

PHW/AW	Policy title	Executive Lead	Approval date	Review date due	Status	Status*	Rag Status	Risk Assess	Previous Updates : Quarterly Reviews	Expected Date for
PHW	Recruitment and selection policy	Director of People and Organisational Development	23/07/2018	23/07/2021	Policy review Date passed - action underway/required	Policy out of date	Overdue for Review	Low	March 2024: Policy Review Workshop Scheduled for 02 May 2024 Dec 2023. Policy is to be re reviewed and updated in Q4	PODC (21.10.24)
PHW	Mobile Phone Policy	Deputy Chief Executive, Executive Director Operations and Finance	01/01/2009	01/03/2012	Policy review Date passed - action underway/required	Policy out of date	Overdue for Review	Low	March 2024: Proposed migration work with the CCS Framework has commenced and being tested - this will allow for informing the detail of the policy ensuring it is in line with new operational mobile device management. Dec 2023 - PHW is currently looking to move its mobile device contract to the CCS framework contract recently let by NWSSP for going live in April 2024. Therefore policy will be developed to reflect new direction and prepared for consultation in Q4 2023/24	PODC (21.10.24)
All Wales	Secondment policy (All Wales)	Director of People and Organisational Development	23/08/2021	01/03/2023	Policy Extant (All Wales Policy)	Policy out of date	Overdue for Review	Low	Sept 2023: Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.March 2023 Update Due for review June 2024 by the Welsh Partnership Forum	
All Wales	Reserve Forces Training and Mobilisation Policy (All Wales)	Director of People and Organisational Development	21/07/2020	21/07/2022	Policy Extant (All Wales Policy)	Policy out of date	Overdue for Review	Low	Sept 2023: Extant, see explanation above	
All Wales	Special Leave Policy (All Wales)	Director of People and Organisational Development	30/04/2020	30/04/2022	Policy Extant (All Wales Policy)	Policy out of date	Overdue for Review	Low	Sept 2023: Extant, see explanation above	
All Wales	Employment Break Scheme (All Wales)	Director of People and Organisational Development	16/03/2020	16/03/2023	Policy Extant (All Wales Policy)	Policy out of date	Overdue for Review	Low	Sept 2023: Extant, see explanation above	
All Wales	Pay Progression Policy (All Wales)	Director of People and Organisational Development	16/03/2020	16/03/2023	Policy Extant (All Wales Policy)	Policy out of date	Overdue for Review	Low	Sept 2023: Extant, see explanation above	
All Wales	Managing Attendance at Work Policy	Director of People and Organisational Development	04/12/2019	04/12/2022	Policy Extant (All Wales Policy)	Policy out of date	Overdue for Review	Low	Sept 2023: Extant, see explanation above	
All Wales	Organisational Change Policy (All Wales)	Director of People and Organisational Development	04/02/2019	04/02/2022	Policy Extant (All Wales Policy)	Policy out of date	Overdue for Review	Low	Sept 2023: Extant, see explanation above	
All Wales	Menopause Policy (All Wales)	Director of People and Organisational Development	04/02/2019	04/02/2022	Policy Extant (All Wales Policy)	Policy out of date	Overdue for Review	Low	Sept 2023: Extant, see explanation above	
All Wales	Capability Policy (All Wales)	Director of People and Organisational Development	23/07/2018	23/07/2021	Policy Extant (All Wales Policy)	Policy out of date	Overdue for Review	Low	Sept 2023: Extant, see explanation above	

All Wales	Recruitment and retention payment protocol (All Wales)	Director of People and Organisational Development	04/07/2017	01/04/2022	Policy Extant (All Wales Policy)	Policy out of date	Overdue for Review	Low	Sept 2023: Extant, see explanation above	
All Wales	Disciplinary policy and procedure (All Wales)	Director of People and Organisational Development	04/07/2017	01/03/2020	Policy Extant (All Wales Policy)	Policy out of date	Overdue for Review	Low	Sept 2023: Extant, see explanation above	
PHW	Registration for Health Professionals Policy	Executive Director Quality, Nursing and Allied Health Professionals	15/03/2023	15/03/2026	Policy in Date	Policy in Date	Approved			
PHW	Registration for Health Professionals Procedure	Executive Director Quality, Nursing and Allied Health Professionals	15/03/2023	15/03/2026	Policy in Date	Policy in Date	Approved			
PHW	Family Leave Policy	Director of People and Organisational Development	15/03/2023	15/03/2026	Policy in Date	Policy in Date	Approved			
PHW	Annual Leave and Bank Holiday Policy	Director of People and Organisational Development	15/03/2023	15/03/2026	Policy in Date	Policy in Date	Approved			
PHW	Use of Welsh Language Policy	Director of People and Organisational Development	15/03/2023	15/03/2026	Policy in Date	Policy in Date	Approved			
PHW	Family Leave Procedure	Director of People and Organisational Development	16/02/2023	16/02/2026	Policy in Date	Policy in Date	Approved			
PHW	Substance Misuse (Drugs and Alcohol) Policy	Director of People and Organisational Development	06/09/2022	06/09/2025	Policy in Date	Policy in Date	Approved			
PHW	Adverse weather conditions/transport disruption policy	Director of People and Organisational Development	06/09/2022	06/09/2025	Policy in Date	Policy in Date	Approved			
PHW	Retirement procedure	Director of People and Organisational Development	06/09/2022	06/09/2025	Policy in Date	Policy in Date	Approved			
PHW	Mental Wellbeing Policy	Director of People and Organisational Development	06/09/2022	06/09/2025	Policy in Date	Policy in Date	Approved			
PHW	Personal Relationships at Work Policy	Director of People and Organisational Development	06/09/2022	06/09/2025	Policy in Date	Policy in Date	Approved			
All Wales	Procedure for NHS staff to raise concerns (All Wales)	Board Secretary and Head of Board Business Unit	06/02/2024	06/02/2027	Policy in Date	Policy in Date	Approved			
All Wales	Respect and Resolution Policy	Director of People and Organisational Development	06/05/2021	06/05/2024	Policy in Date	Policy in Date	Approved			
PHW	My Contribution policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date	Policy in Date	Approved			

PHW	Learning and Development Policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date	Policy in Date	Approved		
PHW	Trans Inclusion Policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date	Policy in Date	Approved		
PHW	Redeployment Policy	Director of People and Organisational Development	06/02/2024	06/02/2027	Policy in Date	Policy in Date	Approved		
PHW	Work How It Works Best (Agile Working) Policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date	Policy in Date	Approved		
PHW	Mobilisation Procedure	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date	Policy in Date	Approved		
PHW	Employing Ex-Offenders and People with a Criminal Record Policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date	Policy in Date	Approved		
PHW	Employee Recognition Procedure	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date	Policy in Date	Approved		
All Wales	Flexible Working Policy (All Wales)	Director of People and Organisational Development	06/02/2024	06/02/2027	Policy in Date	Policy in Date	Approved		
PHW	Protocol for the Reporting and Oversight of Speaking Up Safely Within PHW	Board Secretary and Head of Board Business Unit	06/02/2024	06/02/2027	Policy in Date	Policy in Date	Approved		