

# People & Culture Committee

CTM 2030  
**Ein Hiechyd  
Ein Dyfodol**  
DATBLYGU CYMUNEDAU  
IACHACH GYDA'N GILYDD



CTM 2030  
**Our Health  
Our Future**  
BUILDING HEALTHIER  
COMMUNITIES TOGETHER

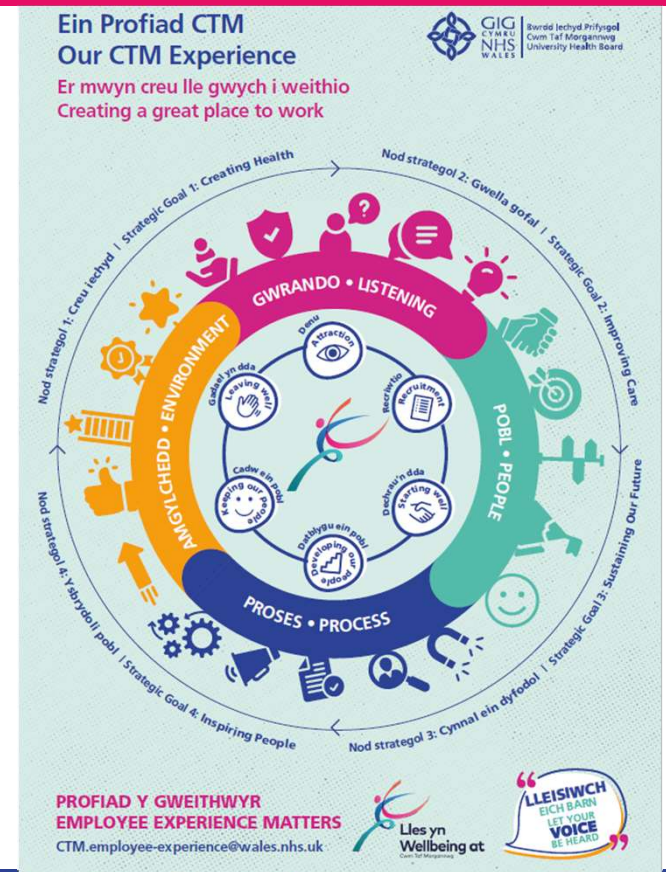
## Employee Experience



## Our CTM Experience

Is about the four pillars that are: -

- Listening
- Our People
- Our Processes
- Our Environment



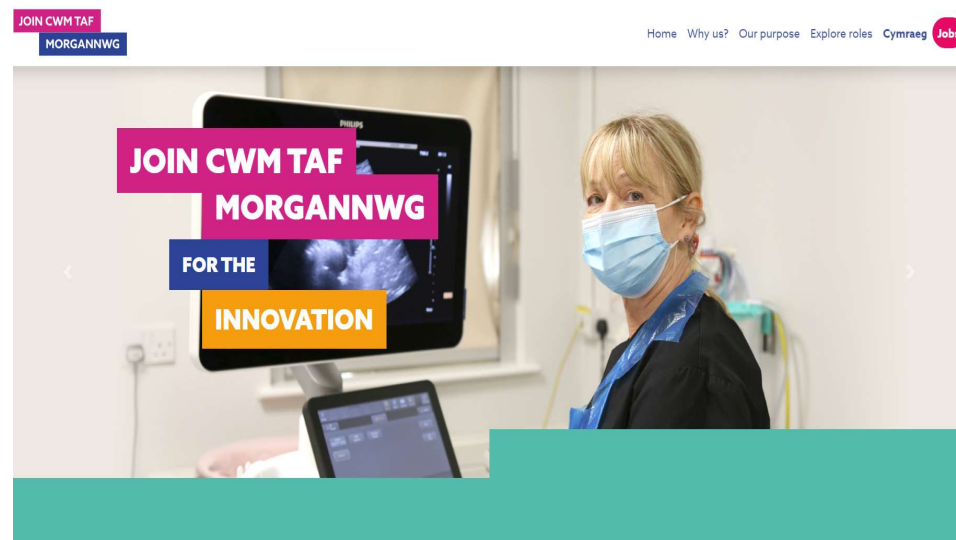
# Progress on Priority Areas

Initially we identified 5 priority areas

- Review of PDR process
- Review of Recruitment process
- Occupational Health Pre-Employment Checks
- Information Hub for Managers
- Microsite

# Join CTM Microsite

- Purpose
- Feedback from staff
- Includes the Strategic Goals
- Launch May 2022
- Evaluation
- <https://joinctm.wales/>



## Other Achievements to date

- ✓ Developed feedback mechanisms for new starters and leavers
- ✓ Employee Experience is now one of the strategic objectives for WF&OD
- ✓ WF&OD colleagues will have an employee experience objective in their PDR/Your Conversation
- ✓ Review of internal processes (redeployment, starters, leavers)
- ✓ Launch of a Recognition Survey for staff
- ✓ Kickstart – 30 placements with 1 already in permanent employment
- ✓ Involvement in external agency research document – the only NHS organisation to take part
- ✓ Wellbeing & EEx Roadshow – 12 sites in 3 days - continue to listen and raise the profile



# Wellbeing & Employee Experience Roadshow

Physical wellbeing

Keeping hydrated

Menopause support

Gratitude

Access to healthy food options



## Wellbeing & Employee Experience

# ROADSHOW

The Wellbeing & Employee Experience Team will be visiting sites across CTM to showcase the work that is going on to make CTM a great place to work.

We hope that you will have time to visit us to help us to help you make positive changes to your working day

Supported by the Innovation Team and the 'Simply Do' concept where you can submit your Ideas to Improve your day to day work.

Come and visit us, we'd love to meet you!

### TUESDAY 3RD MAY 2022

<b>POW</b> Outside Canteen 8am to 8pm	<b>Glanrhyd</b> Boardroom 1pm to 5pm	<b>Ysbyty Seren</b> Boardroom 9am to 12 noon	<b>Maesteg</b> Waiting area 12 to 2pm
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### WEDNESDAY 4TH MAY 2022

<b>RGH</b> Canteen area 8am to 8pm	<b>Dewl Sant</b> Reception area 9am to 5pm	<b>YCR</b> Canteen area 9am to 5pm	<b>YGT</b> Reception area 12 to 2pm
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### THURSDAY 5TH MAY 2022

<b>YMH</b> Reception area 11 am to 1pm	<b>PCH</b> Canteen entrance 8am to 8pm	<b>KHHP</b> Reception area 9am to 5pm	<b>YCC</b> Canteen area 9am to 5pm
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[CTM.WellbeingService@wales.nhs.uk](mailto:CTM.WellbeingService@wales.nhs.uk)

[CTM.employee-experience@wales.nhs.uk](mailto:CTM.employee-experience@wales.nhs.uk)

**PROFIAD Y GWEITHWYR  
EMPLOYEE EXPERIENCE MATTERS**

**Lies yn Wellbeing at**  
Cwm Taf Morgannwg

**"LLEISMWCH  
EICH BARN  
LET YOUR  
VOICE  
BE HEARD"**



# Starting Well Survey

- Launched in October 2021
- All new starters after first 90 days in post
- 129 new starters have provided feedback so far
- Results - What could have made my experience better?





# Staff who are Moving on

- Staff leaving do not complete the leaver questionnaire
- EEx supported a review of process
- Survey completed from recent leavers and manager
- Focus on WF&OD department to take forward based on feedback and evidence gathered



## What's next?

- Develop better comms around 'We said, We did' to evidence what is being said and what is being done about it.
- Support WF&OD to help review processes that will make a difference to staff
- Take forward three key areas from the roadshows
  - Healthy food options
  - Physical Wellbeing
  - Keeping hydrated



# Employee Experience

## Thank you for listening

Also find us on



@CTMWellExp