

DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Health Protection and Screening Services Directorate
Executive Lead:	Meng Khaw
Reporting Month:	January 2026 (retrospective December-January forward look)
Business Executive Team Meeting Date:	14 January 2026
Board Meeting Date:	29 January 2026

Overview of Key Activities During the Month

Health Protection Division

- Tender published for stage 2 of the Sexual Health Case Management System Alpha phase.
- Sexual Health Testing Tender is now pending Business Executive Team (BET) approval before being sent to Welsh Government for final sign off.

Infection Services Division

- Scheduling Containment Level 3 remedial work.
- United Kingdom Accreditation Service (UKAS) full assessment complete.
- Version 5 Institute of Biomedical Science (IBMS) Specialist Diploma lectures.
- Launch of Health Education and Improvement Wales (HEIW) Pathology Training Academy
- Phase 1 Central Nervous System (CNS) testing live.
- Toxoplasma Home Office Licence renewal application completed.
- Successful collaboration with UK Health Security Agency (UKHSA) on congenital toxoplasmosis reporting.
- Glangwili Health and Safety Executive (HSE) inspection complete and awaiting written report.

Screening Division

- Letter to Betsi Cadwaladr University Health Board (BCU) Chief Executive on constraints around assessment waits to reduce backlog, improve flexibility of pathway, and improve resilience in line with other regions.
- Paper taken to Business Executive Team (BET) regarding water issues on Breast Test Wales mobile units.



- Winter planning ongoing with the goal of keeping staff and participants safe during flu season.

Emergency Preparedness, Resilience and Response (EPRR)

- Finalised the suite of documents produced following the organisational lookback at the COVID-19 Pandemic in readiness for approval by the Business Executive Team.
- Participated in the Gwent Local Resilience Forum multi-agency Debrief for the peat fires in autumn 2025.
- Professional support to National Health Service Performance and Improvement in EPRR recruitment
- Represented Public Health Wales at two Control of Major Accident Hazard (COMAH) events, testing and validating the response to a major incident at Kronospan, Wrexham in North Wales; and British Oxygen Company (BOC) Gases, Margam in South Wales.
- Collaborated with Communicable Disease Surveillance Centre (CDSC) to run a 'Bite Back' exercise to prepare for climate-driven risks from invasive mosquitoes and vector-borne diseases. The exercise involved 80 multi-agency participants across Wales, with expert input from UK Health Security Agency (UKHSA) and Public Health Wales.

Office of the Medical Director (OMD)

- Continued focus on completion of all job plans (in all formats), with 25% completed on the electronic job planning system.
- Finalising the Learning @ Wales platform for soft launch of the Postgraduate Education e-Centre.
- Implementation Group established for resident doctor contract.

Programme Oversight Team (POT)

- Health Protection Inequalities Programme (HPIP): Organisational Health Inequalities (OA2HI) framework submitted to Public Health Wales executive team for comment.
- Healthcare Associated Infections and Antimicrobial Resistance Programme (HARP): supported World Antimicrobial Awareness Week, held in November.

Successes

Health Protection Division

- Training & Guidance function: Delivering on key strategic training projects in house and with external partners:
 - Care home masterclasses & soft signs.
 - Guidance function pilot.
 - Completing competency and career frameworks and embedding into routine practice.



- Successful efforts to achieve public health representation in governance of the coal tip safety legislation.
- Delivered a webinar to health boards and local authority colleagues on the Measles, Mumps, Rubella and Varicella (MMRV) vaccine which will be launched in January 2026. It was a successful event with nearly 400 colleagues attending.

Infection Services Division

- Achieved closure of the Microbiological Safety Cabinet /Containment Level 3 investigation following accepted evidence.
- National Examination Board in Occupational Safety and Health (NEBOSH) Certificate in Health and Safety awarded.
- Two Institute of Biomedical Science (IBMS) Certificate of Competence and one Certificate of Achievement Part 1 awarded.
- Two Fellowship of the Royal College of Pathologists (FRCPath) Part 2 (Specialty Doctors in North Wales) and one Fellowship of the Royal College of Pathologists (FRCPath) part 1 awarded.

Screening Division

- Business Justification Case with updated finances on lung screening submitted to Welsh Government.
- Successful presentation on Screening to Board, with the Chair extended thanks to the division for making a difference to the population.
- United Kingdom Accreditation Service (UCAS) accreditation for Laboratory.
- Reached 45% completion rate for the NHS staff survey.

Emergency Preparedness, Resilience and Response (EPRR)

- Positively participated in the final national debrief for Exercise PEGASUS.
- Effectively delivered two system debriefs for the Hepatitis A Incident in Swansea, and the Salmonella outbreak linked to the Big Tribute Festival in Aberystwyth.
- Successfully completed the work to deliver final digital administrative support elements of Wales Gold for 2025 for Welsh Government, with negotiations ongoing for 2026 ongoing.
- Launched the next element of survey work with International Association of National Public Health Institutes (IANPHI) on Public Health Agency of Canada (PHAC) project.

Office of the Medical Director (OMD)

- Successfully hosted the All-Wales Medical Devices Symposium event with excellent feedback.
- Sponsored the Award for 'Improving Public Health practice to Reduce Health Inequalities' at the UK Public Health Register (UKPHR) Practitioner conference and provided a speaker to the plenary session with



practitioners from Public Health Wales (PHW) attending the virtual online event.

Programme Oversight Team (POT)

- Genomics: Pathogenomics delivery plan and broader genomics delivery plan for Wales are now live for consultation on the Genomics Partnership Wales website.
- Healthcare Associated Infections and Antimicrobial Resistance Programme (HARP): Infection Prevention & Control (IPC) teams have completed a light touch review on the Public Health Wales IPC policy and delivered a series of all mid-day master classes as part of IPC week.

Any Concerns Being Managed

Health Protection Division

- UK Health Security Agency (UKHSA) has withdrawn routine support from the Environmental Public Health (EPH) duty desk due to capacity but will still provide expertise which has had an impact on the Environmental Public Health (EPH) service capacity.
- Inability to recruit into the Sexual Health Programme Lead post. Working through options available.
- WEDINOS (Welsh Emerging Drugs and Identification of Novel Substances) Information Management System further delayed until January due to an issue with infrastructure requirements.
- Financial pressures and divisional vacancies currently at 24 whole time equivalents.

Infection Services Division

- Autoclave fragility at University Hospital Llandough (UHL), Bangor, and Singleton.
- Cryptosporidium Reference Unit (CRU) maintenance contract awaiting capital funding.
- Service Level Agreement (SLA) with Northern Ireland on Cryptosporidium genotyping delayed pending date and Legal and Risk oversight resolution.
- Reagent and consumable suppliers Bank Holiday closure leading to increased short term buffer stocks (Abbott).

Screening Division

- Breast Screening Mobile – Executive Incident Management Team will cover all issues including issue with water (mitigations in place)
- Staff capacity in North region Breast Screening. Impact of surgical constraints on recovery of backlog for assessments.
- Colonoscopy waiting times meetings completed and letters to be sent.
- Laboratory Information Management System (LIMs) implementation – working across directorate and with Digital Health and Care Wales (DHCW).



- National Breast Screening System (NBSS) strategy for England – need to consider impacts and way forward for Breast Test Wales (BTW). Discussions underway.

Emergency Preparedness, Resilience and Response (EPRR)

- Short-notice requests to support system preparedness being monitored. Risk of delay in delivery of internal workplans.

Office of the Medical Director (OMD)

- Development of an Implementation and transformation plan in response to the Health Education and Improvement Wales (HEIW) report regarding the public health training scheme, including a financial review of the training programme.
- Implications of the new Resident Doctor contract which is now agreed.

Programme Oversight Team (POT)

- Vaccine Preventable Disease Programme (VPDP): Audit+ will be discontinued in March 2026 which may lead to loss of access to GP data on vaccinations. VPDP: Capacity and financial risk over development & implementation of new communications approach. Potential for delays.
- Genomics Programme: Cloud strategy within Genomics Partnership Wales (GPW) creates a financial and operational risk. Healthcare Associated Infections and Antimicrobial Resistance Programme (HARP): Lack of secure funding for case management system (ICNET) (Current & future contracts) and scheduled closure of Medicines system Usage (MEDUSA). Issues escalated and exploring options with relevant division (Finance & RDD).

Forward Look of Key Activities for Next Month

Health Protection Division

- Training & Guidance Function: Memorandum of Understanding (MoU) underway for sharing eLearning with Social Care Wales
- Review of Standard Operating Procedures (SOPs) and mitigations due to recent Datix risks raised regarding condoms and sexually transmitted infection (STI) test kits.
- Sexual Health Service: first Incident Management Team (IMT) Scheduled.

Infection Services Division

- Progression of actions to meet Health and Safety Executive (HSE) formal letter requirements.
- Progress the blood cultures equipment refresh, approved by Board.
- Progress the Tender Specification for Renewal of Urine Managed Service Contract.
- Multi-national collaboration for preparation of European Society for Paediatric Infectious Diseases neonatal toxoplasma guidelines.



- Progressing integration of typing and subtyping data in UK Health Security Agency (UKHSA)'s Cryptosporidium Second Generation Surveillance System, finalising 2024 annual report.

Screening Division

- Waiting for feedback from Betsi Cadwaladr University Health Board (BCU) on process for radiological lead assessment clinics in North Wales with Betsi Cadwaladr University Health Board (BCU) to ensure onward pathway for women and reduction of backlog.
- Internal Audit on participant pathway in Abdominal Aortic Aneurysm (WAAASP) and Diabetic Eye Screening Wales (DESW).
- Progress breast screening review with one-to-one discussions, focus groups, and survey.
- Wales Audit on cancer screening programmes follow up.
- Strategic workforce planning.

Emergency Preparedness, Resilience and Response (EPRR)

- Review of the draft Public Health Wales Pandemic Response Arrangements for Public Health Wales based on feedback from Exercise PEGASUS.
- Review and update of the Public Health Wales Emergency Response Plan.
- Development of a Major Incident and Pandemic Response Arrangements Event Scheduled for March 2026.

Office of the Medical Director (OMD)

- Work to begin on quality assurance process relating to appraisals.
- Continued development of the Postgraduate Education e-Centre.
- Office of the Medical Director team involvement in resident doctor contract workstreams.
- Public Health Training Scheme transformation work to commence including work activity transition and Organisational Change Process commencement.

Programme Oversight Team (POT)

- Genomics: Planned IMTP to stand up Pathogen Genomics Technical Group to review pathogen genomics service. Terms of Reference (TOR)s under review.
- Genomics: Explore options regarding Welsh engagement with the Office for Life Sciences (OLS) metagenomics programme. Welsh Government have requested Public Health Wales Genomics head of programme to join the programme board.
- Vaccine Preventable Disease Programme (VPDP): from January, babies reaching 12 months and 18 months will be receiving Varicella, the chickenpox vaccine along as part of a quadrivalent Measles, Mumps, Rubella and Varicella (MMRV) vaccine. This will be the first widespread vaccination of Varicella in against chickenpox in the UK.



- Healthcare Associated Infections and Antimicrobial Resistance Programme (HARP) are going to be engaging in a Four Nations two-day evaluation and planning meeting on public engagement and the National Action Plan.

DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Nursing, Quality and Integrated Governance
Executive Lead:	Claire Birchall, Executive Director
Reporting Month:	November and December 2025
Business Executive Team Meeting Date:	14 January 2026
Board Meeting Date:	29 January 2026

Overview of Key Activities During the Month:

National Safeguarding Week (10th – 14th November): National Safeguarding Week is an annual event co-ordinated by the five Regional Safeguarding Boards throughout Wales. The National Safeguarding Service developed a programme of train-the-trainer events and associated resources aiming to support practitioners, trainers, and safeguarding leads to embed consistent, evidence-based learning across their services. Each pack provides trainer notes, learner handouts, and scenario-based exercises.

Further detail can be found here: [Launch of drama-based safeguarding scenario videos](#)

Introduction of the DBS update service: on 17th November 2025, Public Health Wales introduced the DBS Update Service for all roles requiring a Standard or Enhanced DBS check:

- All new appointees are required to subscribe to the Update Service as part of the recruitment process.
- Launch of a new DBS Policy covering DBS checks, the Update Service, and barring referrals, supported by a DBS Policy podcast available via the DBS Information Hub.
- Introduction of a robotic process to automatically check and align DBS levels in Trac with those recorded in ESR, ensuring ongoing accuracy and compliance.
- Creation of a comprehensive DBS Information Hub providing staff and manager guidance, FAQs, useful links, and support materials which can be found [here](#).

Cyber Programme Board: the first meeting of the Cyber Programme Board took place on the 3rd November 2025. The Board was established to oversee and approve decisions over cyber security and information governance matters and provide the conduit for issues discussed at the Information Governance Forum and is chaired by the SIRO (vice chair is the Deputy SIRO). The Board will report formally to the Digital and Data Design Authority which subsequently reports to the Business Executive Team. This represents a key development within the PHW Information Security framework and provides a formal basis for closer working between the Information Governance and Cyber Security Teams.

Risk Management: in November and December 2025, the Risk Management Team undertook a series of workshops across PHW to consider the user specification for a potential replacement for the Datix Web Risk Management module and its implementation by November 2027. The sessions were facilitated by Informatics



colleagues with technical risk management input from the Risk Management Team. Attendees were from the Risk Management Network and Risk Handlers, and the outcomes will assist in informing the risk module specification.

Successes:

RCN Wales: This year saw the 12th annual RCN Wales Nurse of the Year awards held on 20th November in Cardiff. The talents and contributions of the Welsh nursing community was celebrated and this year PHW / NQIG had two award finalists, recognising their significant impact on advancing nursing practices and enhancing care for individuals and communities across Wales. [Celebrating success at the RCN Wales Awards 2025](#)

The Chief Nursing Officer Leadership Award: NQIG Nurses , Annette Blackstock, Assistant Director of Safeguarding, and Louise Mann, Director of Safeguarding, Public Health Wales received the runner up award for their work in developing new national NHS Wales guidance which reframes Did Not Attend as Was Not Brought or No Access Gained challenging health professionals to be curious about missed appointments addressing an issue repeatedly identified in safeguarding reviews.

The Registered Nurse Child Award: saw Rachel Evans, National Lead for Breastfeeding (Midwife) from the Health Improvement Team achieved runner up finalist. Rachel instigated and led an ambitious and successful collaborative project to address health inequalities by shifting social norms and improving the uptake and incidence of breastfeeding.

Nursing Times Workforce Awards: these annual awards saw PHW Nursing, Quality and Integrated Governance (NQIG) staff member Azelle Gerry, Lead Nurse for Workforce, Education and Professional Standards, nominated as part of a HEIW nomination for the 'Workforce Team of the Year' award. Azelle has had a pivotal role in the National Nursing Retention programme over the last 18 months working in PHW.

After both award ceremonies the Executive Director of NQIG shared her pride in these professional colleagues and the work they do to support nursing and midwifery practice both internally and externally for the people we work with and for.

Armed Forces Covenant: as proud supporters of the Armed Forces Community, Public Health Wales has retained its Employee Recognition Scheme Gold Award until 2030. PHW first signed the Armed Forces Covenant in 2017 and committed to supporting the Armed Forces Community; Serving Regular and Reservist Personnel, Veterans and their families, and provided the opportunity to be recognised by the [Employer Recognition Scheme](#) award. This Scheme allows the Ministry of Defence to publicly thank, honour and acknowledge those employers that provide exceptional support to the Armed Forces Community, by going above and beyond their [covenant pledges](#). PHW first achieved their Bronze award in 2018 progressing through to Silver in 2019 and Gold in 2020.

Any Concerns being managed:

PHW Staff Flu Vaccination Figures: accurate reporting of staff flu vaccination figures, both internally and externally, remains challenging due to difficulties in extracting data from Health Board Occupational Health services. While workarounds are in place, the reported uptake figures are likely to continue underrepresenting the actual number of PHW staff vaccinations.



Forward Look of key activities for next month:

New Putting Things Right Regulations / Listening to People Revised Regulations: preparation for the new Regulations, which will come into force on 1st April 2026, and completion of impact assessments has commenced and will continue into January and February 2026.

New Safeguarding Principles and Guidance: Development to start on new Under 13 Pregnancy Guidance and Safeguarding Chaperone Principles by the National Safeguarding Service.

Cyber Programme Board: draft Terms of Reference have been prepared for discussion, amendment and approval at the Board's next meeting on 15th January 2026.



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Policy and International Health
Executive Lead:	Sumina Azam
Reporting Month:	November 2025 to February 2026 (M08-M11)
Business Executive Team Meeting Date:	14 January 2026
Board Meeting Date:	29 January 2026

Overview of Key Activities During the Month

1 - Influencing the wider determinants of health

Strengthening international impact for building Well-being Economies

We contributed to the [18th European Public Health Conference](#) focusing on 'Investing for Sustainable Health and Well-being'. We led a round table with the WHO Venice Office, Finland, Iceland and Utrecht; presented on HIA; and discussed stronger collaboration between WHO/Europe and national public health agencies. We enabled the participation of Wales' Minister for Mental Health and Well-being in the 30th [Regions for Health Network \(RHN\)](#) Annual Meeting.

Health Impact Assessment (HIA) collaborative working and advocacy for health

WHIASU facilitated HIA stakeholder workshops including in collaboration with National Youth Arts Wales. The team presented at international and national fora and published a planning and health guide for local authorities in Wales to support embedding health and equity into planning policy.

<https://phwwhocc.co.uk/resources/planning-healthy-places-a-guide-for-local-authorities-in-wales-for-embedding-health-in-planning-policy/>



Public Health Network Cymru Article: Healthy homes

The Specialist Projects and Polisi teams' article on healthy homes was published in the Public Health Network Cymru e-bulletin special issue on housing and health. It focused on fuel poverty and policy and cross-sector actions.

<https://publichealthnetwork.cymru/e-bulletin/the-public-health-potential-of-housing-interventions>

Housing & Child Poverty Workshop (North Wales)

The workshop aimed to develop practical, collaborative solutions to improve housing for children and families living in poverty.

Applying futures approaches PHW workshops

We carried out a series of online and in-person training events on futures to increase skills in bringing in long-term thinking into their day-to-day work.

Consultation response to the Department for Energy Security and Net Zero regarding continuing the Warm Home Discount Scheme (UK Government)

We submitted a response supporting the continuation of the scheme to protect vulnerable populations, including those on a low-income and older people.

Consultation response to proposals for the Local Growth Fund

We collaborated with the Wider Determinants of Health Unit and the South-West Wales Regional Health Economy to submit a response emphasising that improving health is fundamental to increasing productivity and economic prosperity.

Care, courage, change: health-sector leadership in tackling violence against women and girls

The launch of [Care, Courage, Change: Health Sector Leadership in Tackling Violence against Women and Girls](#) in Madrid included the launch of a WHO report—co-authored by Professor Jo Peden—bringing together European ministers and experts.

4 – Supporting a Sustainable Health and Care System

International insights and evidence on Urgent Care informing NHS transformation

The International Health Insights and Evidence Service teams published [Urgent care components and their effectiveness: A rapid review of evidence and international insights](#) informing the development of urgent (primary) care services that help reduce A&E pressures. The report was developed in



collaboration with NHS Performance and Improvement and presented at the Urgent Care Strategy Steering Group and Goal 2&3 Delivery meetings.

Behavioural science learning and development with Primary Care Division

The Behavioural Science Unit delivered a one-day session for the Primary Care Division on methods and frameworks to integrate behavioural insights into their work including to the Primary Care Model for Wales.

5 – Delivering Excellent Public Health Services

Social Value of Immunisation project with PAHO (Pan-American Health Organisation) - Phase I

We delivered a ‘social value of immunisation’ evidence review and a Social Return on Investment framework for immunisation services. This work, in collaboration with the VPDP, will help address vaccine hesitancy in Wales.

6 – Tackling the public health effects of climate change

Public Health Wales’ Biodiversity Section 6 Report

This report summarises our work to support biodiversity over the last three years and is required under Environment (Wales) Act 2016.

Enabling the successful delivery of our strategy

Behavioural Science Community for Wales annual event

130 stakeholders attended the Conference. The keynote from the Chief Medical Officer emphasised the importance of behavioural science in system wide activity for better health. The event showcased work applying behavioural science and featured capability building, systems working and use of AI. The event included the launch of *Better Health Through Behavioural Science: An Enabling Plan for Wales*, a route map to support delivery of our Long-Term Strategy to 2035.

International Health Strategy implementation

The IHCC published its quarterly [International Health Newsletter Issue 8: October 2025 - World Health Organization Collaborating Centre On Investment for Health and Well-being](#) and held its biannual Forum which included presentations on the International public health impacts of conflicts in Gaza and Syria.

Successes

The HIA statutory regulations were approved in the Senedd on 18 November 2025. WHIASU have provided extensive input, advice and support to Welsh Government on these.



Any Concerns being managed:

Forward Look of key activities for next month

1 - Influencing the wider determinants of health

Policy Advocacy and Communicating for Policy Impact Workshops

The Polisi team will deliver training to strengthen understanding, skills, and confidence in policy development and advocacy.

Housing & Child Poverty Report: Creating Homes for Health and Wellbeing: Collaborative action for children and families in poverty across Wales

The report will highlight how unaffordable, poor-quality and insecure housing affects the health and wellbeing of children and families in poverty across Wales.

Stakeholder brief on the impact of indoor temperature on health and well-being of low-income households in winter

This report will present findings from a study conducted in winter on the impact of indoor temperatures on the health and well-being of low income households.

Public Health Wales Framework to increase our coherence and impact on health inequalities

This framework will set out action areas for teams and services and will provide a health equity checklist for planning and decisions. A supplementary document will provide information on tools and resources.

Wales HIA Support Unit: 'Spatial Planning and Health' and HIA guide

This annual event will take place in January 2026.

To support the implementation of HIA Regulations (Wales), WHIASU will be launching a HIA Guide for Practice for public bodies in Wales and a voluntary HIA guide.

2 - Promoting mental and social well-being

Social Connection, Loneliness and Social Isolation: Welsh Report

This report will bring together research and data, aiming to consider the issue from a public health perspective.

International Health Insights (Horizon Scanning) Report - Dementia Prevention

This report will support Welsh Government to develop a new Dementia Action Plan, following the Mental Health Strategy for Wales.



6 – Tackling the public health effects of climate change

Well-Being of Future Generation Act - Building Capacity

The Health and Sustainability Hub are working with the Leadership and Management Academy to deliver a deep dive session on the 5 Ways of Working (5WOW).

Healthy Travel Charter National Framework

The Charter Standards will be launched in collaboration with Welsh Government and Transport for Wales.

Enabling the successful delivery of our strategy

Launching the Well-being Economics and Value (WEAVE) team

The WEAVE team builds use of health economics, modelling and social value approaches to support investment in prevention towards building well-being economies in Wales and globally.



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	People & OD
Executive Lead:	Neil Lewis
Reporting Month:	November & December
Business Executive Team Meeting Date:	14 January 2026
Board Meeting Date:	29 January 2026

Overview of Key Activities During November and December

- In December, we welcomed the first cohort of apprentices to Public Health Wales, marking a significant milestone in our commitment to widening access to careers and building a strong future workforce pipeline. The apprentices are currently undertaking a structured induction and orientation programme designed to provide them with a comprehensive understanding of our organisation, its values, and the critical role they will play in supporting public health.
- Work is progressing on the implementation of the DBS Update Service for roles requiring a standard or enhanced DBS check, strengthening compliance and streamlining processes. Communications with existing staff began in November, and the majority are expected to be subscribed to the Update Service by the end of January. Alongside this, recruitment processes are being updated to embed the new approach, ensuring a more efficient and consistent system for safeguarding checks across the organisation.
- The NHS Wales Staff Survey closed on 1 December 2025 with a final response rate of 50.9%, providing a valuable opportunity to capture staff feedback and inform future improvements. The data is now being analysed by the survey provider in collaboration with the HEIW Data and Analytics team, and we expect to receive detailed insights between February and March 2026.
- In December, we delivered a series of Wellbeing Workshops for line managers, supporting their ability to foster positive wellbeing within their teams. These sessions form part of our ongoing commitment to creating a healthy and supportive workplace culture. Building on this momentum, additional workshops are planned for the new year, and we are currently exploring a tailored wellbeing session for our Men's Network in March 2026
- Welsh Government have published their 2023–24 and 2024–25 More Than Just Words reports, which provide updates from across the health and

social care sector, including Public Health Wales. The full reports can be read here:

2023-24 Cymraeg: [Mwy na geiriau: adroddiad blynyddol 2023 i 2024 | LLYW.CYMRU](#)

2023-24 English: [More than just words: annual report 2023 to 2024 | GOV.WALES](#)

2024-25 Cymraeg: [Mwy na geiriau: adroddiad blynyddol 2024 i 2025 | LLYW.CYMRU](#)

2024-25 English: [More than just words: annual report 2024 to 2025 | GOV.WALES](#)

- Following the 2024 review, a new workstream is being established to strengthen line management capability in priority areas. A training programme is planned for early 2026, with a longer-term rollout across Public Health Wales.
- Infosys has been confirmed as the supplier for the new NHS Workforce Solution, which will replace the current ESR system. The new system will be cloud-based and use Oracle Fusion technology to improve self-service and data sharing. The design and build phase started, with some organisations expected to go live in 2027 and full rollout by 2030.
- Several key People and OD policies were issued for all-staff consultation during November, ensuring colleagues have the opportunity to provide feedback before final approval.
- Key campaigns and awareness days were marked during November and December, including Menopause and Mental Health, International Men's Day, Movember, World AIDS Day, International Day of Persons with Disabilities, and the 16 Days of Activism Against Gender-Based Violence. Activities focused on promoting conversations around physical and mental health and inclusion.
- Collaborated with Directorates to complete workforce planning toolkits and develop SMART actions to address key workforce challenges and opportunities.
- We continue to provide change management support across several strategic programmes, including:
 - NW Estates Programme – progressing staff relocation plans following consultation.
 - Web Transformation Programme – nearing completion of a review on future CMS management requirements.
 - Strategy, Planning & Corporate Affairs – minor structural updates following consultation.
 - DARC Programme – supporting migration to cloud services, with additional work anticipated on workforce skills and training needs.
 - HPSS - Health Protection Division - consultation will close on 05 February regarding the extended working hours of operation for the All-Wales Acute Service.

- HPSS - OMD - Supporting the people element of the HEIW StR Trainees Programme Review action plan development.
- HPSS – Infection Division - Singleton Lab – consultation closed on 30 December 2025 regarding a change to the 24/7 working pattern, including adjustments to the frequency of night and day shifts has taken place and new ways of working will be trialed for six months.
- Change Management Toolkit Review – After a pause on the light touch review, this is being reinitiated with a refreshed plan of action to take forward commencing this month

Successes

- Successfully launched Public Health Wales’ first apprentice cohort, marking a key step in widening access to careers and strengthening future workforce pipelines.
- The Leadership and Management Academy Programme has reached its halfway point, with 6 of 12 cohorts delivered and over 140 leaders and managers participating in 2025. This milestone is fostering new connections and collaboration across the organisation. The Leadership Community of Practice continues to grow, now exceeding 100 members.

Any Concerns being managed:

- Following July 2025 UK immigration rule changes, some Skilled Worker Visas can no longer be extended. We are actively managing this with NWSSP Sponsorship Team support, working closely with managers and affected colleagues to provide early advice and ensure forward planning.

Forward Look of key activities January

- A review of the Leavers Survey will commence in January to assess content, length and response rates, with the aim of improving insight and staff engagement.
- Weekly ‘Recruitment Refresher’ emails for managers will run through January and February, providing short, practical guidance to reinforce best practice.
- Annual self-assessment questionnaire agreed internally and scheduled for submission to the Welsh Language Commissioner by 16 January 2026, providing evidence of compliance with selected Welsh Language Standards.
- Our Cultural Advocates will come together in two dedicated workshops in January and February to reinvigorate cultural initiatives at a local level and strengthen connections across the organisation. These sessions build on the momentum from November’s *Time with Tracey* discussion. The workshops will provide an opportunity to re-energise the network, establish a baseline of current activity, and agree a forward plan to ensure

cultural advocacy continues to drive positive behaviours and engagement throughout Public Health Wales.

- We are continuing to work closely with our Staff-Side Committee through the Local Partnership Forum to update the Facilities Time Agreement. This work is an important part of maintaining strong partnership working and ensuring that trade union representatives have the appropriate time and resources to support staff effectively. The updated agreement will reflect current organisational needs while reinforcing our commitment to collaborative engagement and constructive dialogue with staff-side colleagues.
- We are continuing to work closely with all Directorate teams to refine and strengthen their workforce action plans, ensuring they are clear, targeted, and aligned with organisational priorities. Once these plans are finalised, we will undertake a detailed analysis to identify common themes and organisation-wide challenges, which will inform strategic workforce decisions. In parallel, throughout January we are developing the key outputs for this year's workforce planning process, including a comprehensive report, an executive slide deck, and a visual summary to support clear communication and engagement across the organisation.



DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Operations and Finance
Executive Lead:	Angela Williams
Reporting Month:	November - December 2025
Business Executive Team Meeting Date:	14 January 2026
Board Meeting Date:	29 January 2026

Overview of Key Activities During the Month

Communications

The Communications team continues to deliver high-impact work that shapes public understanding, builds stakeholder confidence, and amplifies our voice across key audiences — from communities to policymakers. Our focus remains on driving meaningful engagement and supporting Public Health Wales’ priorities for a healthier Wales.

We’ve had a busy and productive period, with activity spanning staff engagement, external campaigns, and strategic advocacy:

- **Festive Engagement:** We delivered a staff-focused campaign including Tracey and Pippa’s message, a virtual quiz, and the *12 Days of Christmas* advent calendar. These activities were designed to boost morale and maintain connection during the winter period.
- **Intranet Redesign:** Work continued on the new intranet, which will launch at the end of January. This will provide a more user-friendly, accessible platform to improve staff experience and engagement.
- **Internal Comms Focus Groups:** Scheduled for January and February across PHW sites to gather staff insights and strengthen two-way communication.
- **Leadership Engagement:** Supported key events including the *Leadership Forum* (13 Nov), *Time with Tracey – Culture Special* (19 Nov), and the festive quiz (19 Dec), reinforcing leadership visibility and cultural priorities.
- **Policy Advocacy:** Expanded our resource suite with a new ‘Why It Matters’ evidence document and a compendium of core materials to support consistent messaging. We also finalised the Policy Advocacy intranet hub and continued face-to-face engagement with policymakers using tailored assets.



- **Digital Capability:** Appointed a Digital Content Apprentice to strengthen capacity and future-proof skills.
- **Social Media Engagement:** Delivered standout content such as the Bug Buster competition, which attracted 35 submissions and over 900 votes — driving public engagement and reinforcing hygiene messaging.
- **External Media:**
In November, we issued press releases on flu case increases, Monmouth floods, and a STEC outbreak at a festival, securing broadcast coverage across major channels.
In December, we managed multiple flu-related releases and interviews, and coordinated media for the drug deaths annual report and data mining report.
- **Campaigns:**
Our national flu vaccination campaign continued throughout November and December, focused on moving people from intention to action: *“Protection against flu comes from getting your vaccine. Not just thinking about it.”*
Delivered Wales HIV Testing Week and World AMR Awareness Week, and continued the *Beat Winter Viruses* campaign promoting preventative behaviours.
Gathered insights for Tackling Diabetes Together to standardise care for newly diagnosed patients.

Estates

- Good progress on the delivery of both Welsh Government TEF (Targeted Estates Funded) funded capital programmes and PHW funded capital works across the estate.

Finance

- Refreshed directorate Mid-Year Performance Reviews undertaken in November showcasing directorate achievements and recognising performance challenges.
- Significant development work on financial plans to support the 2026 – 2029 IMTP.
- Comprehensive Process Improvement Plan across the Finance Division signed off, looking to embrace digital technology and automation to improve & enhance our internal processes, as well as how we interact with our service users.
- A number of the process improvements are already underway, such as automating our 'Invoice on Hold' report and digitalising our Capital Addition and Capital Disposal forms. The feedback from the team has been positive and we will be collecting further information on how much time our improvements are saving.



Strategy, Planning and Corporate Affairs

- Led strategic look back/look forward sessions with Leadership Forum (November) and Public Health Wales Board (December).
- Led a cross organisational workshop on integrated planning for 2026-29, focused on key dependencies and emerging areas of change.
- Finalised evaluation of Decarbonisation and Sustainability Action Plan and shared with Climate Change Programme Board for approval and agreement of next steps.
- Implemented phase 2 planning framework for the Public Health Advocacy Programme.
- Undertook an assurance review of the Preswylfa Project as part of the North Wales Estates Programme assurance plans.
- Detailed planning for the next iteration of Project and Programme Management Standards Implementation.
- Supported the Lung Cancer Screening Programme in developing and automating their programme plans using MS Planner.
- Developed an approved integrated programme plan and programme brief for the DARC programme.
- Good progress being made on Tackling Diabetes Together owing to stronger prioritisation and a stronger system focus.

Successes

Operations & Finance

- We have been successful in recruiting four apprentices across the directorate in the following areas: project management, business administration, finance and digital communications.

Communications

- Festive content achieved strong engagement, helping maintain morale and staff connection.
- Policy Advocacy resources are shaping discussions with policymakers and strengthening PHW's influence on prevention and health improvement.
- Shortlisted for two Comms 2.0 UnAwards: *Best Digital Team* and *Best Behaviour Change Campaign* (Bowel Screening).
- Sexual health communications highlighted the impact of HIV prevention and PreP uptake — improving health outcomes and avoiding an estimated £4–6m in NHS costs.
- Rapid response during Monmouth floods ensured messages reached those without internet access via broadcast interviews; printable resources were distributed locally.
- Managed double the usual media enquiries in December; spokespeople featured widely on flu and vaccination benefits; strong coverage for the drug deaths report.



- Won a CIPR Award for our engagement approach to Tackling Diabetes Together.
- World AMR Awareness Week drove an 80% increase in website views.
- Extensive media coverage for the flu campaign achieved national visibility and reinforced vaccination messaging.

Estates

- Completed OCP (Organisation Change Process) for the relocation of staff from Preswylfa, North Wales to Seasons House, Ewloe, North Wales. Staff raised no concerns.
- Joint work with the teams relocation to Seasons House produced an agreed floor plan for Seasons House fit out.

Strategy, Planning and Corporate Affairs

- Launched bilingual route maps with colleagues including a bespoke animation and a series of interviews with the six priority leads.
- Draft IMTP, finance and workforce plans submitted from all directorates.
- Co-ordination and provision of independent assurance for Lung Screening Business Justification Case, which was approved by BET and submitted to Welsh Government on time.

Any Concerns being managed:

Communications

- Covid Inquiry response and technical briefing for BBC production company to ensure accurate representation.
- Ongoing support for sexual health IMT.
- Need to increase media engagement on Healthy Planet and Financial Wellbeing Policy Advocacy areas in early 2026.

Finance

- A number of financial risks and opportunities being managed in order to deliver a breakeven year end financial position for 2025/26.

Estates

- Due to a delay with tendering process by Shared Services Partnership re the awarding on a new All Wales Cleaning Contract for the NHS, Public Health Wales is now advancing a Direct award to the exiting cleaning contractor to ensure continuity of provision for the next six months, whilst awaiting the an award of the national contract.

Forward Look of key activities for next month



Communications

Looking ahead, our priorities include:

- Launching the redesigned intranet and promoting adoption.
- Rolling out the engagement cycle, including planning a 12-month calendar of staff events such as *Time with Tracey* and staff conferences.
- Releasing the Policy Advocacy animation and delivering supporting digital activity.
- Continuing tailored content for senior leader engagements and ensuring staff awareness of new Policy Advocacy resources ahead of external rollout.
- Advancing the Web Transformation Programme: main site nearing public BETA launch; ancillary sites on track for migration and closure ahead of Q4 go-live.
- Developing case studies and media opportunities for Healthy Planet and Financial Wellbeing advocacy areas.
- Preparing media engagement for the Social Isolation report and delivering a fast-turnaround piece linked to the Senedd obesity debate.
- Finalising content on HIA regulations and *Teg i Pawb*; supporting spokesperson for Prison Radio broadcast on synthetic opioids.
- Targeted communications for parents on the introduction of the varicella vaccine.
- Participating in the Vaccine Programme Wales Flu Vaccination Lessons Learnt Summit in January to support system-wide improvement

Estates

- Signing of Seasons House lease enabling fit out works to commence.
- Work to commence on the joint Multifaith Room / Mother's room / Mindfulness space on the 5th floor at CQ2.
- Continued progression and conclusion of a number of capital schemes of work

Finance

- Submit draft financial plan to support delivery of our IMTP 2026-2029.
- Lead preparations for our PHW Accountability Meeting with Welsh Government
- Support interim audit testing as part of the 2025/26 annual accounts process
- Development of PHW Performance Framework
- Submission of 2024/25 annual costing returns (delayed due to national costing system implementation issues)



- Further process automation work to continue our improved efficiencies and adoption of digital solutions.

Strategy, Planning and Corporate Affairs

- Develop and submit Public Health Wales Accountability Meeting briefing pack to Welsh Government.
- Internal meetings with BET and Board to support accountability meeting process.
- Facilitate BET and Board workshops on draft IMTP, including a deep dive on feasibility, financial plans and refreshed portfolio of change.
- Approval of a refreshed change portfolio for 2026/27 following engagement with key internal stakeholders across the organisation.
- Development of our approach to managing benefits through pilot work with Digital Health Protection Programme and engagement with the All Wales Benefits group.
- Facilitate financial planning workshops to support IMTP process.
- Facilitate cross organisational capital planning workshop to support the development of Capital Plan 2026-28

DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Public Health Research, Data and Digital
Executive Lead:	Iain Bell
Reporting Month:	December 2025
Business Executive Team Meeting Date:	14 January 2026
Board Meeting Date:	29 January 2026
Overview of Key Activities During the Month	
<ul style="list-style-type: none"> • Congenital Anomalies Registration & Information Service (CARIS) official statistics published 10 November 2025 (Annual Review & Data Tables - Public Health Wales), with Stakeholder face-to face and virtual meetings held 24 and 27 November respectively. • Real-time Suspected Suicide Surveillance (RTSSS) Annual Report published 26 November, webinar for 160 stakeholders held 16 December Annual Report: Deaths by suspected suicide 2024-25 - Public Health Wales. • Launch of the WHO Collaborating Centre for Digital Health Equity, attended by Minister for Health and Wellbeing, PHW Board Chair, and WHO Europe. • WCISU representation at the NHS Wales National Strategic Network for Cancer Reference Group. • Registries Framework is being progressed by Pan-Registries Collaborative. • Scoping of cancer incidence by routes to diagnosis (emergency/non-emergency/screening, etc) commencing at UK and Ireland Association of Cancer Registries Analysts' Sub-Group for UK country/Ireland comparisons (WCISU liaising with PHW Screening Division). • Child Measurement Programme team contributed to Aneurin Bevan University Health Board's school nurses training day on 18 December 2025. • Contributed to the Joint Statement CYP MHWB. • Launch of the Climate Change Research and Evidence Network on 24 November with partners from across the research system. • WCISU visit to All-Wales Medical Genetics Service labs to explore collaboration and use of cancer genomics data for population cancer registration and analysis. • Pan-Registries Collaborative (N.B. for CARIS and WCISU), Digital & Data and Pathogen Unit commenced exploring synergies and dependencies. • Secondary School Children's Health and Well-being Dashboard: School Health Research Network (SHRN) Survey Data dashboard update published. 	

- Development of an evaluation plan for the High Fat, Sugar and Salt (HFSS) legislation.
- Development of the theory of change for the Welsh Network for Health and Wellbeing Promoting schools.
- Measurement system and healthy life expectancy analysis plans presented at KRIC, which was well-received.
- CMO's health outcomes framework – RDD work on the development of a health outcomes framework presented to eth CMO and well-received.

Successes

- Successful conclusion to months-long management of an alleged community and occupational cluster of cancer around an old industrial site issue with WCISU, Environmental PH, Comms and Betsi Cadwalader Public Health Team collaboration.
- Secured access to Census 2021 data within SAIL Databank for cancer registration linkage – allowing start of scoping for phase 2 individual-level cancer inequalities research analysis covering protected characteristics and more.
- Tackling Diabetes Together Programme Evaluation Theory of Change completed and being shared with stakeholders.
- 9-month funding extension secured from the Health Foundation for a knowledge project on Enabling data linkage across sectors within Secure Data Environments (SDE)/Trusted Research Environments (TRE) to address evidence gaps (drawing on expertise across the UK NDL programme).
- The manuscript "Exploring shared and unique factors linked to adolescent mental health and wellbeing in a national survey of 11–16-year-olds in Wales" has been accepted for publication in the Journal of Adolescent Health.
- Successful application to the Welsh Crucible Seedcorn Funding Scheme for the 'Sexual health in later life: understanding and addressing rising STI trends in older adults in Wales project.
- Completion of economic evaluation of the 2022/23 PHW Winter Covid/Flu vaccine campaign.
- Publication of the evaluation of the handwashing campaign using propensity score matching.
- Work started on Women's health postnatal Long-Acting Reversible Contraception (LARC) e-training evaluation.
- Research and Evaluation Conference 2025 with over 100 delegates attending in person and 50 delegates online.
- Data, Registers, Analysis and Cloud Programme RAG stats reduced from amber/red to amber at the Programme Board on 18 December, reflecting the

efforts of the workstream leads and teams in planning and progress since the last Programme Board.

- Delivery of Lung Cancer Screening Programme digital plans for the procurement of the PAS and the drafting of a service blueprint
- Delivery of a Digital Supplier Management Policy to further strengthen our cyber posture
- Migration of our DevOps environment (software development environment) from on premise to Cloud (Azure)

Any Concerns being managed

- Demand for evaluation support and capacity - requiring discussions on prioritisation of resources, and potential impact into 2026/27.
- Delays in SAIL Data disclosure control, resulting in delays for deliverables to external funders.
- Demand exceeding capacity across most areas of the Directorate requiring active prioritisation

Forward Look of key activities for next month

- Starting migration of our analysis to the National Data Resource analytics platform.
- Answer Digital onboarded to deliver Digital Health Protection System and delivery started of the programme
- Delivery of a Digital Supplier Management Policy to further strengthen our cyber posture
- Migration of our DevOps environment (software development environment) from on premise to Cloud (Azure)
- Further development of the Newborn Screening system following replatforming
- Work on sexual health case management system alpha phase started alongside the short-term work on migration off of Excel.
- Alisha Davies invited to the International Medical Device Regulators Forum (IMDRF) meeting in March in Singapore, to present on equity in digital mental health technologies
- Primary Care Clusters Dashboard to be updated on 21st January 2026 with latest indicators
- Healthy Life Expectancy for 2022-24 will be published by ONS on 19th February 2026

DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Health and Wellbeing
Executive Lead:	Jim McManus
Reporting Month:	November and December 2025
Business Executive Team Meeting Date:	14 January 2026
Board Meeting Date:	29 January 2026

Overview of Key Activities During the Month

Health Improvement Division

Tobacco, Vapes, Nicotine and Prevention (TVNAP)

The Minister highlighted the work of Public Health Wales in support vapers in Wales who wish to quit and also used statistics and lines to take highlighted by the TVNAP team. The record of the debate can be read [here](#).

Mental Wellbeing Programme

Joint Statement on Children and Young Peoples Mental Health and Wellbeing: Publication of the statement outlining changes in mental health prevalence and key drivers over the last 20 years. This work followed from a series of Roundtable meetings reviewing available data and evidence and engagement with young people. [Rise in mental health difficulties among children and young people highlight need for early action - Public Health Wales](#)

BBC Radio Wales Sunday Supplement: online safety: Following the publication of Ofcoms "Online Nation" 2025 report Emily van de Venter featured on a BBC Radio Wales Sunday Supplement to talk about online safety, internet usage among children and young people and positive and negative impacts on their mental wellbeing: <https://www.bbc.co.uk/programmes/m002ngm8>

What everyone in the NHS can do to support babies, children and young people's mental health and wellbeing webinar: Webinar highlighted the size of the problem and actions that can be taken by all health services to better support babies, children and young people's mental health and wellbeing. Jointly delivered with Play Wales to highlight the importance of play and how health settings can enable and encourage play. Over 100 NHS staff reached through the webinar and padlet of resources created and shared with staff.

Whole Systems Approach and Pathways for Healthy Weight Programme Cydweithio/Together Celebration Event: An event organised by PHW and funded by WG on the 17 November 2025 brought together around a hundred regional and community partners to celebrate 5 years of implementation of the Healthy Weight Healthy Wales strategy through the whole systems approach to healthy weight. The event shared successful programme

achievements on healthier advertising, food environments, active environments and planning across Wales.

Obesity Pathway Innovation Programme: PHW submitted an application to Innovate UK for the Obesity Pathway Innovation Programme (OPIP): Strand 3. The application, for just under £8M for Wales, was co-produced by an All Wales team from across the Health Boards, DHCW and the third Sector has been successful in reaching the interview stage of the process with interviews being held in January 2026.

Educational Settings - Physical Activity Paper published on CMO's Physical Activity guidelines: Paper published based on research with Catherine Sharp examining the Time to Talk Panel survey findings. This published work highlights current knowledge and awareness of the CMO's Physical Activity guidelines among the population in Wales. It identifies areas for public health and communications action, including considering how best to ensure the public understand and act on the guidelines.

Healthy Working Wales - HWW Resources Launch: On 12 November 2025, Healthy Working Wales (HWW) introduced a trio of exciting, free new products, all designed to improve workplace health and wellbeing, at a new services launch event which was publicised. Over 70 of HWW's employers and partner organisations were in attendance for a day that saw a variety of guest speakers (including the Minister for Mental Health and Wellbeing), a workshop on how organisations in Wales can better support young people in the workplace, along with exhibitor stands.

ADHD at work Webinar: HWW delivered an engaging and informative ADHD at work Webinar on 21st November to employers in Wales. This explored how workplaces across Wales can champion neurodiversity in the workplace.

Social Marketing and Parent Information

A QA process has been undertaken which has identified and addressed a critical gap in resources showing meningitis and measles rashes on darker skin tones through collaboration with MRF and WAST. This resulted in integrating diverse bilingual imagery into new and existing materials, promoting the Baby Watch leaflet via NHS 111, and creating partnerships to improve equity and symptom recognition across Wales.

MECC: An interactive MECC Performance Monitoring Dashboard was launched Nov 2025 to help stakeholders track training uptake by professional groups, organisations, geography, language, and time. It supports targeted promotion and quality improvement, with Level 1 training completed by over 21,000 participants since 2017 and a new Level 2 module launching in December 2025.

Primary Care Division

Prevention in Health and Care *Disease prevention*

- **Cardiovascular Disease (CVD) Prevention:** Workshop held to identify key actions for next stage of CVD Prevention Programme. Evaluation plan for GMS QI project on CVD prevention for people with hypertension in development. Report developed and presented to the GMS Quality Committee with the aim to extend the CVD QIP for a further 12 months. This was agreed in principal and the guidance updated.

- **All Wales Diabetes Prevention Programme (AWDPP):** Continued advocacy to support mainstreaming and scaling of AWDPP, including development of SBAR, resulting in agreement from WG to continue core funding into 2026/27. Continued development of GDM pathway and Year 3 Activity Report.

Life-course programmes:

- **Health & Wellbeing (HWB) after Pregnancy:** Opportunity to support strategic work on community pharmacy role in sexual health aligned to WH plan identified. E-learning module drafting continued. Theory of change workshop held to underpin intervention design and evaluation. Held online workshop on holistic approach to HWB after pregnancy.

- **Musculoskeletal (MSK) Prevention:** Delivered webinar on PBHC for MSK network. First meeting held of MSK Prevention Steering Group to support development of MSK prevention toolkit.

Workforce and prevention:

- **Social Prescribing:** Recommendations finalised for financial wellbeing scoping review and distribution plan being developed. Continued input into National Framework for Social Prescribing developments on quality standards, core dataset and competence framework.

- **Making Every Contact Count (MECC):** MECC Level 2 E Learning training module completed and launched. MECC Level 1 E Learning training module refreshed.

- **Supporting Healthy Behaviours (SHB):** SHB in Community Pharmacy resource being drafted.

Prevention-Based Health & Care (PBHC): Terms of reference and priorities for new PBHC subgroup of Welsh Gov PIHAG group developed, as well as alignment with new Community by Design programme. Plans developed for producing tools to support use of PBHC framework.

Environmentally Sustainable Health and Care

Greener Primary Care Framework and Award Scheme

- 1,148 actions already completed by contractor teams for 2025 to date.

- Plans for online Celebration Event on 21 January 2026 being finalised. Deputy CMO in attendance. SPPC colleagues welcome to join via this [LINK](#).

- Continue to work with PHW corporate to migrate the Greener Primary Care Wales webpages to PHW webpages before closure of PC One.

- Ongoing input and data reporting to the Pharmacy: Delivering a Healthier Wales groups to deliver [Pharmacy: Delivering a Healthier Wales 2028 Goals](#) - 'increase the number of community pharmacies participating in Public Health Wales's Greener Primary Care scheme.' Logic model developed to plan delivery.

- [NHS Wales decarbonisation strategic delivery plan 2025 to 2030 | GOV.WALES](#) reviewed and primary care actions identified. Briefing paper being prepared.

- Rob Bailey, Welsh Government, hosted our monthly contractor drop in (Nov 25) focusing on climate adaptation within primary care.

- Blog regarding Bevan Fellowship and the Scheme [published](#).

Inhalers

- Plan for 2026-2027 to round up Task and Finish and associated sub groups and transition into business as usual. Agreement that inhaler KPIs to be monitored via the restructured Clinical Services subgroup (name TBC former Approaches to Healthcare Project Board) of the national Climate Change Board
- Ongoing collaboration with:
 - NHS England and NHS Wales SSP via the Inhaler Disposal group to influence the waste contract for Wales in 2027,
 - Pharmaceutical industry via NHS England and 4 nations group regarding new propellants,
 - AWTTTC to support Your Medicines Your Health and wider environmentally sustainable prescribing agenda.
- Desktop exercise to collate the evidence base across the UK of inhaler recycle pilot schemes still in progress.

Primary Care Model for Wales

- Final draft of the third cycle of Cluster Peer review completed. Analysis of the three cycles undertaken to ensure the learning across the three cycles is captured.
- Triangulate Cluster Self-reflection, Peer review, Key Indicator data, and Cluster Leads Focus Groups into an 'End of Year PCMW Evaluation Summary'. To be tabled in the February PCMW workstream.
- Ongoing work to engage with / attend Executive Directors Peer groups to progress consensus on PCMW Key Indicators – Finance and workforce.
- Session with the Behavioural Sciences Unit, PHW undertaken, to scope out what is a Behaviourally Informed approach to support implementation of a PCMW and the Public Health approach to Primary and Community Care system by 2035.

Primary Care One website

- PCONE content migrated across to the new PHW website. The new PHW website will be released in early February 2026. The current PCONE site will be decommissioned from 01/04/2026.

Public Health approach to Primary and Community Care system by 2035

- Ongoing work with NHS Performance and Improvement (Value and Transformation team) and DHCW to explore opportunities to analyse OECD PaRIS data, to inform the Continuity of Care QI evaluation (baseline data).
- Scoping of a rapid evidence review to support 'Community by Design/ Care Closer to Home' work in progress.

Reducing Health Inequalities through Primary Care

- Begun implementation and evaluation of Fair for all/Teg i Bawb Strategic Action Plan – press and other briefings produced; CHSH briefed.
- Participated in EuroHealthNet Country exchange on Inclusion Health, Athens sharing best practice
- Completed Welsh Government co-production of a statement on the role of Wales NHS in reducing Health Inequities.

- Preparation of further Population Health Approaches workshops for NHS clinical leaders in Wales including Womens health, primary care and cluster leads.
- Second newsletter issued.
- Supporting several local areas with planning and health needs assessments.

Dental Public Health

- Participated in the round table discussion on oral health and dental services organised by the Older People's Commissioner for Wales (12 November 2025). The summary report can be found here: [Round table on oral health and dentistry in Wales - Older People's Commissioner for Wales](#)
- Dental public health team met with the Chief Dental Officer for Wales and also organised different dental reform meetings to discuss various elements of new GDS contract especially those section that need further clarification. 5% of contract value has been allocated to prevention and 5% of contract value has been allocated for national and local priorities. Dental public health team will continue to provide ongoing advice and support to WG, HBs and others in implementation of new dental contract. We will continue to advocate for further reform so that there is monitoring system in place to understand oral health inequalities in more granular level. More importantly we will continue to advocate for proportionate allocation of resources for prevention and dental care of vulnerable groups and their effective use.
- Dental Public Health team also provided dental public health update to the Directors of Public Health Group on 19 December 2025.
- Working with Health Boards and DHCW, dental public health team launched All Wales Quality Assurance Self-Assessment (QAS) toolkit for 2025 in November. It will remain live until 1st week of January 2026.

Oral Health Improvement

- Delivered a webinar about Designed to Smile to the Welsh Network of Health Promoting schools and Pre-schools, with good feedback and post-event engagement for closer partnership working.
- Chaired Designed to Smile national steering committee meeting with multi-stakeholder attendance and was advisor at the national Designed to Smile managers' meeting.
- Delivering project to create new public-facing resources that adhere to the new Welsh Government regulations for accessibility (easy-read and large print versions).
- Co-investigator work continues with the NIHR PHRESH research group for supervised toothbrushing programme in England.
- Chaired national Gwên am Byth programme steering group meeting.
- Met with academic partners at Cardiff University to discuss findings of the STEP2 research project and implementation of the findings.
- Guest on an Audit Wales podcast recording, speaking about the model of Designed to Smile as an effective prevention programme with return on investment.
- Co-ordinated a 'sold-out' HEIW webinar for dental professionals, titled: Infant feeding and Early Years nutrition for oral health.
- Represented dentistry and oral health at the Welsh Government Child Health Network meetings.
- Chaired Wales Dental Public Health Specialty Training Committee.
- Attended BASCD Consultant Specialist group business meeting and Train the Trainer event.



Oral Health Intelligence: Presented early findings from school year one dental inspection to the Chief Dental Officer for Wales and discussed policy implications.

Wider Determinants of Health

Building a Healthier Wales - Members reviewed the group's activity and impact over the past year and discussed options for its future. This included possible renaming and refocusing of the group following the 2026 government election. Views of all members will inform an options appraisal and final decision.

Other unit activity

- Collaborative work was undertaken to identify priority workstreams for a cross-organisational programme addressing worklessness as a public health concern.
- The unit led the development and submission of Public Health Wales' response to the Welsh Government consultation on proposals for the UK Local Growth Fund in Wales.
- IWDOH Priority Group assessed that the 2026–29 IMTP aligns with objectives for influencing the wider determinants of health.
- The Routemap was refined to improve external readability and better demonstrate impact.

Successes

Dental Public Health

- Dental Public Health team advocated for and supported the statutory Welsh Dental Committee to produce position statements on 3 dental public health topics. The WDC met on 7 November 2025 and agreed on the contents of the position statements which can be found here:
- Oral Health Inequalities in Wales: [Oral health inequalities in Wales: position statement | GOV.WALES](#)
- Dental Care for Vulnerable Persons in Wales: [Dental care for vulnerable people in Wales: position statement | GOV.WALES](#)
- Achieving Net Zero in Dental Services in Wales: <https://www.gov.wales/achieving-net-zero-dental-services-wales-position-statement>
- Congratulations to Jessica Holloway, Specialty Registrar in Dental Public Health, on being appointed as Consultant in Public Health in Somerset.

Reducing Health Inequalities through Primary Care

- Launch of Fair for all/Teg i Bawb Strategic Action Plan – launch event with Dep Director of Future Generation commission, Deep End chair, expert by experience, >100 attendees; CHSH briefed. [Teg i Bawb - Fair for All Strategic Action Plan - Primary Care One](#).
- Statement produced by Welsh Government for Technical planning guidance on the role of Wales NHS in reducing Health Inequities.
- First workshop delivered with Kings Fund on Population Health Approaches for NHS clinical leaders in Wales.
- GMS contract announced to include inclusion health for first time.

Prevention in Health & Care

- Welsh Government funding stream for AWDPP in 2026/27 identified – formal confirmation awaited

- Transfer of the MECC team from Health Improvement to Prevention in Health & Care team in PCD

MECC Level 2 E Learning training module completed and launched.

Any Concerns being managed:

Dental Public Health:

- An information governance incidence has been logged in the Datix and is currently being assessed by the IG team.
- We continue to work with the NHSBSA to acquire primary care dental services data (linked to an IMTP action for dental public health team).

Prevention in Health and Care

- **AWDPP** - Audit plus availability for Wales is a key risk for AWDPP programme to capture data for monitoring and national reporting.
- **AWDPP** – Whilst short term funding for the existing level of delivery has been secured for 2025/26, plans for expansion and sustainable delivery of the programme remain uncertain.
- **HWB after Pregnancy** – very tight timescales to undertake development of training and associated evaluation of contraception after pregnancy training
- **MECC** - Existing MECC website (microsite) is outdated and may present security vulnerabilities. This has been identified and the current contract for microsite is due to expire on 31.03.26, with all website content to be hosted from 01.04.26 on new Primary Care Division webpages (PHW).

Forward Look of key activities for next month

Health Improvement Division

Tobacco, Vapes, Nicotine and Prevention

The HMQ Service Review was commissioned by Welsh Gov as part of the Mandate letter. The final draft was submitted to the Division/Directorate earlier in the year and the final report was submitted to Welsh Gov in September 2025 and subsequently circulated to the HMQ system. Following formatting and translation we will be publishing this on the PHW website. There are no associated comms.

Smoking Prevention Campaign-Launch mid-January of new smoking prevention campaign targeting 18-24 year olds with messaging based on research insights and focus groups. First time use of social media influencers to convey messaging on relevant channels for this age group including TikTok, Snapchat, Instagram and You Tube.

In January 2026 we launch the final two resources in Public Health Wales's health information offer for parents. These resources covering 'Age 2 to Starting School' and 'Age 4 to 7' provide first time parents in Wales with the essential and important information they need and want to support their child to get the best start in life. They build on our existing offer that covers 'Your Pregnancy and Birth' and 'Newborn to Age2'.

Whole Systems Approach and Pathways for Healthy Weight

Obesity Pathway Innovation Programme: Innovate UK for the Obesity Pathway Innovation Programme (OPIP): Strand 3 interviews in January 2026.

Primary Care Division

Disease prevention

- **CVD Prevention:** Finalise CVD Prevention Plan for Wales recommendations. Commence work on CVD prevention through AWDPP.
- **AWDPP:** Engage in GMS working group to discuss primary care elements of AWDPP including audit plus. Support health boards to maintain existing level of activity. Progress Y3 activity report. Re-establish work on GDM pathway (paused due to funding uncertainty).

Life-course programmes:

- **HWB after Pregnancy:** Complete development of content of e-learning module on contraception after pregnancy. Develop making the case for HWB after pregnancy document.
- **MSK Prevention:** Scope outline contents of MSK prevention toolkit.

Workforce and prevention:

- **Social Prescribing:** Support submission of financial wellbeing & SP scoping review for peer-review publication, and disseminate findings of review.
- **MECC:** Promote the newly launched MECC Level 2 generic training module across the primary care workforce in Wales. Launch adapted MECC Level 1 module on Healthy Working Wales website for employers. Launch MECC Generic Level 1 and 2 training modules on HEIW Ty Dysgu platform. Performance management approach agreed and implemented for MECC training modules.
- **SHB:** Complete draft of SHB for Community Pharmacy Resource. Explore evaluation of SHB resources

Prevention-Based Health & Care:

- Establish PBHC subgroup of WG PIHAG. Develop tools to support implementation of PBHC framework.

Greener Primary Care Framework and Award Scheme

- Delivery Celebration Event.
- Finalise webpages.
- Scope option for data collection and routine reporting.
- End of 2025 annual report prepared.
- Case studies finalised and uploaded onto new webpages.
- Capacity to deliver the Scheme reviewed and 2026/2027 workplan to be prepared.

Inhalers

- Finalise webpages.
- Plans for 2026/27 developed and shared.
- Desktop exercise to collate the evidence base across the UK of inhaler recycle pilot schemes reported.

Other medicines

- Stakeholder group to consider priorities, actions and the 'how' led by PHW being scoped for February 2026.

Primary Care Model for Wales - Review the current PCMW Evaluation plan and engage with stakeholders to determine if / what additional components are required to increase the robustness of the evaluation.

Primary Care One website - There will be a pause on the addition of new content to PCONE during January as migration takes place. Urgent changes/ additions to PCONE content will be assessed on a case-by-case basis.

Public Health approach to Primary and Community Care system by 2035 - Agree continuity of care evaluation plan with the multi-professional working group.

Reducing Health Inequalities through Primary Care

- Continue planning with Cymorth Cymru to co-deliver a Health Inclusion Summit in 2026.
- Publish Education and training framework for Inclusion, Prison and Custody Suite Health Services in Wales.
- Plan further workshops with the Kings Fund for Cluster Leads and other key primary care leads / Relevant Strategic Health Board, NHS Trusts in Wales, National Bodies and Welsh Government colleagues.

Oral Health Intelligence - Publication of report on dental inspection of school year one children in Wales.

Wider Determinants Unit

Shaping Places for Well-being in Wales

- The Strengthening PSBs Progress Group was set up in response to challenges raised by Public Services Boards (PSBs) and national partners. Its aim is to improve how PSBs work together and deliver impact. Over the next two months, the Shaping Places for Well-being in Wales team will design and test ways for PSBs to share learning within and across Wales. The first meeting will take place in January.

Building a Healthier Wales

- Develop resources to support publication and communication plan for Better join up, better outcomes for child poverty: a Needs Assessment around Collaboration for Child Poverty.

Other unit activity

- We will scope evidence-informed products to support Local Growth Fund decision-making.
- We will develop high-level narratives and coordinated web content to support influencing work on the wider determinants of health.