

## **Annex 1: Cwm Taf Morgannwg University Health Board as a Population Health Organisation Project Update**

*Key: Green =completed or closed; Amber = in progress, red = stalled/need to escalate*

PHO Project Number	Project Title	Executive Lead	Progress	Recommendation
PHO 01	Menu of potential goals for CTMUHB's population health system.	Director of Public Health	Table of baseline outcome measures has been developed and has been populated with the most recent data where available. Dashboard being developed to also take account of the Ministerial Goals identified in 2022.  Work continuing on some measures in collaboration with Public Health Wales. Will be updated on an ongoing basis.	Report quarterly to PHPC Committee
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. Progress on a number of elements.	Align with other diabetes under an umbrella of cardiovascular themed projects
PHO 03	Implement pre-Diabetes Pathway improvement across CTM.	Director of Public Health	<b>Prediabetes</b> - South Cynon pilot (phase 1) completed and progressing to include case-finding (phase 2). All Wales Diabetes Prevention Programme (AWDPP) implementation underway, led by Dietetics in 2 clusters (Bridgend West & Merthyr). Further roll out pre-diabetes intervention across the remaining clusters as part of the Inverse Care Law (ICL) programme expanded Health check team. Funding secured from the Strategic Programme for Primary Care Fund	As above

PHO 04	Embed the Inverse Care Law Programme in CTM.	Director of Public Health	ICL programme expanding team remit to include prediabetes as there are natural alignments. Also piloting Health Checks in patients with serious mental illness. Bringing together a number of health and wellbeing programmes under one umbrella; developing a comprehensive outcomes framework to monitor overall progress and service delivery	As above
PHO 05	Conduct a Health Equity Audit for stroke in CTM.	Director of Therapies & Health Sciences	Completed and presented to relevant groups. Action plan developed based on recommendations and being implemented by COO.	Completed
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 supported by recommendations of the stroke health equity audit. Funding secured from VBHC for joint project with Hywel Dda and SBU	Align PHO06 with VBHC project
PHO 07	Implement an integrated Level 2/3 weight management service for CTM.	Director of Public Health	Plan approved and funded. Programme lead appointed and service will be operational 2023, managed by Dietetics.	Operational delivery 2023
PHO 08	Develop a health promotion policy for CTMUHB and Enable healthy behaviours for staff.	Director for People	CTMUHB Staff Health Needs Assessment completed. Staff wellbeing Policy produced, draft currently with Wellbeing service for progressing through the CTM Policy Group	Awaiting endorsement by CTM Policy Group (date set for reading) and then for implementation lead by wellbeing service
PHO 09	Establish a policy of systematically applying a Brief Intervention to all patient contacts	Director for People	Included within the draft Staff wellbeing Policy. With Wellbeing service for progressing through the CTM Policy Group	As above

	throughout our services.			
PHO 10	Identify, incentivise and nurture staff Health Promotion champions in all sites and wards.	Director for People		
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.	Stalled and needs revisiting
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	Included in the Anchor Strategy endorsed by PHP committee in May 2022. Steering group commenced July 2022	Transfer Exec lead to DoS&T
PHO 13	Identify clear preventative health target areas as objectives in job plans, and appraise against targets.	Director for People	Initial meetings to discuss the feasibility of this action to meet the goal	To be further explored.

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. 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.	Closed. Transfer to ACD programme
PHO 15	Make MECC (Making Every Contact Count) training mandatory for all CTM staff.	Director for People	Programme underway and train the trainer model being explored to maximise the impact and reach.	Revisit the potential to make Level 1 MECC training mandatory for all CTM staff
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	Staff Health Needs Assessment completed Included in Health Promotion policy	Chase sign off from Wellbeing service and implement
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		To be further explored.

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. PHM agenda to continue to be socialised as one method of achieving population health gains in CTM.	Insight and learning to be applied from more mature PHM systems in the UK and beyond.
PHO 20	Invest in a Population Involvement Unit to ensure that our population are co-producing their care options.	Chief Executive	Research bid proposing a joint public sector unit across CTM was unsuccessful.	To confirm role undertaken by CTM Engagement Team and CTM Strategy 2030
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 of partnership working as appropriate.	Review progress and redefine project in line with ACD programme
PHO 22	Engage Community Housing Cymru and CTM's network of Registered Social Landlords to design and implement a 'CTM Healthy Housing' Programme.	Director of Strategy & Transformation	Multi agency Housing and Health Alliance being led by DoST. Regular Housing Health Group meeting Board Development session April 2022; CTM Housing & Health Summit October 2022	Plan in place for delivery under leadership of DoST. Joint appointment with RSLs to progress work going forward
PHO 23	Review CTMUHB's offer and investment in social prescribing.	Assistant Director of Facilities  Director of Strategy & Transformation	TPLB approved all recommendations of SP paper at meeting on 26/10/21; 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	Take forward as part of Community Centred Approaches (CCA): Clarify Partnership commitment to CCA

		Director of Finance	strategy, continue with revision of model informed by national work and principles of allocating funding for community assets. Board Development session: April 22 Ongoing development with 3x CVCs and revising VCS Compact.	Lead with Director of Strategy & Transformation
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. Included in Anchor Strategy	Transfer Exec lead to DoS&T Define governance and deliverables of Anchor Strategy
PHO 25	Create apprenticeships that target more vulnerable people in CTM.	Director for People	Mapping of Anchor institutions work completed- and reflected in the strategy PHO 25-30 All related in the ambition to strengthen CTM as an anchor organisation Action plan is helpful in taking this forward	. As above
PHO 26	Shift more spend locally.	Director of Finance		
PHO 27	Embed social value into purchasing decisions.	Director of Finance	Covered by new guidance from WG as part of WbFGA and Socioeconomic Duty for public procurement	Closed
PHO 28	Expand community access to CTMUHB's property.	Director of Finance	PHO 25-30 All related in the ambition to strengthen CTM as an anchor organisation Keir Hardie, Dewi Sant and forthcoming Sunnyside development feature provision third sector spaces. A key project in the draft CTMUHB Anchor Strategy is to expand this further. Glanrhyd judged as exemplar accessible greenspace across NHS Wales and Facilities and Estates teams are exploring expanding greenspace to other health board sites via forthcoming Biodiversity & Ecosystem Resilience Plan (unpublished).	Transfer Exec lead to DoS&T Define governance and deliverables of Anchor Strategy
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	Director of Finance		

	CTMUHB's estates.		Anchor Strategy proposes to utilise more land transfer and community asset transfer tools if/when disposing of land or estate particularly given emerging Healthy Housing Partnerships and relationships with RSLs.	
PHO 31	Create Housing-Health partnerships with RSLs.	Director of Finance Director Strategy and transformation	Multi agency Housing and Health Alliance being led by DoST. Regular Housing Health Group meeting Board Development session: April 22. Healthy Housing Summit October 22	Plan in place going forward. Transfer Exec leadership to DoST. Joint appointment with RSLs to deliver plan
PHO 32	Increase focus on and invest in embedding the Wellbeing of Future Generations Act Sustainable Development Principle.	Director of Finance	Included in the Anchor Strategy Steering group established July. Plans in place for a healthy travel partnership. CTM2030 strategy will deliver the WBFV Objectives	Included in the Anchor Strategy. Amber rather than green as "sustainability", by definition is an ongoing "attitude" (rather than a discrete activity). -
PHO 33	Use influence to advocate for more resources to tackle health inequalities.	UHB Chair	Options of top-slicing budgets to reinvest was considered to address inequalities in CVD risk factor identification. Also support for VBHC shifting resources from secondary to primary care. Exemplar project being scoped in Bridgend North	Explore through a project in Bridgend North to reduce health inequalities
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.	Review progress and explore further
PHO 35	Champion action and challenge proposals and Board papers to think of the impact on inequalities in	UHB Chair	Opportunity to use Stroke Health Equity Audit for a board Development Session as an example.	Review progress and explore further

	health across the population.			
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 our communities' lived experiences.	UHB Chair	Opportunities to be further discussed with Assistant Director of Engagement.	Clarify progress with Engagement Lead