



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	People & OD
Executive Lead:	Neil Lewis
Reporting Month:	August 2024
Business Executive Team Meeting Date:	18 September 2024
Board Meeting Date:	26 September 2024

Overview of Key Activities During the Month

- The first draft of the Annual Equality and Workforce Report has been completed and will be considered by BET early in September.
- The final part of the Welsh translation tender was completed and signed off by the Board and Welsh Government last month. The expectation is that the new framework will be live at the end of September. Our new Translation Co-ordinator will join us on 4 September and will be meeting key stakeholders as part of his induction.
- Welsh Language awareness sessions have been delivered for Screening staff in Matrix House and will continue to be rolled out across all programmes.
- We continued to promote the development of early career opportunities across the organisation, including:
 - apprenticeships, traineeships, and entry-level roles
 - work experience
 - a new Careers Discovery Day - to take place on 14 February 2025
 - how to improve the inclusiveness of our Job Descriptions and Person Specifications.
- As part of our Being Our Best evaluation, colleagues from the Public Health Collaborating Unit at Bangor University hosted four focus groups, including a Welsh language event. Designed to improve understanding of the use of Being Our Best, findings from the focus groups will be used in conjunction with other information collected as part of the evaluation and written up in a report which we will receive later in the year.
- Having considered our Staff Survey 2023 results alongside insight from other sources - including our culture assessment, Leading with Impact workshops, the Medical Engagement Scale and Nursing Workforce Survey - we communicated the three themes that emerge consistently via a



“Message from Tracey” on our intranet pages. These will now be addressed via a high-level integrated action plan.

- Completed procurement activity to secure providers for higher level statutory and mandatory training.
- Completed procurement activity to secure an organisation to partner with on the design and delivery of our PHW Leadership and Management Academy Programme.
- Inducted a new verifier to the Public Health Practitioner Registration Scheme for Wales following training and approval by the UK Public Health Register.
- Established a PHW Job Family Approach Working Group.

Successes

- Successful TUPE of TEC Cymru into NHS Executive on 01 September with PHW enabling functions working well together.
- Final preparations concluded on the appointment and onboarding process for the All-Wales Graduate Management trainee from cohort 3. Our new graduate joins us 2 September for a 24-month placement and will undertake a month-long induction.

Any Concerns being managed:

Forward Look of key activities for next month

- We will welcome another cohort of colleagues to the ‘Building Confidence with Welsh’ scheme.
- A 7-month project will begin, working with managers to cleanse ESR position numbers and ensure improved DBS compliance reporting, contributing to addressing a corporate risk.
- We will continue to focus on planning and communications for the 2024 NHS Wales staff survey before launch in October 2024.
- We will continue to work closely with colleagues in Occupational Health and Quality, Nursing and Allied Health Professions to plan the delivery of our staff flu vaccination campaign for 2024/25.
- We will facilitate a discussion with Executive colleagues in relation to our workforce composition and applicant data. This is linked to the Annual Equality and Workforce Report, Strategic Equality Plan and one of the key ambitions in our People Strategy to increase the overall diversity of staff, representative of the population of Wales.
- For World Suicide Awareness Day on 10 September, we will host an external speaker from ANDYSMANCLUB, a men’s suicide prevention



charity who want to end the stigma surrounding men's mental health and help men through the power of conversation.

- ESR Transformation/ [Future NHS Workforce Solution](#) webinars will continue throughout September. See [Future NHS Workforce Solution - FutureNHS Collaboration](#) for details.
- Following a successful pilot of our new Job Evaluation process and Microsoft Form, we will communicate the roll out across the remainder of the organisation with effect from 30 September 2024.
- Workforce Planning development sessions will take place throughout September and early October, to support our senior teams to develop their Workforce Plans this autumn, in line with the usual integrated planning cycle. Further details are available via People and OD Partners.
- Leadership and Management Community of Practice Engagement Event 20 September 2024
- The Leadership and Management Framework (LMF) developed in partnership with an external provider and alongside internal collaboration and engagement, will be shared with our organisational leaders to illustrate how the future Culture, Organisational Learning and Development (CODL) offering will be systemically embedded across the organisation to enhance the development of our leaders and managers and the subsequent delivery of our LTS.



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Board Business Unit
Executive Lead:	Paul Veysey
Reporting Month:	July 2024
Business Executive Team Meeting Date:	18 September 2024
Board Meeting Date:	26 September 2024

Overview of Key Activities During the Month

The Board Business Unit are focusing on a number of development areas, including

- Developing proposals and actions to review Business Executive Team and Leadership Team governance . This includes the development of a Governance hub to provide consistency.
- Further developments utilising Sharepoint functionality to support our governance processes including development of a Composit work plan to internally support work planning at Board, Committee, BET and LT level; this will streamline the process and have a single point of reference for Exec Directors to review their upcoming reporting cycle.
- Progressing the development work support the Governance Hub Pilot; this includes developing the processes, checklists and supporting documentation in collaboration with key partners. This includes dedicated resource to progress as of August, with the aim of implementing the pilot end of September.

Successes

- Recruitment for the role of the Board Chair has been finalised and announced by Welsh Government. Pippa Britton OBE joins the organisation from 1 December 2024. Interim arrangements to cover this role whilst the recruitment is completed are in place.
- Review of the Declarations of Interest Policy and procedure had been completed and will be reported to Board in September for approval.
- Workshop undertaken to review the People and OD Committee work plan with a view to considering a more thematic approach to how the items are displayed, and how assurance is provided. The revised forward plan will be presented to the Committee in October.



Any Concerns being managed:

None.

Forward Look of key activities for next month
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| <ul style="list-style-type: none">- First meeting of the Non Executive Peer Network commencing in September; following a recommendation from an Audit report to support the Non Executives with more opportunities to share learning and development.- Further meeting of the Cross committee Chairs group to consider recent Committee remit overlaps and cross committee working, referrals and the process to date following the first months of implementation.- |
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DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Public Health Data, Knowledge & Research
Executive Lead:	Iain Bell
Reporting Month:	August 2024
Business Executive Team Meeting Date:	18 September 2024
Board Meeting Date:	26 September 2024

Overview of Key Activities During the Month

- 14 August 2024 – Child Measurement Programme Dashboard update (first update since pandemic disruption). [Child Measurement Programme Dashboard - Public Health Wales \(nhs.wales\)](https://nhs.uk/child-measurement-programme-dashboard)
- 26 August – Kicked off the Digital Health Protection alpha.
- Development of tender for the Tackling Diabetes Together qualitative insights.
- Analysis of the Covid Learning Event survey data to inform the current workshops.
- Development of the Disability and Carers Survey

Successes

- Published two new Evaluation Community of Practice (ECoP) resources realist evaluation and 8 steps to developing a Theory of Change
- The theory of change report for the Cell free DNA testing evaluation has been completed and circulated to stakeholders.
- Submitted NIHR research grant on digital exclusion – a collaboration across Public Health Wales, Oxford University, Cwmpas and public representatives.

Any Concerns being managed:

- The Audit+ risk (1648) is on the corporate risk register and is being jointly managed with the Primary Care team. The current plan is that DHCW will procure a partner/s to deliver the existing functionality. The Delivery



Confidence Assessment will be available about one week after the supplier event on 6 September.

- Newborn Screening re-platforming is moving to tender, digital services team are working closely with the screening team to plan the move to an in-service version of the Oracle database.

Forward Look of key activities for next month

- Update of cancer reporting tool to include latest data for pathology samples indicating cancer: **19 September 2024.**
- Update of cancer reporting tool to include cancer incidence 2002-2021: **26 September 2024.**
- Primary Care Clusters dashboard launch – 25 September
- Public Health Outcomes Framework – update published. We will also begin a review of the indicators published in PHOF, particularly in the light of the pause to the National Survey
- Rapid Overview Dashboard – commence review of the data in the dashboard
- Host a workshop where we will present demand and capacity modelling for DESW to wider audience: **TBC (18 or 19 September 2024).**
- ECoP event focused on the Evaluation Job Family **17 October 2024.**
- Completion of the Covid Learning Event workshops.



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Health and Wellbeing
Executive Lead:	Jim McManus
Reporting Month:	August 2024
Business Executive Team Meeting Date:	18 September 2024
Board Meeting Date:	26 September 2024

Overview of Key Activities During the Month
<p>Health Improvement Division <i>Nutrition and Obesity</i></p> <ul style="list-style-type: none"> The Children’s Obesity and Nutrition Team, in response to a request from the local Health Boards, led a successful collaborative application to the Child Poverty Grant programme—an initiative designed to foster innovation and collaboration across sectors and regional partnerships to address child poverty. The project, titled “Empowering Communities: A Partnership Approach to Enhancing Breastfeeding Awareness and Culture in Low-Prevalence, Socially Deprived Areas,” has secured funding. <p>Tobacco Control Programme</p> <ul style="list-style-type: none"> The Tobacco and Vapes Bill, introduced by the previous UK Government but lost following the dissolution of parliament for the July General Election, is expected to be reintroduced to Parliament in September. The Tobacco Control team provided a rapid (3 day) response to Welsh Government requests for evidence-based comments on potential provisions in the Bill. At the invitation of the Welsh Government policy team, the Tobacco Control team also participated in four evidence sessions with key stakeholders, including a specific public health session for which the team arranged for expert academic input from a leading UK researcher in the relevant field. Welsh Government continue to consult the team regularly as work develops. The Tobacco Control team worked with the comms team to respond to media requests in relation to speculation regarding possible inclusion of smokefree spaces legislation in the anticipated Tobacco and Vapes Bill. Media responses enabled the team mobilise previous policy work to position PHW as an trusted expert in this area and to use evidence to reframe these policies as popular amongst the Welsh population <p>NHS Settings Programme</p> <ul style="list-style-type: none"> A review of governance arrangements for the 22 local schemes within the programme has commenced to reflect the changing landscape of NERS providers. Originally delivered by local authorities, delivery partners now also include leisure trusts and a health board. Roles and responsibilities of the NERS programme at a

national, regional and local level have been reviewed and a paper will be presented at the next National NERS Advisory Board meeting in the autumn.

Educational Settings Programme

- Next month will see the launch of the Welsh Network of Health and Well-being Promoting Schools National Minimum Standards engagement phase (refinement and socialisation). This will be supported by two regional school engagement events (North and South Wales) with the purpose of demonstrating joint health and education leadership and an opportunity to socialise the new National Minimum Standards with schools and wider stakeholders.

Health and Work – Healthy Working Wales

- Healthy Working Wales (HWW) is repositioning its offer to employers to make the most of the opportunities that workplaces provide as a key setting to improve health and prevent ill-health. The new operating model will be heavily reliant on the development of a new digital service. During August, digital project meetings and workshops were held to align the HWW new website project with the PHW web transformation project as part of a commitment to work collaboratively.
- A proposal was submitted to Welsh Government summarising progress and impact of HWW during current delivery period (2023-25) and future HWW plans and funding requirements for 2025 onwards.
- A consultation response on the Senedd inquiry into disability employment and pay gap was submitted to the Equality and Social Justice Committee.

Mental Wellbeing Programme

- Hapus website & social media posts performing well with the 1st 4 weeks of activity (17th July-12th August) bringing over 850 new users to the website, for 1000 “engaged sessions” (indicating repeat visits). Social media activity led to ‘post reach’ of 31,563 across all platforms (facebook, Instagram and X), with an average post engagement rate well above industry averages.

First 1000 Days Programme

- The First 1000 Days programme has agreed approaches to engagement and consultation with NEST/NYTH and Early Years Integration and Transformation Programme leads during development of the Early Years Framework for Action.

Physical Activity

- The HAF LEEP manuscript has been accepted for publication in the international peer-reviewed *Journal of Physical Activity and Health*. This paper comes from the work conducted last year, exploring the evaluation experiences of projects funded by the Healthy and Active Fund. The work was led by the Health Improvement Division’s Research and Evaluation Team, alongside the physical activity programme.

Social Marketing and Public Information

- Every Child Health Information for Parents programme supports first-time and expectant parents and carers in Wales with critical and important health and well-being information to give their child(ren) the best start in life. The Stakeholder Board has an important role in the content and quality assurance components relating to the development, publishing, and maintenance of parenting health and well-being information. The Stakeholder Board will be meeting in September to provide assurance to the delivery team of the underpinning approaches taken to

review existing resources, develop new parenting information and to conduct an evaluation of the current resources in circulation. The Board is welcoming both returning and new members in September that represent the breath of policy, services and perspectives across the early years and health system that form the key components of these parenting resources.

- **Healthy Weight Healthy You** is the Level 1 digital offer to help adults in Wales achieve and maintain a healthy weight. As part of our user retention activities, we have developed a bilingual email newsletter. The first newsletter was sent to our subscribed users on 20th August and performed ahead of expectations. The newsletter was delivered to 3,284 subscribers with, 0% reported as spam and a 53% open rate, driving significant organic traffic to the website. We will build on this initial success with plans to grow our subscriber list each month and send regular email newsletters.
- **Help Me Quit** 'Feel The Difference' campaign was developed throughout 2022 and first launched in early 2023. The campaign focusses on three of the key benefits that result from smoking cessation. Our insight led campaign has been shortlisted for NHS Communications Initiative of the Year in the Health Service Journal's 2024 Awards. Help Me Quit is the only Welsh finalist in this category. Our team will present to the judging panel on 3rd October with winners announced later in November.

Wider Determinants of Health Unit

- **BAHW**
 - Finalising outputs from Task and Finish Group including Situational Analysis and Final Report & Recommendations
 - Development of proposal to act upon Task and Finish Group recommendations including a Coordination Needs Assessment.
 - Completion of 1:1 interviews with Coordination Group members and summary of findings developed.
 - Preparation for the BaHW Coordination Group meeting in September, agreed Tracy Cooper to Chair, while awaiting new Chair to be proposed by WLGA.
- **Shaping Places for Well-being in Wales**
 - Reviewed and redesigned programme theory-of-change with support from evaluation partners, Cordis Bright. Developed supporting evaluation protocol
 - Drafted letter to PSB Chairs and shared with Executive Director of Public Health leadership group for discussion and approval
 - Developed and published request to quote brief for participatory systems mapping expertise to support October/November learning group workshops
 - Submitted annual activity report to Health Foundation
- **PHNC**
 - Began audit of network membership registration accounts prior to undertaking insight work with active members.
 - Preparation for Webinar on Climate Change Surveillance on 5th September with over 100 members registered.
 - August E-bulletin on Wellness at Work curated and edited.
- **Wider Determinants of Health Community of Interest**

- End of year report shared with Executive Directors of Public Health leadership group for feedback
- Met with other Community of Practice/Interest leads, group chat will be set up and act as support mechanism
- **Education**
 - Qualitative insights with PHW programme leads underway to understand their perceptions of opportunities, challenges and actions required in their own programmes and their work with partners in relation to reducing the educational achievement gap.
- **Other**
 - Continued with unit reflection and planning, considering ToC and other models and lining up with WDOH Road Map
 - Temporary part time locum consultant support commenced

Primary Care Division

Greener Primary Care Wales

- Continued promotion and operational support for the [Greener Primary Care Framework and Award Scheme](#). August [E-Bulletin](#) published. Four uni-professional engagement events planned for September and October 2024. Application submitted for the Dragon Heart Institute, Spread and Scale Academy, November 2024, to provide expertise to facilitate spread of the Scheme.
- Carbon calculation work underway to quantify estimated carbon savings attributed to the actions practices have completed in the Scheme and testing a tool for practice use.
- Leadership and input to the National Inhaler T&F Group to tackle climate change. Working across the 4 nations on a range of priorities. [Slide set](#) detailing findings of Cardiff Metropolitan University Behavioural Insights into Inhaler Recycling published on PC One to accompany [report](#). Working with the University to prepare paper for peer review journal. Project being explored with the Finance Delivery Unit, NHS Executive, to understand the financial impact of changing therapy to lower global warming inhalers.
- *National GMS Quality Improvement Projects 2023-2024 Review Summary report* circulated. Catalyst for discussions about future value and support for primary care Quality Improvement work. [GMS Practice guidance for Supporting Healthy Behaviors QI Project 2024/25](#) updated to include the Supporting Healthy Behaviours resources produced for GMS staff. Abridged report and suggested next steps for PCD to be presented to the GMS Quality Committee (September 2024).

All Wales Diabetes Prevention Programme (AWDPP):

- Scoping of gestational diabetes mellitus pathway into the AWDPP programme underway; Digital AWDPP considerations being explored following evidence review by Knowledge directorate.

Tackling Diabetes Together (TDT):

- Workstream 1 workshop held and agreed that Diabetes Strategic Network plan is aligned to Tackling Diabetes Together programme. PHW has provided bridging funding the MyDesmond national patient education tool for Diabetes from September-March 2025 following withdrawal of funding from the clinical network.

Social Prescribing (SP):

- Meeting held with Warm Wales, partners within PHW and external academic partners to explore potential collaborative work; further development of scoping review into social prescribing and financial wellbeing undertaken.

Obesity Prevention:

- Plans for sharing Primary Care Obesity Prevention Action Plan outputs confirmed, with Public Health Network Cymru-led webinar to showcase postnatal outputs and plans for developing postnatal pathway, as well as publication of 'end of action plan' report in Q3/4.

Cardiovascular Disease (CVD) Prevention:

- First draft of 'Health Checks' systematic review, received and reviewed; GMS Quality Improvement project proposal re: ABCD+ approach for people with high blood pressure further developed; Supported Familial Hypercholesterolaemia service to take behavioural science approach to their communication plan.

Prevention-Based Health and Care (PBHC):

- Collaboration with Sheffield Hallam University being explored to take a co-production approach to development of PBHC Action plan; PBHC report further refined and design work underway ahead of publication later this year.

Primary Care Model for Wales (PCMW)

- Cluster self-reflection report finalised and translated for release on the [PCONE website](#)
- Engagement with stakeholders on the proposed PCMW key indicators completed; work sponsored by the All Wales Chief Executive Management Team.

Reducing Health Inequalities through Primary Care

- Call to action document and report on improving primary healthcare for people in contact with the criminal justice system developed. Our team, with our partners, will be reflecting and actioning as part of the inclusion health programme.
- Preparing national primary care consultation on reduction of health inequalities through primary care including three facilitated workshops starting in October.
- [Reducing Health Inequalities through Primary Care](#) resource portal launched on PCONE.
- A series of monthly webinars on Health inclusion have commenced.

Successes

- Two Primary Care Division projects shortlisted for the Welsh Pharmacy Awards 2024 to be announced on 25th September: a Joint application with All Wales Therapeutics and Toxicology Centre providing system leadership to address **inhaler use and disposal across Wales** and [The Greener Primary Care Framework and Award Scheme](#).
- All Wales Diabetes Prevention Programme Process Evaluation paper accepted for publication by BMC Public Health.
- Health Inequalities and Health Inclusion webpages most visited on PCOne and the resource continuing to enrichen cluster and primary care working and planning across Wales [Reducing Health Inequalities through Primary Care - Primary Care One \(nhs.wales\)](#).

Wider Determinants of Health Unit

PHNC

Launched their LinkedIn account and gained 148 followers during August.

Shaping Places for Well-being in Wales

Finalised Applied Systems Thinking Approach Framework, Tools and Methods Guide and Glossary

Other

Completion of Level 3 Business Admin apprenticeship by Business Support Officer

Any Concerns being managed:

Primary Care Division:

- **All Wales Diabetes Prevention Programme:** current challenges include contacting VISION teams with operational problems causing delays in data capture and affecting service user throughput; recruitment of Diabetic Lead to reduce staffing pressures and Audit Plus availability for Wales remains a key risk.
- **Primary Care Transformation:** New piece of work to vision *the public health approach to primary and community care in Wales 2035* may have impact on current work plans despite additional capacity being offered.

WDOH Unit:

- Recruitment to 0.4 WTE Consultant vacancy to March 2027 to be readvertised
- Fair work – IMPT milestone (IMTP_003) remains Amber due to competing priorities and limited senior capacity, work has paused to consider options. Work being scoped to develop preferred option to develop briefings to support ‘increasing access to fair work for health, well-being and equity’

Forward Look of key activities for next month

Health Improvement Division

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Primary Care Division

Dental Public Health

- Oral Health Deep Dive scheduled in the PHW Quality, Safety and Improvement Committee (QSIC) on 16th September.

Primary Care Model for Wales (PCMW)

- Ongoing work to scope out ‘additional questions’ for a ‘National Experience Survey’ for primary and community care.
- Development of an Audit process for the [Primary Care One](#) Website and drafting of a communication strategy for the site.
- Further analysis of the insight from cluster self-reflection to identify ‘more mature’ clusters and capture and disseminate learning across Wales.

Greener Primary Care Wales

- Four uni-professional engagement Greener Primary Care Wales events starting September.
- Presenting Greener Primary Care Wales Framework and Award Scheme at South West Wales GP Trainee Educational Supervisors Workshop with the aim of getting climate change on the national curriculum for GP trainees.
- Publish two high level summary documents with key findings from 1) The Green Champions Pilot and 2) Insights into the enablers and barriers to participation in the Green Primary Care Award Scheme.

Reducing Health Inequalities through Primary Care

- Co-facilitate national NHS wide workshop on health inequalities with Welsh Government to inform future policy, resource and delivery agenda, 12th September.

- Homelessness Public Health and Primary Care in Wales Webinar planned for delivery on 24th September.
- In collaboration with HEIW developing an *Inequalities e-learning resource* for pharmacy professionals.

Primary Care Prevention Programmes

- **All Wales Diabetes Prevention Programme (AWDPP):** Health Board diabetes specialist nurses (DSNs) invited to meet with AWDPP team to understand current local delivery landscape, and further strategic meeting to follow this. Sitrep of AWDPP landscape across Wales to be drafted.
- **Tackling Diabetes Together (TDT):** Diabetes Network planning day to develop the 3-5 year plan for network.
- **Social Prescribing (SP):** Evaluation plan for Warm Wales intervention being developed by the Directorate with Knowledge colleagues and University of South Wales and funding for evaluation being explored; Social Prescribing and financial wellbeing review to consider broader financial wellbeing evidence base to understand distinction with Social Prescribing lens
- **Cardiovascular Disease (CVD) Prevention:** Continue to develop GMS QI project proposal re: ABCD+ approach in people with hypertension; Time to Talk Report due September 2024 and will be used to support the progression of planned insight work.
- **Prevention-Based Health and Care (PBHC):** Scope and plan face to face facilitated workshop to co-design the 'PBHC Action plan' with the PBHC Steering Group - to be delivered in November/ January; finalise PBHC reports for publication.

Wider Determinants of Health Unit

BAHW

- BaHW Coordination Group meeting in person 17th September. Intended outcome of meeting and workshop is to agree next steps and forward plan for 2024/25.
- Anticipate decision of Chair by end September; this will enable review of meeting schedule.
- Review comms plan for BaHW.

Shaping Places for Well-being in Wales

- Public Health Practitioner starts on 2 September
- Attending Neath Port Talbot PSB steering group meeting
- Planning participatory systems mapping workshops for PSB learning groups
- Baseline evaluation activity

PHNC

- Webinar 'Developing Climate Surveillance for Wales: From Data to Action' on 5th September.
- Webinar 'Noone left behind – the future of social connections and communities in Wales' on Sept 11th.
- Scoping opportunities for in person events

COI

- 2025 Future Generations Commissioner's Office report session 19/09/24 with Marie Brousseau-Navarro
- Release of report of first year's activities and call for new leadership group members
- Develop draft activity plan for coming months

Fair work

- project briefing drafted aligned to amended IMPT milestone

Education

- insights completed and analysis underway

Other

- Continuing development of unit approach to inform business plan, workforce development strategy 24/35 and IMTP milestones 25/28
- Preparing good news story re apprenticeship completion and pathway through Kickstart for POD manager.

Directorate wide:

- A paper to provide 'An overview of population health programmes within the Health and Wellbeing Directorate' scheduled in the PHW Quality, Safety and Improvement Committee (QSIC) on 16th September.



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Health Protection and Screening Services Directorate
Executive Lead:	Meng Khaw
Reporting Month:	August 2024
Business Executive Team Meeting Date:	18 September 2024
Board Meeting Date:	26 September 2024

Overview of Key Activities During the Month

Health Protection Division (HP)

- Providing response support to the norovirus incident at an Aqua Park in Cardiff.
- Four key reports were published on drug-related deaths, blood-borne viruses, the annual report on sexually transmitted infections, and an air quality report concerning Withy hedge.
- Collaborative work continues in supporting the Health Protection framework.
- Preparations for the Respiratory Syncytial Virus communications campaign have begun.
- Progress on the High Consequence Infections Diseases (HCID) Task & Finish group.
- A climate surveillance sub-group has been established, and an update was provided to the Civil Contingency Policy Branch (CCPB).

Infection Services Division

- Successful implementation of Blood Culture Testing in Prince Charles Hospital Hot Laboratory.
- The investigation into false positive results on the cobas 8800 system was successfully completed, identifying good practice and key learnings, allowing the North Wales region to resume local testing.
- Health and Safety Executive (HSE) inspections were completed at University Hospital Llandough, University Hospital of Wales, and Singleton Hospital, with positive feedback highlighting significant improvements since the previous visit.



Screening Division

- Discovery work for National Breast Screening System has begun with an initial focus on the short term priorities.
- A presentation was given to the Directors of Public Health on screening, with a focus on Targeted Lung Cancer Screening planning.

Emergency Preparedness, Resilience and Response (EPRR)

- Post event review pack completed and submitted for the cyd exercise to Welsh Government via the Communicable Disease subgroup.
- Significant work undertaken at pace to conduct an initial review of recommendations from the COVID inquiry (Module 01).
- Working with Health Protection to provide EPRR information to support the development of an All-Wales Health Protection Framework.
- Ongoing work to identify PHW Strategic representation for Celtic response exercise, which is a maritime response to a major ferry fire/evacuation in the Dyfed Powys area.

Office of the Medical Director (OMD)

- Scoping work has commenced for the transfer of professional responsibility of Allied Health Professionals (AHP), Healthcare Science (HCS) and other roles to the OMD.
- Attendance at the Inter-Professional Education (IPE) conference aimed at AHP/HCS colleagues.
- The consultation phase for the Raising Concerns to Professional Bodies procedure has been completed and will move forward to the Leadership Team in August.
- Final training session held on e-job planning to users and line managers.
- The first Task and Finish Group for Medicines Management (MM) convened to discuss policy implementation and future MM governance.
- Appraisal training was successfully delivered with high attendance, and additional sessions are being scheduled.

Successes

Health Protection Division (HP)

- Secured a successful research bid from the GCRW to explore patterns of drug use in prisons, funded over two years with an approximate budget of £250k.
- A fourth Deputy Director for the Division commenced their role in August.
- The Health Protection team Consultants recently attended a wellbeing away day.



- Recruited to 27 vacant posts with effective vacancies for the Division at approximately 7.5 whole time equivalents.

Infection Services Division

- Serosep contract for Molecular Enterics contract awarded.
- Two staff members successfully completed their Institute of Biomedical Science (IBMS) Certification of Competence, while another earned their Certificate in Expert Practice in Training.
- The North Wales Regional Health and Safety Lead completed the Management of Health and Safety qualification through the National Examination Board in Occupational Safety and Health (NEBOSH)
- The Interim Head of Operations successfully completed the Korn Ferry coaching qualification and is now able to coach on the Academi Wales Senior Leadership Experience (SLE) programme.
- Another member of staff achieved their APM Project Management qualification enabling them to apply for chartered Project Manager status.

Screening Division

- Implementation of an electronic solution to share screening histories for participants that move across the England-Wales border for cervical screening.
- The Ionising Radiation (Medical Exposure) Regulations (IRMER) self-assessment and accompanying documentation was completed in preparation for inspection.

Emergency Preparedness, Resilience and Response (EPRR)

- Successfully completed two emergency and major incident communications assessments through the Wales connect exercise and the Welsh Ambulance biannual test.
- Provided a draft post event review pack for the Nitazene exercise to Welsh Government.
- Successful delivery of internal training sessions for the Operational and Tactical Officer roles in the PHW Emergency Response Plan V3.
- Participated in the AJAX exercise; for the Valero Refinery Control of Major Accident Hazards (COMAH) site in Pembrokeshire.
- Successfully delivered the first two staff workshops as part of phase two of the staff wide facilitated learning events for COVID.

Office of the Medical Director (OMD)

- OMD arranged NHS Wales Shared Services Partnership (NWSSP) Legal and Risk training on Upholding Professional Standards in Wales (UPSW) with attendance by colleagues from Velindre and Powys NHS Trust.



- PHW to sponsor the Innovation Award at the UK Public Health Register (UKPHR) Practitioner conference and awards.
- The July edition of The Glancet was published.

Any Concerns being Managed

Health Protection Division

- Delays in the confirmation of funding have significantly impacted timely recruitment and resources, leading to a Divisional underspend position.

Infection Services Division

- An increased need for respiratory testing experienced across the network continues.
- Change deterrent on WLIMS may constrain service developments.
- North Wales transport issues for GP sample collection being resolved with a lease car managed by Microbiology.
- There have been challenges in North Wales recruiting band 6 and 7 Biomedical Scientists.

Screening Division

- Lack of breast care nurses available in the North Wales region of the Breast Screening Programme.
- Continual focus is being placed on colonoscopy waiting times.
- The Newborn Screening Programme IT system is now at the end of its asset life; this has been escalated to Executive level and is being discussed with Digital Health and Care Wales (DHCW).
- Concerns continue to be raised around timescales for testing for LIMS 2.0 and resources available.

Emergency Preparedness, Resilience and Response (EPRR)

- Concerns levied with Gwent Local Resilience Forum following the Wales connect exercise as notification from the region were not received. EPRR team attending the multi-agency debrief in August.

Office of the Medical Director (OMD)

- Two concerns raised and being reviewed under the Upholding Professional Standards in Wales (UPSW) framework.
- Health and Care Professionals Council (HCPC) queries and concerns are now being routed to the OMD.

Forward Look of key activities for next month

Health Protection Division



- To re-advertise Consultant Epidemiologist post.
- To incorporate changes to current workplans in anticipation of the upcoming 4th Climate Change Risk Assessment (CCRA4).
- Working to refine strategic vision, including both content and template.
- Finalising the Infection Prevention and Control guidance to reflect Special Procedures legislation.

Infection Services Division

- Implementation of Molecular Enteric contract.
- Develop an action plan to address points raised during HSE inspections, including identifying any financial risks.
- Continued work on achieving My Contribution compliance and maintaining statutory and mandatory training across the network.

Screening Division

- Working to implement the new cameras in Diabetic Eye Screening Programme
- The Ionising Radiation (Medical Exposure) Regulations (IRMER) inspection is due to take place at Breast Test Wales, Llandudno in August.

Emergency Preparedness, Resilience and Response (EPRR)

- Support the organisation in response to the recommendations from the COVID inquiry (Module 01).
- Participate in Control of Major Accident Hazards (COMAH) Exercise Gus at the Vale Europe Refinery in Swansea.
- Deliver a comprehensive induction for two new EPRR staff members.
- Continuing to work collaboratively with PHW Digital Team to develop exercise ERIS, exploring the response to significant digital disruption at Public Health Wales.
- Participate in the JAGUAR exercise for an emergency response at Hinkley Point.

Office of the Medical Director (OMD)

- Two alternate Caldicott Guardians to undertake refresher training.
- Collaboration with Hywel Dda, People and Organisation Development (POD), and OMD is underway to engage with Health Education and Improvement Wales (HEIW) on scoping a public health apprenticeship scheme.
- Finalise arrangements for a meeting with Allied Health Professionals (AHP) within PHW to determine future professional support.
- Co-ordinating presentation to Social Care Wales relating to a PHW general national training offer for service providers across Wales.



- OMD team to conduct work review evaluation exercise and develop work plan until the end of December 2024.
- To finalise arrangements of the first Appraiser Network Group meeting.
- To finalise future quarterly dates for job planning training.
- Support the induction of 7 new trainees that will be joining the Microbiology, Virology and Public Health teams.
- First trainee focussed Office of Medical Director Leadership Team (OMDLT) Workforce meeting to be held and induction of new trainees.



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Policy and International Health
Executive Lead:	Sumina Azam
Reporting Month:	August 2024 (M05)
Business Executive Team Meeting Date:	18 September 2024
Board Meeting Date:	26 September 2024

Overview of Key Activities During the Month

[Mapping and Gapping of trauma-informed training resources:](#)

This work identified what training resources are currently available that contribute to trauma-informed approaches in Wales, and how they map to the Trauma-Informed Wales Framework principles and practice levels. The research also identified the challenges to providers in understanding the Framework and assessing how their materials fit within this, and how these could be overcome.

[Making Health in All Policies a reality: A call for Health Impact Assessments across government to improve health and address health inequalities:](#)

This evidence brief was published by the Health Equity Evidence Centre, UK. It examines the current state of Health Impact Assessments (HIAs) in the UK and their potential to reduce health inequalities. The paper was co-authored with other international academics and practitioners in the field and incorporates a case study on the Wales Health Impact Assessment Support Unit.

Successes



An introduction to the Wellbeing Economy (Animation):

A Wellbeing Economy animation has been developed to showcase Wales as an influencer and innovation site for the Wellbeing Economy approach. It showcases how Wales is shifting towards a fairer, healthier, and more sustainable economy. In Wales, the wellbeing approach is associated with The Wellbeing of Future Generations Act (2015) which redefines the goals of economic development to prioritise the wellbeing of the population. The animation will be officially launched later in the year to align with the Policy Dialogue event with The World Health Organisation.

Health Impact Assessment and Social Return on Investment - Capturing the health impacts and social value of public health:

This webinar in the Wales Health Impact Assessment Support Unit HIA network series of events explored the concept of social value. We looked at how Social Return on Investment (SROI) can be used alongside Health Impact Assessment (HIA) to capture and measure health impacts and social value and provided opportunity for discussion amongst peers to consider how this could be applied to our work in practice.

<https://publichealthnetwork.cymru/event/hia-and-social-return-on-investment-capturing-the-health-impacts-and-social-value-of-public-health/>

Any Concerns being managed:

Nil to report

Forward Look of key activities for next month

Safety 2024: 15th World Conference on Injury Prevention and Safety Promotion

Members of the Specialist Projects team and the Public Health Collaborating Unit are participating in the Safety 2024 conference in Delhi, India www.worldsafety2024.com to present the work undertaken with WHO Geneva to develop a social determinants framework for preventing violence against children. The team will be participating in a State of the Art panel session on violence prevention, chairing a parallel session on domestic violence and will also present a study on [Exploring the intergenerational continuity of ACEs amongst a sample of Welsh male prisoners](#), published in collaboration with Bangor University.

WHO Healthy Cities Event:

Wales' Chief Statistician Steph Howarth will be presenting and contributing to a WHO Healthy Cities and Wellbeing Economy meeting, sharing Wales Wellbeing indicators. This event will aid Public Health Wales in ensuring these indicators and other outcomes are included in and contribute to our performance, impact and value assessments, measurement and evaluation.



[A practical guide to creating a Trauma and Adverse Childhood Experiences \(TrACE\) Statement of Commitment:](#)

This guidance document aims to offer support for organisations working to become Trauma and Adverse Childhood Experiences (TrACE) informed. The document addresses issues broadly, recognising that each individual organisation will have varying structures and needs.

[Well-being Economy Deep Dive for Wales Report:](#)

This WHO report is showcasing the process and experience of key stakeholders in Wales shifting towards a Well-being Economy through implementing the Well-being of Future Generations Act, Foundational economy and other relevant legislation, policies, and developments. The launch date depends on the WHO publishing process, which is in final stages.

[Welsh Health Equity Solutions Platform -Spotlight features blogs:](#)

- [North Wales Inverse Care Law Programme:](#) This spotlight blog will feature the innovative approach of the Inverse Care Law Programme, a place-based, partnership initiative aimed at addressing health inequalities across North Wales. By leveraging shared capabilities, assets, insights, and relationships across sectors, the programme will foster local innovation. The spotlight feature will present findings from the programme's evaluation, which is expected to demonstrate significant progress in developing whole-systems approaches to address health inequalities across the three pilot innovation clusters.
- [Coventry as a Marmot region:](#) Coventry became the first 'Marmot City' in 2013, embedding Marmot principles into its Health and Wellbeing Strategy. The city also utilises a Marmot Monitoring Tool. This spotlight blog will showcase key lessons and recommendations for other Marmot Cities.

[IHCC Global Solidarity Summit Workshop:](#)

The International Health Coordination Centre are holding a workshop at Hub Cymru Africa's Global Solidarity Summit on 23 September. The Workshop will include themes and discussions around international partnership working and global citizenship, showcasing Public Health Wales' International Health Strategy and Charter for International Health toolkit.

[Response to the Future Generations Commissioner](#)

The Future Generations Commissioner has written to all Public Bodies to ask for their insights and reflection to shape the next Future Generations Report (April 2025). Responding to the request, PHW are sharing their learning and developing a list of relevant publications since 2021.

[No One Left Behind Webinar](#)



GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

This webinar presents the 'No One Left Behind' report, which focuses on the potential impacts of future trends on our social connectedness and community networks (our 'social capital') over the next fifty years. These include trends such as advances in technology and changes to our population, climate, and political landscape. The webinar will present findings of the report and key stakeholders will talk about the implications of these findings for policy and practice.
[Gweminar Newydd: Gadael neb ar ôl | New Webinar: No one left behind \(mailchi.mp\)](https://mailchi.mp/gig-wales/new-webinar-no-one-left-behind)



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Quality, Nursing and Allied Health Professionals
Executive Lead:	Claire Birchall, Executive Director
Reporting Month:	August 2024
Business Executive Team Meeting Date:	18 September 2024
Board Meeting Date:	26 September 2024

Overview of Key Activities During the Month

Review of Cervical Screening Informatics System (CSIMS): Commenced review of the CSIMS functionality and system controls which is expected to be completed in October 2024.

Violence Against Women, Domestic Abuse and Sexual Violence: The National Safeguarding Service (NSS) provided a Network briefing about the National Police Chief's Council statement for Violence Against Women and Girls. This paper highlighted areas within NHS Wales that may need attention, including focus on training and related assurance, the importance of routine enquiry by NHS staff about domestic abuse.

Modern slavery: As requested by Judith Paget via the Office of Chief Nursing Officer, the NSS provided a position report on NHS Wales' training provision and compliance relative to this area.

Prevent Counter Terrorism: The NSS provided a Situation, Background and Recommendation (SBAR) to the NHS Executive highlighting the workstream of Prevent Duty (2023) scoping strategic and operational leadership and management activity undertaken by NHS Wales' health boards and trusts. This paper recommended health boards and trusts maintain oversight of the Prevent portfolio and associated workstreams, advising oversight by Heads of Safeguarding, within the context of all safeguarding work.

Female Genital Mutilation (FGM) Clinical Pathway: The revision and update of All-Wales FGM Clinical Pathway and Assessment Tool is complete; a communication programme and news story will support the document launch in September 2024.

Safeguarding Strategy Template: The NSS completed the development of a Safeguarding Strategy Template for use by NHS Wales' organisations aligned with the Duty of Quality.



Any Concerns being managed:

Information Governance: The Information Governance Group has now become a discussion forum which no longer makes decisions. A proposal will be put before the joint Business Executive Team and Leadership Team at the end of September suggesting that the Leadership Team takes on any Information Governance decision-making role.

Infection Prevention and Control (IPC): There is a limited Corporate IPC offer and function within PHW at present until a full-time post holder is appointed within the HARP team. The recruitment process is now underway.

Improvement and Innovation Hub: Issue of capacity due to the number of vacant posts; recruitment process commenced to replace posts and recruit to new ones.

The Chief Nursing Officer Independent Review: The draft Strengthening Safeguarding in Health Review, is completed. Welsh Government have sought feedback from the oversight group on the draft and will circulate the final report over the next few weeks.

Forward Look of key activities for next month

Integrated Governance: A paper will be put before the Public Health Wales' Business Executive Team on 2nd October 2024 with recommended mandate and delegated authority for the Public Health Wales' Leadership Team.

Public Health Wales' internal Flu Vaccination Campaign: Implementation of this year's staff vaccination programme will be finalised with the PHW People and Organisational Department and Welsh Ambulance Services (WAST) colleagues for the Autumn programme which is due to start in October. A joint communication is being finalised with WAST on how staff can access the programme.

Disclosure and Barring Service (successful investment bid): An appointment has been made to undertake a review of the DBS requirements for all current PHW posts. The post has been recruited to by the PHW People and Organisational Development Division and the postholder will start in post on 2nd September 2024.

Digital and Audit Platform (successful investment bid): The draft Specification was approved by the Digital Data and Design Authority (DDDA) on 2nd September 2024. Procurement for the platform will commence in September 2024.

Clinical Governance: An overarching Clinical Governance Dashboard for piloting by the Quality Oversight Group will be prepared, to support "live reporting" against the Duty of Quality by the end of September 2024.

Quality Oversight Group (operational group): The Terms of Reference and group membership have been finalised for the inaugural meeting on 23rd September 2024. This Group will support the implementation of the Duty of Quality across the organisation and provide opportunities for organisational learning.



PHW Retention Working Group: Will be established with representatives from across the relevant directorates / divisions to develop a two-year work plan covering 2024-26.

Clinical Supervision: An online system for capturing the uptake of clinical supervision across the nursing and midwifery workforce will be developed. Additionally, a SharePoint site for clinical supervision holding information (including a booking form to apply for clinical supervision, etc) will be established.

Duty of Candour: A Redress training package will be developed which will support the Duty of Candour Regulations.

Putting Things Right: Level 2 Datix training will be developed and implemented with a systems-based approach to investigation across PHW. Additionally, developed networks across PHW will be repurposed to further support and strengthen incident investigations and learning and to support Datix management systems.

Single Unified Safeguarding Review (SUSR): As a result of NSS Professionals attending SUSR Chairs' and Reviewers' training, the NSS will be providing health-led expertise and additional resource for across regional safeguarding boards, supporting the SUSR work within regional safeguarding boards.

'Spotlight' on professional curiosity: A deep dive, multi-agency learning event will take place on 19th September 2024 with a focus on understanding the recurrent theme of professional curiosity in safeguarding reviews, and what an improved approach would look like in terms of better outcomes for vulnerable people.



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Operations and Finance
Executive Lead:	Huw George
Reporting Month:	August 2024
Business Executive Team Meeting Date:	18 September 2024
Board Meeting Date:	26 September 2024

Overview of Key Activities During the Month

Communications

- Enjoy Summer Safely campaign to raise awareness of how to protect health over the summer (carbon monoxide alarms, essential items for holidays, checking for ticks and staying swim safe) reached 750,000 people across media coverage and organic social media channels.
- To support the communication of the 2023 NHS Wales Staff Survey results, we shared a Message from Tracey (717 intranet page views). At a directorate level, we drafted tailored messages from each Executive Team member.
- Prepared the All-Wales Mpox communications plan in partnership with the Welsh Government and working with UKHSA, outlining escalation process for cases in the UK and Wales.

Finance and Performance

- Commencing planning and prioritising phase of our Finance and Performance Improvement Workstreams.
- Refreshed Directorate Finance Report content to improve consistency and support Finance Scrutiny meetings.
- Draft version of WCR1 annual costing return completed and submitted to Welsh Government.
- Completion and submission of 3-year budgetary information to Welsh Government for IFRS 16 Leases.
- COVID finance paper shared with Welsh Government.

Strategy, Planning and Corporate Affairs

- Hosted Assistant Directors of Planning peer review session to assess IMTP's and NHS Wales Planning arrangements for 23/24.
- Supported the ongoing response to three Rule 9 requests for the COVID-19 Public Inquiry.



- The Tackling Diabetes programme (Strategy and Planning Division supported) has been working closely with the National Clinical Network for Diabetes, jointly presenting to the Value and Sustainability Board on 20 August and holding a successful joint workshop to develop workstream 1 (preventing poor diabetes outcomes).
- Mobilised project to 're-platform' an existing system for Newborn Screening working with Digital Services colleagues
- Completed a rapid assurance review on the Health Improvement Patient Administration System Project.

Digital Services

- Drafted project initiation document and specification of requirements for the re-platforming of the Newborn Screening systems.
- Planning for a review of our compliance with the Cyber Assessment Framework by DHCW's cyber resilience team.
- Implementation, configuration, and testing of new secure email system.

Estates

- Tenders' issues for Breast Test Wales (Swansea) building works.
- Procurement process commenced for the purchase of PHW room and desk booking system.

Successes

Finance and Performance

- Refreshed Performance Report published and reported to BET, including new service delivery performance indicators to enhance performance information and management.

Strategy, Planning and Corporate Affairs

- Tec Cymru was successfully transferred into the NHS Executive on 2 September, completing a further key milestone in this Strategy and Planning Division supported programme.

Estates

- Sign off and submission to Welsh Government of PHW's Public Sector Decarbonisation Report 2023/24 financial year.
- All estates and facilities related leases and contracts for TEC Cymru successfully novated / assigned from Aneurin Bevan to PHW.

Any Concerns being managed:

No concerns to report for this period.

Forward Look of key activities for next month

Communications



- Our 2024 Staff Conference takes place next month (16 October in Llandudno and 23 October in Cardiff). We are expecting more than 450 members of staff to attend, across both venues.
- RSV vaccination programme launched on 2 September with campaign activity to support roll out

Finance and Performance

- Working with directorates across the organisation to prepare for Mid-year Performance Reviews.
- Supporting the new Finance Scrutiny Meetings.
- Reporting the refreshed performance indicators to Board in September.
- Commencing financial planning process by contributing to IMTP planning guidance and setting financial planning principles for 2025-2028.
- Induction of new NHS Financial Management Graduate with the Division and the wider Trust.
- Several finance staff will be attending the annual HFMA Wales Conference to represent the team and share learning on their return.
- Final Submission of our annual WCR1 Costing Return to Welsh Government.

Strategy, Planning and Corporate Affairs

- Draft route maps for the Long-Term Strategy will be discussed at an SBET session on 25 September to gather views and feedback.
- Supporting the development of a business case for Web Transformation, following completion of the Alpha Phase, which is due to go to BET on 18 September.

Digital Services

- Ongoing work to complete the National Breast Screening System (NBSS) Discovery.

Estates

- Commence staff engagement regarding improvements to the North Wales Estate.
- Interviews to appoint Capital Quarter 2 Events Officer.
- Completion of heating and ventilation and air conditioning (HVAC) maintenance contract tendering specification for the management of HVAC across the PHW estate.