

Appendix 1: Cwm Taf Morgannwg University Health Board as a Population Health Organisation Project Update

PHO Project Number	Project Title	Executive Lead	Progress
PHO 01	Menu of potential goals for CTMUHB's population health system.	Director of Public Health	Work underway with Public Health Wales to provide baselines outcome measures. Some delay due to Covid surveillance response.
PHO 02	Implement Value-Based health in Diabetes.	Director of Finance	Concept paper developed identifying 7 component work streams for a coherent programme of VBHC in diabetes.
PHO 03	Implement pre-Diabetes Pathway improvement across CTM.	Director of Public Health	<p>Prediabetes - South Cynon pilot due completion September 2022. All Wales Diabetes Prevention Programme (AWDPP) implementation – 2 clusters in CTM chosen to implement using WG funding (Bridgend West and Merthyr). Working with PHW and CTM primary care/dietetics to implement this from April 2022. They are currently developing a proposal for a model to roll this out across the remaining clusters within Inverse Care Law programme.</p> <p>Currently reviewing case-finding pathway (phase 2 prediabetes South Cynon pilot) with the aim to pilot this in S Cynon once final pathway is agreed.</p>
PHO 04	Embed the Inverse Care Law Programme in CTM.	Director of Public Health	ICL Looking at expanding team remit to include prediabetes as there are natural alignments. Costed proposal being prepared.
PHO 05	Conduct a Health Equity Audit for stroke in CTM.	Director of Therapies & Health Sciences	Completed and presented to relevant groups. Action plan being developed based on recommendation.

PHO 06	Improve detection of atrial fibrillation and anticoagulation for people with atrial fibrillation in Primary Care.	Director of Primary, Community & Mental Health Services	Prioritised actions identified based on recommendations of the of the stroke health equity audit.
PHO 07	Implement an integrated Level 2/3 weight management service for CTM.	Director of Public Health	Plan approved and funded. Agreement of job descriptions and recruitment process.

PHO 08	<p>Develop a health promotion policy for CTMUHB and</p> <p>Enable healthy behaviours for staff.</p>	Director for People	CTMUHB Staff Health Needs Assessment nearing completion. This will inform action.
PHO 09	Establish a policy of systematically applying a Brief Intervention to all patient contacts throughout our services.	Director for People	Consideration being given to working with staff groups to explore the benefit of setting targets for referral.
PHO 10	Identify, incentivise and nurture staff Health Promotion champions in all sites and wards.	Director for People	CTMUHB Staff Health Needs Assessment nearing completion. This will inform action.
PHO 11	Conduct fundamental review of catering services across CTM to ensure that the available food offer promotes healthy eating and makes the healthy choice the easy choice.	Director for People	Initial discussion completed.

PHO 12	Explore the use of CTM UHB facilities for staff to undertake physical activity e.g. use of physiotherapy gyms/pools, large rooms for staff exercise classes.	Director for People	Proposals to build the “Anchor Institute” role of CTM have been researched and Report to PH+P committee being prepared.
PHO 13	Identify clear preventative health target areas as objectives in job plans, and appraise against targets.	Director for People	CTMUHB Staff Health Needs Assessment nearing completion. This will inform action.
PHO 14 To include PHO 21	Empower and support primary care clusters and GP practices to be ‘health promoting’ centres as well as ‘disease managing’ centres within the community.	Director for People	Combining work with PHO 21 Integrated Care Villages below. Connecting and reviewing cluster working at present with a view to getting clear to how we further progress the Advanced Cluster Development (ACD) programme in a way beneficial to CTM and key stakeholders.
PHO 15	Make MECC (Making Every Contact Count) training mandatory for all CTM staff.	Director for People	MECC proposal to T&F group on 10/11/21 endorsed and being progressed. Programme underway and train the trainer model being explored to maximise the impact and reach.
PHO 16	Empower staff to identify personal well-being goals, with risky behaviours and clinical risk factors open for discussion in all appraisals, with access to support to achieve goals.	Director for People	CTMUHB Staff Health Needs Assessment nearing completion.

PHO 17	Include in job descriptions and appraisals action to reduce inequalities and shift services to prevention across their portfolio areas.	Director for People	Initial meetings to discuss the feasibility of this action to meet the goal. To be further explored.
PHO 18	Work with HEIW to a focus on health inequalities, brief intervention and prevention in the curriculum for training of health professionals.	Director of Therapies & Health Sciences	
PHO 19	Invest sustainably in Population Health Management by establishing a Population Health Management Unit.	Director of Public Health	Unit established comprising of a Consultant in Public Health, principal and senior analysts and three senior public health practitioners.
PHO 20	Invest in a Population Involvement Unit to ensure that our population are co-producing their care options.	Chief Executive	Research bid completed proposing a joint public sector unit across CTM – awaiting decision.
PHO 21 Included with POH14	In each ILG, create 'Integrated Care Villages' of circa 20k population. A 'care navigator' is aligned to each ICV to oversee community referrals and to help support patients upon discharge from hospital.	Interim Chief Operating Officer Director of Primary, Community & Mental Health Services	Primary Care and Public Health meeting 24/11/21 determined that this project incorporated in PHO14 – ACD bringing in other areas such as social prescribing.
PHO 22	Engage Community Housing Cymru and CTM's network of Registered Social Landlords to design and implement a 'CTM	Director of Strategy & Transformation	Multi agency Housing and Health Alliance being led by DoST. Regular Housing Health Group meeting Workshops to commence on development of a data sharing mechanism between housing and health, working alongside the RIIC hub.

	Healthy Housing' Programme.		
PHO 23	Review CTMUHB's offer and investment in social prescribing.	Assistant Director of Facilities Director of Strategy & Transformation Director of Finance	TPLB approved all recommendations of SP paper at meeting on 26/10/21. SP Commissioning group reflected on this and recent developments with community development, place based planning and proposal to align work of SP Group with newly formed RPB group "community resilience and health promotion and prevention group". Whilst awaiting clarity on RPB strategy, continue with revision of model informed by national work and principles of allocating funding for community assets. Ongoing development with 3x CVCs and revising VCS Compact.
PHO 24	Widen participation of CTM residents in the workforce.	Director for People	Good practice in this area highlighted in Anchor Institution role. To explore opportunities to further develop this.
PHO 25	Create apprenticeships that target more vulnerable people in CTM.	Director for People	Mapping of Anchor institutions work completed- have been presented to the CEO.
PHO 26	Shift more spend locally.	Director of Finance	
PHO 27	Embed social value into purchasing decisions.	Director of Finance	
PHO 28	Expand community access to CTMUHB's property.	Director of Finance	
PHO 29	Develop accessible community green spaces on CTMUHB's land.	Director of Finance	

PHO 30	Work in partnership across CTM to maximise the wider value of CTMUHB's estates.	Director of Finance	
PHO 31	Create Housing-Health partnerships with RSLs.	Director of Finance	Multi agency Housing and Health Alliance being led by DoST. Regular Housing Health Group meeting Workshops to commence on development of a data sharing mechanism between housing and health, working alongside the RIIC hub.
PHO 32	Increase focus on and invest in embedding the Wellbeing of Future Generations Act Sustainable Development Principle.	Director of Finance	Plans in place for a healthy travel partnership.
PHO 33	Use influence to advocate for more resources to tackle health inequalities.	UHB Chair	Options of top-slicing budgets to reinvest in being considered to address inequalities in CVD risk factor identification. Also support for VBHC shifting resources from secondary to primary care.
PHO 34	Instigate Constructive Disruption both in the Health Board and Welsh Government.	UHB Chair	To map formal and informal opportunities and influence of independent members to explore opportunities to share key messages.
PHO 35	Champion action and challenge proposals and Board papers to think of the impact on inequalities in health across the population.	UHB Chair	Opportunity to use Stroke Health Equity Audit for a board Development Session as an example.
PHO 36	Connect with our communities and hold monthly surgeries in different localities to better understand the health issues and experiences of our population so that decisions are rooted in	UHB Chair	Opportunities to be further discussed with Assistant Director of Engagement.

	our communities' lived experiences.		
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