

PHW/AW	Policy ref.	Policy title	Executive Lead	Approval date	Review date due	Status*	Risk Assessment	Quarterly Reviews	Expected Date for issuing of
PHW	PHW45/TP01	Family Leave Procedure - Pay and Leave for New Parents	Director of People and Organisational Development	16/02/2023	16/02/2026	Policy out of date	Low	March 2026: The policy/ procedure was discussed at LPF on 24 February and requires a further review. LPF have been asked to provide additional comments by 31 March.	PODC 16.07.26
PHW	PHW49	Substance Misuse (Drugs and Alcohol) Policy	Director of People and Organisational Development	06/09/2022	06/09/2025	Policy out of date	Low	March 2026: The policy will go for 28 consultation and then scheduled for LPF on 21 April	PODC 16.07.26
PHW	PHW54	Mental Wellbeing Policy	Director of People and Organisational Development	06/09/2022	06/09/2025	Policy out of date	Low	March 2026: The policy was discussed at LPF on 24 February and requires a further review. LPF have been asked to provide additional comments by 31 March.	PODC 16.07.26
PHW	PHW11	Personal Relationships at Work Policy	Director of People and Organisational Development	06/09/2022	06/09/2025	Policy out of date	Low	March 2026: The policy was discussed at LPF on 24 February and requires a further review. LPF have been asked to provide additional comments by 31 March.	PODC 16.07.26
All Wales	AW11	Employment Break Scheme (All Wales)	Director of People and Organisational Development	16/03/2020	16/03/2023	Policy Out of Date but Extant	Low	Sept 2023: Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version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.	
All Wales	AW13	Pay Progression Policy (All Wales)	Director of People and Organisational Development	16/03/2020	16/03/2023	Policy Out of Date but Extant	Low	Please see 2023 Welsh Partnership Forum update	
All Wales	AW04	Secondment policy (All Wales)	Director of People and Organisational Development	23/08/2021	01/03/2023	Policy Out of Date but Extant	Low	Please see 2023 Welsh Partnership Forum update	
All Wales	AW01	Managing Attendance at Work Policy	Director of People and Organisational Development	04/12/2019	04/12/2022	Policy Out of Date but Extant	Low	Please see 2023 Welsh Partnership Forum update	
All Wales	AW21	Reserve Forces Training and Mobilisation Policy (All Wales)	Director of People and Organisational Development	21/07/2020	21/07/2022	Policy Out of Date but Extant	Low	Please see 2023 Welsh Partnership Forum update	
All Wales	AW10	Recruitment and retention payment protocol (All Wales)	Director of People and Organisational Development	04/07/2017	01/04/2022	Policy Out of Date but Extant	Low	Please see 2023 Welsh Partnership Forum update	
All Wales	AW12	Organisational Change Policy (All Wales)	Director of People and Organisational Development	04/02/2019	04/02/2022	Policy Out of Date but Extant	Low	Please see 2023 Welsh Partnership Forum update	
All Wales	AW15	Menopause Policy (All Wales)	Director of People and Organisational Development	04/02/2019	04/02/2022	Policy Out of Date but Extant	Low	Please see 2023 Welsh Partnership Forum update	
All Wales	AW05	Capability Policy (All Wales)	Director of People and Organisational Development	23/07/2018	23/07/2021	Policy Out of Date but Extant	Low	Please see 2023 Welsh Partnership Forum update	
All Wales	AW03	Disciplinary policy and procedure (All Wales)	Director of People and Organisational Development	04/07/2017	01/03/2020	Policy Out of Date but Extant	Low	Please see 2023 Welsh Partnership Forum update	
All Wales	AW23	Respect and Resolution Policy	Director of People and Organisational Development	17/02/2025	17/02/2030	Policy in Date			

PHW	PHW06	Annual Leave and Bank Holiday Policy	Director of People and Organisational Development	20/01/2026	20/01/2029	Policy in Date		
PHW	PHW75	Use of Welsh Language Policy	Director of People and Organisational Development	20/01/2026	20/01/2029	Policy in Date		
PHW	PHW51	Adverse weather conditions/transport disruption policy	Director of People and Organisational Development	20/01/2026	20/01/2029	Policy in Date		
PHW	PHW/STP01	Time off In Lieu TOIL Procedure	Director of People and Organisational Development	20/01/2026	20/01/2029	Policy in Date		
All Wales	AW36	Anti Sexual Harassment Policy (All Wales)	Director of People and Organisational Development	14/10/2025	14/10/2028	Policy in Date		
PHW	PHW89	Disclosure and Barring Service (DBS) Policy	Director of People and Organisational Development	22/09/2025	22/09/2028	Policy in Date		
PHW	PHW/STP08	Reporting Possible Fitness to Practice Concerns to Regulatory Bodies for registered Healthcare Professionals	Executive Director Nursing, Quality and Information Governance	17/02/2025	17/02/2028	Policy in Date	Joint responsibility with HPSS	
PHW	PHW50	Recruitment and selection policy	Director of People and Organisational Development	17/02/2025	17/02/2028	Policy in Date		
All Wales	AW31	Flexible Pensions Policy	Director of People and Organisational Development	17/02/2025	17/02/2028	Policy in Date		
All Wales	AW32	Job Evaluation Policy	Director of People and Organisational Development	17/02/2025	17/02/2028	Policy in Date		
All Wales	AW33	Pregnancy Loss Policy	Director of People and Organisational Development	17/02/2025	17/02/2028	Policy in Date		
PHW	PHW85	Carers Policy	Director of People and Organisational Development	21/10/2024	21/10/2027	Policy in Date		
All Wales	AW29	Appraisal and Revalidation Policy - UKPHR Specialist Registrants	National Director Health Protection and Screening Services, Executive Medical Director	21/10/2024	21/10/2027	Policy in Date		
All Wales	AW06	Special Leave Policy (All Wales)	Director of People and Organisational Development	09/07/2024	09/07/2027	Policy in Date		

All Wales	AW34	Voluntary Early Release Scheme	Director of People and Organisational Development	09/07/2024	09/07/2027	Policy in Date		
All Wales	AW27	All Wales Medical Appraisal Policy (Designated Body Public Health Wales)	National Director Health Protection and Screening Services, Executive Medical Director	17/05/2024	17/05/2027	Policy in Date		
All Wales	AW09	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		
PHW	PHW09	Redeployment Policy	Director of People and Organisational Development	06/02/2024	06/02/2027	Policy in Date		
All Wales	AW25	Flexible Working Policy (All Wales)	Director of People and Organisational Development	06/02/2024	06/02/2027	Policy in Date		
PHW	PHW/SCD19	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		
PHW	PHW09/TP01	Redeployment Procedure	Director of People and Organisational Development	06/02/2024	06/02/2027	Policy in Date		
PHW	PHW66	My Contribution policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		
PHW	PHW70	Learning and Development Policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		
PHW	PHW79	Trans Inclusion Policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		
PHW	PHW78	Work How It Works Best (Agile Working) Policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		
PHW	PHW/STP09	Mobilisation Procedure- To support enhanced or major incident response	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		
PHW	PHW80	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		
PHW	PHW/STP10	Employee Recognition Procedure	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		
PHW	PHW71	Registration for Health Professionals Policy	Executive Director Nursing, Quality and Information Governance	15/03/2023	15/03/2026	Policy in Date	March 2026: Policy has been out for consultation via the consultation database. Anticipated that the updated policy will be ready for approval in April 2026.	PODC 16.04.26

PHW	PHW71/TP01	Registration for Health Professionals Procedure	Executive Director Nursing, Quality and Information Governance	15/03/2023	15/03/2026	Policy in Date		March 2026: Policy has been out for consultation via the consultation database. Anticipated that the updated policy will be ready for approval in April 2026.	PODC 16.04.26
PHW	PHW45	Family Leave Policy	Director of People and Organisational Development	15/03/2023	15/03/2026	Policy in Date			