

Enhanced Status Check Feedback Report
Cwm Taf Morgannwg University Health Board
Platinum Corporate Health Standard

Assessor:	Ava Fine
Date of ESC Check:	20 th March 2023

Firstly, I should like to commend Cwm Taf Morgannwg University Health Board (CTM) on its comprehensive and informative Platinum Corporate Health Standard Enhanced Status Check submission. It provided a thorough overview of everything that is taking place in CTM in relation to sustainability and corporate social responsibility. The meeting with the team on 20th March served to build on the document and a big thank you goes to all those who took part in the meeting as well as for their part in completing the Enhanced Status Check template. The added information and excellent examples of CSR and sustainability they offered to illustrate what is happening in practice were extremely helpful.

It is nigh on impossible to mention everything that has been put forward here, but I will pick up on one or two key highlights within each topic area of the Platinum award.

Sustainability in general

Sustainability is now embedded into most Welsh Government structures and despite growing pressure on budgets and resources CTM has developed its Environmental Sustainability programme and thus environmental sustainability is now part and parcel of CTM's Transformation Agenda. Whereas issues of sustainability were previously more informal in the Health Board e.g., via the CTM 'Green Group', now sustainability practices have been more formally integrated into Health Board strategy and practice via the Transformation Agenda.

Transport

The NHS Decarbonisation Strategic Delivery Plan 2021-2030 has provided a framework for all NHS organisations to follow obviously identifying each Health Board's own needs and initiatives within the bounds of the framework. The NHS Wales Shared Services partnership established a Transportation Task and Finish Group whose focus is on Electrical Vehicle Charging Infrastructure (EVCI). CTM has published its own decarbonisation delivery action plan in line with the EVCI. A review of the fleet resulted in a reduction of 59 vehicles and the Health Board is now looking at whether in any future

vehicle contracts (due shortly) it can move to a fleet of entirely electric vehicles. It was good to hear that CTM staff drove 1.98 million fewer miles in 2021 – 2022 than in 2019-2020. While there are several reasons for that, this information will inform future transportation plans.

Every site in CTM has its own Travel Plan and there has been a review of car parking within the Health Board. A development action plan is being drafted and will form the basis for future actions.

Procurement

The NHS Wales Shared Services Partnership (NWSSP) Decarbonisation Action Plan 2022/2023 sets the guidelines for procurement within CTM. Various all Wales Groups meet regularly to ensure how the Health Boards can best source local produce and support local suppliers. The Health Boards work in partnership with Food and Drink Wales (Welsh Government) to support local businesses, particularly small businesses, to tender for contracts. CTM is working with its own local small businesses and potential suppliers to determine how they might be able to supply the Health Board and to help them gain a better understanding of how to win contracts in the public sector.

It was interesting to learn that the process for recruiting suppliers whose goods/services are up to the value of £25K is much simpler than for larger sums. Therefore, the Health Board is trying to encourage small local suppliers to tender for goods and services that fall into this category.

Capital Build

It is difficult to mention and give equal weight to all ongoing projects currently taking place and of those planned for the future in CTM so I will only mention one or two here. The Covid 19 pandemic obviously took its toll in this area and resulted in a change of focus of building projects over the last few years. However it was good to learn that several projects have been completed since the last Status Check. Of these the Bridgend Health and Wellbeing Centre, which although having to address many challenges along the way, will still meet the BREEAM Excellent Standard with the housing element of the Centre attaining the prestigious WELL Standard.

One of the main ways for CTM to deliver its objectives of the NHS Decarbonisation Plan previously mentioned is via Re:Fit – an energy performance framework investing in energy efficient and low carbon upgrades to its energy infrastructure. The Health Board is currently going out to tender to select a partner to work with and it will be interesting to monitor future progress in this area in any forthcoming assessments.

It was also good to learn about the planned Princess of Wales Centralised Decontamination Unit, currently at the business case stage but being planned with energy efficiency in mind.

The plans for the so called Llantrisant Health Park sound extremely exciting particularly considering the collaborative and shared services approach. It will be fascinating to see how this develops in the future.

Community Engagement

It soon became evident that communications and engagement with its communities is a priority for the Health Board. The CTM Communications and Engagement Strategy 'CTM2030 – Our Health, Our Future' underpins all that takes place. During March – July 2022 there were over 30 public health engagement opportunities as well as a public involvement survey to identify the key issues impacting on individuals' and communities health and wellbeing.

This exercise identified 3 core themes – the importance of community, mental health and wellbeing and communications, all of which will feed into future work.

There were examples of many individual community projects supported by the Health Board detailed in the Platinum submission. Certainly, the enthusiasm of the relatively new Head of Engagement and Involvement demonstrated that there are many plans for further events / meetings etc throughout the CTM communities in the future.

Facilities Management

The assessor was delighted to learn about the wide range of projects, programmes and schemes that fall under the Facilities Management banner that promote environmental sustainability at the Health Board. Particularly impressive are the:

- Tree Planting for Wellness Events linked to the Queens Canopy.
- The installation of Outdoor Space projects including the Artist in Residence and Mental Health Team project.
- The Reducing Food Waste Project.
- The Cardboard Waste Innovation Project particularly the converting of some cardboard waste into pet bedding.
- The introduction of Mens Sheds and the provision of some allotments for mental health patients.

It is impossible to detail all the projects and schemes discussed in the submission and the meeting but those mentioned above certainly stand out.

Employment and Skills

This section provided the focus of CTM's Case Study at its previous assessment, in particular its Apprenticeship Scheme. The Learning and Development Manager detailed how far the scheme had come since the last assessment. Now an Apprenticeship Academy has been established offering CTM staff a sector-leading choice of pathways, apprenticeships, and qualifications. CTM was awarded the 'Macro Employer of the Year' 2022 at the National Apprenticeship Awards Cymru 2022 for its Academy. It was also

highly commended at the CIPD (Chartered Institute for Personnel and Development) Awards. The Health Board has recruited 7 full time apprentices into substantive roles this year with a further 5 to follow in April 2023.

Other schemes include offering opportunities to under-represented groups, the Kickstart scheme, with work opportunities offered to young people in receipt of Universal Credit and a scheme that is operational in Prince Charles and the Royal Glamorgan Hospitals whereby work placements are offered to young adults with autism or a learning disability. The Neurodiversity resources hub entitled 'We are all different' provides resources and training to support staff who may be neuro diverse.

I should like to reinforce my earlier comments on the excellent, comprehensive submission document and would suggest that this document could be used in other circumstances as required, both internally and externally, to reflect all the good work that is taking place in this field in CTM.

I have no hesitation in awarding Cwm Taf Morgannwg University Health Board the Platinum CHS Enhanced Status Check and wish everyone all the best for their work in the future. Well done to all!