

People & Culture Committee

Our *Draft* People Deliverables and Operating Model (For Discussion)

CTM 2030

**Ein Hiechyd
Ein Dyfodol**

DATBLYGU CYMUNEDAU
IACHACH GYDA'N GILYDD



CTM 2030

**Our Health
Our Future**

BUILDING HEALTHIER
COMMUNITIES TOGETHER



STARTING
WELL



GROWING
WELL



LIVING
WELL



AGEING
WELL



DYING
WELL



WE LISTEN,
LEARN AND
IMPROVE



WE TREAT
EVERYONE
WITH RESPECT



WE ALL WORK
TOGETHER
AS ONE TEAM

Reducing health inequalities
Equal focus on mental and physical health
Supporting our communities
Being a healthy organisation



CREATING
HEALTH



IMPROVING
CARE

Delivering safe and compassionate care
Developing new models of care
Digital transformation for patients and staff
Ensuring timely access to care

Visible and inspiring leadership
Promoting diversity and inclusion
Embedding our values and behaviours
Encouraging local employment



INSPIRING
PEOPLE



SUSTAINING
OUR FUTURE

Becoming a green organisation
Ensuring our services' financial sustainability
Embedding value-based healthcare
Ensuring our estate is fit for the future



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Cwm Taf Morgannwg
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Context

A HEALTHIER WALES:

OUR WORKFORCE
STRATEGY FOR
HEALTH AND SOCIAL
CARE



Publication date : 22 October 2020

Workforce Demographics



Coronavirus - COVID-19



Self Isolation
Read the latest information here

Latest Covid Rule Changes and Guidance for Staff

Key information					
Staff Testing Information	Staff Lateral Flow Portal	Pre-Operation Covid Testing Guidance	COVID-19 Vaccination	Restarting Services Across CTM	Wellbeing Information



POPULATION HEALTH



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Emerging People Priorities (1) (Draft)

1. **Support and improve** the physical, emotional and financial **well-being** of our people
2. **Improve** what it is like to work at Cwm Taf Morgannwg (CTM) through positive **employee experience**
3. **Create** a culture that is **inclusive**, recognises and celebrates difference, and is **anti-racist**
4. **Improve our culture** across the Health Board to ensure CTM can be at its best,
5. **Enhance our leadership and management capability**, creating compassionate and collective leadership



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Emerging People Priorities (2) (Draft)

1. Support workforce and service **change** within the Health Board to **deliver our four goals** and clinical strategy ambitions
2. Develop and **deliver strategic workforce plans** which fill our gaps, as well as modernising our workforce now and for the future
3. Create a **thriving Welsh language** culture and identity, improving skills and awareness
4. Create **pathways to employment** for our local communities, linked to workforce plans, as an anchor institution
5. Improve the **quality of our workforce data**, and use this to drive intelligence and improved performance



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Feedback from the team



Ambitious



Enthusiastic



Wordy / corporate speak (hence changes)



Opportunities with technology



Achievable if we work as a team



Great to have a clear sense of direction



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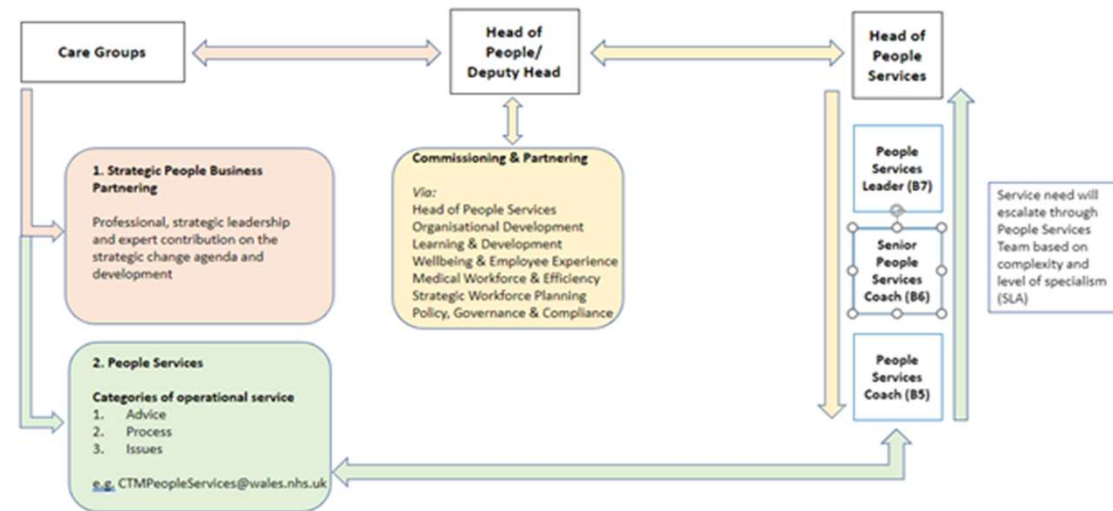
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- People Directorate – one team, focusing on what our people need
- People Services Team – emerging commissioning model to support Care Groups differently
- New roles - Head of People / Head of People Services / People Service Coaches
- Evidenced based – using CIPD (Chartered Institute of Personnel & Development) Framework



Our ambitions

- **Professional** value adding services
- Work focused on **solving** business challenges
- Flexible and **agile** allocation of professional input
- **Collaboration** across teams
- **Evidenced** based
- **Data** driven
- Line manager **coaches**, not handholding
- People focused - employee **engagement**
- Work is **commissioned**
- Processes, **behaviours** and skills
- **Curious** for improvement and new ways of working
- Coach and **Relationship** builders



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Looking for feedback



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