

DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Public Health Research, Data and Digital
Executive Lead:	Iain Bell
Reporting Month:	Dec 2024
Business Executive Team Meeting Date:	15 January 2025
Board Meeting Date:	30 January 2025

Overview of Key Activities During the Month

- Real Time Suspected Suicide Surveillance (RTSSS) - publication on 10 December 2024 of second annual surveillance report of *Deaths by suspected suicide April 2023 - March 2024*. Presentations to stakeholders at the three regional suicide and self-harm prevention fora between 10 and 18 December.
- Submission of the Health Research Authority (HRA) Ethics application for the Tackling Diabetes Together qualitative insights work to obtain approval for the study to commence.
- Published summary of prevalence of non-communicable disease and cancer incidence in Wales – trends and 10-year projections – 10 December 2024. Work continuing on further disease prevalence publications scheduled for the first quarter of 2025.
- Published the latest rapid cancer pathology data within the Cancer Reporting Tool
- Published phase two of Child Measurement Programme dashboard, adding data for Wales deprivation 5^{ths} and comparative UK nations data – 12th December.
- Work nearing completion on developing a set of data publication standards to be adopted across PHW.
- Work ongoing for phase two of our Primary Care Clusters analysis, a set of summary profiles to complement the dashboard launched last September.



- CARIS Team – Placement student presented childhood rare diseases analysis coupled with patient story to the Rare Disease Implementation Network (Wales). Single disease focus (Epidermolysis Bullosa, a rare skin condition) that stimulated broader strategic discussions - 17 December 2024.

Successes

- Beaufort Research successfully appointed and have commenced work on the Tackling Diabetes Together qualitative insights work.
- Outcome evaluation of the 22-23 winter vaccines campaign complete. Findings were presented at the Lancet conference.
- Launch of the internal PHW Disability and Carers survey on the 9th of December 2024.
- Rapid evidence review published on interventions to support the health and wellbeing of people on the obesity waiting lists in Wales.
<https://phw.nhs.wales/news/interventions-that-can-support-the-health-and-well-being-of-people-with-obesity-on-healthcare-waiting-lists/>
- Evidence support provided to Welsh Government to support their round table discussions around the use of weight loss drugs
- NDAP pilot – cancer statistics: Imported cancer data into the GCP NDAP environment using big query which allowed analysts to build reports using Google Looker. User managed notebooks were also used to run R code.
- The PHW Research and Evaluation Conference for 2024 took place in CQ2 with over 100 delegates attending. There were oral and poster presentations from across the organisation and in partnership with academic stakeholders. Feedback from the conference has so far been excellent and we look forward to the next one in 2025.
- A workshop was held on Strategy Priority 2 as part of the development of the Cardiff University – Public Health Wales strategic partnership
- A Band 7 Research Coordinator (Climate Change) has been recruited to work between PHW – HEIs to support PHWs priorities in this priority area.

Any Concerns being managed:

None.



Forward Look of key activities for next month

- Digital diabetes discovery – contract to be awarded to start work on this in mid-January
- Cloud development – contract to be awarded to start work on further development of our cloud infrastructure and upskilling mid January
- Evaluation Community of Practice event on the use of AI in Evaluation to be held on the 16th of January 2025.
- Presentation of Covid Learning Event findings to BET in January.
- Completion of the baseline Hapus Strategic Partnership Evaluation as well as the evaluation of the CVUHB Prehab to Rehab programme.

DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Health and Wellbeing
Executive Lead:	Jim McManus
Reporting Month:	December 2024
Business Executive Team Meeting Date:	15 January 2025
Board Meeting Date:	30 January 2025

Overview of Key Activities During the Month

Health Improvement Division

Nutrition and Obesity

- The Nutrition and Obesity team produced a weight management medication briefing paper for Welsh Government for the Ministerial Round table on weight management medication. NICE recommendations include delivery for new medication in primary care with potential costs to services arising from medications estimated at 28% of England's medicines budget with added costs to the NHS arising from service capacity to deliver.
- The Nutrition and Obesity team also presented their work on an infant feeding quantitative data framework for Wales and consistent indicators for collection across the 4 nations to the UK Chief Nursing Officers Forum. The Forum acknowledged the importance of this work and its potential to enhance understanding of how differing policy approaches impact outcomes. The 4 Nations committed to integrating the agreed indicators and definitions into their data frameworks as opportunities arise.

Tobacco Control Programme

- The Tobacco Control Programme published the [Young People and Vaping Information for Parents and Carers](#) which provides up-to-date information on the health impacts of vaping and youth vaping rates in Wales. The guidance offers practical advice on identifying signs of vaping and initiating conversations with children. The publication secured good coverage in Welsh digital press as well as a TV interview for Newyddion S4C.
- The Tobacco Control Programme is re-running its multi-award nominated campaign which promotes the Help Me Quit (HMQ) service for its final burst which runs from 26th December – 2nd February to encourage quitting smoking in the new year. The campaign has a multi-channel approach including TV, out-of-home and digital advertising.

Mental Wellbeing Programme

- The Mental Wellbeing team presented at the PHW R&E conference on the insights gathered to inform the Hapus programme, from community workshops to more formal research and national surveys and how these have been used to develop our Equality Impact Assessment Action Plan.

First 1000 Days

- The First 1000 Days Programme has been a collaborator on a successful funding bid to enable a James Lind Alliance Priority Setting Partnership to be established. The PSP aims to identify the research priorities for community interventions focused on the social and emotional development of babies, toddlers and pre-school children and their families. NIHR is interested in funding research which addresses any of the PSP priorities through its ongoing call for research, and as such the PSP process presents an opportunity to increase funded research in this area.

Primary Care Division

Prevention in Health and Care

- Ongoing work with Cardiff and Vale to establish health board's gestational diabetes (GDM) pathway to AWDPP. Skills and knowledge programme for social prescribing practitioners, underpinned by [The Competence Framework for Social Prescribing Practitioners in Wales](#) in development. Engagement with CAHMS lead to explore how social prescribing could support children and young people's mental health. Bangor University commissioned to deliver Insight Study into Health Behaviours that affect engagement with services for CVD Prevention. Protocol and action plan drafted. Continued planning of face-to-face workshop to co-design the Prevention Based Health and Care Action plan (being held 22nd January). Further development of PBHC Report with input from social care stakeholders

Environmentally Sustainable Health and Care

- Greener Primary Care Wales Expert Group meeting held 4 December to inform 2025 and 2026 of the Scheme. Chaired by Clare Jenkins, PHW Board Vice Chair. Ongoing work progressing to understand the impact in terms of carbon savings attributed to the action's practices have completed in the Greener Primary Care Wales and tools to measure practice carbon footprints. Paper submitted for peer review journal with Cardiff Metropolitan University, project being explored with the Finance Delivery Unit, NHS Executive and separately with Cardiff University School of Pharmacy, to understand the financial impact of changing therapy to lower global warming inhalers.

Public Health driven Primary and Community Care system by 2035

- Planning underway for round table events in February, including stakeholder analysis, evidence searches for key areas of primary and community care. Steering group for the work scoped; first meeting January. Finalised questions for the PHW Time to Talk survey (due February 2025) with the aim of gathering public insight.

Reducing Health Inequalities through Primary Care

- Health equity and Inclusion Health [toolkit](#) is published and shared with stakeholders. Task and finish groups established to scope the development of a safer surgeries pilot. Work progressing to coproduce a Health Inequalities Action Framework for Primary Care.

Transformation in Primary Care

- Primary Care Model for Wales Evaluation Self Reflection component for 2025/26 approach confirmed. Realist evaluation being scoped.

Dental Public Health

- Meeting with Chief Dental Officer for Wales; discussed various dental public health topics including need for digital resources for dental public health programmes and beyond. A joint Dental Epidemiology Programme planning session between the Welsh Oral Health Information Unit (WOHIU) and Dental Public Health team took place on 13th of December to scope plan for 25/26.

Wider Determinants of Health

Shaping Places for Well-being in Wales

- Final workshop with the poverty and inequalities learning group to undertake participatory systems mapping. Conducted interviews with learning group members for evaluation and undertook initial analysis. Engaged with Welsh Government, Future Generations Commissioners Office, Co Production Network to describe a package of support for PSBs. Further developed SPWW webpage. Planned local level engagement with each PSB/region in the new year. Planned systems mapping analysis workshops for February. Review of Programme Advisory Board members.

Building a Healthier Wales

- Held quarterly BaHW Coordination Group Meeting including a presentation from Dr Sumain Azam on the forthcoming 'Investing in Prevention' report and an update on actions to address Child Poverty by the BaHW Planning Team.

- Agreed a new format for Coordination Group meetings in 2025, using 'an audience with' format of invited speakers and workshops, with comms packages to be provided to group members following each meeting. Collaboration Needs Assessment: literature review completed, delivery plan on target.

Public Health Network Cymru

- Produced and shared "look back 2024" e-bulletin and 'save the date' for conference
- Planning with Health Improvement Division for PHNC conference and contacts made with WG and other speakers. Preparation for Advisory group meeting.

Community of Interest

- Invitations sent out for second session from colleagues in PHW Policy team on communication with policymakers. Leadership Group membership review commenced.

Successes

- [Shaping Places for Well-being in Wales](#) Programme Resources published.
- Public Health Network Cymru hosted webinar: '*Supporting postnatal weight management*' end of Nov - 82 people attended. Direct quote: "Perfect organisation in a timely manner. Quality evidence provided".
- Public Health Network Cymru: Agreement from the WG Minister for Mental Health and Wellbeing to attend and speak at PHNC conference.
- Two posters presented at the PHW Research Conference 2 December 2024; *How primary care can increase its impact in tackling climate change* and *Behavioural insight into patient and community pharmacy views about inhaler disposal and recycling*
- Inclusion of Prevention-Based Women's Health chapter in [Women's Health Plan](#) published in December 2024, including PHW Prevention-Based Health and Care framework
- Presentation to AHP Dementia Network on Prevention-Based Health and Care approach to dementia prevention.
- Inequalities and Inclusion Health team has developed three simple tools to support those working in or with primary care to embed and consider equity during planning. ([Reducing Health Inequalities through Primary Care - Primary Care One](#))
- Entries for the [NHS Wales Sustainability Awards 2025](#) have opened. Primary Care Division is sponsoring two new award categories this year: Greener Primary Care and Prevention in Healthcare.

Any Concerns being managed:

All Wales Diabetes Prevention Programme (AWDPP)

- **AWDPP:** Audit plus availability for Wales is a key risk for AWDPP programme to capture data for monitoring and national reporting. Vacant lead dietitian post continues to place pressures on delivery of national programme. Confirmation of core HWHW £1m AWDPP funding beyond March 2025 still awaited from WG; impacting on service delivery as HBs are not proceeding to recruit to fixed term posts and serving notice to existing post holders on fixed term contracts. Issue has been escalated to WG.

- **Dental Public Health:** Lack of resources for roll out of digital consent for dental public health programmes remains a concern. Discussed this with the Chief Dental Officer for Wales in December. All Wales dental Quality Assurance Self-Assessment (QAS) hosted on the Caforb provided DHCW. PHW provide national co-ordination for the QAS system and annual process. Health Boards' dental practice advisors assess the completed self-assessment and generate report for their relevant Health Board Q&S committees/groups. DHCW agreed to develop a report generation functionality for Health Boards. In our recent meeting with the relevant DHCW team, we were informed that it is likely that they will not be able to deliver it within the agreed timeframe. The QAS closes for self assessment on 9th of Jan but the functionality for report generation for HBs is looking unlikely to be ready. It is likely that Health Boards may submit a formal complaint if DHCW are unable to deliver this report generation functionality before 9th January.

Health Improvement Grant Programmes:

- Ongoing uncertainty around renewal of funding for key Welsh Government funded programmes is challenging and impacting on delivery of outcomes due to loss of staff who are not being replaced.

Forward Look of key activities for next month

Health Improvement Division

- Launch of re-designed HMQ website based upon behavioural insight.
- The HWW team will present at the Social Care Wales event on 20th January as part of their Well-being Week 2025, promoting our free digital offer dedicated to improving workplace health and preventing ill-health in all organisations in Wales and why supporting employees with long-term health conditions is a health topic all social care employees should address.

Primary Care Division

- Oral Health of 12 year-old Children report 2023/24 due to be published on 27th January.
- Publication of Antibiotic prescribing in dentistry in Wales
- Addressing the health and wellbeing needs of Asylum Seeker & Refugees webinar being held on 30th January [link to register](#).
- Workshop to codesign Prevention Based Health and Care (PBHC) Action Plan 22nd January. Final edits to PBHC framework report and case study report ready for publication.
- Greener Primary Care - Participate in Stakeholder panel at the *Bridging the Gap* event in January. Plan for Spread & Scale NHS Leadership day – February 2025.
- Deliver Asylum Seeker & Refugee Public Health Webinar 30th January.
- Re-launch Greener Primary Care scheme for year 4. Review all actions and updating platform for 2025 including updated/new resources following feedback from the Expert Group.
- Develop next steps for work on prospective model for the AWDPP using QI approach. Continue to engage with WG re funding for 2025/26.
- Submit ethics application for insight study into health behaviours that affect engagement with services for CVD prevention. Develop plan for workshops to enable stakeholder input to shape directions for future CVD prevention activity in Wales.
- Stakeholder engagement with key partners across Wales to develop recommendations report regarding *The Future of Health Checks in Wales*.
- Development of communications and online tool, for the second cycle of the cluster self-reflection process. Refresh of the PCMW Maturity matrix. Exploratory work with the Research and Evaluation team, PHW, to develop a feasibility study of the use of person reported experience measures (PREM) in primary and community care in HDDUHB, the findings of which will inform a future national roll-out
- Commission provider to support the development of an Inclusion and Prison Health Training, Education and Competency Framework.

Wider Determinants Unit

Public Health Network Cymru

- Conference planning (no webinars to be held in January)
- Confirmation of conference agenda and speakers/presenters
- Advisory Group meeting 15 January

Shaping Places for Well-being in Wales

- Regional/local level meetings with learning group members to consider how they might bring participatory systems mapping back to their PSBs
- The next Programme Advisory Board will take place on Tuesday 14 January
- Continue analysis of participatory systems maps in preparation for analysis workshops in February



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Operations and Finance
Executive Lead:	Huw George
Reporting Month:	December 2024
Business Executive Team Meeting Date:	15 January 2025
Board Meeting Date:	30 January 2025

Overview of Key Activities During the Month

Communications

- Web Transformation Programme achieved a significant milestone with the signoff of the overarching design prototypes and site architecture.

Finance and Performance

- PHW JET mid-year review meeting with Welsh Government successfully undertaken on 10 December.
- First draft of 2025-26 budget setting and non-pay spending plans completed on 13 December in preparation for the IMTP and new financial year.
- New costing analyst started in post as part of our additional temporary resource until 31st march and commenced costing improvement project which should give a greater focus on value for money.

Strategy and Planning

- First draft IMTP milestones and key dependency information shared with all directorates via interactive dashboards to support plan feasibility discussions.
- Tackling Diabetes Together planning workshop held to inform development of 2025/26 programme plan.
- Work commenced to refresh the NHS Executive hosting agreement.
- Draft Project & Programme Management Standards shared with key groups for feedback.

Digital Services

- Completion and troubleshooting issues with the rollout of upgrades to National Breast Screening System (NBSS) servers, daybooks, and PCs across breast screening sites.
- Ongoing meetings with suppliers to procure network and backup infrastructure improvements.
- Establishing codes of connection to enable contractors to connect to the Newborn Screening platform to deliver the re-platforming project.
- Further improvements to network infrastructure across the PHW estate

Estates

- Provision of significant support to Public Health Wales Screening Services to support the safe introduction of new camera use in Diabetic Eye

Screening and to support Breast Test Wales mobile screening service with their unit's operating procedures.

Successes

Finance and Performance

- PHW JET mid-year review
- Our Finance graduate trainee passed their second professional accountancy exam in December.

Estates

- Completed two weeks (11 sessions) of staff engagement activity aimed at informing the development of the North Wales administrative estate. Staff complimentary of the approach adopted and the commencement of action aimed at improving their working environments.
- Tender Award made to Contractor for conversion works to support the relocation of Diabetic Eye Screening service from Llys Britannia to Llys Castan, North Wales.

Communications

- Evaluation of HIV Testing Week campaign was completed in December, indicating strong overall results. The campaign exceeded expectations in engaging with diverse groups. Most notably, it achieved the highest-ever level of engagement with Black and Asian communities in Wales—a groundbreaking milestone. The campaign drove over 22,000 visits to the Sexual Health Wales website to order test kits, with more than 16,000 directly linked to campaign promotional materials.

Strategy and Planning

- Key engagement sessions delivered on our draft Strategic Priority Route Maps, including Board, Leadership Forum and the Inequalities Steering Group.
- Key programme milestones delivered for web transformation programme, including agreement of main site 'go live' criteria and approval of content migration plan.

Digital Services

- Rollout of WIFI improvements at CQ2

Any Concerns being managed:

Estates

- Dialogue continues with CQ2 landlord relating to building service charges.

Communications

- We have secured short term resource to complete a number of tasks in Q4, though these arrangements will end on 31 March 2025 so we will need to ensure.

Forward Look of key activities for next month

Communications

- Planning for Welsh Public Health Conference 2025 is underway and in the next period we will be seeking to engage with representatives across directorates to commence content development.
- The first Leadership Forum of 2025 is planned for 29 January, bringing together senior leaders to develop our staff engagement and organisational culture.

Finance and Performance

- Performance Team to develop intranet article sharing directorate successes from mid-year reviews.
- Launch of first process improvement project on staffing
- Launch of business transformation project on development of Microsoft Forms automated finance form process.
- Working with Audit Wales to commence interim audit for final accounts which will support and enhance our end of year audit accounts process.

Strategy and Planning

- Cross organisational workshop to discuss draft IMTP, dependencies and feasibility to be held on 14 January.

Digital Services

- Working with suppliers to deliver the Newborn Screening re-platforming project.
- Implement a Firewall replacement at CQ2.
- Progress procurement of the strategic capital infrastructure improvements (Network and Backup).
- Further work to plan the Microsoft Surface Hub replacement programme.

Estates & Facilities

- Work to commence for conversion works to support the relocation of Diabetic Eye Screening service from Llys Britannia to Llys Castan, North Wales.
- Work to commence to replace roof at Breast Test Wales, Swansea.
- Production of emergent themes from North Wales Engagement activity aimed at informing the development and enhancement of the North Wales Administrative estate. The themes will be used to inform proposals for staff to review and consider.



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Health Protection and Screening Services Directorate
Executive Lead:	Meng Khaw
Reporting Month:	December
Business Executive Team Meeting Date:	15 January 2025
Board Meeting Date:	30 January 2025

Overview of Key Activities During the Month

Cross Directorate

- Route maps were developed and submitted within tight deadlines.

Health Protection Division (HP)

- Attended the European Scientific Conference on Applied Infectious Disease Epidemiology (ESCAIDE) conference including several abstracts presented by the Communicable Disease Surveillance Centre (CDSC) team.
- The Vaccine Preventable Disease Programme (VPDP) team presented at the Healthy Sustainable Pre-Schools Settings (HSPSS) National meeting, providing clinical insight into vaccine misinformation history and discussing vaccines with families.
- Discussions initiated with Welsh Government (WG) and the Case Review Co-ordinators Group to establish a new system for national tracking of drug related deaths in Wales.
- Ongoing engagement supporting community concerns linked to Withy hedge landfill site, including attendance at public meetings and briefings to elected representatives.
- Tender awarded for the discovery phase of the Sexual Health Digital Case Management System.
- Continued preparation and response to the MPOX UK incident with follow up calls to residents of Wales being conducted.

Infection Services Division

- Successful verification of new Mycobacteria Growth Indicator Tube instrument (MGIT) for the Welsh Centre for Mycobacteria (WCM) with future deliveries planned.

- Lone worker sessions completed for University Hospital Wales laboratory staff by the Emergency Preparedness, Resilience and Response (EPRR) Team.
- Development of a Network wide Research and Development meeting to collate all research and evaluation studies, share information, support research needs and enhance research collaboration with wider Health Protection colleagues.
- Working with Cardiff and Vale University Health Board (CAVUHB) to progress installation of the CCTV and access control system in the University Hospital Wales laboratory following the successful capital funding bid.
- The Toxoplasma Reference Unit are supporting the development of a National External Quality Assurance Scheme (NEQAS) Toxoplasma DNA scheme.
- Contribution by the Cryptosporidium Reference Unit on UK Boil Water advice which will soon be published on the UK Government website.

Screening Division

- Key documentation for The Radiology Informatics System Procurement (RISP) and Picture Archiving and Communication System (PACs) replacement work has been signed and work is progressing.
- All Wales Medical Director Deep Dive meeting on Lung Cancer Screening.

Emergency Preparedness, Resilience and Response (EPRR)

- Collaborating with People and Organisational Development and the Health and Wellbeing Directorate to deliver a revised version of Exercise ERIS.
- Analysing data from the Health Prepared Wales Conference, producing learning resources, a review pack and develop themes for 2025.
- Collaborating with Welsh Government in planning for Exercise PEAGUSUS; the Tier 1 national pandemic preparedness exercise.
- Representation across multiple fora including the Wales Resilience Partnership Team, the Wales Countermeasures Oversight Board, the CONTEST Cymru Board, as well as Pandemic Preparedness, mpox, NHS Wales groups such as system resilience, strategic, coordination and 'hazard specific' local resilience forum (LRF) groups.
- Engaging with partners in early planning phases of Exercise CONSOLIDATION, testing the multi-agency response to and recovery from a terror attack at a crowded event.
- Initiation/coordination of Public Health Wales engagement to support the multiagency major incident response to Storm BERT across Wales and the discovery of unexploded ordinance in Pembrokeshire.

Office of the Medical Director (OMD)

- Electronic job (e-job) planning sessions undertaken in groups and as one-to-ones.
- Commencement of negotiations with the Pharmacy Team at Cardiff and Vale University Health Board in relation to a Service Level Agreement supporting Public Health Wales with Medicines Management.

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- Collaborating with Health Education and Improvement Wales (HEIW) on the Allied Health Professionals student placement project.

Successes

Health Protection Division (HP)

- Twelve members of the Business and Operations Team successfully completed a bespoke Critical Leadership Programme designed for the team in conjunction with the University of South Wales.
- Approval was received via Data Protection Impact Assessments (DPIA) for short message service (SMS) communication in Tarian and Electronic Notification of Infectious Diseases (ENOIDS) from general practitioners (GPs).
- Phase one of the Cryptosporidium multiple loci variable-number tandem repeat analysis (MLVA) typing clustering completed in collaboration with the Cryptosporidium Reference Unit. Phase one focused on developing tools to group cases where individuals have the same characteristics as other cases, which could suggest common transmission pathways. When appropriate, the health protection team are notified of these case clusters to enable timely and effective health protection action. Phase two is currently in progress with colleagues from the Gastrointestinal Infections and Zoonoses team. This phase involves using the MVLA profiles to detect clusters of cases in Wales. The health protection team will be notified when cases with the same MVLA profile are identified, supported by epidemiological evidence of common exposures, allowing for appropriate action to be taken.

Infection Services Division

- Twenty members of staff have successfully completed a number of qualifications some of which include; Fellow of the Royal College of Pathologist (FRCPath) Part 1 and 2, Clinical Scientist, Specialist Diploma in Medical Microbiology, Specialist Diploma in Virology, Institute of Biomedical Science (IBMS) Certificates of Competence and Achievements.

Screening Division

- Well received presentation on Optimisation of Bowel Screening at the Chief Medical Officer Health Protection Advisory Group.
- Progression of the Newborn Screening System re-platforming, with the contract being agreed and signed by the supplier and Public Health Wales.
- Testing has commenced with the Health Boards on the new Cancer Network Information System (CaNISC) replacement system.
- Following the submission of additional evidence and clarification on three points raised by the Health Inspectorate Wales, the improvement notice on Breast Test Wales, Llandudno has been lifted.

Emergency Preparedness, Resilience and Response (EPRR)

- Public Health Wales adopted the Charter for Families Bereaved through Public Tragedy (also known as the Hillsborough Charter), supporting the

principles operationally (in particular principle 1) to the extent our statutory functions and role allow.

- Successfully completed work to collate and analyse data from phases one and two of staff-wide facilitated learning events for COVID to produce actionable recommendations (phase three).
- Successfully delivered internal training for Operational and Tactical roles in the Public Health Wales Emergency Response Plan V3.1, and a series of Lone Working training/awareness events for Infection Services.
- Represented Public Health Wales in Exercise WAVE for a Control of Major Accident Hazards (COMAH) site, and Exercise VIPER – a Hazardous Materials (HAZMAT) exercise with partners in the North Wales area.
- Successfully led system-wide debriefs for the NHS on the collective response to the train crash in Powys and Exercise NITAZENE, exploring the response to an increase in harms relating to the emergence of synthetic opioid in Wales.

Office of the Medical Director (OMD)

- Successful Public Health Specialty Training Conference held in Wrexham.
- Two members of the OMD team are now trained as Case Investigators for any Upholding Professional Standards in Wales (UPSW) cases.
- Regulated Professions audit signed off, this was a collaborative project between the OMD and the Nursing, Quality and Integrated Governance (NQIG) Directorate.
- Appraisal and Revalidation Policy approved and published by the UK Public Health Register (UKPHR).
- All actions from the Appraisal and Revalidation Audit conducted in January 2024 have now been completed and closed.

Any Concerns being Managed

Health Protection Division

- Ongoing issues with the Welsh Emerging Drugs and Identification of Novel Substances (WEDINOS) Information Management System (WIMS) system leading to a recent incident and system failure.
- Working with the Research, Data and Digital Division and Digital Health Care Wales on risks from loss of Audit Plus, anticipated March 2025. Potential lack of syndromic surveillance and vaccine surveillance data from GPs.
- Ongoing issues with the Out of Hours (OOH) service delivery model due to grievance.

Infection Services Division

- Following the unsuccessful first round of interviews for the Band 7 Health and Safety Lead with Singleton Laboratory team. The Division is now experiencing recruitment delays necessitating continued support from the Central Training and Health and Safety team.

- Staff sickness issues in the Reference laboratory being discussed with the People and Organisational Development team.
- Institute of Biomedical Science (IBMS) assessor availability is causing delays with staff achieving their relevant qualifications in a timely manner.
- Significant leak in Wrexham Microbiology which has raised specific concerns around that estate.

Screening Division

- Staffing capacity remains an issue in the North Region for Breast Test Wales.
- All previously reported concerns remain unchanged regarding user acceptance testing (UAT) for the laboratory information management system (LIMS) 2.0 and Colonoscopy waiting times.

Emergency Preparedness, Resilience and Response (EPRR)

- It was anticipated that the release of the UK Pandemic Guidance would happen during quarter 3 of 2024-2025 but it's yet to be released and it's uncertain as to when this might occur. Public Health Wales has consistently fed back on all draft documents, but it's unclear how comments have been addressed in Draft 05. Concerns remain that the commentary provided reflects changes required to systems, structures and terminology that is synonymous with the system in Wales and other devolved nations, and when this goes out for wider consultation, without addressing these points it will make that process less effective as an engagement activity outside England.
- Responses to the COVID inquiry module 01 recommendations required within six months on the report being published. Public Health Wales is not identified as a 'recommendation owner' but has recently supported Welsh Government by providing a narrative illustrating work undertaken post-COVID and highlighted gaps which remain in relation to some of the recommendations.

Office of the Medical Director (OMD)

- Disparity relating to Tier 1 locum rota payments between multi-professional and medical and dental consultants.

Forward Look of key activities for next month

Health Protection Division

- Implementation of new Divisional recruitment processes designed to be more efficient and effective, which includes communication and training for all appropriate HP staff
- Health Protection Team Service Review being undertaken by an independent consultant in Public Health Wales.
- Ongoing discussions on Tuberculosis (TB) action plan in preparation for World TB Day Symposium on 24th March 2025.
- Annual report to be published on the inequalities in routine childhood vaccinations.

- Mid-programme report to be published on the inequalities in 2024 COVID-19 vaccination uptake.
- Mental Health First Aid Training to be held over the coming months.

Infection Services Division

- Setting and submission of the Divisions Integrated Medium-Term Plan (IMTP) milestones for 2025-28.
- Bone Joint Infection (BJI) Change Control Notification (CCN) for charging the Health Boards to be issued via a Service Level Agreement (SLA) met with limited resistance. The charge will be added to Contract Monitoring Report (CMR) for 2025-26.
- Sexual Transmitted Syndromic Infection Polymerase Chain Reaction (PCR) (includes but not exclusively mpox virus) testing cascaded to all regions and contract change notice (CCN) being drawn up to issue to Health Boards.
- Identify cost savings and budget setting for 2025-26, including the review of vacant posts to enable refinement of establishment in conjunction with Finance colleagues.

Screening Division

- Continued progression with the implementation of the Very High Risk (VHR) MRI breast screening, with letters being sent out to Health Boards confirming implementation timescales.

Emergency Preparedness, Resilience and Response (EPRR)

- Prepare to deliver internal training sessions for the Watchkeeper and Loggist roles in the PHW Emergency Response Plan V3.1.
- On behalf of the International Association of National Public Health Institutes (IANPHI); continue to develop the Public Health Wales Proposal; 'Building Bridges to Resilience: Identifying International Good Practice Principles in Applying Health Promotion to Emergency Preparedness and Response.'
- Prepare to deliver the final report following the staff-wide facilitated learning events for Covid to the Business Executive Team.
- Preparing to chair the Four Nations EPRR Group and attend the UK Health Protection Oversight Group and the Wales Communicable Disease Subgroup.
- Ongoing work on phase two of the Public Health Wales and University College London Project (inequalities in EPRR) regarding arranging community workshops.
- Support the organisation in response to the recommendations from COVID inquiry (Module 01).
- Continued EPRR support to preparation of information for COVID inquiry (new modules).
- Begin working collaboratively with Public Health Wales Communications Team and Welsh Government to develop and exercise for crisis communications across Wales.

Office of the Medical Director (OMD)

- Attendance at the in-person Revalidation Manager/Appraisal Lead meeting.
- Allied Health Professionals Network meeting scheduled with two speakers from the Health and Care Professionals Council (HCPC) relating to professional standards and maintaining professional competence.
- Member of OMD attending Case Manager training for Upholding Professional Standards in Wales (UPSW) training.
- Continuing collaborative working with People and Organisational Development (POD) and Health Protection to resolve Tier 1 local rota payment disparity.
- First joint meeting with the OMD and Nursing, Quality and Integrated Governance (NQIG) directorate relating to activities for Regulated Professions, ensuring consistency of approach and offer.
- Finalisation of the service level agreement (SLA) between Public Health Wales and the Pharmacy Team at Cardiff and Vale UHB.
- Job planning training in partnership with the British Medical Association (BMA).
- Discussion with Health Education and Improvement Wales (HEIW), Hywel Dda University Health Board and Public Health Wales relating to public health practitioner apprenticeships.
- Exploration work to begin with NQIG colleagues in relation to clinical supervision and peer review activities.



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Nursing, Quality and Integrated Governance
Executive Lead:	Claire Birchall, Executive Director
Reporting Month:	December 2024
Business Executive Team Meeting Date:	15 January 2025
Board Meeting Date:	30 January 2025

Overview of Key Activities During the Month

Risk Management: a review of strategic objective route maps to clarify links between plans and risks has been undertaken.

Records Management: continued roll out of Sharepoint records management across the organisation in line with the implementation schedule. Records Management Internal audit (draft) - reasonable assurance

Public Health Wales Nursing & Midwifery Conference: preparatory work for the Conference in May 2025 has commenced and key speakers have been secured. Any Board member is welcome to join us.

Integrated Medium Term Plan (IMTP): the first cut of the Nursing, Quality and Integrated Governance (NQIG) Directorate IMTP sections were drafted and submitted.

Public Health Wales Internal Nursing & Midwifery Bulletin: the first [bulletin](#) was published.

Improvement and Innovation Hub: recruitment to the I&I Hub vacancies has now completed.

National Safeguarding Service (NSS): recommendations of the Strengthening Safeguarding in Health Review commissioned by the Chief Nursing Officer, Welsh Government, have been agreed and the NSS will play a key role in delivery. The Once for Wales Safeguarding Module (DATIX) implementation work has raised awareness of the need for a national multi-agency single referral / reporting form. This work is being led by the Wales Safeguarding Procedures Board, supported by NSS.

Successes

Welsh Risk Pool Concerns Assessment: a report by the Welsh Risk Pool Safety and Learning Team was received by Public Health Wales which set out Substantial Assurance in respect of:

- Management of Concerns (Incidents)
- Redress Case Management
- Claims Case Management
- Inquest Process
- Organisational Learning and Learning from Events
- Reimbursement Process.

With Reasonable Assurance in respect of:

- Management of Concerns (Complaints and Enquiries)
- Internal Audit – Duty of Candour.

The overall assurance rating for the report is Reasonable with several recommendations made.

Improved Group 1 Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Safeguarding Training Compliance: Group 1 VAWDASV training reported just below 90% within the National Training Framework Annual Report, with Public Health Wales showing the highest compliance level compared to other Health Boards and Trusts.

National Safeguarding Service: the All Wales Female Genital Mutilation clinical pathway and audit tool has been approved, published and cascaded to NHS Wales.

Any Concerns being managed:

Public Health Wales Flu Campaign: front line staff flu vaccination uptake this year, along with our ability to report this data accurately due to the multiple Service Level Agreements and digital systems in use for data capture.

Incident Closure Rates: delayed incident closure rates within designated timeframes.

National Safeguarding Service: continues to consider options in relation to required Designated Doctor sessions.

Forward Look of key activities for next month

Integrated Governance: a soft launch of the Governance Hub pilot project will commence.

Risk Management: consideration of potential changes to strategic risks following the assessment of strategic objective route maps will be undertaken.

Risk Management: a draft revised Risk Management Policy will be issued for consultation.

Information Governance: revised Information Asset Owner / Information Asset Management training will be rolled out.

Information Governance: the revised Freedom of Information request procedure will be published and communicated.

Records Management: we will continue the roll out of Sharepoint records management across the organisation in line with the implementation schedule.

Putting Things Right (PTR): a review will be undertaken of the draft revised PTR Guidance and implications for Public Health Wales.

SMS Survey Pilot: launch of a SMS survey pilot within Diabetic Eye Screening Wales to capture service user feedback.

Annual Quality Report: completion and review of the 'STEEP' (Safe, Timely, Effective, Efficient, Equitable, Person Centred) self-assessments to inform the annual quality report.

National Safeguarding Service: the all Wales Network Work Plan development for 2025/26 is in progress and will be presented to the Chief Nursing Officer and Executive Directors of Nursing in January 2025.

Completion and distribution of work with NHS Executive to consider Safeguarding concerns in line with Patient Safety Incident Reporting and Early Warning Notification.



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Operations and Finance
Executive Lead:	Huw George
Reporting Month:	December 2024
Business Executive Team Meeting Date:	15 January 2025
Board Meeting Date:	30 January 2025

Overview of Key Activities During the Month

Communications

- Web Transformation Programme achieved a significant milestone with the signoff of the overarching design prototypes and site architecture.

Finance and Performance

- PHW JET mid-year review meeting with Welsh Government successfully undertaken on 10 December.
- First draft of 2025-26 budget setting and non-pay spending plans completed on 13 December in preparation for the IMTP and new financial year.
- New costing analyst started in post as part of our additional temporary resource until 31st march and commenced costing improvement project which should give a greater focus on value for money.

Strategy and Planning

- First draft IMTP milestones and key dependency information shared with all directorates via interactive dashboards to support plan feasibility discussions.
- Tackling Diabetes Together planning workshop held to inform development of 2025/26 programme plan.
- Work commenced to refresh the NHS Executive hosting agreement.
- Draft Project & Programme Management Standards shared with key groups for feedback.

Digital Services

- Completion and troubleshooting issues with the rollout of upgrades to National Breast Screening System (NBSS) servers, daybooks, and PCs across breast screening sites.
- Ongoing meetings with suppliers to procure network and backup infrastructure improvements.
- Establishing codes of connection to enable contractors to connect to the Newborn Screening platform to deliver the re-platforming project.
- Further improvements to network infrastructure across the PHW estate

Estates

- Provision of significant support to Public Health Wales Screening Services to support the safe introduction of new camera use in Diabetic Eye

Screening and to support Breast Test Wales mobile screening service with their unit's operating procedures.

Successes

Finance and Performance

- PHW JET mid-year review
- Our Finance graduate trainee passed their second professional accountancy exam in December.

Estates

- Completed two weeks (11 sessions) of staff engagement activity aimed at informing the development of the North Wales administrative estate. Staff complimentary of the approach adopted and the commencement of action aimed at improving their working environments.
- Tender Award made to Contractor for conversion works to support the relocation of Diabetic Eye Screening service from Llys Britannia to Llys Castan, North Wales.

Communications

- Evaluation of HIV Testing Week campaign was completed in December, indicating strong overall results. The campaign exceeded expectations in engaging with diverse groups. Most notably, it achieved the highest-ever level of engagement with Black and Asian communities in Wales—a groundbreaking milestone. The campaign drove over 22,000 visits to the Sexual Health Wales website to order test kits, with more than 16,000 directly linked to campaign promotional materials.

Strategy and Planning

- Key engagement sessions delivered on our draft Strategic Priority Route Maps, including Board, Leadership Forum and the Inequalities Steering Group.
- Key programme milestones delivered for web transformation programme, including agreement of main site 'go live' criteria and approval of content migration plan.

Digital Services

- Rollout of WIFI improvements at CQ2

Any Concerns being managed:

Estates

- Dialogue continues with CQ2 landlord relating to building service charges.

Communications

- We have secured short term resource to complete a number of tasks in Q4, though these arrangements will end on 31 March 2025 so we will need to ensure.

Forward Look of key activities for next month

Communications

- Planning for Welsh Public Health Conference 2025 is underway and in the next period we will be seeking to engage with representatives across directorates to commence content development.
- The first Leadership Forum of 2025 is planned for 29 January, bringing together senior leaders to develop our staff engagement and organisational culture.

Finance and Performance

- Performance Team to develop intranet article sharing directorate successes from mid-year reviews.
- Launch of first process improvement project on staffing
- Launch of business transformation project on development of Microsoft Forms automated finance form process.
- Working with Audit Wales to commence interim audit for final accounts which will support and enhance our end of year audit accounts process.

Strategy and Planning

- Cross organisational workshop to discuss draft IMTP, dependencies and feasibility to be held on 14 January.

Digital Services

- Working with suppliers to deliver the Newborn Screening re-platforming project.
- Implement a Firewall replacement at CQ2.
- Progress procurement of the strategic capital infrastructure improvements (Network and Backup).
- Further work to plan the Microsoft Surface Hub replacement programme.

Estates & Facilities

- Work to commence for conversion works to support the relocation of Diabetic Eye Screening service from Llys Britannia to Llys Castan, North Wales.
- Work to commence to replace roof at Breast Test Wales, Swansea.
- Production of emergent themes from North Wales Engagement activity aimed at informing the development and enhancement of the North Wales Administrative estate. The themes will be used to inform proposals for staff to review and consider.



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Policy and International Health
Executive Lead:	Sumina Azam
Reporting Month:	December 2024 (M09)
Business Executive Team Meeting Date:	15 January 2025
Board Meeting Date:	30 January 2025

Overview of Key Activities During the Month

'Realist Ripple Effect Mapping (RREM)' of Behavioural Science Unit activity

To understand impact, the Behavioural Science Unit commissioned an external organisation to undertake Realist Ripple Effects Mapping (RREM). The results indicate that the Unit's approaches to developing relationships and imparting behavioural science concepts across the system had built confidence and capability in applying behavioural science in stakeholders. Time, capacity, and practical application were identified as barriers for applying behavioural science through everyday practice. The Unit also learned more about what can be done to continue to improve activity, output and impact.

Health and Sustainability Hub

Our Green Advocates Network took place on 11 December and focused on energy efficiency at work and at home. We were joined by an expert from the Welsh Government Energy Service who shared top tips to help colleagues reduce their energy use and reduce their environmental impact whilst working from home.

Academic Journal Paper – HIA and stakeholder and community participation in Wales from 2005-2020

This academic paper is the first long term analysis of stakeholder and community participation in HIA and highlights the benefits and value that participation brings to both the projects, policies and plans and the participants themselves.

[Analysing the value, benefits and barriers to stakeholder and community participation in health impact assessments \(HIAs\) in Wales from 2005 to 2020 - World Health Organization Collaborating Centre On Investment for Health and Well-being](#)

The 29th Regions for Health Network Meeting, Trieste Italy

Sir Frank Atherton CMO, and Professor Jo Peden attended the 29th Annual meeting of the Regions for Health Network (RHN) in Trieste, Italy. The RHN, established in 1992, serves as a platform for over 40 regions and member states in the WHO European Region to collaborate and share experiences to enhance both population and individual health and well-being. PHW showcased the Welsh Health Equity Solutions Platform, as one of Wales successes.

WHO Venice Office visit to Wales, Cardiff

The WHOCC together with Welsh Government facilitated and hosted a WHO European Office for Investment for Health and Development (Venice Office) country mission to Wales as part of our long-standing collaboration in the areas of health, well-being economy, and health equity, implementing the Welsh Government/ WHO Europe MOU. Its purpose was to re-enforce our successful partnership and discuss key synergies, priorities and future activities of mutual benefit progressing healthy prosperous lives for all in Wales, leaving no one behind. The WHO Venice Office was represented by Ms Chris Brown, Head of the WHO Venice Office, and Dr Yannish Naik, Lead for the WHO Wellbeing Economy Initiative and included meetings with the Cabinet Secretary for Economy, Energy and Planning, NHS Chief Exec, CMO, Heads of PH Protection, International Relations, Foundational Economy and Future Economy, Public Health Wales Chief Exec, executive team and relevant leads.

Successes

Behavioural Science learning and development session for the Wellbeing of Future Generations Commissioner's Team:

The Behavioural Science Unit provided a learning and development session for Commissioner's Team to support the use of behavioural science in the Commissioner's report in 2025. The session was delivered to the Mission Leads (Cymru Can 2023) and Report authors and it is anticipated this work will lead to building behavioural science in the implementation of the recommendations, with the aim of increasing impact.

Health and Sustainability Hub:

A new Biodiversity Action Plan (2024-27) for PHW has been approved and published. The plan sets out how PHW is taking action to maintain and enhance biodiversity and promote the resilience of ecosystems. The plan reviews the importance of biodiversity to health and wellbeing and the challenges presented by the current nature crisis. A summary of what has been achieved since the last Biodiversity Action Plan was published in 2019 is also included along with the actions planned for the next 3 years.

Any Concerns being managed:

Nil for this period

Forward Look of key activities for next month

HIA workshop - Health Impact of rising temperatures for waste and recycling collection in Wales:

WHIASU are working in collaboration with Welsh Government to co-facilitate a participatory HIA workshop. The workshop will be attended by a range of key stakeholders from a variety of organisations, with results informing future strategy for waste and recycling collections in local authorities.

International Horizon Scanning Report – Obesity, January 2025:

This report will be published in mid-January, requested and informed by PHW's Lead and Welsh Government. It focuses on fiscal levers to address obesity, looking at implementation across different countries, modalities, challenges, outcomes measured, and evidence of effect.

Time to Talk Public Health - November 2024 Survey:

The November 2024 survey will be the 12th Time to Talk Public Health survey to be delivered. The topics of the survey will include: healthy life expectancy, health services, vaccines and stop and search. The topic areas have been submitted by teams in Health Intelligence, Wales Violence Prevention Unit, Health Protection and Welsh Government. The report of the findings will include population level findings and a demographic breakdown of results will be made available on SharePoint. The communications plan will be determined following production of the report.

Part 2: Policy Advocacy Training for Wider Determinants of Health Community of Interest

The Polisi Team will deliver 'communicating for policy impact' training to the Wider Determinants of Health Community of Interest to demonstrate how policy advocacy can lead to improved health outcomes and can encourage systems thinking. This training will enable local public health teams to develop policy advocacy knowledge and skills in order to maximise the policy impact of work ongoing across their organisations.

Investing in a Healthier Wales Report:

This report sets out the extent to which poor health costs the NHS in Wales each year and outlines preventative measures that can be taken to improve health, reduce health inequalities and provide a positive return on investment to the wider public sector system in Wales.

WHQ Article on the Future of Healthy Homes

The Polisi team will publish an article in Welsh Housing Quarterly, an independent housing and regeneration magazine with a large readership of housing associations, those

working within the sector and landlords. The article summarises the Polisi team’s approach to advocating for healthier homes in Wales including a write-up of key findings from the team’s “future of healthy homes” workshop, which hosted nearly 50 stakeholders on the 27 November 2024.