


## Appendix 1A of the Performance and Insights Report - NHS Wales Performance Framework (BET Paper and Attachments)

 <p>lechyd Cyhoeddus Cymru Public Health Wales</p>	<p><b>Name of Meeting</b> Business Executive Team Meeting</p> <p><b>Date of Meeting</b> 20 September 2022</p> <p><b>Agenda item:</b></p>
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### NHS Wales Performance Framework 2022/23 – Implications for PHW performance reporting

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<b>Approval/Scrutiny route:</b>	Huw George, Deputy Chief Executive and Director of Operations and Finance Angela Fisher, Deputy Director of Finance
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#### Purpose

This paper provides an overview of the mandated requirement for Public Health Wales to report against the new NHS Wales Performance Management Framework 2022/23, including key Ministerial Priority measures, and sets out the plans that are in place to achieve this.

A detailed review of the NHS Wales Performance Framework has been undertaken to ensure that Public Health Wales remains compliant and meets key accountability requirements to the Welsh Government. This included identifying measures applicable to Public Health Wales, including key corporate level data, service delivery performance, and measures related to our role in supporting the wider NHS system.

The **Appendix** sets out Welsh Government's performance requirements aligned to the adapted quadruple aim themes. It highlights new, existing and 'retired' performance measures.

The second **Appendix** contains the qualitative monitoring returns that were required to be submitted to Welsh Government in September 2022. The Business Executive Team is asked to agree the organisational approach to fulfil our requirements in line with Welsh Government's accountability arrangements.

#### Recommendation:

APPROVE <input checked="" type="checkbox"/>	CONSIDER <input checked="" type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input type="checkbox"/>
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The Business Executive Team is asked to:

- **Consider** the report including key changes to the mandated measures within the NHS Wales Performance Framework.
- **Approve** the recommended approach and proposed action to fulfil our mandated requirement for the remainder of 2022/23 to ensure compliance.

## Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

<b>Strategic Priority/Well-being Objective</b>	All Strategic Priorities/Well-being Objectives
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## Summary impact analysis

<b>Equality and Health Impact Assessment</b>	NHS Bodies are statutorily obliged to prepare their annual report and accounts in compliance with the determination and directions given by Welsh Ministers and the approval of the Treasury.  This report sets out the plans that will be put into place to meet the statutory obligations of the Trust. As no decisions are required an Equality and Health Impact Assessment has not been completed.
<b>Risk and Assurance</b>	The timely and accurate reporting of key statutory performance measures, including Ministerial measures, will assist in providing assurance that the Trust is able to manage performance and the risks identified in the Board Assurance Framework.
<b>Health and Care Standards</b>	This report supports and/or takes into account the <a href="#">Health and Care Standards for NHS Wales</a> Quality Themes  Governance, Leadership and Accountability
<b>Financial implications</b>	No additional costs have been identified to ensure our statutory reporting requirements are met.
<b>People implications</b>	People resource will be required to ensure our statutory reporting requirements are met.

## **1. Purpose / situation**

This paper provides an overview of the mandated requirement for Public Health Wales to report against the new NHS Wales Performance Management Framework 2022/23, including key Ministerial Priorities, and sets out the recommended plans that are in place to achieve this.

A mapping exercise has been undertaken against all measures within the NHS Wales Performance Management Framework 2022/23 to identify those applicable to Public Health Wales. These comprise both quantitative measures and qualitative returns , and include key corporate level data, service delivery performance, and measures related to our role in supporting our NHS Wales partners.

The Appendix sets out the mandated measures aligned to the quadruple aim themes, which were adapted to support our performance reporting in 2021/22. It highlights both existing and new performance measures for reporting, as well as highlighting the 'retired' measures for 2022/23. the Appendix also contains the qualitative monitoring returns that were required to be submitted to Welsh Government in September 2022. The Business Executive Team is asked to agree the recommended organisational approach to fulfil our mandated requirements as set out by Welsh Government.

## **2. Background**

Welsh Government has recently published the NHS Wales Performance Framework for 2022/23, following approval by the Minister for Health and Social Services. The framework sets out mandated reporting requirements for NHS Wales organisations for 2022/23, including the need to report progress against key Ministerial Priority measures that have been identified as part of the phased roll out by Welsh Government.

Public Health Wales plays a key role in both the delivery of key services and in its national leadership role in supporting the wider NHS system. Reporting of key performance measures forms an important part of Public Health Wales' formal accountability arrangements with Welsh Government, alongside other reporting requirements such as the bi-annual Joint Executive Team meeting.

The NHS Wales Performance Framework sets out expectations for Public Health Wales to report progress against key corporate level information (e.g. finance, workforce), delivery of services (e.g. screening) and in our role in supporting the wider NHS system (e.g. vaccinations, HCAI).

### 3. Key considerations within the NHS Wales Performance Framework 2022/23

A detailed review of the NHS Wales Performance Management Framework 2022/23 has been undertaken to ensure that Public Health Wales remains compliant and meets key accountability requirements to the Welsh Government.

Implications for Public Health Wales' performance reporting include:

- 3.1 Emphasis remains on *Our Healthier Wales*' Quadruple Aims - Public Health Wales' performance themes continues to align with Welsh Government expectations:
  - ❖ Maintaining a healthy and sustainable workforce
  - ❖ Achieving value and impact through innovation
  - ❖ Delivering organisational wide quality and access to high quality services
  - ❖ Improved population health and well-being
- 3.2 A significant number of measures to be reported by Public Health Wales have been highlighted as key Ministerial Priority areas
- 3.3 Reporting requirements include existing and new measures in the form of quantitative data and bi-annual qualitative returns to Welsh Government (see Appendix)
- 3.4 A small number of operational and 'retired' measures remain key areas for reporting internally to support Board assurance (e.g. complaints)

The Appendix sets out details of Public Health Wales' requirement to report mandated measures aligned to the quadruple aim themes, including the frequency for reporting, information source, and identifying new and Ministerial Priority areas.

### 4. Suggested approach for 2022/23 reporting

A recommended approach to incorporate the requirements of the NHS Wales Performance Framework for the remainder of 2022/23 is provided in the table below. This includes the continuation of reporting existing performance measures and the phased implementation of new measures into our performance reporting arrangements.

<b>Existing performance measures</b>	Existing performance measures will continue to be reported as part of the Performance and Assurance Dashboard (PAD) and supporting Performance and Insight Report which is aligned to the quadruple aim themes.
<b>New performance measures</b>	<p>Work has commenced alongside Directorates to enable the reporting of new performance measures. <b>This will require further engagement and support from relevant Directorate colleagues.</b></p> <p>Appendix 1 provides a summary of the planned approach to introduce new performance measures in line with our reporting arrangements to ensure compliance. For a small number of measures, discussions are ongoing with Welsh Government to agree national and local targets (e.g. HCAI reduction expectations).</p> <p>Strengthened governance arrangements are also being established alongside the Board Business Unit including for non-regular reporting requirements e.g. Welsh Government bi-annual qualitative returns.</p>
<b>Operational and 'retired' performance measures</b>	<p>Operational performance measures will continue to be reported as part of the PAD where it is recognised as an important part of Executive and Board assurance (e.g. complaints).</p> <p>Where appropriate, reporting of 'retired' measures will cease. However, a review has commenced alongside Directorates to identify areas where 'retired' measures remain a priority for reporting to support Board assurance. <b>This will require further engagement and support from relevant Directorate colleagues.</b></p>
<b>Dashboard development of new performance measures</b>	<p>Since the start of the pandemic, the Corporate Analytics team have developed a suite of dashboards presented in the PAD to support Executive and Board assurance.</p> <p>Due to impending changes in personnel within the Corporate Analytics team, there will be an interim period where new dashboard development will need to be paused to ensure maintenance of existing dashboards is achieved until new arrangements are in place.</p> <p>Work will be taken forward within Operations and Finance to agree a model for future dashboard development, including new performance measures identified. It is suggested that new performance measures will be reported as static indicators in the meantime.</p>

## 5. Recommendation

The Business Executive Team is asked to:

- **Consider** the report including key changes to the mandated measures within the NHS Wales Performance Framework.
- **Approve** the recommended approach and proposed action to fulfil our mandated requirement for the remainder of 2022/23 to ensure compliance.

## Theme 1. Maintaining a healthy and sustainable workforce

Performance Measure	Source	Frequency	New Measure	Ministerial Priority	Proposed Action
Agency spend as a percentage of the total pay bill	Finance	Monthly	Yes	Yes	Continue to report in MMR. Explore introduction into PAD
Percentage of sickness absence rate of staff	ESR	Monthly		Yes	Continue to report in PAD
Percentage of staff who have recorded Welsh language skills on ESR who have Welsh language listening/speaking skills level 2 (foundational level) and above	ESR	Monthly	Yes	Yes	Report in PAD from month 6
Percentage compliance for all completed level 1 competencies of the Core Skills and Training Framework by organisation	ESR	Monthly		Yes	Continue to report in PAD. Explore introduction of DADD dashboard into PAD
Percentage headcount by organisation who have had a Personal Appraisal and Development Review (PADR)/medical appraisal in the previous 12 months (including doctors and dentists in training)	ESR	Monthly		Yes	Report PADR as usual in PAD. Explore introduction of DADD dashboard into PAD. Discussions ongoing between PHW & HEIW for medical appraisal reporting
Overall staff engagement score	NHS Staff Survey	Annual		Yes	Data to be reported following completion of NHS Staff Survey
Percentage of staff who report that their line manager takes a positive interest in their health and well-being	NHS Staff Survey	Annual		Yes	Data to be reported following completion of NHS Staff Survey

## Theme 2. Achieving value and impact

Performance Measure	Source	Frequency	New Measure	Ministerial Priority	Proposed Action
Emissions reported in line with the Welsh Public Sector Net Zero Carbon Reporting Approach	Estates	Annual	Yes	Yes	Data availability being explored. To be reported to WG following Climate Change Programme Board approval
Qualitative report detailing the progress of NHS Wales' contribution to de-carbonisation as outlined in the organisation's plan	Estates	Bi-annual	Yes	Yes	WG submission on 14 September 2022 (see Appendix 2a). WG submission due in April 2023
Qualitative report detailing evidence of NHS Wales advancing its understanding and role within the foundational economy via the delivery of the Foundational Economy in Health and Social Services 2021-22 Programme	Performance & Value	Bi-annual	Yes	Yes	WG submission on 14 September 2022 (see Appendix 2b). WG submission due in April 2023
Report detailing evidence of NHS Wales embedding Value Based Health and Care within organisational strategic plans and decision making processes	Performance & Value	Bi-annual	Yes	Yes	WG submission not mandated for PHW. Plan to complete for Board assurance in April 2023
Percentage of secondary care antibiotic usage within the WHO Access category	HARP	Quarterly	Yes	Yes	Approach to reporting to be agreed with HARP including data availability and agreed targets



## Theme 3. Delivering organisational wide quality and access to high quality services

Performance Measure	Source	Frequency	New Measure	Ministerial Priority	Proposed Action
Cumulative number of laboratory confirmed bacteraemia cases: Klebsiella sp and; Aeruginosa	HARP	Monthly		Yes	Continue to report in PAD and HCAI surveillance dashboard
Cumulative rate of laboratory confirmed bacteraemia cases per 100,000 population: E-coli; S.aureus bacteraemia and; C.difficile	HARP	Monthly		Yes	Continue to report in PAD and HCAI surveillance dashboard
Percentage of confirmed COVID-19 cases within hospital which had a definite hospital onset of COVID-19	VPDP	Monthly	Yes	Yes	Continue to report in COVID-19 hospital admission dashboard. Explore introduction into PAD
Percentage of confirmed COVID-19 cases within hospital which had a probable hospital onset of COVID-19	VPDP	Monthly	Yes	Yes	Continue to report in COVID-19 hospital admission dashboard. Explore introduction into PAD
Qualitative report detailing progress to improve dementia care (providing evidence of learning and development in line with the Good Work – Dementia Learning and Development Framework)	Performance & Value	Bi-annual		Yes	WG submission no longer mandated for PHW in 2022/23. Propose to complete for Board assurance in April 2023
Qualitative report detailing progress against the priority areas to improve the lives of people with learning disabilities	Performance & Value	Bi-annual		Yes	WG submission no longer mandated for PHW in 2022/23. Propose to complete for Board assurance in April 2023

## Theme 4. Improved population health and well-being

Performance Measure	Source	Frequency	New Measure	Ministerial Priority	Proposed Action
Percentage of children who received 3 doses of the hexavalent '6 in 1' vaccine by age 1	VPDP	Quarterly			Continue to report in PAD
Percentage of children who received 2 doses of the MMR vaccine by age 5	VPDP	Quarterly			Continue to report in PAD
Percentage uptake of autumn 2022 booster dose of the COVID-19 vaccination in all eligible Wales residents	VPDP	Quarterly		Yes	Data availability being explored with HEIW using WIS system. To be reported in PAD COVID-19 Vaccination Dashboard
Percentage uptake of 2022-23 influenza vaccination in all eligible Wales residents	VPDP	Quarterly			Approach to reporting to be agreed with VPDP including data availability and agreed targets
Cancer screening coverage: Percentage of eligible people aged 25-49 will have participated in the cervical screening programme within the last 3.5 years and eligible people aged 50-64 within the last 5.5 years	Screening / Informatics	Annual	Yes		Annual coverage data to be reported at year end 2022/23. Data to be introduced into PAD
Cancer screening coverage: Percentage of eligible people will have participated in the bowel screening programme within the last 2.5 years	Screening / Informatics	Annual	Yes		Annual coverage data to be reported at year end 2022/23. Data to be introduced into PAD
Cancer screening coverage: Percentage of women resident and eligible for breast screening at a particular point in time will have been screened in the previous 3 years	Screening / Informatics	Annual	Yes		Annual coverage data to be reported at year end 2022/23. Data to be introduced into PAD

## Additional NHS Wales Operational Measures

Measure	Source	Frequency	Proposed Action
Percentage of complaints that have received a final reply (under Regulation 24) or an interim reply (under Regulation 26) up to and including 30 working days from the date the complaint was first received by the organisation	QNAHPs	Monthly	Continue to report in PAD on a monthly basis
Percentage of Health and Care Research Wales non-commercial portfolio studies recruiting to time and target	PH Data, Knowledge & Research	Annual	Explore data availability with Research Team and option to include in PAD by year-end 2022/23
Percentage of Health and Care Research Wales portfolio commercially sponsored studies recruiting to time and target	PH Data, Knowledge & Research	Annual	Explore data availability with Research Team and option to include in PAD by year-end 2022/23

## Retired Measures from 2021/22

Measure	Source	Frequency	Proposed Action
Uptake of the influenza vaccination among: 65 year olds and over; under 65s in risk groups; pregnant women; health care workers	VPDP	Quarterly	Continue to report in PAD for Board assurance including PHW staff flu vaccine uptake
Qualitative report detailing evidence of advancing equality and good relations in the day-to-day activities of NHS organisations	POD	Bi-annual	WG submission no longer mandated for PHW in 2022/23. Discussion to be held in relation to continued completion for Board assurance in April 2023
Qualitative report detailing the achievements made towards the implementation of all Wales standard for accessible communication and information for people with sensory loss	POD	Bi-annual	WG submission no longer mandated for PHW in 2022/23. Discussion to be held in relation to continued completion for Board assurance in April 2023
Percentage of adults (age 16+) who reported that they were very satisfied or fairly satisfied about the care that is provided by their GP/family doctor	NHS Staff Survey	Annual	No longer reported
Qualitative report providing evidence of implementing actions to deliver the Welsh language objectives as defined in the More Than Just Words Action Plan	POD	Annual	WG submission no longer mandated for PHW in 2022/23. Discussion to be held in relation to continued completion for Board assurance in April 2023
Average rating given by the public (age 16+) for the overall satisfaction with health services in Wales	NHS Staff Survey	Annual	No longer reported
Evidence of how NHS organisations are responding to service user experience to improve services	QNAHPs	Bi-annual	WG submission no longer mandated for PHW in 2022/23. Discussion to be held in relation to continued completion for Board assurance in April 2023

## Health and Social Care Climate Emergency National Programme

### NHS Wales Decarbonisation Action Plans - Qualitative Monitoring Return

<b>Organisation</b>	Public Health Wales
<b>Date of Report</b>	12 August 2022
<b>Report Prepared By</b>	Chris Orr, Head of Estates and Health and Safety Tracy Evans, Senior Sustainable Development Officer, Helen James, Head of Procurement

**Aims and objectives:** Wales has legally binding targets to deliver the goal of Net Zero emissions by 2050 this target is underpinned by an ambition for the Public Sector to be collectively Net Zero by 2030. There is a significant opportunity for Wales' health and social care system to lead the way on reducing carbon emissions. Action is needed not only because NHS Wales is the biggest public sector emitter (with a carbon footprint of around 1.00 MtCO<sub>2</sub>e which represents approximately 2.6% of Wales's total greenhouse gas emissions) but also because the health and social care system are at the forefront of responding to the impact of the climate and nature emergency on health outcomes. In response the Health and Social Care Climate Emergency National Programme has been established to support both National and Local action across the sector including the delivery of the *NHS Decarbonisation Strategic Delivery Plan 2021-2030*. A key enabling action within the Delivery Plan is the requirement for NHS Organisations to produce Decarbonisation Action Plans (DAP) which form the basis of how organisations are implementing Delivery Plan initiatives and more generally demonstrate the organisation's contribution to the collective ambition and target. This qualitative monitoring return supports the implementation of DAPs and the aims of the National Programme by providing a mechanism for reporting on progress and improvements.

**Reporting Schedule:** NHS Wales Organisations should provide a qualitative report detailing the progress of NHS Wales' contribution to the Climate and Nature Emergency and associated targets as outlined in the organisation's plan (Priority Measure 31). Reports are required every six months with the first report due 14 September 2022.

Please attach a copy of your organisation's Decarbonisation Action Plan which should form the basis of how your organisation is implementing initiatives within the *NHS Wales Decarbonisation Strategic Delivery Plan* and more generally demonstrate the organisation's contribution to the ambition for the Public Sector in Wales to be collectively Net Zero by 2030 (for NHS Wales this means collectively reducing emissions by at least 34% by 2030) and achieving Net Zero by 2050.

Please provide an update on the actions implemented during the current operational year. Reporting should focus on providing evidence of progress and improvement along with key risks to delivery.

Alongside this qualitative reporting organisations should also report quantitative, organisation level emissions in line with the Welsh Public Sector Net Zero Carbon Reporting Approach and timeline (Priority Measure 30).

#### Executive summary of progress to date:

Public Health Wales recognises it has a key role to play across a number of areas to address climate change and at present the approach can be siloed at times and without an organisational agreement on our strategic direction and a joined up approach, work currently undertaken may not maximise our contribution to the climate change agenda. As detailed in Public Health Wales Decarbonisation Action Plan, our approach to climate change has been agreed by the Public Health Wales Executive Team. This has been the focus of the work to date to ensure we are in a position to maximise our contribution to the climate change agenda and deliver the actions within the decarbonisation agenda. This climate change programme will have the following aims-

- Agree a strategic direction on Public Health Wales' role in tackling the impact of climate change on public health.
- Agree a co-ordinated approach to responding to requests for evidence, information or support.
- Become an exemplar organisation in our approach to decarbonisation.
- Monitor commitments to climate change work in the current IMTP and identify opportunities for cross organisational working.

The programme would consist of three workstreams and the structure is outlined below:

#### Workstream 1: Strategic Direction

This workstream will bring people together to develop the organisation's co-ordinated, unified approach to Climate Change. The thinking of the workstream will feed directly into the Long Term Strategy review, ensuring the evidence and decisions from this workstream is heard and considered during the review where climate change has featured prominently.

**Workstream 2: co-ordinate approach to requests for Public Health Wales' opinion**

This workstream would map out how stakeholders can access public health advice and opinion on areas relating to climate change and develop a repository of evidence and opinion provided for easy access for all staff.

**Workstream 3: exemplar organisation in our approach to decarbonisation**

This workstream will provide a mechanism for implementing and monitoring the organisation's Decarbonisation Action Plan, providing assurance to the Programme Board and Business Executive Team on progress against the action plan.

In addition to the approach detailed above, we continue to take forward initiatives to reduce our carbon footprint across the organisation and further detail is provided in the table below.

	Key Actions Planned	Risks to Delivery Corrective Actions & By When	What Was Achieved
<b>Carbon Management initiatives</b>			
Implement best practice carbon management within Public Health Wales to support the delivery of our Decarbonisation Action Plan.	Utilise our annual GHG emissions footprint to identify emissions reduction priorities and to inform the development of interim milestones in-line with NHS Wales Decarbonisation Strategic Delivery Plan targets.	Access to PHW's emissions data for the 2020/21 and 2018/19 periods.  Timescale to deliver project, including timescale to undertake a PHW staff survey.  Included contingency in timescale for delivery of project.	The Health and Sustainability Hub have engaged external environmental consultants GEP Environmental to calculate the carbon footprint for 2020/2021 as part of a wider research <b>project to assess the impact of the COVID-19 pandemic on PHW's Carbon Footprint.</b>

## Appendix : NHS Wales Performance Framework 2022/23

### NHS Wales Decarbonisation Action Plan

		<p>Undertook staff survey in May to avoid Easter holidays and utilise the time when utilise the time where longer days and improvements in weather allow staff to think about alternative transport modes and ways of working.</p>	<p>The research project aims to:</p> <ul style="list-style-type: none"> <li>• Calculate our 2020/21 carbon footprint</li> <li>• Identify the impact of the COVID-19 pandemic on our carbon footprint</li> <li>• Provide recommendations for key actions to help reduce our emissions and encourage action on behaviour change</li> <li>• Calculate agile working emissions, so we can incorporate these into our emissions reporting</li> <li>• Support PHW's 'Work How it Works Best' initiative, which is trialling an approach to enable more choice and flexibility for staff working agile or within an office</li> <li>• Provide an opportunity to inform both the organisation and wider public bodies in Wales on the impact on environmental sustainability of the COVID-19 pandemic</li> </ul>
<p>Implement best practice carbon management within Public Health Wales to support the delivery of our Decarbonisation Action Plan.</p>	<p>Implement a research program into how other Public Health organisations are approaching decarbonisation of their own operations and supporting decarbonisation of national health bodies, to keep abreast of best practice innovation and guidance.</p>	<p>Capacity to attend meetings, due to other competing priorities.</p> <p>Availability of external staff/ partners and willingness to share best practice.</p>	<p>Attend <b>WHEF</b> (Welsh Health Environmental Forum) network meetings to find out what other Health Boards and Trusts are doing in regards Decarbonisation Action Plans. Participating in the network has provided an opportunity to:</p> <ul style="list-style-type: none"> <li>• Keep up to date with Decarbonisation reporting requirements</li> </ul>



**Appendix : NHS Wales Performance Framework 2022/23**  
NHS Wales Decarbonisation Action Plan

			<ul style="list-style-type: none"> <li>• Learn about different initiatives and share these with the Green Advocates network</li> <li>• Share the Hub's resources more widely across Wales, including the Healthy Environment workshop to support actions to reduce carbon emissions</li> <li>• Allow partners to use the Healthy Environment workshop to engage with staff on climate change and decarbonisation</li> </ul> <p>Attended <b>Welsh Government Peer Review</b> session on DAP's on July 12th. This allowed us to:</p> <ul style="list-style-type: none"> <li>• Review other DAP's and share best practice</li> <li>• Discuss key issues, barriers, challenges and opportunities,</li> <li>• Discuss the 'next steps' required to support delivery of the DAP's</li> </ul> <p>Established excellent working relationship with <b>Swansea Bay University Health Board's (SBUHB) Sustainable Development officer</b> and Decarbonisation Group to share best practice and identify opportunities for collaboration, for example, the WG funded projects looking at waste in labs.</p>
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**Appendix : NHS Wales Performance Framework 2022/23**  
NHS Wales Decarbonisation Action Plan

			<p>Established excellent working relationship with <b>Health Education and Improvement Wales (HEIW)</b> to share best practice and identify opportunities for collaboration, including:</p> <ul style="list-style-type: none"> <li>• Partnership working to support WG funded Climate Change Resources project</li> <li>• Sharing Hub's resources, including the Resources for Sustainable Health e-catalogue, which promotes all the resources developed by the Hub</li> </ul> <p>Established working relationship with <b>Green Health Wales</b> to share best practice and identify opportunities for collaboration, including</p> <ul style="list-style-type: none"> <li>• Attend annual Green Health Wales Conference.</li> <li>• Presented Hub's resources, including the Green Opportunities e-briefings, Be the Change e-guides and Well-being Goals Challenge at the 2022 conference</li> </ul> <p>The partnership work also allowed us to benefit from shared learning to support the development and delivery of our DAP.</p>
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### NHS Wales Decarbonisation Action Plan

Implement best practice carbon management within Public Health Wales to support the delivery of our Decarbonisation Action Plan.	Identify relevant industry research bodies and forums (e.g., Welsh Health Environment Forum) which PHW can contribute to support Public Sector decarbonisation.	Capacity of internal staff and external partners.  Budgets to engage with external environmental consultants to deliver specific aspects of work.	<p>Established links with <b>Welsh Government Energy Service (WGES)</b>, to receive advice on specific work and support available to PHW, including:</p> <ul style="list-style-type: none"> <li>• Funding opportunities for hybrid mobile breast screening equipment for the AAA Screening Service</li> <li>• Advice on electric vehicles and charging infrastructure to support the AAA Screening Service to switch to ultra-low emission vehicles</li> </ul> <p>Attended the <b>Welsh Local Government Agency (WLGA)</b> Decarbonisation Masterclass workshops to learn from other public bodies and share best practice.</p> <p>Established working links with <b>Sustrans</b>, who supported the Green Travel event at CQ2 on July 14<sup>th</sup> to raise awareness of active and healthy travel to staff to help reduce travel emissions.</p> <p>Continue to maintain working links with <b>Natural Resources Wales</b>, as part of our <b>Memorandum of Understanding</b>, including sharing</p>
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## Appendix : NHS Wales Performance Framework 2022/23

### NHS Wales Decarbonisation Action Plan

			<p>details on their agile working emissions to support our Carbon Footprint Research project.</p> <p>Established links with <b>GEP Environmental</b>, to deliver PHW's Carbon Footprint Research Project and develop PHW's Decarbonisation Action Plan, in collaboration with all PHW directorates and service areas.</p>
<p>Implement best practice carbon management within Public Health Wales to support the delivery of our Decarbonisation Action Plan.</p>	<p>Implement a range of staff engagement programmes surrounding our Decarbonisation Action Plan, including:</p> <ul style="list-style-type: none"> <li>• Internal 'green' engagement programmes</li> <li>• Inclusion of sustainable initiatives within teamwork plans</li> <li>• Best practice messages via PHW's e-bulletin service</li> <li>• Reach out to PHW staff with an interest in carbon reducing projects to be involved in case studies, podcasts to share with other staff</li> </ul>	<p>Capacity of internal and external staff.</p> <p>Engagement from staff to participate in network and engage in discussions to expand knowledge and learning.</p>	<p>Established <b>Green Advocates</b>, an internal staff network on sustainable development to help staff gain knowledge about all aspects of sustainable development and provide an opportunity for staff to discuss and embed ideas for action into their work space.</p> <ul style="list-style-type: none"> <li>• Two meetings held during March to August 2022, engaging approximately 90 staff covering sustainability in action and sustainable and active travel.</li> <li>• Previous meetings focussed on deforestation, art and climate change, sustainable behaviour during COVID-19 and sustainable nutrition.</li> </ul>

	<ul style="list-style-type: none"> <li>• Development of supporting literature and resources to highlight everyday actions that can be undertaken to reduce GHG emissions</li> <li>• Roll out of SIFT Healthy Environment Workshop to every service area within the 8 directorates with PHW.</li> </ul>		<p>Developing <b>new intranet pages for the Health and Sustainability Hub</b>, which includes pages on <b>climate change and PHW's Decarbonisation Action Plan</b>, to support behaviour change and share best practice within the organisation.</p> <p>Also <b>promoted resources developed by the Hub</b> in 2021/22 to staff and with external stakeholders, to support individuals, teams and organisations embedding sustainability within their work and reduce their carbon emissions. Resources shared include:</p> <ul style="list-style-type: none"> <li>• Be the Change Sustainable Home and Agile Working e-guide</li> <li>• Be the Change Well-being Goals Challenge</li> <li>• Step Change for a Sustainable Planet toolkit</li> </ul> <p>Developed the <b>SIFT Healthy Environment online workshop</b> to support teams embedding decarbonisation activities within their individual action plans.</p>
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### NHS Wales Decarbonisation Action Plan

			<p>Provided <b>‘Train the Facilitator’ training</b> to 36 members of staff from PHW and Public Bodies across wales, to support the delivery of the workshop.</p> <p><b>Carbon Literacy Training</b> delivered to 50 staff across NHS Wales, to empower individuals to take action to reduce their carbon emissions and help them understand the links between human activity and climate change.</p> <p><b>Communications messages</b> to support behaviour change, including:</p> <ul style="list-style-type: none"> <li>• Cycle to Work Day (August 4<sup>th</sup> 2022)</li> <li>• CQ2 Green Travel Day (July 2022)</li> <li>• Promoting National Bike Week (June 2022)</li> <li>• Promoting Healthy Travel as staff start to return to the office (May 2022)</li> <li>• No Mow Way (May 2022)</li> </ul> <p>Established a <b>Directorate Leads group for Decarbonisation</b> within PHW, with representation from all 8 directorates. The group supported the development of</p>
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## Appendix : NHS Wales Performance Framework 2022/23

### NHS Wales Decarbonisation Action Plan

			<p>PHW's Decarbonisation Action Plan.</p> <p>Delivered <b>'Call to Action' workshops</b> to engage with 50 members of staff from across NHS Wales on how we could reduce our impact on climate change.</p> <p>Developed <b>Green Opportunities</b>, a quarterly e-briefing which captures learning to aid Wales' green recovery from the COVID-19 pandemic and identifies sustainable opportunities to support population health.</p> <ul style="list-style-type: none"> <li>• Issues produced this financial year have covered a <b>Circular Economy</b> and <b>Sustainable Healthy Diets</b>.</li> <li>• Previous issues focussed on <b>Sustainable and Active Travel</b>, <b>Energy and Air Pollution</b>, <b>Biodiversity</b> and the <b>Impacts of the COVID-19 pandemic</b>.</li> </ul> <p>Currently developing a <b>'Reducing Your Emissions'</b> infographic to highlight top tips and simple steps to help staff reduce their carbon emissions. The infographic will be shared widely across PHW to</p>
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## Appendix : NHS Wales Performance Framework 2022/23

### NHS Wales Decarbonisation Action Plan

			<p>support the DAP Communication plan, and with Public Bodies across Wales.</p> <p>We plan to target specific teams within PHW to use the Healthy Environment workshop, although no progress has been made on this action as yet due to capacity.</p>
Facilitate staff engagement in carbon management and PHW's Decarbonisation Action Plan.	Develop a PHW Decarbonisation Intranet Page as part of the Hub's internal pages for staff. Publish Decarbonisation Action Plan on intranet site and PHW's external facing Website	Capacity of internal teams to develop pages and produce live intranet pages.	Developing <b>new intranet pages for the Health and Sustainability Hub</b> , which includes pages on climate change and PHW's Decarbonisation Action Plan.
<b>Procurement initiatives</b>			
Sustainable Procurement Code of Practice	Procurement Services' Sustainable Procurement Code of Practice will be updated to incorporate Welsh Government's Foundational Economy/Decarbonisation Policies.	Despite the Covid Recovery Plans priorities, the risks are minimal as Procurement Services have recently established a Foundational Economy Hub with a specific team assigned to this key area. Foundational Economy and Decarbonisation Leads have been appointed to drive these initiatives for all Trusts and Health Boards.	Procurement Services continue to produce statistics in respect of its Carbon Footprint reduction, as part of its contracting activities. The Foundational Economy Lead is now in the role and is currently analysing the data from a Welsh Supplier Base perspective. The Decarbonisation Lead is due to commence in the role within the next few months.



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Procurement Services tendering process	<p>As part of Procurement Services' tendering process, include:</p> <ul style="list-style-type: none"> <li>• Undertake Sustainable Risk Assessments (SRA's) for all procurement activities over £25k</li> <li>• Methodology for determining and validating sustainable actions by suppliers</li> <li>• Incorporation of carbon management requirements within PHW tenders</li> <li>• Use of approved local suppliers in the first instance</li> <li>• Decarbonisation strategies of our existing/new suppliers</li> <li>• How to quantify/assess the impact of sustainable procurement choices.</li> <li>• Take advantage of supplier recycling options/ energy efficiency of equipment etc.</li> </ul> <p>As part of the evaluation criteria bidders must satisfy the Trust that they are working to reduce, re-use or recycle packaging where ever</p>	<p>There are no risks to delivery as this requirement is non-negotiable as it is a mandatory requirement from WG, for goods and services of £25k and above and applies to all public sector organisations.</p> <p>There are minimal risks to delivery as suppliers understand the importance of meeting these requirements, particularly as it is an opportunity to achieve higher scores, to secure contracts.</p>	<p>Opportunities to consider alternative approaches to service delivery, such as electronic reports as opposed to paper format, etc.</p> <p>Suppliers confirm they read, understood and will assist NHS Wales in meeting its obligations under the attached document entitled 'Towards Zero Waste'</p> <p>Suppliers also confirm whether the individual box packaging is manufactured from recycled materials, the % of recycled material used in the individual box packaging together and whether the materials used can be recycled upon disposal</p>
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	<p>possible- links to “Towards zero waste” policy.</p> <p>Tenderers must demonstrate a commitment to incorporate environmental and sustainability considerations into all elements of the contract and specify how and where these will be achieved. This may include "Green" transport initiatives, packaging, description of how environmental factors are taken into account in respect of manufacturing, material sourcing and ethical trading. Please detail the steps that you will take to support this activity.</p>		
Opportunities for large joint procurement	Collaborative procurement opportunities are encouraged, whether with Welsh or the wider UK NHS organisations.	Differing timelines may affect a successful outcome therefore flexible arrangements for participation are included for when existing arrangements expire.	The flexibility results in greater economies scale with increased contractual participation and an assured level of business for suppliers.
Active Interventions	Complete a review to determine where more sustainable products can be used, where feasible, in our laboratories and mobile services (screening services); actively choosing companies that use biodegradable outer packaging rather than plastic.	<p>Funding to work with consultants to deliver the research project</p> <p>Limited timescale with no room for any contingency, due to the funding requirements.</p> <p>Capacity of staff with labs, who will be working with the</p>	The Health and Sustainability Hub have secured WG funding to undertake a research project to reduce single use plastics, high waste streams, PPE and associated emissions within Public Health Wales’ laboratories, with a focus on the Microbiology Service area.

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		<p>consultants during a busy period due to winter pressures.</p> <p>Suitability of external consultants to be able to deliver the work within the timescale required.</p> <p>Determining if the budget allocated is sufficient to deliver the project.</p>	<p>To date we've:</p> <ul style="list-style-type: none"><li>• Developed the project brief</li><li>• Invited potential consultants to quote</li><li>• Engaged with WRAP and NWSSP Procurement to receive support in regards the Procurement aspect</li><li>• Identified potential work streams to be included in the project, engaging with key staff to work with the consultants</li></ul> <p>We expect the project to be undertaken between October 2022 and January 2023.</p>
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<b>Buildings, Estates Planning and Land Use initiatives</b>			
Refurbishment of Clwydian House-	Offices at Clwydian House, Wrexham has been modernised to create a modern, fit for purpose building in North Wales, that would support how we will work in the future. This will open for staff on week/ commencing 12 September 2022. The fit out also incorporates principles of circular economy, such as with regard to carpet tiles and furniture as what has been done for other projects.	Project on course to be completed by September 2022.	As part of the strip out works, to date we have worked with Collecteco while clearing the building in advance of the strip out works and £5,950 value has been donated to the community, 1,890kg CO2e avoided and 2,250kg diverted From landfill. As part of the fit out, 220m2 of Grade A recycled carpet laid. Shower installed and bike racks to allow for green travel. All work was completed by a local born and bred builder to Wrexham – keeping the costs in Wales, with 80% of the workforce from Wales, Ziptaps (instant boiling water) have been installed and ceiling tiles and the metal used in the from the tile framing being recycled (see product sustainability declaration- <a href="https://www.rockfon-tropic.com/uk-product-sustainability-declaration-rockfon-tropic_d_03_2022.pdf">uk-product-sustainability-declaration-rockfon-tropic_d_03_2022.pdf</a> )
Establishment of Screening Hub, Cardiff North	Lease to be signed in September and fit out works to commence.	It is difficult to predict the type and amount of estate Public Health Wales will require in the future.	
'Work How it works best' trial	This is a 12 month trial to provide staff with choice and flexibility for	Any changes to the estate, emerging as a result of the trial	Trial is currently ongoing and an evaluation will be completed by

	<p>how they work. Since restrictions have been eased, agile and flexible working has become more popular which is providing us with the opportunity to look at options for buildings across the estate as and when leases are due to expire. Where this is not the case, options to use the space differently are being considered. Staff are also encouraged to use shared working spaces and public sector hubs across Wales, reducing the need to travel and adopt more sustainable travel options.</p>	<p>may take time to implement and are potentially reliant on Capital funding. A range of low cost options to also be considered.</p>	<p>the end of March 2023 to inform future ways of working across Public Health Wales.</p>
<p>Engage with landlords, which include other health Boards and Trusts, to collaborate on their existing decarbonisation programme</p>	<p>Work with Health Boards and NHS Trusts to increase staff awareness of their respective decarbonisation strategies.</p>	<p>Capacity of internal and external teams.</p>	<p>Attended <b>WG Peer Review Session</b> on July 12<sup>th</sup> to engage with other Health Boards and Trusts in regards sharing DAP's and making contact with Decarb Leads.</p> <p>Established working links with <b>SBUHB SD Officer</b> to share ideas and best practice and identify opportunities for collaborative working in regards Decarbonisation Action Plans.</p>

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<b>Transport initiatives</b>			
DESW Fleet- DESW Transformation Programme	The Estates and Health and Safety Division are part of the Diabetic Eye Screening Transformation Programme which is looking at the future delivery model for the service. This includes its existing fleet and plans for type of electric vehicles that will be required in the future. Options will be explored through a transport workstream and included in a options paper that will be finalised by March 2023.	Availability of capital funding to replace existing fleet. Replacement will take place over a two year period in line with our asset replacement programme.	Workstream has been established to review the fleet options and to feed into overarching Diabetic Eye Screening Transformation Programme.
AAA Fleet update	Exploring options for replacing the AAA fleet (6 vehicles). Originally funding had been secured through EFAB in 2021/22 however due to lead in times with vehicles, only infrastructure could be installed.	Availability of capital funding. Current lease has been renewed.	Electric vehicle infrastructure has been installed in four sites.
Support staff to decarbonise their business travel and commuting.	Promote the NHS Green Car scheme to encourage uptake of ULEV's and ensure the charging infrastructure is in place to support this.	<p>Maximising opportunities to promote travel and transport initiatives to staff.</p> <p>Ensuring all staff can access support, as HW staff are based across a variety of sites across Wales.</p>	<p>Promoted <b>NHS Wales Green Car Scheme</b> to staff as part of the internal promotion of sustainable and active travel for National Bike Week in June 2022.</p> <p><b>Green Car Scheme</b> promoted on Health and Sustainability Hub's intranet pages and within the</p>

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			"Work How it Works Best" toolkit (developed in collaboration with colleagues in People & OD)
Support staff to decarbonise their business travel and commuting.	<p>Ongoing engagement with staff members to promote sustainable and active travel options (where practically possible) for commuting and for business travel, including</p> <ul style="list-style-type: none"> <li>• Internally supported campaigns to promote public transport use and car sharing schemes</li> <li>• Internal workshops and training on the benefits (GHG emissions and health) of decarbonising travel &amp; transport</li> </ul>	<p>Maximising opportunities to promote travel and transport initiatives to staff.</p> <p>Ensuring all staff can access support, as HW staff are based across a variety of sites across Wales.</p>	<p>Green Advocates network meeting in June 22 focussed on <b>active and sustainable travel</b>, with a presentation from Dr Tom Porter, Lead for Cardiff Healthy Travel Charter.</p> <p><b>Green Travel Day held at CQ2 in July 2022 to:</b></p> <ul style="list-style-type: none"> <li>• Raise awareness of the importance of sustainable travel</li> <li>• Allow discussion to overcome issues in regards active and healthy travel</li> <li>• Share walking and cycling travel maps</li> <li>• Promote the free pool bikes available from Sustrans to enable staff to try commuting by bike before investing in their own bike.</li> <li>• Recruit six Healthy Travel champions.</li> </ul> <p><b>Cycle to work Day</b> promoted to staff on August 4<sup>th</sup>, as well as <b>National Bike Week</b> in June, to highlight the benefits of cycling to work and share case studies of</p>

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			<p>staff who commute by bike, foot and public transport.</p> <p>Developed a <b>Sustainable Travel Toolkit</b>, which has been included in the PHW “Work How it Works Best” Guide. The toolkit provides information on PHW’s work on active and healthy travel, our commitments for the <b>Cardiff Healthy Travel Charter</b>, examples of work undertaken to date, information and resources covering bike hire, accessories, planning journeys, training and repairs. PHW’s Cycle to Work Scheme and information on public transport</p> <p>Undertook a <b>WHO CC Directorate Travel Survey</b> to identify how staff travelled to a recent Directorate Away Day. The results of the survey will help identify the barriers we need to overcome to encourage more staff to participate in active and healthy sustainable travel.</p>
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Support staff to decarbonise their business travel and commuting.	Achieve the Cardiff Healthy Travel Charter Commitments to champion the uptake of active travel options within our own organisation.	Capacity of internal team to deliver commitments.  Support and commitment internally to achieve Cardiff Healthy Travel Charter commitments.	Activities have been undertaken to support <b>PHW's commitments to the Cardiff Healthy Travel Charter</b> , including: <ul style="list-style-type: none"> <li>• Representing PHW at Healthy Travel Charter Meetings</li> <li>• Evaluating PHW's work to date, liaising with key internal staff</li> <li>• Promotion of active and healthy sustainable travel to staff, linking to local and national initiatives <ul style="list-style-type: none"> <li>• Established a network of six Healthy Travel Champions based across a variety of PHW sites, who will support the Health and Sustainability Hub to achieve the Cardiff Healthy Travel Charter commitments</li> </ul> </li> </ul>
<b>Approach to Health Care (Service Design/Models of Care, Medicines, Waste)</b>			
Supporting NHS Wales's ambition to embed decarbonisation within day-to-day decision-making processes of the health service, educational institutions, and public communication.	Develop resources in collaboration with HEIW to support other public bodies and stakeholders to reduce their GHG emissions highlighting associated benefits of improving the health of our local communities.	Securing Funding  Limited timescale to deliver project, due to funding requirements.  Maximising opportunities, working with key partners etc. while also ensuring resources are developed on time.	<b>WG Funding</b> secured to develop <b>Climate Change Resources</b> . The project will be delivered in partnership with HEIW, along with representatives from Green Health Wales and a variety of Health Boards and Trusts.

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		Ensuring resources developed meet the required needs to raise awareness and understanding of climate change and encourage behaviour change.	
<b>Further initiatives</b>			
Emission reporting	Identification of any gaps in our emissions report to ensure we have more complete data in the future.	Due to the nature of our estate and services delivered by Public Health Wales, obtaining accurate data is not always possible and we are reliant on our landlords and partners to collect and provide. Waste calculations remain a challenge across the organisation.	Successful submission of the Emissions report to Welsh Government by 09 September 2022.

**Relevant Strategies and Guidance**

- [Net Zero Wales](#) sets out the actions needed to meet Wales's second carbon budget (2021-2025).
- [Prosperity for All: A Climate Conscious Wales](#) is the climate change Adaptation Plan for Wales. This plan provides the overarching framework for Adaptation Planning within Health and Social Care.
- [NHS Wales Decarbonisation Strategic Delivery Plan](#) provides an ambitious mandate for National and Local action across NHS Wales including the requirement for NHS organisations to produce Decarbonisation Actions Plans.
- The requirement for NHS Wales to develop plans in response to the Climate Emergency is referenced in the [NHS Wales Planning Framework 2022-2025](#). NHS Wales Chairs have also been briefed on the need for plans to reflect the milestones that need to be achieved in order to respond to climate change and achieve the goal of the Public Sector being collectively carbon neutral by 2030.
- Best practice and case studies from NHS Organisations can be found:
  - [Home | Green Health Wales | Iechyd Gwyrdd Cymru | Sustainable Healthcare Network](#)
  - [How NHS Wales is responding to the climate emergency | NHS Confederation](#)
- The [Public sector net zero reporting guide](#) provides a guide and reporting requirements for the public sector in Wales to estimate their net carbon footprint, including direct and indirect emissions.

## Embedding Foundational Economy Principles

Organisation	Public Health Wales	Date of Report	14/09/2022	Report Prepared By	Neil Stoodley, Head of Financial Intelligence, Value & Impact
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The Welsh Government is committed to build on its approach to the foundational economy of Wales. Each organisation within NHS Wales is an 'anchor institution' and has significant spending power that can be used to achieve broader policy goals.

Recognising the value of focussed spending in Wales that supports local economic growth, regeneration and community resilience will help address inequalities and socio-economic determinants of health.

Organisations must embed foundational economy principles in strategic plans, spending policies and decisions.

**Reporting Schedule:** Progress is to be reported bi-annually. This form is to be submitted on:

- 14 September 2022 (covering the period 1 April 2022 to 31 August 2022)
- 14 April 2023 (covering the period 1 September 2022 to 31 March 2023)

**Completed form to be returned to:** [hss.performance@gov.wales](mailto:hss.performance@gov.wales)

**Update on the actions implemented during the current operational year to support the embedding of Foundational Economy Principles.**

**Appendix : NHS Wales Performance Framework 2022/23**  
Embedding Foundational Economy Principles

Area of Focus	Key Actions Taken During the Reporting Period	Risks to Delivery, Corrective Actions & By When	Outcome/What Was Achieved
<p>1. <b>Detail of any projects where solution redesign</b> is benefitting Welsh organisations, i.e. redesigning services to enable Wales-based solutions to existing problems.</p>	<p><b><u>NHS Footprint Analysis developed with WHO to inform Wales' foundation economy</u></b></p> <p>PHW have worked with the WHO to complete the analysis during quarter 1.</p> <p><b><u>NHS Footprint Analysis and other innovative methods and tools used to inform NHS and wider economic recovery</u></b></p> <p>Due for completion in Q3.</p> <ul style="list-style-type: none"> <li>- NHS Footprint Analysis technical briefing developed by the WHO CC with WHO and Welsh Government foundation economy in health programme</li> <li>- An innovative tool: <u>Social Value Database and Simulator (SVDS) for Public Health</u> developed and launched by the WHO CC</li> </ul>	<p>Delivery complete</p> <p>Risks around financial implications of redirecting resources and wider system &amp; policy change being outside PHW control.</p>	<p>Analysis developed to inform NHS and wider economic recovery</p> <p>Influence Government policy and NHS decision making to optimise economic recovery; including:</p> <ul style="list-style-type: none"> <li>- Informing and supporting <u>A Healthier Wales foundation economy programme</u> and the role of the NHS as a stabiliser and a major economic sector towards sustainability and building an Economy of Wellbeing in Wales</li> <li>- Embedding a 'Social Value' approach and providing tools to support value-driven health services and a budget shift towards population health, prevention and early intervention</li> </ul>

**Appendix : NHS Wales Performance Framework 2022/23**  
Embedding Foundational Economy Principles

Area of Focus		Key Actions Taken During the Reporting Period	Risks to Delivery, Corrective Actions & By When	Outcome/What Was Achieved
		<p><b><u>Financial Performance Framework to focus on new finance indicators</u></b></p> <p>Planned Foundation Economy dashboard to enable review of procurement spend between Welsh and non-Welsh suppliers</p> <p><b><u>Pilot completed for value-based approach to spending plans which will include foundational economy principles</u></b></p> <p>Due for completion 31st Aug. Slippage items from spending plans.</p>	Technical expertise and capacity to develop indicators and dashboard reporting.	<p>Review of procurement spend between Welsh and non-Welsh suppliers to inform future procurement decisions.</p> <p>Will enable PHW to assess and influence investment decisions with a Foundation Economy focus resulting in greater investment in the Foundation Economy</p>
2.	<b>Detail of any employment initiatives</b> that increases training and employment opportunities for individuals from the geographic area served by your organisation. This should have particular focus on initiatives that target those individuals who are furthest	<p><b><u>Kickstart Programme</u></b></p> <p>PHW take part in the Government's Kickstart programme, which provides funding to employers to create jobs from 16-24 years olds on universal credit, enabling young people from lesser privileged backgrounds have an opportunity to gain work-based experience.</p>	Risks include participation levels across the programmes and development of post-programme pathways.	These schemes enable the cohorts to bridge skills gaps and supports increased opportunities for them to secure full employment in well paid jobs.

**Appendix : NHS Wales Performance Framework 2022/23**  
Embedding Foundational Economy Principles

Area of Focus	Key Actions Taken During the Reporting Period	Risks to Delivery, Corrective Actions & By When	Outcome/What Was Achieved
<p>from the labour market e.g. long term unemployed, disabled workers, etc.</p>	<p><b><u>Apprenticeships</u></b></p> <p>The pandemic has had an impact upon everyone and the plight of young people and their career opportunities has been heavily publicised. As we begin to grow from the impact of the pandemic, our approach to employing young people and giving them employment opportunities must grow.</p> <p>The role of apprenticeships has changed significantly, with a huge range of roles and that can now be undertaken as or in conjunction with an apprenticeship. Apprentices work alongside experienced employees, gaining job specific skills, while receiving outside training from an approved college, training provider or university to achieve a nationally recognised qualification.</p> <p>There are a wide variety of apprenticeships available across 23 sectors in Wales. These include information analysts, IT specialists, business administration, facilities, laboratory technicians, leadership and management, project management and many more. Further information is available at: <a href="#">Recruiting an Apprentice</a></p>		<p>Longer term, our work with these cohorts will help us better understand and influence the social, economic, and environmental issues faced by their age group. These learnings, alongside building and developing relationships with academia as reflected in our IMTP, will inform future interventions and strategies to attract, retain and develop talent. Our approach will also contribute to the wider aim of supporting more healthy and prosperous communities across Wales.</p>

**Appendix : NHS Wales Performance Framework 2022/23**  
Embedding Foundational Economy Principles

Area of Focus	Key Actions Taken During the Reporting Period	Risks to Delivery, Corrective Actions & By When	Outcome/What Was Achieved
	<p><b>Foundation Apprenticeships</b> Foundation apprentices study towards qualifications equivalent to 5 GCSEs or NVQ Level 2 and often go on to complete Apprenticeships and Higher Apprenticeships.</p> <p><b>Apprenticeships</b> Apprentices gain valuable on-the-job skills whilst studying towards a nationally recognised qualification equivalent to 5 GCSEs (at A*-C), 2 A-Levels or an NVQ Level 3.</p> <p><b>Higher Apprenticeships</b> Higher apprentices work towards a qualification equivalent to a HND/HNC or Foundation Degree.</p> <p><b>Degree Apprenticeships</b> By combining higher level learning and employment, employers can develop their workforce and apprentices can gain a degree at the same time as building their careers and earning a salary.</p> <p><b>Welsh Language and Bilingual Apprenticeships</b> Apprenticeships in Wales can be studied in English or Welsh, or even bilingually, depending on the employer's needs. There are business benefits to employers who use the Welsh language and providing a Welsh service to Welsh speakers can improve customer service.</p>		
3. <b>Detail of any projects where the location and co-location</b> of services and their impact upon other organisations has led to service change.	<p><b><u>Launch of first High Street Screening Centre</u></b></p> <p>Public Health Wales hopes this new model based in Mountain Ash can be the blue print for the future of health screening in Wales. It is the first time that the trust has leased and rejuvenated a building specifically to offer multiple screening programmes under one roof, in the heart of the community. It brings together services for three national programmes: diabetic eye, abdominal aortic aneurysm (AAA) and newborn hearing screening. Just under 8,000 people will be invited to screening at the centre in its first year.</p>	Delivery complete.	By taking screening onto the high street, the aim is to make it easier for people to attend appointments. With easy transport links nearby, the centre also offers more flexible appointments, allowing people to attend at a wider range of times outside the usual 9am-5pm, Monday to Friday. It will provide increased screening capacity to the local authority areas of Rhondda Cynon Taff, Merthyr and Caerphilly.

**Appendix : NHS Wales Performance Framework 2022/23**  
Embedding Foundational Economy Principles

Area of Focus	Key Actions Taken During the Reporting Period	Risks to Delivery, Corrective Actions & By When	Outcome/What Was Achieved
	<p><b><u>Genomics Partnership Wales – Cardiff Edge Development</u></b></p> <p>Significant development to co-locate three key partners organisations: our Pathogen Genomics Unit (PenGU), the All Wales Medical Genomics Service, and Wales Gene Park, hosted by Cardiff University. This progressive model sees Wales become the first UK nation to ensure that genomics can benefit from true integration; pooled resources, shared knowledge and expertise – to ensure that Wales’ genomic health and research provision is fit for the future.</p> <p><b><u>Our Space phase 3 – North Wales</u></b></p> <p>This development focuses on the modernisation of Clwydian House and other parts of our North Wales estate including Preswylfa and additional spokes working with partners in North Wales to deliver through foundation economy and circular economy principles as well as achieving the Welsh Government’s aim to have 30% of the public workforce working remotely and contributing to our sustainability agenda by reducing our carbon footprint,</p> <p>This project will also explore development of Screening Hubs and further shared spaces in North Wales.</p>	<p>Multiple complex risks associated with the delivery of the wider Cardiff Edge development and being managed through the Programme.</p> <p>Availability of capital funding is a key risk which is being managed through capital prioritisation and planning process.</p>	<p>This will enable earlier detection of disease, prevent illness, prolong the independence and improve access to clinical trials for people in Wales. It will also bring economic benefit to the population of Wales through investment and job creation.</p> <p>Developments ongoing. Clwydian House strip out works demonstrates use of circular economy principles to support communities, reduce our carbon footprint and divert from landfill</p>



**Appendix : NHS Wales Performance Framework 2022/23**  
Embedding Foundational Economy Principles

Area of Focus		Key Actions Taken During the Reporting Period	Risks to Delivery, Corrective Actions & By When	Outcome/What Was Achieved
4.	<p><b>Detail of changes to strategic decision-making processes</b> to ensure items 1-3 above are considered as standard.</p>	<p>Through the delivery of <b>our Strategic Plan</b>, we will undertake work in support of the wider system, particularly through informing sustainable investment in population health and prevention, and by embedding the foundation economy principles within our approach to value and innovation. In addition, during 2022/23 we will seek to embed the foundational economy principles in our strategic decision-making processes to ensure that they are considered when making decisions and changes to our services.</p> <p>PHW will build on this further during 2022/23 by embedding it within the review of <b>our long-term strategy</b> so we are able to further understand our role in relation to the foundational economy. This will be a key underpinning enabler to the delivery of our revised strategy and priorities and we will seek to embed it within our governance arrangements, along with how we will work with, and for, communities, stakeholders and the public.</p> <p>NWSSP Procurement Services have adopted a targeted and centralised approach to increasing the value of NHS Wales non-pay expenditure within the Welsh economy. This work has already recorded £38 million of additional/new</p>	<p>Strategic Plan milestones included in section 1.</p> <p>Competing priorities such as the potential tension between cash releasing</p>	<p>Strategic Plan milestones included in section 1.</p> <p>Additional expenditure delivered as stated in the key actions.</p>

**Appendix : NHS Wales Performance Framework 2022/23**  
Embedding Foundational Economy Principles

Area of Focus		Key Actions Taken During the Reporting Period	Risks to Delivery, Corrective Actions & By When	Outcome/What Was Achieved
		<p>expenditure during the 21/22 f/y and £5.3 million f/y to date. The activity is focused on using social value criteria as a mandatory aspect of supplier selection decisions and promoting greater access and opportunities for Welsh SMEs and Social Enterprises to be successful in supplying goods and services to NHS Wales.</p> <p>This Procurement approach has resulted in Public Health Wales awarding contracts to a number of Welsh SME's including:</p> <ul style="list-style-type: none"> <li>➤ Our Hapus website development contract (£35k)</li> <li>➤ Switching over PHW's Confidential Waste Shredding Services (£15k) to a Welsh based firm who are a social enterprise set up by a charity working with disabled and disadvantaged people to support these individuals into paid employment</li> </ul>	<p>savings and higher costs that may be attributable to local supply arrangements will in part determine the level of Foundational Economy expenditure which can be realised – this will be a consideration for our stakeholders to determine on a contract-by-contract basis.</p>	