



People & Culture Committee

Our *Draft* People Deliverables and
Operating Model
(For Discussion)



CTM 2030
**Ein Hiechyd
 Ein Dyfodol**
 DATBLYGU CYMUNEDAU
 IACHACH GYDA'N GILYDD



CTM 2030
**Our Health
 Our Future**
 BUILDING HEALTHIER
 COMMUNITIES TOGETHER



STARTING WELL



GROWING WELL



LIVING WELL



AGEING WELL



DYING WELL



WE LISTEN,
 LEARN AND
 IMPROVE



WE TREAT
 EVERYONE
 WITH RESPECT



WE ALL WORK
 TOGETHER
 AS ONE TEAM

Reducing health inequalities
 Equal focus on mental and physical health
 Supporting our communities
 Being a healthy organisation



CREATING
 HEALTH



IMPROVING
 CARE

Delivering safe and compassionate care
 Developing new models of care
 Digital transformation for patients and staff
 Ensuring timely access to care

Visible and inspiring leadership
 Promoting diversity and inclusion
 Embedding our values and behaviours
 Encouraging local employment



INSPIRING
 PEOPLE



SUSTAINING
 OUR FUTURE

Becoming a green organisation
 Ensuring our services' financial sustainability
 Embedding value-based healthcare
 Ensuring our estate is fit for the future



GIG
 CYMRU
 NHS
 WALES

Bwrdd Iechyd Prifysgol
 Cwm Taf Morgannwg
 University Health Board

Context

A HEALTHIER WALES:

OUR WORKFORCE
STRATEGY FOR
HEALTH AND SOCIAL
CARE



Publication date : 22 October 2020

Workforce Demographics



📌 Coronavirus - COVID-19

 **Self Isolation**
Read the latest information here

Latest Covid Rule Changes and Guidance for Staff

Key Information					
					
Staff Testing Information	Staff Lateral Flow Portal	Pre-Operation Covid Testing Guidance	COVID-19 Vaccination	Restarting Services Across CTM	Wellbeing Information

 **COVID Clinical Hub**
Click Here 



POPULATION HEALTH





Emerging People Priorities (1) (Draft)

1. **Support and improve** the physical, emotional and financial **well-being** of our people
2. **Improve** what it is like to work at Cwm Taf Morgannwg (CTM) through positive **employee experience**
3. **Create** a culture that is **inclusive**, recognises and celebrates difference, and is **anti-racist**
4. **Improve our culture** across the Health Board to ensure CTM can be at its best,
5. **Enhance our leadership and management capability**, creating compassionate and collective leadership



Emerging People Priorities (2) (Draft)

1. Support workforce and service **change** within the Health Board to **deliver our four goals** and clinical strategy ambitions
2. Develop and **deliver strategic workforce plans** which fill our gaps, as well as modernising our workforce now and for the future
3. Create a **thriving Welsh language** culture and identity, improving skills and awareness
4. Create **pathways to employment** for our local communities, linked to workforce plans, as an anchor institution
5. Improve the **quality of our workforce data**, and use this to drive intelligence and improved performance

Feedback from the team



Ambitious



Enthusiastic



Wordy / corporate speak (hence changes)



Opportunities with technology



Achievable if we work as a team



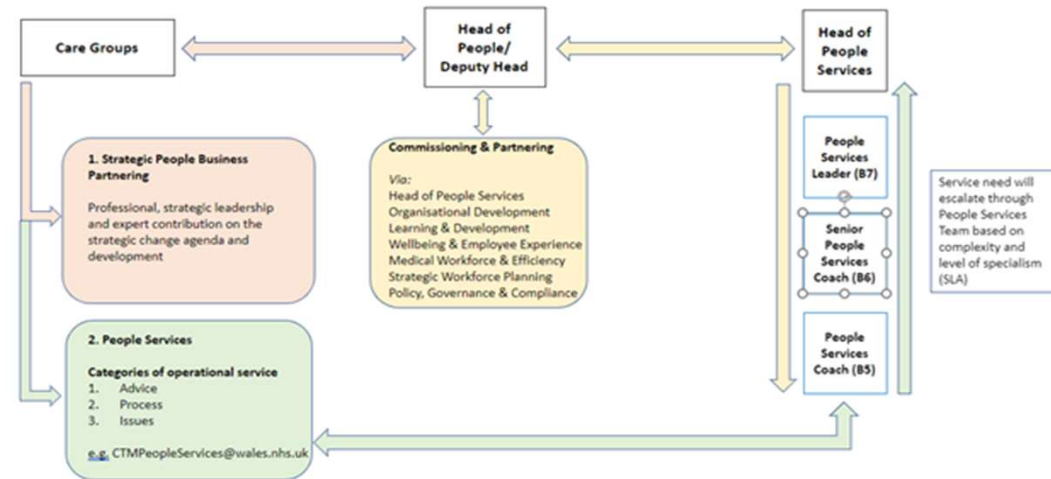
Great to have a clear sense of direction

Impact on us as a Directorate

- People Directorate – one team, focusing on what our people need
- People Services Team – emerging commissioning model to support Care Groups differently
- New roles - Head of People / Head of People Services / People Service Coaches
- Evidenced based – using CIPD (Chartered Institute of Personnel & Development) Framework



Specialist knowledge
Core knowledge
Core behaviours



Our ambitions

- **Professional** value adding services
- Work focused on **solving** business challenges
- Flexible and **agile** allocation of professional input
- **Collaboration** across teams
- **Evidenced** based
- **Data** driven
- Line manager **coaches**, not handholding
- People focused - employee **engagement**
- Work is **commissioned**
- Processes, **behaviours** and skills
- **Curious** for improvement and new ways of working
- Coach and **Relationship** builders

Looking for feedback

