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Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

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Chief Executive's Report – October 2018

Official Launch Event

This took place on Monday 24th September with over 150 staff and 305 stakeholders in attendance, and key addresses from the Chair, the Cabinet Secretary and Dr Andrew Goodall. A significant amount of effort went into the preparations for the day, particularly from the WG programme team and our own staff. A large number of staff also rose to the occasion and were responsible for the show case exhibition, which recognised the wealth of good practice and innovation we are inheriting in the new organisation. We are off to a great start!

Investment in E Resources

As announced by the Cabinet Secretary at the Launch Event, the Welsh Government has invested over £3m into expanding access to a range of e resources for all NHS Wales staff. This ensures that the resources previously available to Cardiff University staff and learners continue to be available to staff and learners under the new arrangements – with the benefit of including the rest of the NHS Wales workforce. This provides an excellent tool for developing a learning environment in NHS Wales at the push of a button.

Establishment of HEIW

The last HEIW Programme Board prior to the formal establishment of the new organisation took place on 14th September, chaired by Dr Andrew Goodall as SRO. No critical risks were identified that would have an impact on the launch of HEIW. Work to ensure that the new organisation is established effectively will continue post the official launch and the Programme Board will have further meetings over the next few months to review progress and address any outstanding issues. We are very grateful to Welsh Government for their ongoing support with this, and to all the members of the programme work streams for their contributions.

HEIW communications and engagement

The HEIW website is a work in progress as we have a wealth of information and bespoke systems coming from the three legacy organisations. Currently, our corporate information is available at www.heiw.nhs.wales and www.aagic.gig.cymru with links from the home page to the three legacy organisations. In due course, we aim to bring all information and systems from the three legacy organisations together on one site but this will take some time.

The HEIW twitter account is continuing to grow gaining 1000 followers in just a matter of weeks. Thank you to everyone who has support this method of two-way communication by joining us, retweeting and commenting. We're especially pleased to see healthcare professionals from across Wales are already using the platform to discuss workforce issues and share views. Going forward this will be a vital tool in our stakeholder engagement plan.

Staff also have access to the HEIW intranet where they can access internal information and systems. Like the website this is a work in progress as there is so much information to be gathered and uploaded. As well as being a source of work related information and

discussion it will also provide access to social functions such as staff social events and classified ads.

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Phase 1 sees the majority of staff move into the new facilities on 1 October supported by an induction pack and an operations manual which has been produced by user groups. Meetings and commitments have been kept to a minimum to make the move as smooth as possible, and to ensure there is lots of help and support for people as they settle in. The next phase involves completion of the second floor to allow the final group of staff to move in in January 2019 and to enable us to access the training facilities and meetings rooms available in the building. The user groups have represented the interests of staff from each of the transferring organisations and have done a fantastic job of shaping and influencing the design and function of the building and induction of staff in a very short space of time.

Our Values and Behaviours Framework

As the Board is aware Julie Rogers has led an extensive piece of work to engage our staff in the development of our values and behaviours framework, and a summary of this is attached to this report. This is being supported by an implementation plan to ensure that these values and behaviours are embedded in what we do and how we do it. We will update the Board at regular intervals about our progress.

Update on Recruitment

I am pleased to note that the Executive Team have all taken up post:

- Julie Rogers – Director of Workforce and OD, and Deputy CEO
- Stephen Griffiths – Director of Nursing
- Danielle Neale – Director of Finance and Corporate Services
- Professor Pushpinder Mangat – Medical Director
- Dafydd Bebb – Board Secretary

We are still undertaking a significant amount of recruitment and will provide an update at the Board meeting.

Remit letter from Welsh Government

There will be an update on this item at the meeting, and it links with the paper later on the agenda regarding Vision and Strategic Objectives which the Board is aware have been developed as a result of our staff and stakeholder engagement programme over the last 6 months.

Risk Register

Future reports will update the Board on key strategic risks. We have developed a draft Risk Register that consolidates risks that have been inherited from the establishment programme, risks in terms of business continuity and risks in terms of core business. These risks have been allocated to the appropriate member of the Executive Team in order to

review the mitigating actions with individual teams. As we scope out the work programmes to deliver our strategic objectives in more detail over the next few months we will update the risk register accordingly.

Early Priorities - Procurement of Health Professional Education

The Board is aware that one of the immediate priorities for HEIW is to commence preparations for the re-tendering of contracts for health professional education, which have an anticipated value of £320m - £350m over the next 5 years, dependent upon future commissioning levels. This exercise needs to comply with the Procurement Contract Regulations 2015 (PCR 2015) and as such are subject to competition rules, although Education Services are provided for under Schedule 3 of the PCR 2015, which provides a greater degree of flexibility when designing and undertaking a formal procurement process. This provides a timely opportunity to review the nature and spread of existing contracts to ensure that it aligns with the development of our Workforce Strategy which is a key part of the implementation of A Healthier Wales. We anticipate commencing a preliminary market consultation early in 2019 and will report back to the Board when this is complete in June 2019.

An update on other areas of activity will be provided at the Board meeting including the development of the Workforce Strategy for Health and Social Care.