

# People and OD Strategic Priorities

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April 2023



GIG  
CYMRU  
NHS  
WALES

Iechyd Cyhoeddus  
Cymru  
Public Health  
Wales

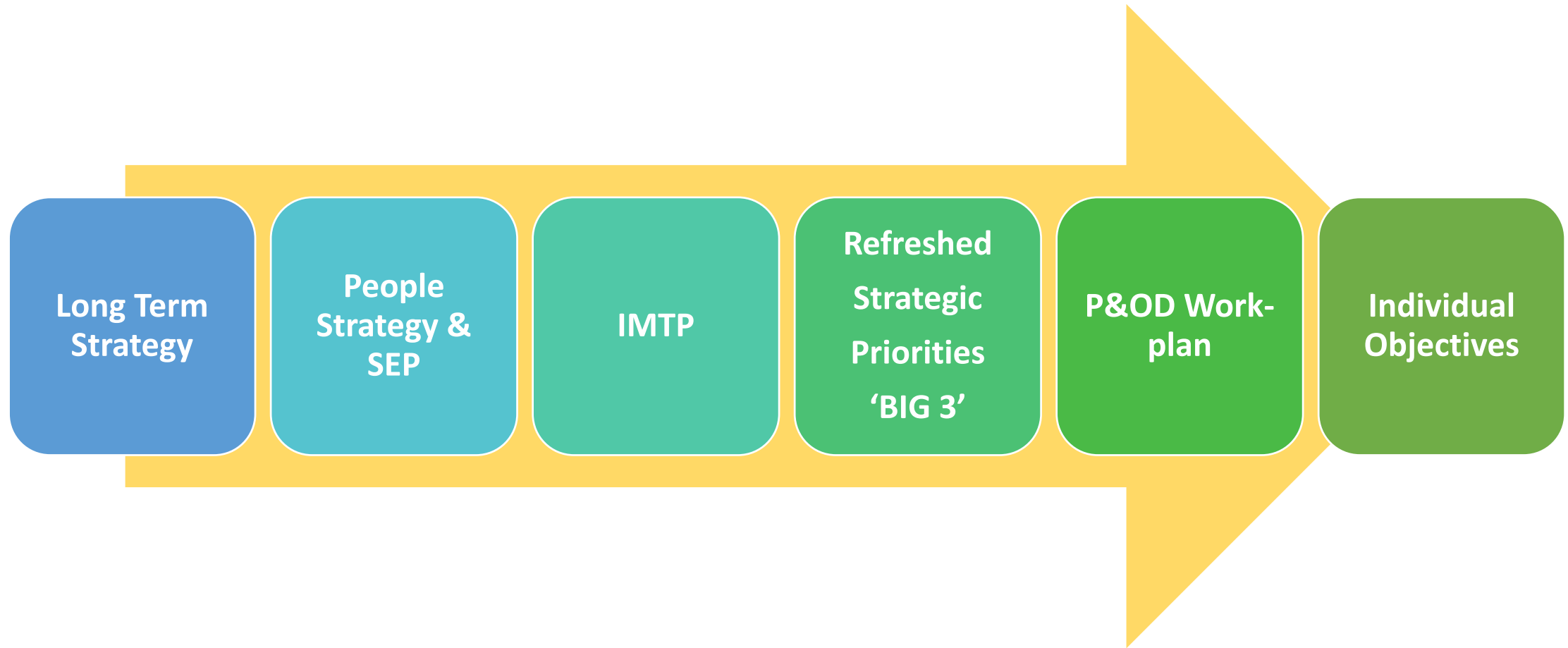
# Our People Ambition

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.

# The Golden Thread



# By 2026

## BIG 3 Overarching Strategic Priorities

### **Culture and Experience**

We will have a compelling cultural narrative; we will be working how and where it works best; we will have an employee value proposition that embraces flexibility and inclusivity; we will understand and advocate for diversity; and we will attract and recruit so that our people more accurately reflect the communities we serve.

### **Organisation Effectiveness**

We will actively plan and manage towards our agreed optimum workforce size and shape aligned to our LTS; manage change successfully; have clear approaches to develop or access the skills we need and increased agility, deploying resources where needed, reducing silos and increasing collaboration to support organisational performance.

### **Resources and Processes**

We will have policies, processes, and supporting services which drive and enable high performance through managers; key people metrics will inform planning, decision-making and team management.



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An underwater scene with several divers swimming in clear blue water. The text "DEEP DIVE" is overlaid in large, bold, blue letters. The background shows bubbles and the silhouettes of divers, creating a sense of depth and immersion.

DEEP  
DIVE