO5.2; Q4) • Delivered Surveillance Reports; Surveillance Dashboards and Data to antimicrobial portal (SO5.2; Q4) • Supported and delivered EAAD / WAAW campaign to improve antimicrobial prescribing. (SO5.2; Q4) • Antimicrobial guidance for primary and secondary care – continued development and review. (SO5.2; Year 2 Q4) • Reviewed and updated IPC Guidance for NHS Wales. (SO5.2; Year 2 Q4)
Supporting IPC improvement in the NHS in Wales, including through provision of surveillance for action, effective four nations engagements, and support for implementation of best practice.	<ul style="list-style-type: none"> • Continued engagement with UK IPC leads and work to establish Memorandum of Understanding (MOU) and development of National Infection Prevention and Control Manual for Wales in collaboration with ARHAI Scotland / UK IPC Strategy Group (SO5.2; Q4) • Delivered joint Antimicrobial Stewardship Forum and IPC forum (SO5.2; Q4) • Reviewed and updated IPC Guidance for NHS Wales. (SO5.2; Year 2 Q4)
Support the implementation of actions for Wales under the current UK AMR National Action Plan (AMR-NAP) and contribute to the development of the next AMR-NAP from 2024 including appropriate use of antibiotics.	<ul style="list-style-type: none"> • In collaboration with Welsh Government, developed an implementation plan in response to New National Action Plan (UK AMR Strategy) 2024 – 2029 incorporating findings and recommendations of Welsh Government AMR review published 14.11.23 (SO5.2; Q4) • Delivered joint Antimicrobial Stewardship Forum and IPC forum (SO5.2; Q4) • Supported and delivered EAAD / WAAW campaign to improve antimicrobial prescribing. (SO5.2; Q4) • Antimicrobial guidance for primary and secondary care – continued development and review. (SO5.2; Year 2 Q4)
Deliver on the PHW role to protect the public from communicable disease outbreaks and incidents as set out in the Outbreak Control Plan for Wales and work with other nations on UK incidents including learning and testing of systems and plans in the context of	<ul style="list-style-type: none"> • Following the review and exercising of the Communicable Disease Outbreak Control Plan in 2023/24, we will continue to provide specialist health protection support in responding to communicable disease incidents and outbreaks. The forward plan for 24/25 includes actions relating to ensuring surge capacity. We will continue to support the work of the 4 Nation HP Oversight Group/ UK HP Committee including participation in the agreed workplan and joint priorities, which include 4 Nation exercises to test response to cross border threats to health. We are separately participating, with Welsh Government, in UK wide pandemic preparedness planning.

<p>preparedness, resilience planning and emergency response</p>	<p>Additional actions are included in this plan in relation to our key emergency planning work as a category 1 responder.</p>
<p>Deliver laboratory and integrated genomics activity across Health Protection and Infection services that can scale up to respond to future threats and hazards including pandemics.</p>	<ul style="list-style-type: none"> • Our role in relation to the delivery of microbiology, genomics and health protection services is set out within our excellent public health services strategic priority, including specific milestones over the next three years for each.
<p>Provide infection prevention and control and public health advice and support to the Public Health Protection Directorate, local authorities, and where appropriate practitioners in relation to the preparation, introduction, and implementation of the national mandatory licensing scheme for special procedures under part 4 of the Public Health (Wales) Act 2017</p>	<ul style="list-style-type: none"> • Worked with key partners to support ongoing processes to strengthen the national Health Protection system in Wales which prioritises activities including partners across the UK Health Protection Committee and four Nations Oversight Group. (SO5.1 Q4) • Continued to support Welsh Government in their implementation of the recommendations from the independent external review of the health protection system in Wales. (SO5.1 Q4) • Completed a comprehensive review of Health Protection team services in the context of developing Health Protection service models in the local health board regions to ensure safety, efficiency and formal collaborative working. (SO5.1 Q4)
<p>Deliver resilient, high-quality services to protect health from environmental hazards and which support implementation of the annual HPAG EPH subgroup workplan. This includes; robust environmental incident planning, preparedness, and response; developing environmental hazard (including climate risk) and health surveillance; and, providing evidence-based advice and support for policies to reduce risks from environmental hazards (notably, the Environment (Air Quality & Soundscapes) (Wales) Bill).</p>	<ul style="list-style-type: none"> • In collaboration with partners including the Food Safety Agency, Border Control Agency and local authorities, confirmed the service requirements for ports and borders in Wales from our Food, Water and Environment laboratories (SO5.1; Q1) • Developed, implemented and embedded new document and record management systems within the Environmental Health Protection team to ensure a robust, efficient and effective management of documents used to enable independent, specialist and contextualised advice and support to partner agencies and the public (SO5.3; Q4) • Reviewed and evaluated opportunities for the use of field epidemiology in environmental incidents, with recommendations and improvement opportunities used to inform development and implementation within 2025-26 (SO5.3; Q4) • Published Public Health Wales' Biodiversity Report in response to enhanced biodiversity and resilience of ecosystems duty under the Section 6 of the Environment (Wales) Act 2016 (due 2026) (SO6.2; Year 2 Q4) • Contribute to a range of multi-agency partnerships such as the Scientific and Technical Advice Cell (STAC), Air Quality Cell (AQC) and Media cell (4.4)
<p>Deliver the Real Time Suspected Suicide Surveillance System in partnership with the four police forces and the British Transport Police.</p>	<ul style="list-style-type: none"> • Planning for the suspected suicide surveillance quarterly report work is underway and a priority for RTSSS this year, along with planning the second (2023/24) annual surveillance report. • Have new data sources for registers e.g. prison data for Real Time Suspected Suicide Surveillance (RTSSS), Wales Maternity & Neonatal Network (WMNN) for Child Death Review Programme CDRP and have identified potential sources of data for occupation for RTSSS, ethnicity for CDRP & RTSSS (SO7.5; Q2)

2. Promoting the adoption of healthy behaviours

Welsh Government Objective	Public Health Wales Milestone
<p>Promote healthy behaviours to the population, particularly around healthy weight, physical activity, and tobacco, through social marketing across the year. This includes promoting the benefits of health behaviours for mental well-being</p>	<ul style="list-style-type: none"> • Our healthy behaviours and mental wellbeing strategic priorities set out the specific actions that we will undertake to promote healthy behaviours to the population over the next three years.
<p>Refresh the current Breastfeeding action plan into an Infant feeding plan, incorporating current progress on implementation and population behaviour change as part of Healthy weight, Healthy Wales commitment</p>	<ul style="list-style-type: none"> • Co-ordinated the production of a revised All Wales Infant Feeding Action Plan (SO3.1; Year 2 Q1) • Recommendations made for an outcomes and data framework for measuring infant feeding outcomes. (SO3.5; year 1 Q4)
<p>Deliver the First 1000 Days Programme, including delivery of the successor to Bump, Baby and Beyond to meet the health information needs of parents during pregnancy and the early years</p>	<ul style="list-style-type: none"> • This work will be delivered through various programmes within strategic priority 2, which includes reviewing the current work on the First 1000 Days and setting out plans for the next phase of development which includes a new parent information offer. (See narrative in priority 3) • Strategic objective 2.7 also includes the work to take forward development of the Every Child resource
<p>Provide ongoing support for national programmes supporting children's health, including A Healthy Child Wales Programme (0-16 years old), Flying Start and early years interventions, including assurance of the efficacy of approaches, assessments and services which support children, young people, and families during childhood</p>	<ul style="list-style-type: none"> • This work will be delivered through various programmes within strategic priority 2. In addition, we will also take forward relevant elements through our work on Design to Smile, which is detailed in strategic objective 3.3.
<p>Support the development and implementation of the 2024-26 Healthy Weight Healthy Wales Delivery Plan, including support on how to evaluate and monitor the plan</p>	<ul style="list-style-type: none"> • Enhanced functionality of the Healthy Weight Healthy You Digital Service (SO3.1; Q2) • Launched a resource hub for the Whole Systems Approach to healthy weight. (SO3.2; Year 2 Q2) • Developed behaviourally informed recommendations for policy and practice for the 10 Steps to a Healthy Weight. (SO3.2; Year 2 Q4) • Piloted an evidence-based assessment tool for the healthy weight pathway. (SO3.5; Q2) • Evaluated the impact of the Healthy Weight Healthy You digital tool. (SO3.5; Q4)

<p>Continue to support the National Exercise Referral Scheme, ensuring that it is funded appropriately and sufficiently.</p>	<ul style="list-style-type: none"> • Produced recommendations for the future training requirement for the National Exercise Referral Scheme (NERS) workforce in Wales (SO3.3; Q4) • Developed behavioural components to NERS programme delivery to promote client adherence. (SO3.3; Year 2 Q3) • Scoped options for regional oversight and governance of NERS operational delivery (SO3.3; Year 3)
<p>Continue support to develop a Daily Active Programme in Schools and support Welsh Government officials in making recommendations to Ministers about improving and promoting physical activity across Wales.</p>	<ul style="list-style-type: none"> • Produced the final design proposals for the Daily Active. (SO3.1; Q1) • Produced Progress Report for the Daily Active Whole School Approach to Physical Activity. (SO3.1; Year 2 Q2) • Produced evaluation report for the Daily Active Whole School Approach to Physical Activity. (SO3.1; Year 3)
<p>Review the Healthy Start Scheme in line with Welsh Government requirements.</p>	<ul style="list-style-type: none"> • Made recommendations on the opportunities to increase impact on the Healthy Start Scheme in Wales. (SO3.5; Q4)
<p>Continue to support the All Wales Diabetes Prevention Programme and develop robust evaluation of its effectiveness</p>	<ul style="list-style-type: none"> • Continued to support fidelity to the All Wales Diabetes Prevention Programme (AWDPP) intervention design; equitable access to and uptake of the AWDPP; and completion of the outcome evaluation of the AWDPP (SO4.6; Q4) • Continued delivery and expansion of the AWDPP programme. (SO4.1 Q4) • Evaluation of Public Health Wales Diabetes Prevention Programme completed. (SO7.4; Year 1 Q4)
<p>Complete the changes to the Welsh Network of Healthy School Scheme and continue to work on a plan to unify the Whole School Approach and Welsh Network Healthy School Scheme over time, with Ministerial sign off sought for any plans</p>	<ul style="list-style-type: none"> • Over the next three years we will complete implementation of the Welsh Network of Health Promoting School Improvement Programme to optimise the support to schools in creating the conditions for good health for our children and young people along with ongoing work to support the implementation of the Curriculum for Wales. We will continue our targeted approach to the delivery of JUSTB to reduce inequalities in uptake of smoking.
<p>Continue to accelerate the implementation of the Whole School Approach to Emotional and Mental Wellbeing framework.</p>	<ul style="list-style-type: none"> • We will continue our work to support implementation of the Whole School Approach to Mental and Emotional Wellbeing to ensure that all schools have been offered the opportunity for deep dive support. We will be focusing with our partners on evaluation of initial work done including through the roll out of the CAMHS in Reach programme. We will also continue our work to share the evidence base for action to promote mental wellbeing in school settings by sharing learning from the initial phase of the toolkit and finally we will be working with Welsh Government to develop proposals for an integrated approach to health and wellbeing using whole school approaches to simplify the landscape of support for schools.
<p>Support for the development and implementation of the 2024-26 Tobacco Control Delivery Plan, including evaluation, monitoring, and understanding and synthesising data requirements.</p>	<ul style="list-style-type: none"> • This work will be taken forward as a key part of our strategic priority 3 – healthy behaviours. Specific work being undertaken on implementing planned legislation on tobacco and vaping. We will also work with Welsh Government to monitor and evaluate the impact of key public health policy action on health, including, Tobacco Control.

<p>Ensure the completion of the roll-out of the Help Me Quit in Hospital System, including embedding monitoring and evaluation</p>	<ul style="list-style-type: none"> • Published an end of Phase 3 evaluation report for the Help Me Quit in Hospital Implementation Programme. (SO3.3; Q4) • Produced recommendations for a revised data reporting system for Help Me Quit Services in Wales. (SO3.5; Q3) • Implemented Phase 2 of Health Improvement Patient Information System for Help Me Quit System. (SO3.5; Q4)
<p>Develop proposals for the Help Me Quit system to evolve into a nicotine addiction service, that supports all those with nicotine addition to quit.</p>	<ul style="list-style-type: none"> • Key actions set out above and focus around continuing to develop the Help me Quit System. Action to prevent nicotine use agreed and included in strategic objective 3.3.
<p>Undertake a review of the tobacco cessation system in all health boards, akin to the All Wales Weight Management Pathway review, and provide Welsh Government with recommendations to ensure a common baseline service across Wales</p>	<ul style="list-style-type: none"> • We will continue our work with the Directors of Public Health to maximise the impact of Help Me Quit system and make recommendations for improvement following a comprehensive review next year. Specific actions include: • Agreed with Directors of Public Health a methodology for the review of NHS smoking cessation services in Wales (SO 3.5; Y1 Q1)
<p>Support the actions contained in the Wellbeing Chapter of the forthcoming Mental Health strategy, including rollout of the Hapus Programme and support efforts to monitor and evaluate population wide mental wellbeing. This includes developing the evidence around reducing the incidence of mental ill health.</p>	<ul style="list-style-type: none"> • Work to be taken forward through the delivery of strategic objective 2.1 focused on working with others to reduce inequalities in mental and social well-being. In addition, work around social prescribing that also support this will be taken forward in line with actions set out in relation to our social prescribing work
<p>Support delivery of the Welsh Government Programme for Government commitment on a National Framework for Social Prescribing</p>	<ul style="list-style-type: none"> • Continued to support the development of products for the National Framework for Social Prescribing. (SO 4.6; Q2) • Reviewed activity needed to further develop and strengthen implementation of social prescribing in Wales. (SO4.6; Q4)
<p>Continue to synthesise evidence and support where necessary with the potential legislative changes to support a healthy food environment, including current planned regulations and options for future taxation powers to drive reformulation</p>	<ul style="list-style-type: none"> • Produced evidence to support implementation of phase 2 of the Healthy Food Environment Regulations. (SO3.2; Year 1 Q3) • Scoped work on influencing out of home food environments. (SO3.2; Year 3) • Produced protocol for the evaluation of the introduction of Food Environment measures in Wales. (SO3.5; Q2)
<p>Work with Welsh Government to review and develop our public health approach to both gambling and alcohol.</p>	<ul style="list-style-type: none"> • Work in relation to gambling is set out within strategic objective 3.4 and work to undertake a comprehensive needs assessment for substance use to help frame recommendations for a population based approach to preventing alcohol and drug related harm which encompasses prevention, treatment and harm reduction included in narrative for strategic priority 3. Specific milestones include:

	<ul style="list-style-type: none"> • Make recommendations to the wider system for initial action to prevent gambling related harm. (SO3.4; Q4)
Continue to deliver on the Programme Level Agreement with Welsh Government covering research & analytical support and policy support on substance misuse.	<ul style="list-style-type: none"> • Produced a needs assessment to prevent and reduce harm from substance use in Wales. (SO3.1; Q4) • Developed strategy to implement recommendations arising from the Substance Use Needs Assessment. (SO3.1; Year 2 Q 3) • Implemented year 1 of substance use strategy and produce annual report on milestones. (SO3.1; Year 3)
3. Working with Welsh Government and partners to influence the wider determinants of health and to reduce health inequalities	
Welsh Government Objective	Public Health Wales Milestone
Support specific Welsh Government requests to synthesise the evidence and develop summary briefings on key cross government strategic interests including the wellbeing economy, poverty and the cost of living, health economics and investment in prevention, including secondary prevention and self-care public behaviours.	<ul style="list-style-type: none"> • This work will be taken forward through the delivery of strategic priority 1 and 2. Specific example milestones include: • 'Public Health and the Well-Being Economy' programme developed to support foundational economy and investing in prevention for the NHS, Wales and WHO (SO4.3, Year 3) • Developed Building a Healthier Wales child poverty task and finish group legacy plan (SO1.2, Year 3) • We will have worked with stakeholders to advocate for action to improve housing for children living in poverty. (SO1.2, Year 3) • Continued support to system partners to develop and improve the suite of once for Wales solutions, resources and support for primary and community care. Including a focus on prevention and reducing inequalities. (S04.5; Q4) • Developed an action plan with stakeholders to support implementation of the 'Prevention-Based Health and Care' model for embedding a coordinated approach to prevention in the health and care system. (S04.6; Q2) • Commenced implementation of the 'Prevention Based Health & Care' action plan. (S04.6; Q4) • Developed a programme to deploy and test behavioural science and design to optimise service user direct communications. (S07.10; Year 2 Q1) • Developed a multi-level capability development programme to increase the routine application of behavioural science. (SO7.10; Year 2 Q2) • Continued to develop our approach to the Time To Talk Public Health panel through public engagement and collaboration with our partners to accelerate understanding of public views to inform public health strategic priorities and policy. (SO7.4, Year 3) • All Wales operating Model for Violence developed building on the South Wales Violence Prevention Unit model (SO2.3; Q4);

	<ul style="list-style-type: none"> • A Futures approach will be embedded across the organisation to help tackle long term health equity issues and build capability and capacity for long term thinking, including international horizon scanning (SO7.9; Year 3)
Working with Welsh Government colleagues, continue the work that is supporting schools' understanding of key health and wellbeing issues to inform their curriculum design, building on work on a toolkit that supports the flow of information into schools.	<ul style="list-style-type: none"> • Key actions in relation to this work are included within strategic priorities 2 and 3, particularly in relation to CAMHS and whole school approach. This includes: <ul style="list-style-type: none"> • Learning report published on the roll-out of the CAMHS-in Reach to schools (SO2.5 Year 1 Q4) • Developed a Whole School Approach to Food. (SO3.1, Year 3) • Implemented year 1 of substance use strategic action plan and produce annual report on milestones. (SO3.1, Year 3) • Launched minimum standards for Health and Wellbeing Promoting Schools in Wales. (SO3.3; Q2) • Consulted with the system on proposed accreditation process for Health and Well-being Promoting Schools in Wales minimum standards. (SO3.3; Year2; Q4)
To facilitate and support the adoption and monitoring of Healthy Travel Charters among employers across all sectors in all parts of Wales and work with partners to deliver the actions in the National Active School Travel Plan, supporting the achievement of participation of at least 60% of primary schools in each local authority and 60% of KS2 children in the Hands up Survey.	<ul style="list-style-type: none"> • Published Year 1 Activity Report for the Place Based Approach to Active Travel (SO3.1; Q4) • Produced Year 2 Activity Report for the Place based Approach to Active School Travel (SO3.1, Year 2 Q4) • Produced evaluation report for the Place Based Approach to Active School Travel (SO3.1, Year 3)
Continue to deliver the Healthy Working Wales programme, focusing on promoting good health and preventing ill-health by providing practical guidance and support for employers to create healthy and safe work environments and practices and take action to normalise healthy behaviours. Ensure close partnership with Business Wales to increase the promotion of their business support services and maximise reach, as well as align with the delivery of our In-Work Support Service programme to provide occupational health support.	<ul style="list-style-type: none"> • Established Healthy Working Wales (HWW) employer peer mentoring programme. (SO1.1; Year 2 Q3) • Identified research opportunities in relation to fair work/work and health. (SO1.1; Year 2 Q4) • Undertaken analysis of data generated by HWW online survey tools and report published. (SO1.1; Year 3)
Provision of evidence-based advice and support to inform policies to reduce population risks and inequalities from environmental hazards and promote environmental assets which can enhance and improve health	<ul style="list-style-type: none"> • Provide an integrated approach to the protection of public health in Wales and supporting partner agencies in the provision of scientific and technical advice within the following specialist areas: <ul style="list-style-type: none"> ○ Infectious disease ○ Outbreak surveillance ○ Chemical, biological and radiation hazards (4.4)

	<ul style="list-style-type: none"> • Developed, implemented and embedded new document and record management systems within the Environmental Health Protection team to ensure a robust, efficient and effective management of documents used to enable independent, specialist and contextualised advice and support to partner agencies and the public. (SO5.3; Q4) • Reviewed and evaluated opportunities for the use of field epidemiology in environmental incidents, with recommendations and improvement opportunities used to inform development and implementation within 2025-26. (SO5.3; Q4) • Improved, developed and implemented processes to monitor harms associated with private water supplies, whilst continuing to as identify actions to address long term issues of quality and scarcity. (SO5.3; year 2 Q4)
<p>Hosting of the ACE Hub Wales and support its delivery of programme of work as set out in the separate grant offer letter.</p>	<ul style="list-style-type: none"> • Through the delivery of strategic objective 2.3, we will have helped to reduce the effect of adverse childhood experiences and other forms of trauma
<p>Provision of HIA guidance for public bodies and the production of an annual plan of support-activities designed to help public bodies comply with their duties in relation to HIAs</p>	<ul style="list-style-type: none"> • Through the delivery of strategic objective 1.3, we will be enabling and supporting the mainstreaming of Health Impact Assessment (HIA) to strengthen Health in All Policies and investment towards achieving sustainable development in Wales. Specific actions include: • Mobilised Health Impact Assessment (HIA) into practice as part of Public Health Wales' statutory duty to provide assistance to public bodies under the Public Health (Wales) Act 2017 via a guides and range of training, tools and methods. (SO1.3; year 3)
<p>Support areas of collaboration and related deliverables under the Renewal of the Memorandum of Understanding between WHO/EUROPE and the Welsh Government; in the areas of health equity and rights, investment for health and wellbeing, sustainable development, and prosperity for all. This will include:</p> <ul style="list-style-type: none"> ○ progressing the Health Equity Solutions Platform for Wales ○ continuing to develop, pilot and share innovative approaches and solutions for policy and action. ○ establishing Wales as a live innovation site for enabling and progressing Well-being Economies. 	<ul style="list-style-type: none"> • Conducted an evaluation of the Welsh Health Equity Solutions Platform. (SO1.2; Year 2 Q4) • 'Public Health and the Well-Being Economy' programme developed to support foundational economy and investing in prevention for the NHS, Wales and WHO. (SO4.3, Year 3) • Undertaken a strategic review of the application of behavioural science for better health, against the WHO Action Framework, and develop recommendations to ensure continuous improvement. (SO7.10; Year 3) • Fostered sustainable international health partnerships across Public Health Wales and NHS Wales evaluating progress, sharing learning and best practice, and scaling up value and impact to support the system in Wales (SO7.9, Year 3)
<p>Support the work of the national NHS Inequalities Group, with a focus on the work to develop more</p>	<ul style="list-style-type: none"> • We will have embedded our shared narrative on health inequalities within the organisation and share externally to increase our coherence and impact on health inequalities to support delivery of the Long Term Strategy (SO1.2; Year 2 Q2)

<p>consistent approaches to population health management and on ensuring more comprehensive coverage of information on protected characteristics in core data sets.</p>	<ul style="list-style-type: none"> • Developed and begun implementation of the health inequalities framework for primary and community care in Wales. (SO4.5; Q2) • Scoped and developed a delivery plan for the primary care contribution to addressing and supporting population health improvement, healthcare public health and inequalities. (SO4.5; Q2) • Provided specialist public health advice, support and contribution made to the wider health and care system with a particular focus on contract reform and system change to embed prevention and reducing inequalities within primary and community care. (SO4.5; Q3) • Continued support to system partners to develop and improve the suite of once for Wales solutions, resources and support for primary and community care. Including a focus on prevention and reducing inequalities. (SO4.5; Q4) • Influenced policy and provided system leadership and co-ordination across primary care and public health to develop and enhance joint and integrated working to deliver long term effective, high quality and sustainable healthcare and reduce health inequalities. (SO4.5; Q4)
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<h4>4. Working with Welsh Government and NHS partners to improve the sustainability of healthcare.</h4>	
Welsh Government Objective	Public Health Wales Milestone
<p>Provide programme support to the Strategic Programme for Primary Care via the PHW Primary and Community Care Innovation and Development Hub.</p>	<ul style="list-style-type: none"> • Through strategic objective 4.5, we will have delivered the public health contribution to the national programme for transformation and primary care. Specific actions include: • Developed and begun implementation of the health inequalities framework for primary and community care in Wales. (SO4.5 Q2) • Scoped and developed delivery plan for the primary care contribution to addressing and supporting population health improvement, healthcare public health and inequalities. (SO4.5; Q2) • Provided specialist public health advice, support and contribution made to the wider health and care system with a particular focus on contract reform and system change to embed prevention and reducing inequalities within primary and community care. (SO4.5; Q3) • Continued support to system partners to develop and improve the suite of once for Wales solutions, resources and support for primary and community care. Including a focus on prevention and reducing inequalities. (SO4.5; Q4) • Influenced policy and provided system leadership and co-ordination across primary care and public health to develop and enhance joint and integrated working to deliver long term effective, high quality and sustainable healthcare and reduce health inequalities. (SO4.5; Q4)

<p>Provide public health expertise on opportunities to improve the planning and delivery of integrated health and social care community-based services to support people to stay well, avoid inappropriate hospital admission and to return home from hospital promptly to recover.</p>	<ul style="list-style-type: none"> • Produced guidance on creating inclusive wellbeing-promoting community activities. (SO2.4; Year 2 Q1) • Continued support to system partners to develop and improve the suite of once for Wales solutions, resources and support for primary and community care. Including a focus on prevention and reducing inequalities. (SO4.5; Q4) • Facilitated and promoted collaborations with a range of disciplines to integrate health and wellbeing into spatial and environmental planning policy and practice to foster the creation of healthy places and spaces in Wales and reduce inequalities (SO1.3; Year 3) • Refined systems to support planning and commissioning for inclusion health services. (SO4.5; Q3) • Have completed the initial development of a user led Primary Care Cluster population health dashboard, linked to primary care public health information and support, which will support a range of users and inform planning conditions and be our flagship local area output. (SO7.5; Q2) • Have completed the development and moved into business as usual the Primary Care Cluster population health product, linked to primary care public health information and support, as our flagship small area data product, to meet a range of user needs, including informing planning decisions. (SO7.5; year 2 Q1) • Have enhanced our capability in creating projections for diseases and conditions to: <ul style="list-style-type: none"> ○ a. Assist with NHS planning. ○ b. Make the case for system and policy interventions to change course where appropriate. All the while ensuring that the limitations of projections are understood by users (SO7.5, Year 3)
<p>Delivery of national dental public health functions; and provision of dental public health specialist advice and support to NHS organisations and others oral health stakeholder in Wales as set out in WHC(2021)32</p>	<ul style="list-style-type: none"> • Through the delivery of strategic objective 4.6, we will have worked with Welsh Government and other system partners to increase prevention through primary dental care and supported implementation of reform of General Dental Services in Wales. Specific actions include: • Provided national leadership and oversight of Dental Epidemiology Programme in Wales, including strategic advice and co-ordination. (SO3.3; Q4) • Worked with the system partners to provide dental public health leadership, expertise and support to the NHS dental system reform in Wales. (SO4.7: Q4) • Provided dental public health advice and support to Welsh Government, health boards, Health Education and Improvement Wales and other organisations in Wales and beyond. (SO4.7: Q4)
<p>Support the ongoing rollout of the digital offer of target health and wellbeing advice to those on NHS Wales waiting lists, meeting trajectories for take up to be agreed with Ministers</p>	<ul style="list-style-type: none"> • Review activity and impact of Add to Your Life and make recommendations for future action (SO4.4, Year 1 Q4).

<p>Support the diabetes network in systematic efforts to deliver agreed secondary prevention priorities across the diabetes pathway</p>	<ul style="list-style-type: none"> • Continued to support fidelity to the All Wales Diabetes Prevention Programme (AWDPPP) intervention design; equitable access to and uptake of the AWDPPP; and completion of the outcome evaluation of the AWDPPP (SO4.6; Q4) • Supported the National Clinical Network to develop a plan for health boards to support a reduction in unwarranted variation against the bundle of 8 care processes and 3 main treatment targets in Diabetes (SO4.1; Q3) • Supported the national Clinical Network to review and expand the menu of options available within existing services to support self-management for both T1D & T2D with the aim of improving glycaemic control. (SO4.1; Q3) • Continued delivery and expansion of the AWDPPP programme. (SO4.1; Q4) • Evaluation of Public Health Wales Diabetes Prevention Programme completed. (SO7.4; Year 1 Q 4) • Supported the diabetes programme by providing the right MI, analysis, tools and evaluation to support implementation and provide a sustainable ongoing solution for updating prevalence of disease including a special publication on children. (SO7.5; Q 4) • Implemented Year 1 of three-year Diabetes Communication and Engagement Strategy (SO7.11; Q4) • Evaluated Year 1 of the three-year Diabetes Communication and Engagement Strategy. (SO7.11; Year 2 Q 1)
<p>Develop a framework for healthcare public health in collaboration with key stakeholders, drawing on the views and expertise in health boards, the NHS Wales Executive and Welsh Government</p>	<ul style="list-style-type: none"> • Through the delivery of strategic objective 4.1, we will have developed a framework for Public Health Wales' system leadership role in health public health. Specific actions include: • Undertaken discovery work and engage across the system to inform the production of a Healthcare Public Health Framework for Wales. (SO4.2; Q1) • Developed and published the framework for healthcare public health in collaboration with key stakeholders, including health boards, the NHS Executive and Welsh Government (SO 4.2 Q2) • Completed a review of healthcare public health activity in Public Health Wales. (SO4.2; Q3) • Supported the implementation of the Healthcare Public Health Framework for Wales. (SO4.2; Year 2 Q4) • Undertaken a review and update Healthcare Public Health Framework for Wales. (SO4.2; Year 3)
<p>Support healthcare organisations to interpret population health data and evidence and to undertake reviews of the likely effectiveness and cost effectiveness of a range of interventions, developments, and strategies on population health outcomes and to identify gaps or deficiencies in current care and to produce recommendations for improvements,</p>	<ul style="list-style-type: none"> • Through the delivery of strategic objective 4.1, we will have developed a framework for Public Health Wales' system leadership role in health public health (milestones set out above) <p>We will also:</p> <ul style="list-style-type: none"> • Have enhanced our capability in creating projections for diseases and conditions to: <ul style="list-style-type: none"> ○ a. Assist with NHS planning. ○ b. Make the case for system and policy interventions to change course where appropriate. ○ All the while ensuring that the limitations of projections are understood by users (SO7.5, Year 3)

including in relation to specific pathways of care.	
5. Responding to the climate emergency	
Welsh Government Objective	Public Health Wales Milestone
Continue to evolve, deliver, and report against the PHW Decarbonisation Action Plan, and expand plans to bring Adaptation Planning into scope	<ul style="list-style-type: none"> Public Health Wales Decarbonisation and Sustainability Plan 2024-26 is submitted alongside IMTP which succeeds the organisation's first plan (2022-24) and outlines work Public Health Wales will be undertaking over next two years to meet the NHS Wales target of net zero by 2030. 49 key actions across five activity streams set out the work to be undertaken under the Decarbonisation and Sustainability Plan 2024-26
Continue to report emissions into the Public Sector Reporting process	<ul style="list-style-type: none"> Carbon emission footprint for Public Health Wales submitted to NHS Wales Shared Services Partnership (NWSSP). (SO6.1; Q3)
Develop and implement clear plans and action to improve surveillance and evidence on environmental hazards and climate risks	<ul style="list-style-type: none"> Created a Task and Finish Group to determine priorities for improving surveillance and evidence on environmental hazards and climate risks (SO6.3; Q1) Delivered phase 1 of priorities determined for improving surveillance and evidence on environmental hazards and climate risks (SO6.3; Q3) Developed a robust and coordinated approach to the surveillance of weather-related health outcomes, using knowledge to inform evidence-based action and effective public health interventions (SO6.3; Q4)
Visible public health system leadership on the public health risks from climate change	<ul style="list-style-type: none"> Further developed the organisational approach to the climate crisis and sustainability and implemented the climate change roadmap. (SO6.2 Q4) Co-ordinated action and messaging with other UK nations and agencies, across the public health system in Wales. (SO6.2 Q4) Produced the Public Health Wales' Biodiversity Report in response to enhanced biodiversity and resilience of ecosystems duty under the Section 6 of the Environment (Wales) Act 2016 (due 2026). (SO6.2 Q4) Further developed the science-policy interface between public health and climate change to develop and enhance joint working between Public Health Wales, the wider public health system (including NHS and Local Authorities) and academia on reducing the health impacts of climate change. (SO6.3 Q4)
Working with the Strategic Programme for Primary Care, continue to coordinate work across primary care to take action against climate change and mitigate health impacts	<ul style="list-style-type: none"> Delivered a series of engagement events to gain insight, encourage and support primary care contractors to take action to tackle the health effects of climate change through participation in the Greener Primary Care Wales Framework and Award Scheme (SO4.5 Q2)

including the coordination of the Greener Primary Care Framework for Wales	<ul style="list-style-type: none"> • Worked with a range of stakeholders and partners to influence the primary health care system, provide leadership and advocacy for support and develop resources to enable primary care to take action against climate change. (SO4.5 Q3) • Completed delivery of year 3 of the Greener Primary Care Framework and Award Scheme (SO4.5 Q4) • Continued work with a range of stakeholders to influence the primary health care system, provide leadership and advocacy for support, and develop resources to enable primary care to take action to tackle the effects of climate change. (SO4.5 Year 2 Q4) • Delivered Year 4 of the Greener Primary Care Framework and Award Scheme. (SO4.5 Year 2 Q4)
Provision of evidence-based advice and support to inform policies to reduce population risks from climate change threats	<ul style="list-style-type: none"> • Carbon footprint and foundational economy impacts embedded into early planning of projects, programmes and business cases within Public Health Wales to support decision making. (SO6.1 Year 2 Q4) • Undertaken a review of existing carbon measurement processes and identify opportunities for improved calculation and automation. (SO6.1 Year 3) • Further developed the organisational approach to the climate crisis and sustainability and implemented the climate change roadmap. (SO6.2 Year 2 Q4) • Co-ordinated action and messaging with other UK nations and agencies, across the public health system in Wales. (SO6.2 Year 2 Q4) • Further developed the science-policy interface between public health and climate change to develop and enhance joint working between Public Health Wales, the wider public health system (including NHS and Local Authorities) and academia on reducing the health impacts of climate change. (SO6.3 Q4)

6. Developing the public health system in Wales

Welsh Government Objective	Public Health Wales Milestone
Actively contribute to the development of an annual work programme for the CMO Public Health Directors Leadership Group including leading and facilitating on key topic areas.	<ul style="list-style-type: none"> • The National Director of Health Protection and Screening services is an active member of the group (along with other directors and programme leads in Public Health Wales). Public Health Wales inputs to the forward plan and programme of work as agreed by the group.
Supporting the development of the health protection system that is fit for the future working in partnership with the integrated regional health protection teams that meets	<ul style="list-style-type: none"> • The National Director of Health Protection and Screening Services, along with other representatives from the Health Protection team, are engaged in a recently established task and finish group to establish a Health Protection framework for Wales. This is a system-wide group led by Welsh Government.

<p>the recommendations set out in the independent Health Protection System review.</p>	
<p>Support the four nations work on a UK level including the activity under the Health Protection Common Framework, Global Health Forum, and other structures</p>	<ul style="list-style-type: none"> • Worked with key partners to support ongoing processes to strengthen the national Health Protection system in Wales which prioritises activities including partners across the UK Health Protection Committee and four Nations Oversight Group. (SO5.1; Q4) • Strengthen the relationship and partnership working with the Local Resilience Fora, Wales Resilience Partnership Team and Wales Resilience Forum and the Four Nations Public Health EPRR Group. (4.4; Q4) • Work with partners to from the Local Resilience Fora, Wales Resilience Partnership Team and Wales Resilience Forum and the Four Nations Public Health EPRR Group to review and update multi-agency plans for emergencies. (4.4; Q4)
<p>Deliver on the agreed actions following the discovery work to develop a client management and reporting system for notifiable and communicable diseases with the ability to scale up to respond to future risks including pandemics.</p>	<ul style="list-style-type: none"> • Detail on our progress to-date and an overview of next steps is set out within our digital and data section of this plan, including high-level costings.
<p>Implement the WHC/2023/026 NHS Framework for Research and Development– Research Matters – What excellence looks like in NHS Wales, to embed and integrate research into all aspects of PHW activities and to support the development of robust plans for the future, working collaboratively with a range of partners</p>	<ul style="list-style-type: none"> • Public Health Wales organisational Research and Evaluation Strategy (2023-2026 Public Health Wales Research and Evaluation Strategy 2023-2026 - Public Health Wales (nhs.wales)) reflects the key features in the NHS R&D Framework developed by Health and Care Research Wales, and is being implemented led by the PHW R&D Office and cross organisational Research & Evaluation Strategic Leadership Group, reporting to PHW Exc and Knowledge Research and Information Board Committee. This includes embedding and integration of research across culture, research support, driving excellence and partnerships, and future capability and capacity development. The is evidenced throughout the IMTP with reference to research and including in particular across SO5.4 Screening research, SO6.3 Climate and health, SO7.4 Data and Research, and SO7.9 International research.
<p>Fulfil the requirements of the Host Organisation as set out in the NHS Wales Executive Hosting Agreement, including any addendums to that agreement (“the Agreement”). Ensure appropriate arrangements are in place to secure the necessary assurances from the NHS Executive Senior Leadership Team in discharging their obligations under the Agreement. Carry out regular reviews of the hosting agreement</p>	<ul style="list-style-type: none"> • Hosting agreement to be signed by 31/03/24 and implemented in line with agreed arrangements during 2024/25.

