

**Edition Seven**

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Iechyd a Gofal  
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Digital Health  
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# BOARD INSIGHTS



**Welcome to Board Insights**, as members of the SHA Board, we all feel it's important to keep you updated with some of the work we are undertaking across the organisation and NHS Wales. **This edition comes from our Director of People and Organisational Development-**

**Sarah-Jane Taylor**

## **Annwyl gyfeillion/ Dear colleagues,**

I was delighted to be asked to share an update with everyone for this month's Board Insights following the update last month from our Independent Member, Rowan Gardner in August.

September is an important month in the organisation's annual calendar as it marks the mid-year point and as such the

Board and Executive team has been super busy in a variety of ways.

For me in particular it was a special month, as after months in the making the new DHCW People and Organisational Development strategy was reviewed by the Board meeting and signed off in September.

As part of the People and OD Strategy the new DHCW Values have been signed off and I want to take the opportunity to promote these and drive our new values throughout the organisation and I would encourage you all to sign the pledge, please click on the link and scroll to the bottom [Shaping Our New Values \(sharepoint.com\)](#) which provides details of what to do and where to email once completed.

This will be a clear signal that this is something that is important to you as a member of the DHCW workforce and when we receive these back we will include your signed pledge on our virtual Pledge Board and I will be grateful if you can consider doing this over the next couple of weeks.

This followed a Board Development Session earlier in September in which the entire Board attended in the Cardiff office, in which we welcomed Marilyn Bryan-Jones and Alistair Klass Neill to the team. The session gave us all an opportunity meet and welcome the two new independent members who I personally think will be a great addition to the Board team. Both attended the Board for the first time in September and

were formally welcomed by the DHCW Board Chair, Simon Jones. Marilyn will be operating closely with me as the Board Champion for Equality and Inclusion. I am really looking forward to getting to know her and in gaining her view, added value and strategic insight across the various high profile work strands myself and the organisational development team are taking forward to support us achieving being a recognised diverse organisation and digital employer of choice.

At the Board Development Session, we all had an opportunity to go through our proposed approach to the Public Accounts and Public Administration, the Health and Social Care Committee Joint Review into DHCW and as a Board we are looking forward to the opportunity to showcase the great work of DHCW at the oral session at the end of this month. I then had an opportunity to present the draft People and Organisational Development Strategy and we held a questions and answers session to probe into the detail and for me to provide assurance that all important strands were committed to with supportive action plans.

The Listening and Learning Story at the September Board meeting was a great opportunity to hear from Lyn Rees, Microsoft 356 and Dr Owen Weeks from Cwm Taf Morgannwg who shared with us learning from the recent cyber incident. It was excellent to hear of the great collaboration and partnership working between DHCW, Clinicians and other key stakeholders across NHS Wales.

Rachel Powell, Associate Director of Information, Intelligence and Research presented the proposed Research and Innovation Strategy at the Board Development session and at the Board meeting and this was warmly received and signed off and finally we went through and confirmed our approach to the IMTP for 2023-25.

At the Board meeting we have an opportunity to discuss and review what support features the organisation has put in place for the workforce to aid with the cost of living challenges people may face this coming winter and this is something I feel really supportive of.

It is important now we are working in a hybrid pattern to make sure we all take the time to commit to our 121s and speak with our teams weekly and plan time in to ensure wellness and team check ins are taking place and working effectively.

As I am writing this today, its World Mental Health Month and for me, not just this month but every week of every month we all need to take time to support each other and to provide

- good people leadership
- plan and offer learning and development opportunities
- commit to recognition and feedback
- promote teamwork
- provide time for buddying
- operate with care and kindness at all times

We all have a responsibility to support each other and to signpost colleagues to the various support features available. I enclose the Cost of Living support link [Financial Wellbeing \(sharepoint.com\)](#) and [Trade Unions \(sharepoint.com\)](#)

The next Board meeting is the 24th November 2022 and I hope you all try to tune into the live Zoom link or [watch the recording when this is uploaded](#).

Additionally, please try to tune into the monthly staff briefings too, this is a great opportunity to get hot off the press update and to speak with the Chief Executive, myself and other senior leaders across a range of interest areas. If you can commit to put some time aside this will be great.

Take care and best wishes

**Sarah-Jane Taylor**

Cyfarwyddwr Pobl a Datblygu Sefydliadol Executive  
Board - Director of People & Organisational  
Development

