



# DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

<b>Directorate:</b>	Health Protection and Screening Services Directorate
<b>Executive Lead:</b>	Meng Khaw
<b>Reporting Month:</b>	April 2025
<b>Business Executive Team Meeting Date:</b>	21 May 2025
<b>Board Meeting Date:</b>	29 May 2025

## Overview of Key Activities During the Month

### Health Protection Division

- Public Inquiry Module 7 corporate witness statement submitted.
- Community screening events for Tuberculosis (TB) held across Wales.
- Proposal to move from printed immunisation leaflets to digital submitted to Welsh Government.
- Environmental Public Health (EPH) deep dive presented to Knowledge, Research and Information Committee (KRIC).

### Infection Services Division

- Sealability actions being progressed and formally reported through Senior Management Team (SMT).
- All Microbiological Safety Cabinets (MSC) delivered as planned.
- Digital meeting with Research Data and Digital (RDD) commenced for assurance around Integrated Medium-Term Plan (IMTP) and Business as Usual (BAU).
- IMTP Education commission requests for 2026/27 have been submitted to Health Education and Improvement Wales (HEIW), paper has been submitted for Board approval.
- Occupational Health Service Level Agreement (SLA) meeting with Swansea Bay University Health Board (SBUHB).

### Screening Division

- Newborn Screening System Re-platforming testing is progressing well with a few issues to be resolved before an implementation date can be agreed.

<b>Date: April 2025</b>	<b>Version: 1.0</b>	<b>Page: 1 of 6</b>
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- Planned Inspection of Ionising Radiation (Medical Exposure) Regulations (IR(ME)R) regulations at Breast Test Wales (BTW) in Swansea undertaken with positive verbal feedback received while awaiting the report.
- Substantial work to progress the Cancer Network Information System Cymru (CaNISC) replacement.

### **Emergency Preparedness, Resilience and Response (EPRR)**

- Work ongoing via the Internal Pandemic Preparedness subgroup, with workstreams completing their first draft submissions relating to their respective areas of focus – e.g. surveillance, command and control, community protection, etc.
- Significant work undertaken to prepare/deliver Exercise SOLARIS (Wales) on behalf of Welsh Government. The Exercise will explore the multi-agency response to a pandemic, as part of preparedness activity for Exercise PEGASUS; Tier 1 pandemic exercise in Q3 - 25/26.
- Via the Four Nations Emergency Preparedness, Resilience and Response (EPRR) Group, working in collaboration with Public Health Agency of Northern Ireland who are leading work to revise the Science & Technical Advice Cell (STAC) (Chair) training product.

### **Office of the Medical Director (Office of the Medical Director (OMD))**

- Appraiser interviews have taken place resulting in two suitable candidates.
- Specialty and Associate Specialists (SAS) Charter Framework being reviewed.
- Annual regulation audit report drafted in collaboration with Nursing, Quality, and Integrated Governance (NQIG) colleagues.
- Paper on Alerts and Patient Safety Notices drafted in collaboration with Nursing, Quality, and Integrated Governance (NQIG).
- Finalising anomalies in Healthcare Science data on Electronic Staff Record (ESR) and collaborating with People and Organisational Development (POD) Workforce Systems colleagues.
- Public Health Wales Education Commissioning requirements submitted to Health Education and Improvement Wales (HEIW) in collaboration with People and Organisational Development (POD) Team.

### **Programme Oversight Team (POT)**

- Genomics: raised profile & presented at pan-European forum. Created opportunities for further collaboration and knowledge sharing.
- Health Protection Inequalities Programme (HPIP): 2025/26 draft workplans completed.
- Vaccine Preventable Disease Programme (VPDP): initiated work with communications colleagues based on behavioral insights to improve the flu & COVID social media, misinformation, barriers, and targeted communications strategy.

### **Successes**

### **Health Protection Division**



- A successful Tuberculosis (TB) seminar– was held to coincide with World Tuberculosis Day and was attended by over one hundred delegates.
- Two papers published in relation to shigella outbreak vaccine attitudes and social capital in the Welsh prison population.
- Successful showcase event on Better Outcomes with Linked Data (BOLD) project.

### **Infection Services Division**

- Health and Safety team lead delivering lectures on programmes for Cardiff Met and Glyn Dwr University.
- Tuberculosis (TB) Test and Treat Bus undertook a Tour of Wales, completing a 70 Point of Care Test (POCT) Blood Borne Virus (BBV) testing (resulting in 1 new hepatitis C patient) and 73 Interferon Gamma Release Assay (IGRA) samples collected (resulting in 4 new Latent TB cases detected).
- Biomedical Scientists within Pathogen Genomics have successfully completed the National Examination Board in Occupational Safety and Health (NEBOSH) qualification.
- Excellent positive feedback from Techniquet Science, Technology, Engineering, Maths (STEM) event with 300 pupils across more than 20 schools in attendance.
- Accredited to the new ISO 15189: 2022 standards and certificate received.

### **Screening Division**

- Excellent work undertaken on National Lung Screening interim report and submitted to Welsh Government in line with very ambitious timescales.
- Cervical Screening was covered on ITV news through a positive piece focused on screening of young women.
- Breast Screening Quality Assurance (QA) annual general meeting in March was a positive and engaged day.
- Great attendance at the second lunch and learn meeting focusing on quality.
- Picture Archiving and Communications System (PACS) implementation reached stable operations.

### **Emergency Preparedness, Resilience and Response (EPRR)**

- Delivered a workshop in Maputo, Mozambique for the International Association of National Public Health Institutes (IANPHI) on Public Health Agency of Canada (PHAC) project. The event also launched the international evidence-gathering survey for the project.
- Finalised and delivered two debrief reports in collaboration with Health Protection following the Salmonella outbreak (Llanelli) & Clostridium Perfringens outbreak (Crickhowell).
- Completion of the Public Health Wales Executive On-Call Handover Process (To be included in revised Public Health Wales Emergency Response Plan)

### **Office of the Medical Director (Office of the Medical Director (OMD))**

- Appraisal session delivered to the Physician Associates by Appraisal Lead.



- Public Health registrar trainee mock Membership of the Faculty of Public Health (MFPH) examinations held in CQ2.
- OMD, in conjunction with Medical Workforce Manager (CTM) delivered medical and dental awareness training for People and Organisational Development (POD) colleagues.
- OMD team member attended College of Policing Debrief Training.

**Programme Oversight Team (POT)**

- Genomics: formal budgetary approval from Welsh Government for Genomics Partnership Wales (GPW) for 2025/26.
- Healthcare Associated Infection, Antimicrobial Resistance & Prescribing Programme (HARP): Mpox guidance updated and published on Public Health Wales website.
- HARP: ICNET (Clinical Surveillance Programme) Outbreaks manager surveillance module now fully deployed across Health Boards.
- Health Protection Inequalities Programme (HPIP): Training delivered to > 100 Public Health Wales colleagues on mitigation of health inequalities.

**Any Concerns Being Managed**

**Health Protection Division**

- Cessation of weekend/bank holiday inbox cover for sexual health test and post service.

**Infection Services Division**

- Efficacy testing at Rhyl cancelled due to nationwide shortage of biological indicators.
- Power outage at University Hospital Llandough (UHL) resolved and communication initiated with UHL Management around forward planning.
- CL3 facilities (including autoclaves) remain vulnerable and a challenge.
- Welsh Laboratory Information Management System (WLIMS)) Legacy data issues, UAT and deployment of Laboratory Information Management System (LIMS).

**Screening Division**

- Breast Screening Mobile issue – one mobile currently not in service.
- CaNISC timelines and meeting colposcopy needs, a go live date cannot yet proceed due to issues with testing.

**Office of the Medical Director (OMD)**

- Upholding Professional Standards Wales (UPSW) discussions to take place relating to public health trainee registrar.

**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. Digital Health and Care Wales (Digital Health and Care Wales (DHCW)) owns

data flows & has onus to find replacement solution. Risk to potential interruption of data flows remains high.

- VPDP: Delays in decision making at Welsh Government level means a reducing window for mobilisation. e.g. Mpox & Gonorrhoea programmes.
- Genomics Programme: Cloud strategy within Genomics Partnership Wales (GPW) creates a financial and operational risk. A task & finish group now set up to take this forward.

### Forward Look of Key Activities for Next Month

#### Health Protection Division

- Health Protection Division (HPD) governance review – internal, ongoing.

#### Infection Services Division

- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) University Hospital of Wales (UHW) site inspection linked to Salmonella typhi.
- Specialist Antimicrobial Chemotherapy Unit (SACU): Carbapenemase Producing Organisms Dashboard successfully launched to All Wales Health Boards.
- UK Health Security Agency (UKHSA) surveillance report 2023 (May) using old template. Cryptosporidium Reference Unit (CRU) annual report for 2023 can follow. UK Health Security Agency (UKHSA) report 2024 in June following joint agreement about format then Cryptosporidium Reference Unit (CRU) annual report for 2024 can follow.
- Working with UK Health Security Agency (UKHSA) for inclusion of genotype60 subtypes and MLVA profiles in Second Generation Surveillance System (SGSS) looking at the process and barriers, then working jointly to overcome cluster communication and outbreak ID.
- All Wales media tender has just commenced.
- Potential Organisational Change Policy (OCP) linked to some rota changes in the network as advised by People and Organisational Development (POD).

#### Screening Division

- Feedback from Welsh Government from National Lung Screening Programme Report. Presentation of report to Chief Executive.

#### Emergency Preparedness, Resilience and Response (EPRR)

- Conduct annual review of the Public Health Wales Emergency Response Plan (V3.1).
- Report on outcomes of Exercise SOLARIS (Wales) to Welsh Government.
- Prepare for and deliver a programme of activity linked to National Business Continuity Awareness Week in late May.
- Finalise schedule for the phase two community workshops linking Inequalities in EPRR project.

- Continued collaborative working with Public Health Wales Communications Team and Welsh Government to develop and exercise for crisis communications across Wales.
- Work with the Business Executive Team to finalise the response to the Staff-Wide Covid-19 Facilitated Learning Event and publish (for staff) all outputs.

### **Office of the Medical Director (OMD)**

- Work to commence on gathering data for job plan years to develop a system of notification reminders for colleagues to ensure job plans are completed.
- Annual leave entitlements for medical and dental colleagues to be collated in readiness for new launch of Codi system.
- Caldicott Guardian Network Meeting.
- Engaging UK Public Health Register (UKPHR) in relation to revalidation pilot.
- Approach to Allied Health Professional (AHP) and Clinical Science Continuing Professional Development (CPD) and Training benchmarking to inform planning being developed.

### **Programme Oversight Team (POT)**

- Digital: work with RDD colleagues to develop a shared understanding of Health Protection Screening Services digital portfolio, including Integrated Medium-Term Plan (IMTP), non-IMTP & Business as Usual (BAU) activity.
- Genomics: develop training opportunities for staff working with Infection Division.
- The HPIP guide will feature in the induction programme for all new starters
- Healthcare Associated Infection, Antimicrobial Resistance & Prescribing Programme (HARP): Develop paper with plan for ICNET re-procurement.
- Vaccine Preventable Disease Programme (VPDP): develop communications strategy.



# DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

<b>Directorate:</b>	Operations and Finance
<b>Executive Lead:</b>	Angela Williams
<b>Reporting Month:</b>	April 2025
<b>Business Executive Team Meeting Date:</b>	21 May 2025
<b>Board Meeting Date:</b>	29 May 2025

## Overview of Key Activities During the Month

### Communications

- Launched new Healthy Working Wales website – a major milestone in the delivery of our new web estate with the support of the PMO.
- Generated significant impact in the Welsh media with 370 media mentions of PHW in April:
  - Cryptosporidium outbreak– promoted health messaging to prevent further spread and provided support for live Outbreak Control Team around number of cases from Cowbridge Farm Shop. High media interest across Wales and UK outlets.
  - Secured Welsh and UK national media coverage on the importance of HPV vaccination including interviews with a family with a personal experience.

### Finance and Performance

- Closed the year-end financial position with a £195k underspend in line with our agreed forecast with Welsh Government.
- Draft accounts prepared for submission to Welsh Government on 2 May.
- 2025/26 budgets finalised and uploaded for month 1 reporting
- Draft version of Annual Performance Report submitted.
- Packs prepared for directorate end of year performance reviews

### Strategy and Planning

- Delivered a process improvement workshop to enhance the organisation's approach to business case development, which included representatives from key functions across organisation .
- Development of draft Portfolio Assurance for 2025/26 and improvements to reporting of the change portfolio.
- Supporting the development of a new process for Digital and Data Design Authority reporting, which aims to deliver quality and process improvements



Strategic programme planning for Tackling Diabetes Together and North Wales Estate Programme.

- Supported successful planning permission application to enable the move of Diabetic Eyes Screening Wales service to Llys Castan as part of the North Wales Estate Programme with the support of Estates and Facilities colleagues.

**Estates and Facilities**

- Progression of focused dialogue re North Wales Administrative accommodation options – identifying further options to support opportunities for hot desking at other non PHW sites and finalising potential accommodation options for options appraisal

**Successes**

**Communications**

- Tested innovate AI trending content to raise awareness of Bowel Cancer – attracting an uplift in 41% visits to Bowel Screening web page compared to March (1,310 visits in March – 1,849 visits in April).
- Launched a new internal communications channel, The Spark podcast, featuring a range of speakers from across the organisation discussing topics that really matter to our staff (530 total listens).

**Finance and Performance**

- Delivered all draft financial duties for 2024/25 including revenue breakeven, capital break-even, Public-Sector Payments Performance (PHW ranked number 1 in Wales) and a year-on-year reduction in agency spend.

**Estates and Facilities**

- Opening of the 6<sup>th</sup> floor open space in CQ2 for further hot desking space.

**Any Concerns being managed:**

- Continuing to support Cryptosporidium OCT in Cowbridge

**Forward Look of key activities for next month**

**Finance and Performance**

- Submission of draft annual accounts and commencement of annual accounts audit.
- End of year directorate reviews to take place
- New annual performance lookback report being developed for 2024/25
- Preparation for end of year JET review with Welsh Government
- Finalisation of the Annual Performance Report for 24/25

**Communications**

- Two prototypes for new WEDINOS website being user tested.
- Planning and delivery of the Public Health Wales Staff Conferences in June and July in North and South Wales.

**Strategy and Planning**

- Commence process to review our Integrated Planning System to inform 25/26 planning round.



- Complete assessment of route maps ahead of final versions being shared with BET and Board for approval in July.
- First Change Board to be held on 14 May 2025.
- Organise and host Project and Programme Management Community of Practice session on Association for Project Management Corporate Membership.
- Development of Project and Programme Management templates improvement plans.

#### **Estates & Facilities**

- Scoping work to be undertaken for digital signage to support Microbiology and Screening estate.
- Completion of Estates, Facilities Performance Management system return for Welsh Government.
- Finalising Health and Safety annual report

# DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

<b>Directorate:</b>	Public Health Research, Data and Digital
<b>Executive Lead:</b>	Iain Bell
<b>Reporting Month:</b>	April 2025
<b>Business Executive Team Meeting Date:</b>	21 May 2025
<b>Board Meeting Date:</b>	29 May 2025

## Overview of Key Activities During the Month

- Publication of Cardiovascular disease prevalence – trends, risk factors, and 10-year projections

## Successes

- All Wales Diabetes Prevention Programme completed, using a stepped wedge approach, demonstrating positive evidence of benefit. Results well received by stakeholders (Welsh Gov in May) and informing future direction.
- CVUHB Prehab to Rehab cancer programme evaluation completed, using propensity score matching, demonstrating positive evidence of benefit. Stakeholder engagement planned
- Poster presentation of the Vaccines natural experiment and the Handwashing evaluation at the Five Nations Health Protection conference.
- Evaluation Community of Practice membership now exceeds 500 members across PHW and local public health teams. Evaluation drop-in clinics running and well received across PHW.
- Internal mapping of PHW climate change and health research priorities and research partnerships



- UKRI Research bid submitted in partnership with NIESR and the University of Glasgow around policy modelling and rethinking economic (in)activity and links to health (with Wider Determinants Division)
- Publication of a Rapid review on [Electronic consent for school aged vaccination](#) in collaboration with HPSS colleagues

**Any Concerns being managed:**

None.

**Forward Look of key activities for next month**

- Finalising Evaluation Programme for 25/26
- Initial collaboration meeting with Our Future Health research programme
- Academic Public Health report to be published
- PHW 2024-2025 R&E highlights report to be published
- Our Future Health and PHW cross-organisational meeting to discuss opportunities
- Secondary School Children's Health and Well-being Dashboard – publication of additional indicators 8<sup>th</sup> May
- A summary of respiratory disease in Wales 14<sup>th</sup> May
- Child Measurement Programme Official Statistics publication – Tuesday 20 May 2025
- Pre-Engagement questionnaire for Digital Health Protection tender will go live on Sell2Wales next Monday, 19 May 2025
- Replacement of the Master Patient Index (MPI) data with the Welsh Demographic Service (WDS) data flow to reduce errors in our use of demographic data.



# DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

<b>Directorate:</b>	Health and Wellbeing
<b>Executive Lead:</b>	Jim McManus
<b>Reporting Month:</b>	April 2025
<b>Business Executive Team Meeting Date:</b>	21 May 2025
<b>Board Meeting Date:</b>	29 May 2025

## Overview of Key Activities During the Month

### Health Improvement Division

#### Mental wellbeing

**Public Health Wales and Arts Council of Wales have signed an MOU** to enable collaboration in the promotion and development of arts for health and wellbeing activity across Wales. There is extensive evidence on the benefits of creative engagement for health and wellbeing, and the MOU builds on positive working relationships developed through the Hapus programme.

**The Mental Health Leaders Knowledge Exchange** conference brought together leaders from Wales and internationally to learn, inspire and mobilise change within mental health services. The conference, hosted by the Strategic Programme for Mental Health, took place in Aberystwyth with the PHW Mental Wellbeing Team hosting a satellite session in CQ2. This provided the opportunity to embed prevention into service transformation plans.

#### Obesity Prevention and Healthy Weight Pathways

**Future Generations and Obesity Collaboration.** Health Improvement (OPHW) team members attended and contributed to the FGO Summit. This event launched recommendations related to our shared FOOD environment work, which includes a focus on procurement processes; reducing advertising of foods high in fats, sugars and salt; need for development of LA food resilience plans; Action around our Food environment featuring in PSB and HB wellbeing plans.

#### Behaviour Change and Public Information: Tobacco

**Increase in Help Me Quit service uptake.** Our latest data shows that the number of smokers accessing the Help Me Quit service via the website increased to 13,959 in 2024/25. This is a 15% increase to the previous year and a new record for the Help Me Quit service. This increase was due in part to the continued activation of the 'Feel The Difference' campaign and the



updates made to the website user interface which have resulted in a 25% increase in the user conversion rate.

## Primary Care Division

### Prevention in Health and Care

- **CVD Prevention:** CVD Prevention Plan for Wales part 1 publication being prepared. Plans to support implementation and evaluation of GMS QI project on CVD prevention for people with high blood pressure further developed.
- **AWDPP:** Initial outcome evaluation results reviewed and plans for publication developed. Plans for AWDPP Year 3 activity report with focus on equity, and GDM pathway continue to be developed.
- **PBHC:** Communications plans finalised to support publication of PBHC reports. Development of both prevention-specific action plan and wider joint action plan on population health enablers commenced.
- **Social prescribing:** NIHR bid submitted for Warm Wales evaluation.
- **Postnatal health & wellbeing:** Initial work to support postnatal HWB to focus on women being offered postnatal contraception as well as women experiencing gestational diabetes. Work commenced on establishing a postnatal HWB workstream.

### Environmentally Sustainable Health and Care

- **Greener Primary Care Wales:** Monthly [E-bulletin](#) published, including a case study highlighting work carried out by the Community Dental Service in Powys Teaching Health Board.
- [End of year 3 report](#) drafted and shared with stakeholders.
- **Inhalers:** Panel presentation delivered at [National Respiratory Medicines Optimisation Conference](#), London 10 April 2025 sharing success of inhaler work in Wales.

### Public Health driven Primary and Community Care system by 2035

- Launched Phase 2 of the 'Public Health Approach to Primary and Community Care by 2035' project with team planning session (part 1).
- Identified and agreed key milestones for Phase 2 of the project.

### Reducing Health Inequalities through Primary Care

- Dr Kerry Bailey Speaker/Panel member at the Kings Fund Conference -'Tackling Health inequalities: Mission Possible?' Kings Fund, London.
- Dr Kerry Bailey presented at Deep End Cymru Health Equity study day.
- Publishing of health impact infographics of of key vulnerable groups.

### Transforming Primary Care

- Realist informed qualitative interviews delivered for two clusters (03/04/25 and 17/04/25).
- Cluster Self Reflection Tool data collection phase now live.
- Primary Care Model for Wales Key Indicators report produced for National Primary Care Board.



- Evaluation of the GMS Supplementary Service; part of the 50-Day winter challenge 2024/25 published to inform future commissioning intentions.

### **Dental Public Health**

- Mary Wilson was an invited panel member for an online workshop about the planning and implementation of supervised toothbrushing across the UK, organised by the British Association for the Study of Community Dentistry.
- Anup Karki contributed to the Scottish Dental Clinical Effectiveness Programme (SDCEP) update of implementation advice on antibiotic prophylaxis against infective endocarditis (ongoing).
- Anup Karki represented dental public health and participated in the C&VUHB Director of PH report launch event and workshops on 'Prioritising Early Years – Investing for the future'.
- AK contributed to the Welsh Dental Committee's discussion on public consultation on new primary care dental contract.
- Dental PH team provided ongoing programme management support and dental public health input into to the Dental Reform Programme and its activities.
- Paul Brocklehurst chaired the Dental Epidemiology Programme steering group meeting held for ongoing planning, data collection and reporting of dental surveys.

### **Wider Determinants of Health Unit**

- **Public Health Network Cymru**

Developed infographic for evaluation of conference feedback.

Conference highlights video and presentations uploaded onto website.

- **Building a Healthier Wales**

Launch of 'Better join up, better outcomes – a needs assessment for collaboration around child poverty' data collection via survey and interviews.

- **Fair work and worklessness**

Relationships established and evidence briefing provided to local authority leads in relation to three 'trailblazer' pilots which have received £10million funding for 2025/26. The pilots are aiming to reduce economic inactivity.

### **Successes**

#### **Prevention Based Health and Care (PBHC)**

The PBHC report and case study were published on 14<sup>th</sup> May: [Prevention Based Health and Care](#)

#### **Shaping Places for Well-being in Wales**

Advocates for systems thinking approaches to be embedded across public bodies including PSBs to improve the social determinants of health and reduce health inequalities.

#### **Dental Public Health**

- Dental Public Health specialty trainee Jessica Holloway passed the Intercollegiate Specialty Training Programme (ISFE) examination in dental public health. Congratulations Jess!
- James Gillespie completed the London Marathon and raised more than £900 for the Velindre Cancer Centre. Well done James!

### **Any Concerns being managed:**



- Inadequacy in resources (including digital) for Designed to Smile programme within some health boards to recover the programme fully and for national roll out of digital consenting has been raised within PHW and externally with the Chief Dental Officer for Wales.
- **All Wales Diabetes Prevention Programme (AWDPP)** - Audit plus availability for Wales is a key risk for AWDPP programme to capture data for monitoring and national reporting.

### Forward Look of key activities for next month

#### Prevention in Health and Care

- **CVD Prevention:** Full draft publication of "ABCD Plus" CVD Prevention Plan for Wales Part 1 publication to be completed. Meeting to be held with WG on recommendations for future of health checks in Wales.
- **AWDPP:** Meeting scheduled with WG to share results of outcome evaluation with a view to informing future of AWDPP. Outcome evaluation output, and associated comms plans, to be finalised for publication in 'Diabetes Awareness' week in June.
- **PBHC:** PBHC framework report and case studies to be published, alongside associated comms outputs.
- **Social prescribing:** Develop plans for CAMHS and social prescribing evaluation with partners.
- **Postnatal health & wellbeing:** Develop 'terms of reference' for new postnatal HWB workstream, and scope content/ key documents to inform literature review.

#### Environmentally Sustainable Health and Care

- **Greener Primary Care Wales:** Carbon foot printing report progressing and will be finalised during May.
- **Inhalers:** Task and Finish Group - Decarbonisation of inhaler use and disposal group to be held 14<sup>th</sup> May

**Public Health driven Primary and Community Care system by 2035:** Developing a detailed work programme and action plan for Phase 2

#### Wider Determinants of Health Unit

- **Public Health Network Cymru**  
Develop conference evaluation feedback report and options appraisal for future events



## DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

<b>Directorate:</b>	Nursing, Quality and Integrated Governance
<b>Executive Lead:</b>	Claire Birchall, Executive Director
<b>Reporting Month:</b>	April 2025
<b>Business Executive Team Meeting Date:</b>	21 May 2025
<b>Board Meeting Date:</b>	29 May 2025

### Overview of Key Activities During the Month

**PHW Nursing and Midwifery Conference:** final preparations for the conference which will take place in Capital Quarter 2 on the 7<sup>th</sup> May 2025.

**Civica survey for Looked After Children and Carers:** was made live. All children, young people, and carers can now feedback on their lived experience of the Statutory Health Assessment (SHA). The National Safeguarding Service (NSS) will audit SHA compliance and feedback.

**Prevent Duty Guidance:** NSS has completed a detailed scoping exercise with all health boards and trusts providing improved understanding of NHS Wales's Safeguarding portfolios and Prevent Counter Terrorism which will inform the context of a report to NHS Wales.

**Risk Management:** ongoing refresh of the Corporate Risk Register, Strategic Risk Register and Risk Appetite. Board Development Session in respect of Risk Appetite held in April in preparation for reporting to Board in July 2025.

### Successes

**Internal Audit Report for the Duty of Quality:** substantial assurance received.

**National Safeguarding Service:** appointment of substantive NSS Director, Louise Mann.

**National Safeguarding Service:** the NHS Wales' Safeguarding Network work plan for 2025/26 was approved by the Executive Directors of Nursing at the end of April 2025. The plan represents the national safeguarding priorities for NHS Wales.

### Any Concerns being managed

**Flu Campaign:** development of the 2025/26 Internal PHW Flu Programme offer for the Autumn, following the learning from the challenges in 2024/25. Discussion arranged with Executive Medical Director and Head of Vaccine Preventable Disease Programme (VPDP).

**Equalities:** work required to resolve ownership of PHW Equalities portfolio and associated workstreams.

### Forward Look of key activities for next month

**PHW Nursing & Midwifery Conference:** the conference will take place on the 7<sup>th</sup> May in Capital Quarter 2 with 100 delegates expected.



**International Nurses Day:** Westminster Abbey visit to take place on the 12<sup>th</sup> May with PHW key Nursing staff in attendance and in celebration.

**Quality Standards Self-Assessment:** review of the self-assessments against the quality standards to take place.

**All Wales Consent Audit and Review:** by Welsh Risk Pool to take place.

**Duty of Quality Annual Report:** preparation of the final draft report to be received.

**AMaT system:** launch of IPC Audits.

**Launch of learning videos:** the NSS will launch and share learning videos commissioned by PHW as a resource with partners. These include animations for the child exploitation risk questionnaire, and PRUDiC (explaining procedures following unexpected child death) and a suite of bespoke safeguarding films developed following the Spotlight Learning Events facilitated by NSS in 2024/25 - Professional Curiosity and Voice of Adults at Risk.

**Records Management:** drafting of the Records Management Audit Programme to commence.



## DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

<b>Directorate:</b>	People & OD
<b>Executive Lead:</b>	Neil Lewis
<b>Reporting Month:</b>	April 2025
<b>Business Executive Team Meeting Date:</b>	21 May 2025
<b>Board Meeting Date:</b>	29 May 2025

### Overview of Key Activities During the Month

- Continued engagement with colleagues on the refresh of our organisational People Strategy for 2025-2035.
- People and OD Partners continue to work closely with their Directorates to refine Directorate workforce plans, whilst building a deeper understanding of dependencies and links to Strategic Priorities and IMTP objectives.
- We attended the People and OD Committee to provide updates on our IMTP commitments for 2025-26; actions underway by our Staff Diversity Networks; and a lookback on our partnership working activity in 2024/25.
- Our Welsh Language Reports to the Welsh Language Commissioner and Welsh Government on our progress to increase our use of Welsh within PHW are currently being drafted.
- The Welsh Translation Request Portal is receiving very positive feedback from staff and suppliers alike. The simultaneous and multimedia elements will launch early May.
- Opened the nominations process for Leadership and Management Academy Cohorts 5-7 on 1 April.
- Planned the schedule of delivery of Personal Development Programme throughout 2025-26.
- Completed a procurement exercise to secure Public Health Practitioner Portfolio Development Skills Workshops and support provider, and planned the launch of the application process to the Public Health Practitioner Registration Scheme for Wales.
- Planned the schedule of delivery and relaunch of our *Onboarding and Development for People Managers* programme previously New Managers Induction programme; expanding the programme to existing managers as well as new managers.



- Staff Survey 2024 Directorate level results have been received and will be shared in the coming weeks. POD Partners have begun to hold discussions with Directorates regarding their reports.
- Enfys and REACH staff networks are hosting an intersectional session from Rev. Sarah Jones for Trans Day of Visibility.
- We are reviewing all People & OD dependencies across all IMTP milestones to understand timeline and people elements which will require insight, support and initiatives developed to enable delivery.
- POD Partners have supported HPSS to complete the OCP for change of base for DESW Screening staff in North Wales.

### Successes

- REACH staff network will be promoting their brand-new recipe book which celebrates the rich cultural diversity throughout Public Health Wales. The cookbook features a variety of recipes contributed by Public Health Wales staff, highlighting their wide-ranging cultural backgrounds.
- Realignment of the IT Operations team from Operations and Finance to RDD effective from 1 May.

### Any Concerns being managed:

### Forward Look of key activities for next month

- The refreshed 10-year People Strategy will be submitted to the Business Executive Team and Board for approval in May.
- Onboarding and Developing People Managers sessions are being held in May for Managing Attendance at Work, Recruitment and Selection, ESR and BI Reporting.
- Celebrating Learning at Work Week 12-18 May with a Communications Campaign, Leadership Community of Practice session on Action Learning and a Lunch and Learn session on Behavioural Approach to Learning.
- Public Health Practitioner Registration Scheme for Wales application round closes on 30 May.



# DIRECTORATE REPORT TO BUSINESS EXECUTIVE TEAM AND BOARD

Directorate:	Policy and International Health
Executive Lead:	Sumina Azam
Reporting Month:	April 2025
Business Executive Team Meeting Date:	21 May 2025
Board Meeting Date:	29 May 2025

## Overview of Key Activities During the Month

### **Applying futures approaches workshops:**

This workshop was a part of a series of online and in-person training events on futures and was open to the whole organisation. The aim is to increase staff capabilities and skills in bringing in long-term thinking into their day-to-day work.

### **HIA participatory workshops on Local Development Plans (LDPs): Swansea Council LDP and Conwy Council LDPs:**

Two HIA stakeholder workshops were facilitated by the Wales Health Impact Assessment Support Unit (WHIASU) on behalf of Swansea Council and Conwy Council, to consider the potential health impacts of their Local Development Plans. The evidence from both will be utilised by policy planners to help strengthen their LDPs to improve health and wellbeing.

### **Tackling Diabetes Together Programme (TDTP): Evidence into action workshop:**

The Behavioural Science (BeSci) Unit co-developed and hosted a cross-system workshop around *leveraging insights to improve outcomes* for People Living with Type 2 Diabetes (T2DM). This session brought together stakeholders from Welsh Government, NHS Executive, Health Boards and Public Health Wales to connect and learn from successes and challenges, and then explore how behavioural science could amplify impact. Research, discovery, interventions, evaluation and stories were shared.

### **Focus on Prioritising Prevention at the Building a Healthier Wales Co-ordination Group:**

Rebecca Masters and Sumina Azam presented the 'Investing in a Healthier Wales: prioritising prevention' report at a recent Building a Healthier Wales Co-ordination Group workshop. The workshop aimed to bring senior leaders



together to highlight opportunities for prioritising prevention within their work. The work was referenced directly by NHS Confederation Wales attendees in a recent BBC WalesCast podcast.

### **Business travel focus groups**

The Health & Sustainability Hub has been supporting 8 Business Travel Focus Group sessions with staff from various screening and Microbiology teams within Health Protection. The focus groups have allowed us to understand the travel requirements and challenges of various teams and individuals to explore the barriers and opportunities for more sustainable, active business travel. This has also allowed interventions to be identified, which can be trialled and implemented.

### **Adverse Weather behaviours and communications:**

The Health & Sustainability Hub has led a 6 month adverse weather and health project, working with colleagues in Behavioural Science, Environmental public health and communications. We commissioned an external agency to support research and engagement with specific population groups focused on two adverse weather events - heat and flooding - to gather insights into their perceptions of health risks, and behaviours that people might need to adopt in preparation and response to adverse weather events. We are now planning for how these assets will be used to support future communications campaigns to reduce the health harms of our changing climate.

### **NHS Wales International Health Activity Group (IHAG):**

The IHAG's quarterly meeting took place on the 7<sup>th</sup> April where Sten Zelle (RIVM) presented on PHW and RIVM's learning exchange last October. The group is comprised of members across NHS Wales Health boards and trusts, third sector organisations, Welsh Government and academia. The group purpose is to share international health learnings, opportunities and updates in Wales and beyond.

### **'Words Matter' House of Commons event:**

The work of the Specialist Projects Team was represented at a panel event at the House of Commons on preventing childhood verbal abuse by adults. The event was organised by the charity Words Matter and chaired by Sharon Hodgson MP, Chair of the All Party Parliamentary Group for Parents, with other panellists from University College London and King's College London. The presentation highlighted findings from our ACEs research and the all-society Trauma Informed Wales framework.

### **Time to Talk Public Health**

TTPH was presented at the UK Society of Behavioural Medicine conference in Bristol highlighting this innovative stakeholder engagement mechanism at PHW. The in-person event was an opportunity to build connections across a range of the public health topics included in the surveys and raise awareness of the data published to further build collaborations.



### **Trauma Exposure in Adulthood and Suicidal Experiences in Serving and Ex-Serving Military Personnel: A Systematic Review and Meta-Analysis:**

Led by colleagues from the University of Liverpool, with University of South Wales, Cardiff and Vale University Health Board and the Public Health Collaborating Unit (Bangor University), this systematic review and meta-analysis examined the relationship between adverse life events in adulthood and suicidal experiences in military members and veterans. Findings indicate that both pre-service traumatic events and those experienced during employment are linked to a higher likelihood of suicidal ideation and attempts.

The study underscores the critical need for targeted interventions to address trauma in military personnel.

[American Psychological Association \(APA PsycNet\) Online First Posting](#)

### **Actively supported WHO strategies and prioritisation:**

The Directorate provided input and took part in several consultations, reviews and workshops informing critical and urgent WHO re-structure and prioritisation (in times of austerity), developing the new WHO European Programme of work, and contributing to key strategies and developments.

### **Health Impact Assessment:**

The Health Impact Assessment regulations were signed off by the Cabinet Secretary for Health and Social Care. WHIASU have been supporting Welsh Government to finalise the HIA process for public bodies and what the focus will be on. The regulations will be debated in the Senedd in Autumn 2025.

### **Supporting WHO 2<sup>nd</sup> Health Equity Status Report**

Professor Jo Peden presented at the second meeting of scientific experts and policy makers involved in the development of the WHO European 2nd Health Equity Status Report (HESRi2), in Rome, Italy. She showcased the Welsh Health Equity Solutions Platform and also contributed to the Special Session on Violence Against Women and Girls (VAWG), highlighting the public health approach to violence and collaborative data sharing in Wales. She shared Welsh indicators used for monitoring violence and how these could be used in the HESRi2.

Successes



### **Celebrating 10 years of the Wellbeing of Future Generations (WFG) Act at Public Health Wales**

To mark the WFG Act's anniversary, PHW hosted a week of activities from 31 March to 4 April 2025, focusing on the five Ways of Working: collaboration, long-term, involvement, prevention, and integration. Key highlights included a Spotlight session with the Future Generations Commissioner and Tracey Cooper attended by over 80 colleagues, sharing resources, stories and case studies reflecting the progress made and insights on improving staff involvement. The week concluded with a blog from our Chair Pippa Britton, highlighting the importance of integrating the Act into our work.

### **Behaviourally Informed Communications Initiative (BICI):**

BICI was initiated in June 2024 to support PHW teams and partners to use behavioural science to optimise actions in response to letters and other communications. The BeSci Unit published a design and implementation report and following learning from the work have produced a self-directed interactive workbook, to increase the scale and reach of this impactful work. Evaluation of BICI has also led to the collation of thirteen case studies from across PHW, demonstrating how behavioural science is being used to develop and improve communications across cancer screening programmes, health protection, and health improvement programmes, and in staff-oriented activity.

### **Any Concerns being managed:**

The Directorate is working through identifying the corporate deadlines and change requirements for the next 12 months to ensure we build in capacity and time to respond.

### **Forward Look of key activities for next month**

### **Introduction to Health Impact Assessment animation:**

WHIASU have developed a short HIA animation as part of their training and advocacy package to support Welsh Government to effectively implement the regulations in Wales, and encourage stakeholders to understand the importance of HIA, Health in All Policies and gain understanding impacts of decisions on the wider determinants of health and inequalities.

### **International Association of Impact Assessment conference presentation - Impact Assessment in the age of Artificial Intelligence:**

The WHIASU team have co-organised and will be delivering a real time workshop on the 'Health Impacts of Artificial Intelligence' at the conference in collaboration with a colleague from Public Health Scotland.

### **Changes to Sentencing and Probation HIA participatory workshop:**

A HIA participatory workshop on sentencing and probation changes in Wales will be led by WHIASU, in collaboration with health protection. The workshop will



invite a range key stakeholders to discuss the key health impacts (positive and negative) and discuss key recommendations.

### **PHW's International Public Health Forum 14<sup>th</sup> May 10-11:30:**

The International Health Public Health Forum is one PHW's International Health Strategy's activities which enable the Long-Term Strategy. It is a biannual event which promotes the experiences of colleagues across Public Health Wales and beyond, providing a platform to share learnings from international health activities and research, providing time to discuss opportunities for the future to engage in international partnership working and networks. Amongst the speakers will be Amanda Daniel (PHW) talking about her experience of working for UKHSA rapid response team on the Mpox response in Kenya.

### **Speak at Futures4Europe conference:**

Petranka Malcheva will be delivering a keynote about the WFGA and Wales's approach to futures thinking at the Futures4Europe conference. Pep has already done an interview pre-event with them.

### **Time to Talk Public Health - February 2025 Survey:**

This report will present the findings of the February 2025 survey which focused on primary care and health inequalities, delivery of primary care services, social connectedness, personal well-being, financial security, minimum unit pricing of alcohol, and breast screening and artificial intelligence. The topics were submitted by colleagues in PHW and Welsh Government. The survey involved a demographic boost to further improve the representativeness of the sample.

### **Workshop on child poverty and health - May 2025:**

This workshop, delivered in North Wales in collaboration with a range of stakeholders including Welsh Government, will support the ongoing development of the Welsh Government's Child Poverty Strategy and Action Plan. The workshop will also aim to clearly articulate the short-term, long-term, and intergenerational health and well-being benefits of reducing child poverty, including its role in addressing health inequalities, to foster a shared understanding among stakeholders.

### **Support for my dad would've benefited me because I was the one looking after him": A mixed methods study of the support needs of young people with exposure to Adverse Childhood Experiences.**

This journal article, led by Swansea University, presents findings from a study exploring the support needs of young people with ACEs in Wales. The study surveyed 556 16 to 18-year-olds and found that few of those with ACEs reported accessing enough support. The study found: young people find it helpful when their whole family is supported in times of adversity; people who provide support should be empathic and non-judgmental; young people would rather be spoken to about ACEs and 'kept in the loop'; experiencing ACEs can be lonely in the absence of peer support; and schools and colleges are acceptable sites of



support. The study is part of a PhD programme that will also pilot a school-based intervention for children with ACEs in Wales.

### **PHW Travel Policy:**

The Health and Sustainability Hub has been integral in supporting PHW's new Business Travel Policy, which is being developed to provide guidance to staff, with the aim of encouraging behaviour change to more active, sustainable environmentally friendly travel. This will not only support our decarbonisation work by reducing our travel emissions but will also encourage healthier behaviours.

### **The International Health Coordination Centre Progress Report 2022-24:**

This report describes activities of the International Health Coordination Centre (IHCC), and the wider international health activity and partnership working which took place within the NHS Wales between 2022 and 2024. It showcases where individuals and organisations have succeeded in delivering services not only in Wales but also with partners internationally. The report presents a rich selection of international activities from a number of Health Boards and Trusts, Charities and cross Wales organisations and Welsh Government.

### **Behavioural Science in Action: BeSci Unit @ Public Health Wales, 2024-25 Review**

This annual summary of activity acknowledges the contribution and collaboration from teams in PHW and partners in using behavioural science to protect and improve health and reduce inequity. The report of the year - in numbers, projects and connections can help teams across the public system to 'see' the BeSci Unit offer and how specialist support can strengthen their endeavours. In addition to describing delivery activity in 2024/25, we describe our approach to understanding our impact and outline plans to further enable the routine use of behavioural science across Public Health Wales and its stakeholders, to optimise outcomes.