

# Integrated Medium Term Plan

## Strategic Objective 2:

Working together to be the

best we can be

- 1: Community Based Care – Prevention and Community Co-ordination (**Kevin Pett**)
- 2: Community Based Care – Complex Care Closer to Home (**Simon Williams**)
- 3: Promoting Good Emotional Health and Well-Being (**Kevin Pett**)
- 4: Supporting Families to Stay Together Safely and Therapeutic Support for Care Experienced Children (**Sarah Bolton**)
- 5: Home from Hospital Services (**Simon Williams**)
- 6: Accommodation Based Solutions **Kim Neyland**

# ALIGNED PLANNING OBJECTIVES



Strategic Objective	Planning Objective	PO short name	PO full name	Executive Lead	Start	Finish	Status	Q1 update	Q2 update
2	2A	Regional Carers Strategy response	Develop a Health Board specific plan by October 2023 that supports the sustainable delivery of Health Board commissioned services for unpaid Carers and responds to the Regional Carers Strategy, the findings within the population assessment and market stability report and influences the implementation of the Mid and West Wales Health and Care Strategy by supporting individuals in their homes and communities.	Lisa Gostling	01/04/2022	31/10/2023	On-track	No Q1 actions identified	On-track
2	2B	Strategic Equality Plan and Objectives establishment	By March 2023, implement series of actions to enhance Hywel Dda as a culturally competent organisation. This is able to support and recognise individual needs of employees, patients and carers.	Lisa Gostling	01/04/2022	31/03/2023	On-track	No Q1 actions identified	No Q2 actions identified
2	2D	Clinical education plan	By September 2022 to develop a multi-disciplinary clinical and non-clinical education plan and begin implementation from October 2022. This plan will incorporate the expansion of the Apprenticeship Academy in terms of its scope, scale and integration with social care	Lisa Gostling	01/04/2022	30/09/2022	On-track	No Q1 actions identified	No Q2 actions identified

# ALIGNED PLANNING OBJECTIVES



Strategic Objective	Planning Objective	PO short name	PO full name	Executive Lead	Start	Finish	Planning Objective Status
2	2E	Evidencing impact of charitable funds	From April 2022, continue to deliver the objectives of the charity’s three-year plan (2020-2023) to further promote awareness of the Health Board’s official charity and the opportunities available to raise and use funds to make a positive difference to the health, wellbeing and experience of patients, service users and staff across Hywel Dda University Health Board. As part of this, deliver the charity’s marketing and communication plan from 1 <sup>st</sup> April 2022 and undertake a review of the charity’s strategic objectives, structure and resources to ensure effectiveness for Board assurance with the aim of developing the charity’s longer-term strategy by February 2023.	Mandy Rayani	01/04/2022	31/03/2023	On-track
2	2I	integrated Occupational Health & Staff psychological wellbeing offer	By February 2023 develop an integrated Occupational Health & Staff psychological wellbeing offer with a single point of contact which supports staff to remain in work, offers support when absent and provides alternative opportunities when health impacts on an individual’s ability to be in role.	Lisa Gostling	01/04/2022	28/02/2023	On-track
2	2J	“Future Shot” Leadership Programmes	By March 2023 design a comprehensive range of Leadership Development pathways to create cohorts of leaders needed to address the challenges ahead. This will include the design of a graduate leadership team for health and social care.	Lisa Gostling	01/04/2022	31/03/2023	On-track

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Strategic Objective	Planning Objective	PO short name	PO full name	Executive Lead	Start	Finish	Planning Objective Status
2	2K	organisational listening, learning and cultural humility	By March 2023, demonstrate progression of actions from the first staff discovery report focused on how we can better support staff in work and their wider lives to support Health and wellbeing.	Lisa Gostling	01/04/2022	31/03/2023	On-track
2	2L	Staff engagement strategic plan	By June 2022 develop a plan to ensure the retention of our new and existing staff through the improvement of our engagement with staff and a reduction in turnover. This plan should, as a minimum achieve the Welsh average retention rates across all staff groups in the initial phase and achieve best in Wales as a minimum over its whole duration	Lisa Gostling	01/04/2022	30/06/2022	On-track
2	2M	Arts in Health Programme development	To sustain and develop the Arts in Health Programme by March 2023 to promote and encourage the use of the arts in the healthcare environment to make a positive contribution to the well-being of our patients, service users and our staff.	Mandy Rayani	01/04/2022	31/03/2023	On-track