



# Paul Mears

# 100 Day Plan

September 2020



Dear Colleagues,

These are my first few weeks with Cwm Taf Morgannwg University Health Board and I am pleased to have arrived to take up post as your new Chief Executive. I am really looking forward to getting to know the people of our organisation and am very keen to get out and about to meet you all and get to know the local area and the services we provide to our communities.

As you will appreciate with an organisation the size of CTM and the geography we cover, it will take me a little while to get out and visit all of our services. I am hoping to meet as many of you as possible through a combination of visits, open staff forums and virtual sessions. If you would like me to visit your service or team then please get in touch and we will arrange it.

As I said in my first message to you all before I started, I want to be as transparent as possible with you all about what I am doing and how you can get in touch with me. To give you an idea of what I will be doing in my induction to the new job, I have put together a 100-day plan which I am sharing with you. It aims to give you an idea of the sorts of meetings I will be having with our key partner organisations, internal meetings I will be attending and the visits to services/localities where you will have an opportunity to meet up with me and say hello.

This is not an exhaustive list of my movements for my first 100 days, but I hope it gives you an idea of the places I am visiting and the people I am meeting to get to know CTM and our communities. The plan will be updated regularly, and you will be able to see the most current version on the intranet. At the end of the 100 days I will be giving feedback to our Board and our organisation on the things I have seen, the discussions I have had and my reflections on what this means for our organisation moving forward.

I look forward to meeting you in the coming weeks!

Best wishes,

**Paul Mears**  
Chief Executive

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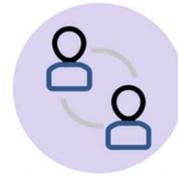
BRIEFINGS



GET TO KNOW



EVENTS & TRAINING



MEETINGS



STAFF MESSAGE

**Week 1 | Sept 14<sup>th</sup> - Sept 18<sup>th</sup>**



Meeting with CTM Chair



Independent Maternity Services  
Overview Panel meeting



Executive team meeting



Meeting Bridgend ILG teams



Meeting Merthyr & Cynon  
ILG teams



Meeting Rhondda Taf Ely  
ILG teams



COVID-19 meeting



Weekly staff vlog from Paul

**Week 2 | Sept 21<sup>st</sup> - Sept 26<sup>th</sup>**



Executive team meeting



Joint Executive Group  
CTM & Swansea Bay UHB



Targeted Intervention &  
Special Measures



Meeting with CTM Chair



COVID-19 meeting



Weekly staff vlog from Paul



Royal Glamorgan Hospital visit



Prince Charles Hospital visit



**Week 3 | Sept 28<sup>th</sup> - Oct 2<sup>nd</sup>**



Executive team meeting



Weekly staff vlog from Paul



CTMUHB Board meeting



Annual General Meeting



Remuneration & Terms of Services Committee

**Week 4 | Oct 5<sup>th</sup> - Oct 9<sup>th</sup>**



Compliance & Mandatory training



Meeting with CTM Chair



Targeted Intervention & Special Measures meeting



Team Wales Event



Executive team meeting



Weekly staff vlog from Paul



Virtual live Q&A staff briefing

**Week 5 | Oct 12<sup>th</sup> - Oct 16<sup>th</sup>**



Executive team meeting



Weekly staff vlog from Paul



Collaborative Leadership Forum



Continuing to meet with key partners



Board development session



**Week 6 | Oct 19<sup>th</sup> - Oct 23<sup>rd</sup>**



Targeted Intervention & Special Measures meeting



Collaborative Executive Group meeting



Executive team meeting



Management Board meeting



Meeting with CTM Chair



Senior Doctors Leadership Development programme



Weekly staff vlog from Paul

**Week 7 | Oct 26<sup>th</sup> - Oct 30<sup>th</sup>**



Executive team meeting



CTMUHB Board meeting



Weekly staff vlog from Paul



Virtual live Q&A staff briefing



Corporate Medical Leadership Team meeting

**Week 8 | Nov 2<sup>nd</sup> - Nov 6<sup>th</sup>**



Targeted Intervention & Special Measures meeting



Meeting with CTM Chair



Teaching Review meeting



Executive team meeting



Weekly staff vlog from Paul



Management Board meeting



**Week 9 | Nov 9<sup>th</sup> - Nov 13<sup>th</sup>**



Executive team meeting



Committee meeting



Welsh Health Specialist Services  
Committee meeting



CTM Regional Partnership  
Board



Emergency Ambulance Services



Weekly staff vlog from Paul

**Week 10 | Nov 16<sup>th</sup> - Nov 20<sup>th</sup>**



Targeted Intervention &  
Special Measures meeting



Executive team meeting



Weekly staff vlog from Paul



Collaborative Executive  
Group meeting:  
Welsh NHS Confederation



Virtual live Q&A staff briefing



Management Board meeting



NHS Wales Executive Board

**Week 11 | Nov 23<sup>th</sup> - Nov 27<sup>th</sup>**



CTMUHB Board meeting



Executive team meeting



CTM R&D Conference



Weekly staff vlog from Paul



**Week 12 | Nov 30<sup>th</sup> - Dec 4<sup>th</sup>**



Targeted Intervention & Special Measures meeting



Ministerial meeting with Chairs & CEOs



Management Board meeting



Local Negotiating Committee meeting



Executive team meeting



Weekly staff vlog from Paul



WNHSC Management meeting

**Week 13 | Dec 7<sup>th</sup> - Dec 11<sup>th</sup>**



Joint Executive team meeting with Welsh Government



Board Development Session



Virtual live Q&A staff briefing



Joint Executive Group



Executive team meeting



Weekly staff vlog from Paul

**Week 14 | Dec 14<sup>th</sup> - Dec 18<sup>th</sup>**



Executive team meeting



Group meeting



Performance meeting



Management Board meeting



Targeted Intervention & Special Measures meeting



CTMUHB Board meeting



Collaborative Executive meeting



NHS Wales Executive Board