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Iechyd Cyhoeddus
Cymru
Public Health
Wales

Name of Meeting
Board

Date of Meeting
31 March 2022

Agenda item:
PHW 5.3C

Performance and Insight Report

Executive lead: Huw George, Deputy Chief Executive/ Executive Director Operations and Finance

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Approval/Scrutiny route: Business Executive Team (21 March 2022)

Purpose

Our Performance and Insight Report focuses on delivering actionable insights whilst identifying areas for further improvement across the following key performance themes;

- Maintaining a healthy and sustainable workforce
- Delivering value and impact
- Organisational quality and access to high quality services
- Improved population health and well-being

The report is designed to be read in conjunction with the Performance and Assurance Dashboard. This approach aims to support the Board and its Committees in discharging their responsibilities. The themes are demonstrated throughout this month's report and are also reflected in the Performance and Assurance Dashboard.

Recommendation:

APPROVE

CONSIDER

RECOMMEND

ADOPT

ASSURANCE

The Board is asked to:

- **Discuss** and scrutinise the paper and provide feedback and comments

Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

In order for Public Health Wales to deliver the strategic plan, effective performance management arrangements need to be in place to monitor and report on progress against achieving our strategic priorities to improve health outcomes. This intelligence is used to draw the Board's attention to areas of underperformance and is fundamental for effective and efficient decision making.

This report contributes to the following:

Strategic Priority/Well-being Objective	All Strategic Priorities/Well-being Objectives
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Summary impact analysis

Equality and Health Impact Assessment	An Equality and Health Impact Assessment is not required. Equality and Health Impact Assessments will be completed as part of delivery of the specific actions within the Plan.
Risk and Assurance	Our Strategic Risks are detailed within Our Strategic Plan and the Implementation Plan for the Test Trace Protect Strategy.
Health and Care Standards	This report supports and/or takes into account the Health and Care Standards for NHS Wales Quality Themes All themes
Financial implications	An update on the organisation's financial performance is enclosed
People implications	An update on the organisation's people performance is enclosed

1. Purpose / situation

Our Performance and Insights Report focuses on delivering actionable insights whilst identifying areas for improvement across the following key performance themes;

- Maintaining a healthy and sustainable workforce
- Delivering value and impact
- Organisational quality and access to high quality services
- Improved population health and well-being

This approach supports the Board and its Committees in discharging their responsibilities. The introduction of key themes will see us align to the Welsh Government's *A Healthier Wales* and NHS Delivery Framework. The report is designed to be read in conjunction with the Performance and Assurance Dashboard. The themes are demonstrated throughout this month's report and are also reflected in the Performance and Assurance Dashboard.

2. Background

Access to high quality, timely and robust performance information is essential in providing assurance to our Executive Team and Board on our ongoing COVID-19 response, delivery of public health services and statutory responsibilities.

Having strengthened our performance arrangements over the last 12 months through the successful development of the Performance and Assurance Dashboard (PAD) we recognised the need to strengthen the accompanying Performance and Insight Report.

3. Description/Assessment

Performance and Assurance Dashboard

The February 2022 PAD can be accessed using the following [Link](#), or by navigating from specific areas of interest in the report by selecting the following symbol , thus enabling direct access to the latest available performance information.

Key points to consider in this month's Performance and Assurance Dashboard are listed below;

- Progress against delivery of our Operational Plan remains positive at the end of February 2022, despite the recent focus surrounding the Omicron variant. 98% of our milestones are reported as complete or on track for completion and just 2% (1 indicator) reported as behind schedule. This milestone relates

to the review of the People Strategy associated with the Long Term Strategy review, which has already been delayed in light of workforce pressures. A Request for Change is being submitted with the intention being that this milestone will be included as part of next year's plan. There are currently 34 milestones due to be delivered in the near future, and of these 73% are due to be delivered by 31 March 2022. With the majority of milestones rated as on track, we approach the end of the financial year in a positive position.

- Staff sickness absence decreased in February 2022 to 3.8%, down from 5.2% during the previous month. Long term sickness accounted for 2.35% with short term sickness at 1.45%, which is consistent with the higher levels of long term sickness absence seen over the rolling 12 months. Challenges relating to staff absence remain within localised areas of the organisation, particularly in Health and Well-being and Health Protection and Screening Services.
- Staff appraisal compliance remains some way short of achieving the 85% national target in February 2022. Year-end appraisal reminders will be issued this month and the People and OD team will also be reminding staff that Pay Progression will be implemented in full later this year, meaning that colleagues without an appraisal in the preceding 12 months may not receive an incremental pay increase.
- Our cumulative reported position is a net surplus of £84k (15k in-month), with an anticipated breakeven position at year-end. Of the £6.606m forecast strategic capital to be spent in Month 12, £5.122m has been committed against purchase orders with the remaining £1.484m made up of two NHS Collaborative schemes totaling £342k as well as the Maldi ToF Analyser replacement for £1.132m. Following a supplier challenge on the procurement process, the tender was re-issued. The evaluation, following the resubmission of the tender, has taken place and is due to be concluded in mid-March 2022 with the expectation that the procurement will be completed by 31 March 2022.
- Improvements were evident across the majority of screening indicators during the latest reporting period. Challenges remain in some areas including Breast Test Wales assessment waits and round length, Diabetic Eye Screening coverage and Bowel Screening waiting times for colonoscopy. Screening recovery plans continue to be progressed and services actively managed. Programmes will undertake preparation to move to at least one metre social distancing in line with current Infection Prevention and Control guidance to increase the number of participants in clinics to support further recovery.

- Coverage for most routine childhood vaccinations remained high and stable during the latest quarter with uptake of children receiving 3 doses of the '6 in 1' vaccine by age one above 95%. Coverage of two doses of MMR by age 5 was 90.0%, a slight decline from the previous quarter, ranging by Health Board from 86.0% in Cardiff and Vale UHB to 92.5% in Betsi Cadwaladr UHB. There remains the potential for resurgent infections following relaxation of restrictions on movement. Catch-up of routine vaccinations at every opportunity remains a priority in averting large outbreaks of vaccine-preventable infections.
- One No Surprises Incident was reported to Welsh Government in February 2022 relating to damage to an external storage facility following a storm, resulting in significant damage of a number of Public Health Wales health records. Although considered a very low clinical risk to patients as many records are over 9 years old, backed up electronically, and those that are not have lost their utility over time, the incident is under investigation and an Incident Management Team has been convened.

Further insights from the Performance and Assurance Dashboard can be found on page 2 – Key Performance and Insights Summary.

Performance and Assurance Dashboard (*not publically available*)

<https://phw-tableau.cymru.nhs.uk/t/CorporateAnalyticsPreProduction/views/RecoveryDashboardLandingPage/LandingPage?:linktarget=self&:embed=yes#1>

4. Well-being of Future Generations (Wales) Act 2015



Ensures Public Health Wales is able to successfully monitor the delivery of its functions; assess areas of underperformance; and can use this intelligence and knowledge to aid decision making.



Effective and efficient decision making by senior managers, Executive Team and the Board is paramount to successful performance of the organisation in order for it to achieve its purpose, whilst preventing the potential to cause harm through underperformance.



The development of Public Health Wales' Long Term Strategy and Integrated Medium Term Plan has been grounded in collaboration and integration across our workforce. To demonstrate that the organisation is achieving what it set out to achieve over the short, medium and long term, high quality monitoring and

reporting of information is essential through the integrated performance report. This approach has been reflected in the approach to the pandemic response.



Reporting of data and information through the integrated performance report requires collaboration across the organisation to ensure timely delivery of key service, quality, workforce and financial data. The potential for the development of business intelligence tools will require close working relationships with Directorates and especially Informatics to maximise potential.



To ensure compliance with the Welsh Audit Office Structured Assessment, agreeing and reporting Division / Directorate level performance measures will require involvement across the full breadth of the organisation. Monitoring and reporting against the strategic plan will involve working closely with staff to ensure accurate and timely intelligence for the Executive Team and Board.

5. Recommendation

The Public Health Wales Board is asked to:

- **Discuss** and scrutinise the paper and provide feedback and comments