



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	People & OD
Executive Lead:	Neil Lewis
Reporting Month:	April 2024
Business Executive Team Meeting Date:	15 May 2024
Board Meeting Date:	30 May

Overview of Key Activities During the Month

- The Gender Pay Gap report was published on the 19 March in line with our reporting obligations under the Gender Pay Gap Reporting Regulations (2017).
- Work has continued throughout April to improve our ESR data, with a focus on Healthcare Scientist workforce and all those requiring registration with the HCPC.
- Leading with Impact workshops have continued throughout April, with a requested in-person session taking place in Magden Park on Monday 15 April and our first Welsh speaking breakout group earlier in the month.
- An updated My Contribution toolkit incorporating feedback from colleagues across the organisation has been published, together with supporting staff intranet pages.
- HEIW Education and Training Commissioning Requests for 2024/25 have been submitted.
- Following our pilot Leadership and Management Academy programme, we have established a Community of Practice for Leaders and Managers.
- A suite of communications has been published for the new Welsh Language Translation arrangements, operational from 1 April.
- The new Welsh Language translation framework has gone out to tender and the advert is live for a Translation Co-ordinator.

Successes

- 362 of our leaders and people managers have attended our Leading with Impact workshops.
- A further cohort (of 16 colleagues) have successfully passed their exam, as part of our accredited Cultural Advocates programme, designed to help in providing knowledge and developing skills that will enable them to confidently and effectively support senior teams as part of our culture work.

Any Concerns being managed:

- Delay in receiving the NHS Wales Staff Survey results

Forward Look of key activities for next month

- A session with SET is scheduled for 8 May to discuss the Staff Survey results and action plan.
- As we start to develop our organisational workforce planning process and framework for workforce planning, the strategic workforce planning content will be updated on the staff intranet. This work will continue over the summer, with the development and roll out of training and other supporting resources.
- Priority areas for the expansion of e-Rostering implementation will be agreed through the e-Rostering Project Board.
- Outcomes will be available following improvement work on the Healthcare Scientist workforce data coding.
- We will be taking part in Learning at Work Week (13 – 17 May), the theme for which is Learning Power, exploring how lifelong and continual learning gives us power to change, grow and achieve our individual, team and organisational goals.