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Iechyd Cyhoeddus
Cymru
Public Health
Wales

People Promise First Draft Share

PODCOMM 18th April 2023

Articulating, activating and embedding a
differentiated People Promise to attract and
retain talent

dragonfish



People Promise objectives

Pioneering & unifying

- A People Promise that enables attraction, recruitment & retention of diverse, talented people.

Supports culture

- A People Promise that enables colleagues to live our values.

Increases connection

- A People Promise that demonstrates an understanding of our people and context, connecting people to our purpose.

Provides opportunities

- A People Promise that provides clarity and opportunity in career pathways and development.

Supports wellbeing

- A People Promise which improves our ways of working and supports Improved work life balance.

A People Promise is the promise that an organisation makes to its people in return for their hard work, commitment to the vision and embodiment of the organisational values.

Journey to our first draft



★ Desktop immersion
(40+ documents)



★ Stakeholder interviews (x7)



★ Organisational engagement
(networks, LPF, union reps)
★ Leadership engagement sessions (x2)



★ Organisation wide survey (x~300 responses)



★ External talent conversations and survey (x11)

Section 2: Our pillars

Emerging territories

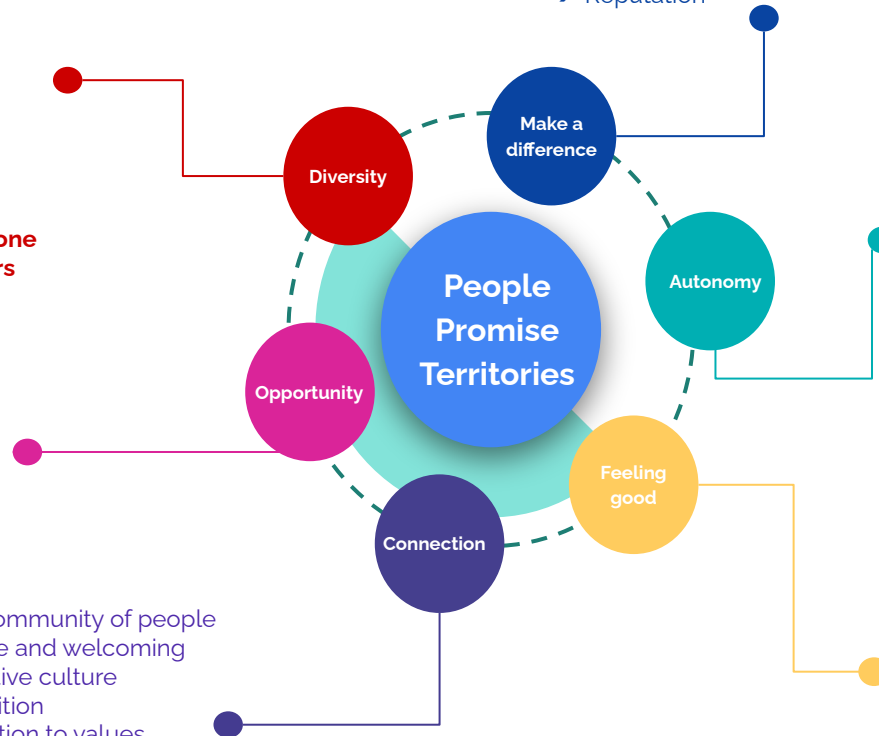
- Diverse roles and functions
- Staff, diversity and youth networks
- Strong EDI focus
- Limited diversity in talent pool
- Limited internal diversity
- Sole employer of some roles

Feedback from LL#2:
Don't think this should be a stand alone pillar- it should run through all pillars

- Wide training offering
- Varied and challenging work
- Talent pipelines growing
- Progression and development experience varied
- Siloed teams
- Strong case for internal mobility

- Good community of people
- Inclusive and welcoming
- Supportive culture
- Recognition
- Connection to values
- Consistency of experience

- Opportunity to make a difference
- NHS organisation
- National remit
- Connection to purpose
- Experts
- Reputation



- Flexibility
- Work-life balance
- Opportunity to shape own work
- Agility
- Family friendly
- Lower pressure than health boards

Feedback from LL#2:
'Autonomy' sends the wrong message
Flexibility element fits into 'feeling good'

- Wellbeing
- Wellbeing hour
- Wellbeing champions
- Wellbeing services
- High workload
- Caring organisation

Feedback from LL#2:
This should be the overarching pillar

Refined pillars

Wellbeing was rated as the 10th key benefit offered to employees in return for their skills and commitment

Wellbeing was rated as 4th most unique attribute of Public Health Wales

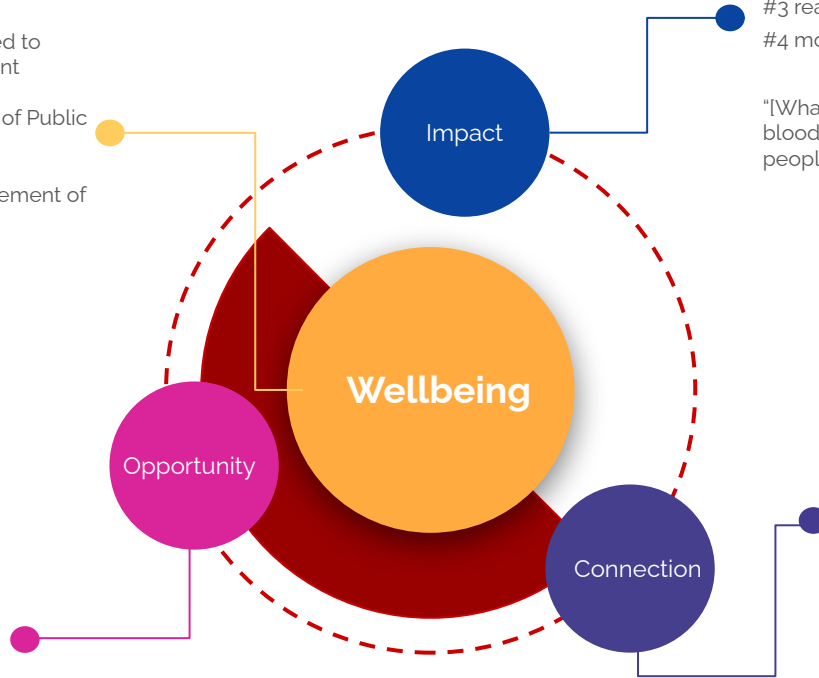
Wellbeing was rated as the 3rd most important element of the employee experience

'People leave for promotions elsewhere.'

'Older colleagues get fed up, leave and take their expertise with them.'

'The mandatory training is also better in PHW as they use private organisations to do this training so every time you do your mandatory training you learn something new.'

'I would like to see more human connection and connection to the organisation- I haven't heard of cross-team working at Public Health Wales, but think it would help to expand skills and not limit yourself.'



Public Health Wales' purpose motivates me: 8.25.

Organisational purpose was rated as:

#2 highest reason for attracting colleagues

#3 reason that colleagues stay at the organisation

#4 most important factor of a people promise

"[What keeps me at Public Health Wales is] A really bloody-minded desire to see this organisation and people be great and realise its potential."

"There is a kind management team." Glassdoor review

"The Board care about people but this is not visible at lower levels."

"I like the friendly nature of the organisation. Obviously there is a hierarchy, but I feel that most people are very approachable and happy to help."

#1 reason why people enjoy working at PHW and stay



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Section 3: Our People Promise v1.2

Working together with trust and respect, Public Health Wales makes a difference.

We strive to help the people of Wales live longer, healthier lives. This aim is reflected in our own culture. We care about each other, recognising that we may need different things to feel good and work at our best. In appreciation of the deep commitment that our colleagues show to the health and wellbeing of

Wales, we aspire to: **support you to work flexibly, take time to nurture your wellbeing and offer opportunities to develop.**

We are a community of incredibly talented people, from diverse backgrounds, delivering many different roles. We hope for every member of that community to feel valued for their contribution to our mission.

Working with others, we will secure a healthier future for Wales.

Exploring possibilities.

(Aligns with 'working together')

We WORK TOGETHER to unlock the potential in ourselves, each other and our organisation. We combine expertise from many fields, driving change.

Therefore, we aspire to support you in your career journey, providing the opportunity to experience variety and intellectual challenge in many different ways.

We aim to empower you in seeking development, not only in your chosen role but across the entire organisation, inspiring unique collaboration and learning.

Together, we will explore possibilities for ourselves, as well as for our communities.

Forging connections.

(Aligns with 'trust and respect')

We TRUST AND RESPECT each other in all that we do. Valuing diverse perspectives and recognising that we all thrive in different ways.

Therefore, we seek to connect you with colleagues from across the organisation. Promoting internal networks and external partnerships.

We work hard to create an inclusive and welcoming environment where everyone can interact, collaborate and grow safely, enabling you to build meaningful relationships.

Together, we will forge connections that help us to succeed, as a team and a nation.

Transforming lives.

(Aligns with 'make a difference')

We MAKE A DIFFERENCE locally, nationally and globally. Delivering successful outcomes throughout the healthcare system.

Therefore, we make sure to help you to understand how our organisation works, what we are aiming to achieve and the part that you play in our success.

We aim to inspire you with our purpose and drive change through our shared values. Using our organisation's reputation to enable you to make a real difference.

Together, we will transform lives within Public Health Wales and beyond.

Reflection

What are the key areas of stretch that we need to prioritise in order to deliver on this People Promise?

What are the key opportunities enabled by this People Promise to be a pioneering, unifying and people first organisation?

How can we support leaders in authentically driving this People Promise throughout our people experience?



Next Steps