PHW/AW	Policy ref.	Policy title	Executive Lead	Approval date	Review date due	Status*	Risk Asses	Quarterly Reviews	Expected Date for issuin
PHW	PHW45	Family Leave Policy	Director of People and Organisational Development	15/03/2023	15/03/2026	Policy out of date	Low	**October 2026: Policy & Procedure are scheduled for PODC on 15 October** July 2026:The policy was endorsed for approval at LPF on 16 June and is with the Leadership Team for endorsement to PODCOM March 2026: The policy/ procedure was discussed at LPF on 24 February and requires a further review. LPF have been asked to provide additional comments by 31 March.	15/10/26 PODC
PHW	PHW45/TP01	Family Leave Procedure - Pay and Leave for New Parents	Director of People and Organisational Development	16/02/2023	16/02/2026	Policy out of date	Low	**October 2026: Policy & Procedure are scheduled for PODC on 15 October** July 2026:The policy was endorsed for approval at LPF on 16 June and is with the Leadership Team for endorsement to PODCOM March 2026: The policy/ procedure was discussed at LPF on 24 February and requires a further review. LPF have been asked to provide additional comments by 31 March. Oct 2025: Policy review workshop held on 15th September 2025	15/10/26 PODC
PHW	PHW49	Substance Misuse (Drugs and Alcohol) Policy	Director of People and Organisational Development	06/09/2022	06/09/2025	Policy out of date	Low	**October 2026:The policy is now being re reviewed following further feedback** July 2026:Some further updates are required following feedback from LPF March 2026: The policy will got for 28 consultation and then scheduled for LPF on 21 April Oct 2025: Policy Review Workshop held on 11 September	14/01/27 PODC
PHW	PHW54	Mental Wellbeing Policy	Director of People and Organisational Development	06/09/2022	06/09/2025	Policy out of date	Low	**October 2026: LT provided further feedback that is being incorporated into the policy** July 2026:The policy was endorsed for approval by LPF and now with the Leadership Team for endorsement to PODCOM Oct 2025: Policy Review Workshop held on 09 September Formerly Prevention of Stress and management of Mental Wellbeing Policy	14/01/27 PODC
PHW	PHW11	Personal Relationships at Work Policy	Director of People and Organisational Development	06/09/2022	06/09/2025	Policy out of date	Low	**October 2026: LT provided further feedback that is being incorporated into the policy** July 2026:The policy was endorsed for approval at LPF on 16 June and now with the Leadership Team for endorsement to PODCOM March 2026:The policy was discussed at LPF on 24 February and requires a further review. LPF have been asked to provide additional comments by 31 March. Oct 2025: Policy Review Workshop being held on 09 October	14/01/27 PODC
PHW	PHW71	Registration for Health Professionals Policy	Executive Director Nursing, Quality and Information Governance	16/04/2026	16/04/2029	Policy in Date			
PHW	PHW71/TP01	Registration for Health Professionals Procedure	Executive Director Nursing, Quality and Information Governance	16/04/2026	16/04/2029	Policy in Date			
PHW	PHW06	Annual Leave and Bank Holiday Policy	Director of People and Organisational Development	20/01/2026	20/01/2029	Policy in Date			
PHW	PHW75	Use of Welsh Language Policy	Director of People and Organisational Development	20/01/2026	20/01/2029	Policy in Date			
PHW	PHW/STP08	Regulatory Bodies for registered Healthcare Professionals	Executive Director Nursing, Quality and Information Governance	17/02/2025	17/02/2028	Policy in Date		Joint responsibility with HPSS	
PHW	PHW51	Adverse weather conditions/transport disruption policy	Director of People and Organisational Development	20/01/2026	20/01/2029	Policy in Date			
PHW	PHW/STP01	Time off In Lieu TOIL Procedure	Director of People and Organisational Development	20/01/2026	20/01/2029	Policy in Date			
All Wales	AW09	Procedure for NHS staff to raise concerns (All Wales)	Board Secretary and Head of Board Business Unit	06/02/2024	06/02/2027	Policy in Date			
All Wales	AW23	Respect and Resolution Policy	Director of People and Organisational Development	17/02/2025	17/02/2030	Policy in Date			
PHW	PHW66	My Contribution policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		**October 2026: Policy & Procedure are scheduled for PODC on 15 October** July 2026: Policy workshop scheduled for 30 June	15/10/26 PODC
All Wales	AW06	Special Leave Policy (All Wales)	Director of People and Organisational Development	09/07/2024	09/07/2027	Policy in Date			
All Wales	AW34	Voluntary Early Release Scheme	Director of People and Organisational Development	09/07/2024	09/07/2027	Policy in Date			
PHW	PHW70	Learning and Development Policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		**October 2026: A second workshop was scheduled for 01 October 2026, as the discussions were extensive and additional time was needed and agree the next steps** July 2026: Policy workshops will be held in September to maximise attendance and ensure all staff have the opportunity to take part following the school holidays	15/01/27 PODC
All Wales	AW05	Improving Performance at Work Policy	Director of People and Organisational Development	01/04/2026	01/04/2029	Policy in Date			
PHW	PHW50	Recruitment and selection policy	Director of People and Organisational Development	17/02/2025	17/02/2028	Policy in Date			
PHW	PHW79	Trans Inclusion Policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		**October 2026: Legal Advice has not yet been received by the NHS Equality leads** July 2026:There's been a recent legal update to the Equality Act relating to trans people, but the guidance is complex and still being worked through. NHS equality leads will be seeking legal advice over the coming months to support consistent interpretation. The Board are aware of the position and have requested an update on the legislation as soon as possible. The policy will be reviewed and updated once the legal advice is received	2026/27
All Wales	AW03	Disciplinary policy and procedure (All Wales)	Director of People and Organisational Development	01/04/2026	01/04/2029	Policy in Date			
PHW	PHW09	Redeployment Policy	Director of People and Organisational Development	06/02/2024	06/02/2027	Policy in Date		**October 2026: This policy will require minor updates to reflect the Employment Rights Act changes due to come into effect next year. Will be aligned with the current review of the Managing the Expiry of Fixed-Term Contracts (FTCs) Procedure**	2027
PHW	PHW78	Work How It Works Best (Agile Working) Policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		**October 2026: Policy workshop held in September, updated draft of the policy will proceed to consultation** July 2026: Policy workshops will be held in September to maximise attendance and ensure all staff have the opportunity to take part following the school holidays	15/01/27 PODC
PHW	PHW/STP09	Mobilisation Procedure- To support enhanced or major incident response	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		**October 2026: Following discussion at the workshop, it was agreed that the policy will require a complete rewrite, involving the relevant stakeholders throughout the development process** July 2026 :Policy workshops will be held in September to maximise attendance and ensure all staff have the opportunity to take part following the school holidays	2027

PHW	PHW80	Employing Ex-Offenders and People with a Criminal Record Policy	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		**October 2026: Policy workshop held in September, updated draft of the policy will proceed to consultation** July 2026: Policy workshops will be held in September to maximise attendance and ensure all staff have the opportunity to take part following the school holidays	15/01/27 PODC
PHW	PHW/STP10	Employee Recognition Procedure	Director of People and Organisational Development	08/11/2023	08/11/2026	Policy in Date		**October 2026: As the procedure took a considerable time to implement and, following feedback received at the Staff Conference, it has been agreed that it will not be reviewed at this time.** July 2026:Policy workshops will be held in September to maximise attendance and ensure all staff have the opportunity to take part following the school holidays	
All Wales	AW25	Flexible Working Policy (All Wales)	Director of People and Organisational Development	16/07/2026	16/07/2029	Policy in Date			
PHW	PHW/SCD19	Protocol for the Reporting and Oversight of Speaking Up Safely Within PHW	Board Secretary and Head of Board Business Unit	06/02/2024	06/02/2027	Policy in Date			
PHW	PHW09/TP01	Redeployment Procedure	Director of People and Organisational Development	06/02/2024	06/02/2027	Policy in Date		**October 2026: This policy will require minor updates to reflect the Employment Rights Act changes due to come into effect next year. Will be aligned with the current review of the Managing the Expiry of Fixed-Term Contracts (FTCs) Procedure**	2027
All Wales	AW27	All Wales Medical Appraisal Policy (Designated Body Public Health Wales)	National Director Health Protection and Screening Services, Executive Medical Director	17/05/2024	17/05/2027	Policy in Date			
PHW	PHW85	Carers Policy	Director of People and Organisational Development	21/10/2024	21/10/2027	Policy in Date			
All Wales	AW29	Appraisal and Revalidation Policy - UKPHR Specialist Registrants	National Director Health Protection and Screening Services, Executive Medical Director	21/10/2024	21/10/2027	Policy in Date			
All Wales	AW31	Flexible Pensions Policy	Director of People and Organisational Development	17/02/2025	17/02/2028	Policy in Date			
All Wales	AW32	Job Evaluation Policy	Director of People and Organisational Development	17/02/2025	17/02/2028	Policy in Date			
All Wales	AW33	Pregnancy Loss Policy	Director of People and Organisational Development	17/02/2025	17/02/2028	Policy in Date			
PHW	PHW89	Disclosure and Barring Service (DBS) Policy	Director of People and Organisational Development	22/09/2025	22/09/2028	Policy in Date			
All Wales	AW36	Anti Sexual Harassment Policy (All Wales)	Director of People and Organisational Development	14/10/2025	14/10/2028	Policy in Date			
All Wales	AW04	Secondment policy (All Wales)	Director of People and Organisational Development	23/08/2021	01/03/2023	All Wales Extant	Low	Sept 2023 Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.	
All Wales	AW21	Reserve Forces Training and Mobilisation Policy (All Wales)	Director of People and Organisational Development	21/07/2020	21/07/2022	All Wales Extant	Low	Please refer to the Sept 2023 Welsh Partnership Froum Business Committee Update	
All Wales	AW11	Employment Break Scheme (All Wales)	Director of People and Organisational Development	16/03/2020	16/03/2023	All Wales Extant	Low	Please refer to the Sept 2023 Welsh Partnership Froum Business Committee Update	
All Wales	AW13	Pay Progression Policy (All Wales)	Director of People and Organisational Development	16/03/2020	16/03/2023	All Wales Extant	Low	Please refer to the Sept 2023 Welsh Partnership Froum Business Committee Update	
All Wales	AW01	Managing Attendance at Work Policy	Director of People and Organisational Development	04/12/2019	04/12/2022	All Wales Extant	Low	Please refer to the Sept 2023 Welsh Partnership Froum Business Committee Update	
All Wales	AW12	Organisational Change Policy (All Wales)	Director of People and Organisational Development	04/02/2019	04/02/2022	All Wales Extant	Low	Please refer to the Sept 2023 Welsh Partnership Froum Business Committee Update	
All Wales	AW15	Menopause Policy (All Wales)	Director of People and Organisational Development	04/02/2019	04/02/2022	All Wales Extant	Low	Please refer to the Sept 2023 Welsh Partnership Froum Business Committee Update	
All Wales	AW10	Recruitment and retention payment protocol (All Wales)	Director of People and Organisational Development	04/07/2017	01/04/2022	All Wales Extant	Low	Please refer to the Sept 2023 Welsh Partnership Froum Business Committee Update	