

Employee Engagement Activity

Update for People and OD Committee

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Engagement Activity:

- What Have We Been Doing?

- **Our Conversation (April – May 2021)**
 - *hosted by P&OD Team using an Appreciative Inquiry approach*
- **3 x “How Are You Doing?” Wellbeing surveys (2020 – 2021)**
 - *each with follow up organisational and local action plans*
- **Consultant Engagement (2022 – date)**
 - *facilitated sessions to better understand consultant experience and to work collectively to identify solutions*
- **Annual Staff Conference**
 - *2022 first in-person conference for three years (Llandudno and Cardiff)*

Engagement Activity:

- What Have We Been Doing?

Outputs from Our Conversation, Surveys and Consultant Engagement have contributed to following, which also include significant engagement activity:

- **Work How It Works Best Trial** - *June 2022 to May 2023*
- **Being Our Best** (Behavioural Framework) – *launch early 2023*
- **Transforming Management and Leadership in PHW** – *launch early 2023*

Engagement with our Diversity Networks has informed our approach to:

- **Supporting Staff Through The Cost of Living Crisis**

Engagement Activity:

- Additional Ongoing and Regular Engagement

- **Partnership Working**

- including Local Partnership Forum and Joint Medical and Dental Negotiating Committee

- **Staff Diversity Networks**

- five established plus two new networks

- **Regular Targeted Comms and Engagement**

- including weekly "Staff News" bulletin, "News" section on Sharepoint site and a monthly "Ask Tracey" live and interactive session

What Else Is Planned For 2023?

- **EVP - “Our People Promise”**
 - developing PHW as a great place to work
- **Culture Assessment**
 - of both current and ideal cultures
- **NHS Wales Staff Survey**
 - includes overall engagement index measurement
- **Strategic Equality Plans and Objectives for 2024 - 28**
 - internal and external consultation and engagement

Our IMTP Commitment

– Culture and Experience

Key Milestone for 2023:

We have developed a strategic and systemic approach to employee engagement which is evidence based and an action plan for how this will be delivered

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Questions/Reflections