

People and OD Committee

High Level Vision – People and OD Directorate

7 April 2022



GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

The Golden Thread

**Long Term
Strategy**

**People
Strategy &
SEP**

IMTP

**P&OD
Priorities
'BIG 5'**

**P&OD
Work-plan**

**Our
Individual
Objectives**

Our People Ambition

To have a flexible, sustainable and thriving Public Health Wales workforce with the capability, capacity and desire to successfully deliver our Long Term Strategy

Our Purpose

To develop PHW as a great place to work by enhancing organisational effectiveness and continually improving employee experience at an organisation, team and individual level.

P&OD Priorities 2022/23: Our Big 5

Cross Cutting P&OD Led Projects

1. Providing Leadership to Shape PHW Culture and Values
2. Developing a Behavioural Framework linked to Values
3. Developing our Employee Value Proposition
4. Supporting Organisational Change
5. Process Transformation

Enabled By:

- Maintaining Business as Usual
- Continuous Improvement Mindset
- Investing in our Performance and Development

How we will do this

- We provide leadership in shaping an equitable and inclusive organisation wide culture that embeds our values in everything we do.
- We attract, recruit and retain a diverse and talented workforce.
- We maximise the engagement of all our staff and their experience of working at PHW.
- We develop Public Health Wales and its workforce.
- We enable great leadership and management, embedding responsibility for people in the line.
- We will provide meaningful insights to the wider POD function and across the business, based on data, to influence and inform the work we focus on as a POD function.
- We will effectively manage the expectations others have of us and will be clear in our priorities and timescales for delivery.
- We work together with trust and respect to make a difference.
- We enjoy ourselves and have fun.