

Health & Social Care Climate Emergency National Programme – NHS Wales Adaptation Work Programme Qualitative Report

The qualitative review document provides evidence of your organisation’s progress and delivery of your Adaptation Work Programme. This enables the Climate Emergency National Programme Team to make an accurate assessment of your organisations progress and delivery over the reporting period (01/04/2025-31/03/26). The Adaptation Work Programme consists of:

- 1) Participation in the Accelerator Programme
- 2) Completion of Risk assessment
- 3) Development of Project Plan
- 4) Combining Decarbonisation and Adaptation Activity where appropriate.

The Programme Team reports its assessment to the Climate Emergency Programme Board and shares this with the Cabinet Secretary for Health and Social Care as appropriate.

1. General information

Organisation	Public Health Wales	Date of Report	31 st March 2026	Report Prepared By Name, job title and email	Tracy Evans, Senior Sustainable Development Officer Tracy.Evans10@wales.nhs.uk Jessica Stone, Health and Sustainability Practitioner, Jessica.Stone4@wales.nhs.uk
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Senior Sponsor Name, job title and email	Rebecca Masters Consultant in Public Health Rebecca.Masters@wales.nhs.uk	Finance Allocated to Support Delivery (£s) Include any funding allocated to support the delivery of your Adaptation Work Programme during 2025-26 (If none include N/A). If included within other sustainability/climate projects please describe in section 3.3)		FTE Resource allocated to support delivery Resource specifically allocated to delivery of Adaptation Work Programme.	0.6 (3 days a week)
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Qualitative review agreed by/ to be agreed by Include name (of Board or individual), job title or Board title	Public Health Wales Board	Date agreed	
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Executive Summary of Progress to date (This section is optional).
Public Health Wales (PHW), alongside Health Boards and partners across Wales, has undertaken rapid foundational work to understand climate change risks and their implications for health and public services.
PHW has made strong early progress in developing its approach to climate risk and adaptation, including staff training, organisation wide engagement and national collaboration. Key activities completed to date include participation in Welsh Government Adaptation Accelerator training, delivery of a Climate Risk Staff survey, and a programme of climate risk workshops across directorates and with senior leaders. There has also been engagement and national collaboration with Health Boards across Wales.
PHW has developed and submitted a project plan to embed climate adaptation into service planning and produced a Climate Response Plan integrating decarbonisation and adaptation actions for 2026-2028.

Work to date demonstrates that climate risk is a strategic, system-wide priority, and using Public Health Wales' convening role there is an opportunity to advance prevention and adaptation, ensure our risk assessment drives meaningful decisions, and build the capacity and skills needed for a resilient workforce.

Public Health Wales is also contributing to the All-Wales NHS Collaboration Group, which has identified ten national strategic climate risks and developed a coordinated All-Wales Proposal.

Next steps focus on refining Public Health Wales' Climate Risk Assessment, prioritising risks and identifying adaptation actions, embedding climate considerations into core planning and governance processes, strengthening directorate ownership, and continuing to gather staff insights during climate events to inform future adaptation planning.

Reporting schedule and requirements:

Progress is to be reported annually at end of reporting year (01/04/2025 to 31/03/2026). This form is to be submitted **by 30 April 2026**.

This review will be used with adaptation risk assessments and programme plans under the Adaptation Accelerator

Completed form to be returned to: hsc.climatechangeandeph@gov.wales

3. Adaptation Work Programme

This section covers the work programme outlined above.

3.1. Adaptation Delivery Progress RAG

RAG Rating: The Programme Team in assessing your qualitative review will use the following RAG descriptors to measure and score the organisation’s progress on the development of your Adaptation Programme in readiness for your Board’s approval and implementation and monitoring from 31 March 2026.

Delivery Progress RAG Rating Guidance: Please use the following measures to assess the progress on the Adaptation Work Programme.

Red	Work has not commenced and/or the organisation has not agreed the timescales, budget, and scope to deliver the Adaptation Work Programme by relevant timescales.
Amber	Development of the Adaptation Work Programme has commenced but progress is slow. Low-level issues that need to be mitigated to deliver the Adaptation Work Programme by relevant timescales
Green	Development of the Adaptation Work Programme is on track and progressing well within set timescales budget, and scope.

a. Provide the RAG status on the Participation in the Accelerator (Training and completion of relevant surveys).		
Current RAG Status	Green	<p>Reason for current RAG delivery progress</p> <p>Two members of the Health & Sustainability Hub have participated in Welsh Government’s Accelerator programme, attending the following sessions:</p> <ul style="list-style-type: none"> • 8th July: Adaptation Accelerator workshop 1 • 10th September: Adaptation Accelerator Workshop 2 <p>A Climate Risk Staff survey was conducted in November 2025 with 44 staff members to assess how significant weather events have affected Public Health Wales (PHW) staff and their ability to carry out their work.</p> <p>A series of engagement sessions were also delivered to support the development of Public Health Wales’ Climate Risk Assessment and Adaptation Planning:</p> <ul style="list-style-type: none"> • November – December 2025 - Seven climate risk workshops were delivered across seven directorates, involving a total of 43 staff members • 9th February 2026 – One climate risk workshop was delivered for senior staff to inform the development of adaptation actions and identify next steps
b. Provide the RAG status on the development of your risk assessment.		
Current RAG Status	Green	<p>Reason for current RAG delivery progress</p> <p>A comprehensive Climate Risk Assessment has been developed and submitted to Welsh Government.</p> <p>As part of this work, climate related risks have been identified, and further analysis is underway to understand the scale, nature and location of both individual and combined risks affecting the organisation and its wider system.</p> <p>A total of 115 risks have been identified, grouped under ten strategic risk areas.</p> <p>In addition to risks, opportunities have also been highlighted, particularly those relating to staff and service user wellbeing.</p> <p>Background evidence has been gathered, including flood-risk mapping for all Public Health Wales sites and screening venues across Wales, to provide a comprehensive understanding of climate-related risks.</p>

c. Provide the RAG status on the development for project plan for completing parts 4 and 5 of Toolkit.			
Current RAG Status	Green	Reason for current RAG delivery progress	<p>A project plan has been developed to support the establishment and integration of climate adaptation within Public Health Wales' service planning and delivery. This plan was submitted to Welsh Government in December 2025.</p> <p>A Climate Response Plan has also been produced to guide organisational action on decarbonisation and climate resilience. In addition, a series of next steps have been identified to progress adaptation activity, focussing on short-, medium-, and long-term actions.</p> <p>The next steps focus on four categories (strategic, institutional, community and operational) to ensure risks are reviewed comprehensively across the organisation.</p>

d. Provide the RAG status on the identification, development and delivery of activity combining decarbonisation/adaptation activity (See description 3.2).			
Current RAG Status	Green	Reason for current RAG delivery progress	<p>A Climate Response Plan has been developed, outlining Public Health Wales' pathway to achieving Net Zero and strengthening climate resilience. This plan brings together the organisation's Decarbonisation Action Plan and its climate adaptation actions into a single, integrated framework.</p> <p>The identified next steps focus on embedding climate risk, adaptation and mitigation considerations into core organisational processes, including Integrated Medium-Term Plans (IMTPs), corporate planning, business case development, finance and workforce planning, and wider decision-making mechanisms</p>

3.2 – We recognise that some combined decarbonisation adaptation actions are still being matured. However, some ideas for integration can include the examples below. Please provide details in box 3.1 (d) above.

a. The updating of existing plans with adaptation including:

- Integrated Medium Term Plan
- Decarbonisation Action Plan
- Estates and Facilities Management Performance Monitoring
- Service/contractor/corporate risk registers
- Business Continuity Plans (including contractors for Primary Care)
- Greener Primary Care Framework
- Cluster Plans (particularly relevant for Primary Care)
- Heatwave /Excess Heat Plans.

b. Opportunities for combined approach for mitigation and adaptation:

- Retrofit investment programmes (for example Re:fit, opportunities for improving thermal comfort and cooling)
- Expand existing Decarbonisation Action Plans into fully developed Climate Action Plans that include adaptation
- Greener Primary Care Framework Actions
- Active travel initiatives (including for Primary Care, linked to the Greener Primary Care Framework).

3.3. Summary of Progress on Adaptation Planning

Please include any additional achievements, detail on progress or risks to delivery that are not covered under your Adaptation work Programme RAG reason with a particular focus on working in collaboration across the health system and wider public sector (e.g including through Public Services Boards) to share best practice, skills and experience with a focus on protecting the most vulnerable and actively addressing inequalities in the communities served.

Public Health Wales Next Steps Identified:

We will include a set of actions in the Climate Response Plan to outline our climate adaptation priorities.

Climate change will affect everyone in Wales, but its health impacts will fall unevenly, with existing inequalities leaving some groups far more vulnerable. Actions in our Climate Response Plan will be developed with inequalities in mind, ensuring that mitigation and adaptation efforts protect rather than disadvantage those most at risk and support greater social equity and resilience.

Public Health Wales Additional Achievements:

- A staff travel survey has been undertaken to support the evaluation of Public Health Wales' Business Travel Policy and to assess the organisation wide impacts of staff travel, including both business journeys and commuting patterns. The findings will help support prioritisation of actions in our Climate Response Plan.
- The Emergency Preparedness and Response Team hosted a live emergency exercise on 5th March 2026 to build a shared understanding of PHW's emergency arrangements and to test how these operate in practice. The learning from this exercise has been aligned with our climate risk work to further strengthen PHW's emergency resilience at an all-Wales level.

All Wales NHS Climate Adaptation Collaboration Group:

An All-Wales NHS Collaboration Group has been established to support coordinated work on climate risk and adaptation. The group meets regularly and is focused on strengthening collaboration across the health system and the wider public sector. The group has identified **ten strategic climate risk areas**, reflecting risks that are significant at a national level. In addition, an All-Wales Proposal has been developed, outlining priority topics that should be addressed collectively across Wales to minimise duplication of effort and promote a consistent, systemwide approach.

The **ten strategic risk areas** identified are:

- Functional suitability of estates & property
- Staff and patient health and wellbeing
- Access to sites and services (including digital/ remote access)
- Community/ service delivery
- Supply chain disruption
- Business continuity pressures from climate impacts
- Critical infrastructure, transport and utilities
- Equipment risks
- Knowledge, data, skills and capacity for adaptation
- Financing and public-finance exposure (costing and affordability)

4. Background information

The [Health and Social Care Climate Emergency National Programme](#) web page sets out the background and key information on how the programme will help the health and social care sector respond to the climate emergency.

Relevant Strategies and Guidance

- [Adaptation Strategy for Wales](#) sets out the actions being taken now and in the future to respond to climate change.
- Health and Social Care Climate Adaptation [Toolkit](#) supports organisations undertake climate risk and opportunity assessments and initiate adaptation planning.
- The requirement for NHS organisations to ensure that their role as Anchor Institutions is fully exploited, demonstrating their contributions to the climate change agenda and the partnership and collaboration opportunities across sectors that comes with this responsibility is referenced in the [NHS Wales Planning Framework 2024-2027](#).
- Details of how NHS Wales will measure and report performance in health care are referenced in the [NHS Wales performance framework 2024 - 2025](#).