

Well-being of Future Generations

Annual Report

2020-2021



A prosperous
Wales



A resilient
Wales



A healthier
Wales



A more
equal Wales



A globally
responsible
Wales



A Wales of vibrant
culture and
thriving Welsh
language



A Wales of cohesive
communities

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Introduction

Hywel Dda University Health Board (the Health Board), are publishing this Annual Report to demonstrate our progress during 2020/21 towards meeting our Well-being Objectives.

The Well-being of Future Generations (Wales) Act 2015 establishes both individual and collective duties for forty four public bodies, including Health Boards. Our Health Board is a member of three Public Services Boards (PSBs) one in each of our local authority areas of Carmarthenshire, Ceredigion and Pembrokeshire. Through our membership, we work with a variety of local and regional partners and aim, through our collaboration and partnership working, to improve the social, economic, environmental and cultural well-being for our population and future generations. The Act sets out seven national well-being goals and five ways of working that public bodies are required to work collaboratively towards achieving. The seven well-being goals are:

A prosperous Wales – An innovative, productive and low carbon society which recognizes the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

A resilient Wales – A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).

A healthier Wales – A society in which people's physical and mental well-being is maximised and in which choices and behaviors that benefit future health are understood.

A more equal Wales – A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

A Wales of cohesive Communities – Attractive, viable, safe and well-connected communities.

A Wales of vibrant culture and thriving Welsh language – A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

A globally responsible Wales – A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

The **Seven Well-being Goals for Wales** and **Five Ways of Working** provided by the Act are designed to support and deliver a public service that meets the needs of the present generation, without compromising the ability of future generations to meet their own needs. This is called the ‘sustainable development principle’. There are five things that public bodies need to think about to demonstrate that they have applied the sustainable development principle, these are called the **Five Ways of Working** and are shown below.



Long Term

Prevention

Integration

Collaboration

Involvement

In this Act, any reference to a public body doing something “in accordance with the sustainable development principle” means that the body must act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

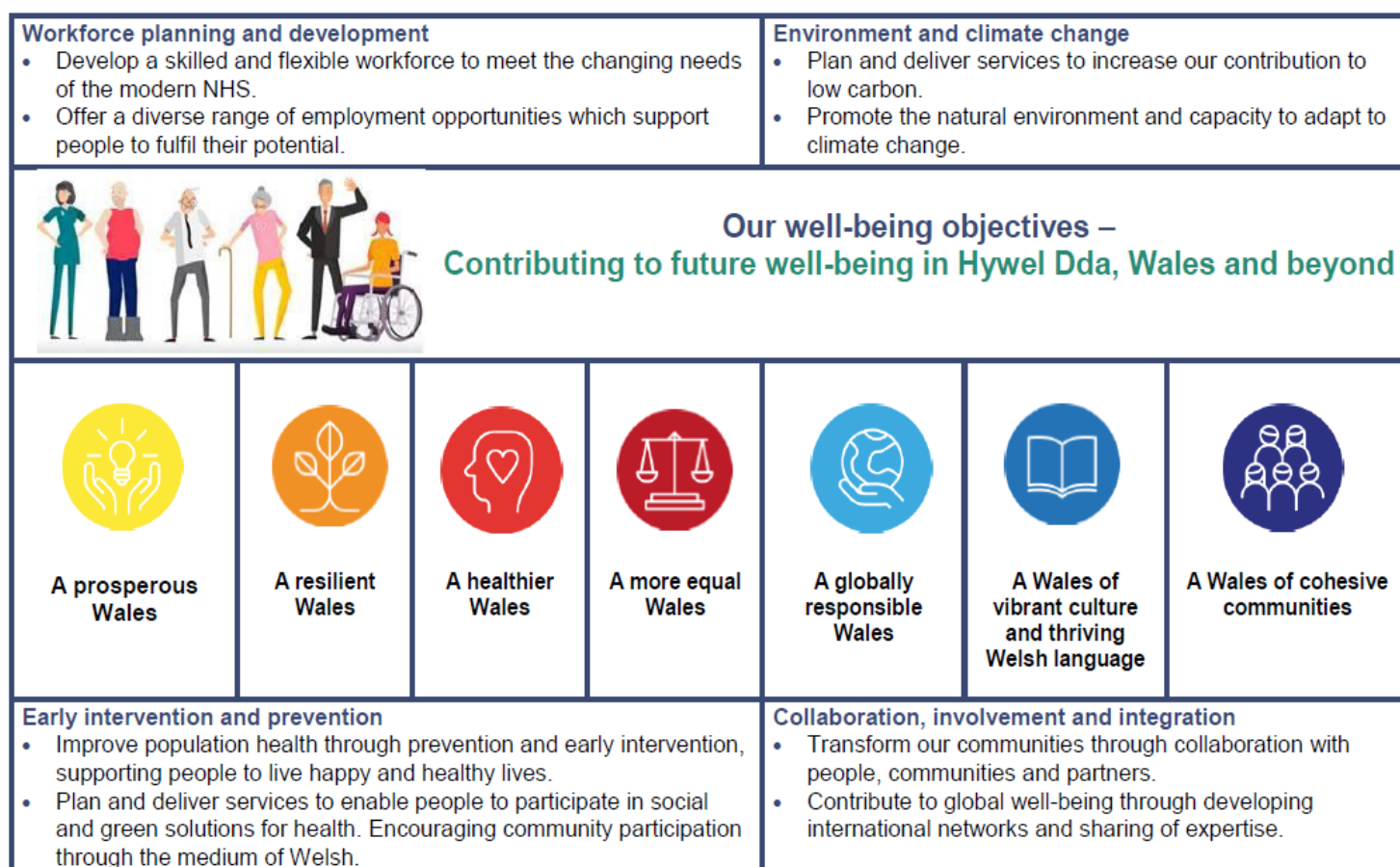
*Well-being of Future Generations (Wales) Act 2015, Part 2
‘Improved well-being, section 5 ‘the sustainable development principle, paragraph (1)’.*

Implementing the Act’s requirements will support other legislative commitments such as the Social Services and Well-being (Wales) Act 2014, the Environment (Wales) Act 2016, Welsh Language Act 1993, Equality Act 2010, and the United Nations Convention on the Rights of the Child.

Our Well-being Statement & Objectives

In November 2019 we refreshed our wellbeing objectives and recognised that we needed to increase the scale and pace of our work to support de-carbonisation and bio-diversity.

Our Well-being objectives are not confined to a single national outcome and align to more than one of the national goals, but for ease of reference as can be shown on the diagram below.



Whilst Covid has exposed and exacerbated persistent inequalities in health, this is also set against a backdrop of the climate and nature emergency. Improving public health and well-being will require us to work in partnership to address the challenges associated with poverty, environmental factors, poor housing and social isolation. Our wellbeing objectives were established as our long-term aims and ambitions and these remain relevant for the year ahead.

Embedding the principles of the Well-being of Future Generations (Wales) Act 2015

The Act is central to our approach to longer term planning within the Health Board. In September 2020 the Health Board approved new strategic planning objectives which provide a strategic planning horizon for the next three years, moving towards our future ambitions set out in our health and care strategy. The objectives are:

1. Putting people at the heart of everything we do
2. Working together to be the best we can be
3. Striving to deliver and develop excellent services
4. The best health and wellbeing for our communities
5. Safe, sustainable, accessible, and kind care
6. Sustainable use of resource

Planning for future generations is embedded within our health and care strategy 'A Healthier Mid and West Wales: Our Future Generations Living Well', where we made promises that our services will always aspire to be safe, sustainable, accessible and kind.

Our three strategic goals – starting and developing well, living and working well and growing older well – are underpinned by the Well-being of Future Generations Act which places the sustainable development principle at the centre of our transformation journey. Whilst focusing on current populations, our actions are laying the foundations for improved health and well-being outcomes for future generations.



The Three Strategic Goals from 'A Healthier Mid and West Wales'

Our plans also include actions that we are taking within our corporate areas and services. For example, our finance, procurement, workforce and planning teams are looking at how we can increase our contribution to the local foundational economy and building social value within the Hywel Dda area.

Widening health inequalities and growing pressures on health care services are leading to a change in focus for the Health Board. We recognise the role that the NHS plays in prevention and its broader influence in communities as an “anchor institution”. Anchor institutions is a term used to describe large public sector organisations like the Health Board, that have a significant role in the geographical area and have a mission to improve the welfare of the population they serve. The size, scale and reach of the NHS means that how we chose to function and use our resources can have a significant influence on the health and well-being of local populations and actively contribute to local areas beyond providing health care. For example, the Health Board can make a difference to local people by taking corporate action such as:

- Purchasing more locally for social benefit
- Using buildings and spaces to support communities
- Working more closely with local partners
- Reducing its environmental impact
- Widening access to quality work opportunities

The Health Board recognises the importance of measuring and reporting on initiatives that will deliver “social value”. Social value refers to the wider financial and non-financial impacts of projects and programmes. For example social value would look not only at how many jobs are created but who gets the job and what benefit and value that creates, or assessing and seeking to minimize the number of journeys our staff undertake to reduce negative impacts on the environment.

To help us to monitor social value, the Health Board has partnered with Social Value Portal and will be looking to establish a framework to collate and report social and local economic value data. We recognise that we can promote value both as a provider of services and as a commissioner of services by integrating social value measures into our procurement practices. Our aim in 2021/22 will be to capture data to create baseline targets to use to report future progress with improving social value for our Hywel Dda population. We will also seek to understand how our local recruitment and employment decisions impact on social value, both as the largest single employer in south west Wales and also as a large procurer of goods and services from the local economy.

In addition to our work with Social Value Portal the Health Board is also working with the Centre for Economic Strategy (CLES) to improve our performance within the foundational economy, strengthening local supply chains which support our local and Welsh economy. We are also working with academic partners; PhD students from the University of Bangor will work with the Health Board to undertake in-depth studies into aspects of economic analysis to help us better understand the ways in which we can deliver improved social and economic value, and better treatments for our patients. Working in collaboration with Betsi Cadwallader Health Board and Powys Teaching Health Board, we are also jointly funding a Chair of Rural Health

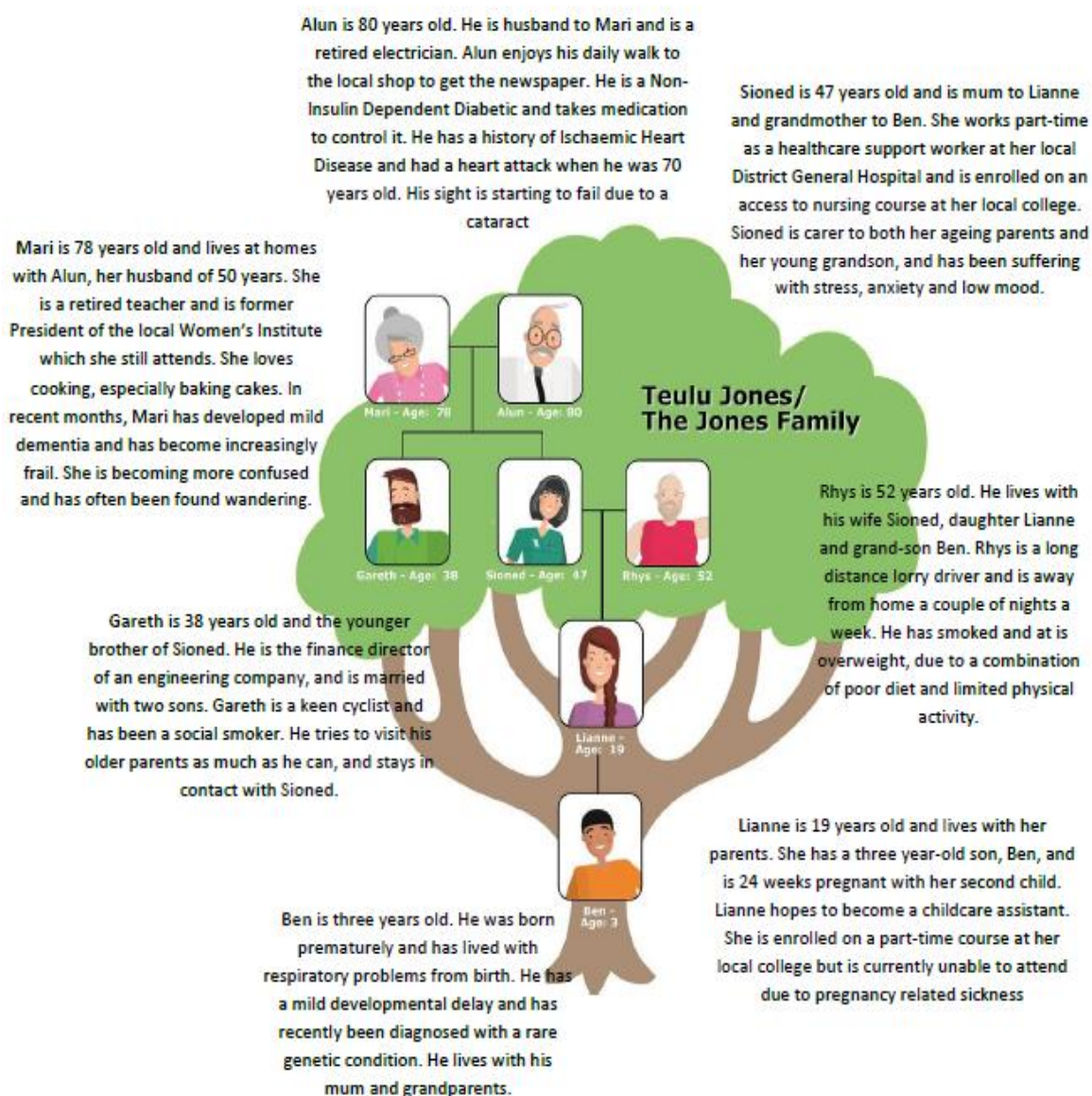
Economics within Aberystwyth University to help us research how best to meet the health and care needs of our rural populations.

All of this work will be contributing to our planning for future generations, and is evidence of our practical application of the five ways of working and changes we are making to the seven corporate areas of change.

Introducing Teulu Jones

When we engaged with our communities in the development of our strategy 'A Healthier Mid and West Wales: Our future generations living well', we created the '[Teulu Jones](#)' family to help us test and think about our proposals and how they would impact on people in our communities.

We have used this approach in this Annual Report so that we can describe how the work we have progressed under our eight well-being objectives can be seen through the eyes of our patients and communities. Here's a brief introduction to the members of the Teulu Jones family.



Delivering our Well-being Objectives during 2020/2021

This year has provided the opportunity of reflection, learning and innovation across the local health and care system as we adapted to meet the demands of the pandemic and our response to it.

In July 2020 we developed a Strategic Discover Report which explored how we had adapted and this highlighted innovations which will help shape the way we work and deliver services for our future generations. We are planning to conduct a second 'Discovery' phase to continue our learning from the impact of the pandemic our staff as well as with our local population.



'Out of a bad situation with COVID-19 [came] the opportunity for us to change our way of work with immediate effect. It was the stimulus to be innovative and dynamic, being able to continue to provide safe and timely care to our patients. It has brought us all together more and it is amazing what can be achieved as a team and with the support of each other and our patients.'

Examples from our Discovery Report that support our Well-being Objectives are shown below:

"Improve population health through prevention and early intervention"

The pandemic has enabled us to think differently about the potential of technology to change how public services are delivered and the skills the workforce may need now and in the future. The below is an example from our Discovery Report:

As well as enabling staff to work remotely, people gave us numerous examples of how technology had been used to introduce virtual consultations with patients. We heard about assessments and clinics taking place through smartphones and patient platforms such as Attend Anywhere. We also heard how we need to ensure that we retain some traditional methods of providing patient care appropriate to patient's needs.



Use of a community venue to hold a blood clinic
 'I'm really impressed with this service from the NHS. It is a real credit to the NHS and those with the vision to make it happen in the heart of the community.'

“Transform our communities through collaboration with people, communities and partners”

We have heard many examples about how we have strengthened collaboration and integration, both between departments and partner organisations. The below is an example from our Discovery Report:

Examples were given of streamlined pathways between primary, community (including local authority), and acute care, along with examples of how staff had worked across traditional boundaries and sectors, breaking down silos. These examples of partnership and integrated working are relevant to our ambition to take a whole system approach to transforming health and care.

‘The development of the Field Hospitals across Hywel Dda evidenced how the Health Board can work together as one and in partnership with key stakeholders. Within five weeks all involved worked against the odds to double Hywel Dda’s bed base and put our region in an enviable position to tackle the challenges that are thrown our way due to the COVID pandemic.’



‘We changed whole pathways within 2 weeks. We were given the freedom to do it. I didn’t need to write an SBAR or get Exec approval. We had clinical approval and [the changes] were led by clinicians. This was a good opportunity where we gathered everyone together and as we had limited time we had to get it done. Previously, logistically it wasn’t coming together with clinicians.’



Case Studies through the lens of Teulu Jones

In the next chapter of our report, we present ‘Case Studies’ to demonstrate some of the activities and projects that the UHB has been delivering to support our Well-being Objectives.

Our case studies have been developed through the eyes of ‘Teulu Jones’ as they help demonstrate how we are achieving our well-being objectives and the outcomes for our current population and future generations.

We hope you enjoy reading them.



Spotlight on the Apprenticeship Academy

Hywel Dda Apprenticeship Academy launched a new programme on 4 February 2021 which builds on the success of our 2019 programme. The Academy is designed to provide opportunities for our local population who want to work in healthcare but may not have the appropriate qualifications or be in a position to enter full time education with a college or university.

We have expanded the range of roles being offered to apprentices and they now include non-clinical roles working in departments such as patient experience, digital services and corporate governance.

Health Board apprentices receive structured work-based learning, enabling them to learn while they earn, and gain nationally recognised qualifications. Apprenticeships can take between one and four years to complete and are available to anyone from the age of 16 years old. As well as being in the workplace, you will attend college or a training centre to work on your qualifications.

One of our apprentices Will Jones, aged 17 from Carmarthen, was presented with a national #TeenHero award by BBC Radio 1's Greg James in recognition of his work and the positive impact he has had on people during the COVID-19 pandemic. Will joined the Apprenticeship Academy scheme run by Hywel Dda University Health Board over a year ago. When the COVID-19 pandemic turned the world upside down, he stepped up to help as a frontline worker. The Academy is developing great role models for other young people during these challenging times.

Contribution to our well-being objectives

Develop a skilled and flexible workforce to meet the changing needs of the modern NHS.

Offer a diverse range of employment opportunities which support people to fulfil their potential.

"I'm now working as a health care apprentice in theatres at Glangwili Hospital. I've developed so many new skills from working in hospital and community settings. It's been a fantastic experience and I've loved every minute of it."

Contribution to our national well-being goals



A Prosperous Wales

- Creating pathways for young people into work



A More Equal Wales

- Enabling young people to fulfil their potential no matter what their background



A Resilient Wales

- Supporting young people's social and economic progression and resilience



Spotlight on the Decarbonisation

Hywel Dda University Health Board have formed a Decarbonisation Task Force to lead our work to address the climate emergency at Health Board level, improve the natural environment and support the well-being of our staff and public. As well as developing a Hywel Dda Decarbonisation Strategy we are forging strategic partnerships to deliver meaningful improvements in our communities.

Did you know we have been identifying financial and carbon savings from Water management on our sites? From April 1st 2020 to 28th Feb 2021 (11 months) we made savings of 7.9TCO_{2e}, £47,600 savings and saved 33,915 m³ of water.

We are working in partnership with Milford Haven Energy Kingdom (MK:EK) to explore what a smart decarbonised local energy system could deliver. One of the specific projects we are working on is piloting a hydrogen car for our Community Nurses in Milford Haven, to support the journey towards a decarbonised economy and replacing fossil fuels.

Hywel Dda University Health Board has over 300 Community Nurses supporting the people within our communities across Pembrokeshire, Carmarthenshire and Ceredigion so this trial will provide an important opportunity to consider new methods of travel.

The Hydrogen Riversimple Rasa Hydrogen Fuel Cell Electric Vehicle will be refueled at Milford Haven Waterfront using green hydrogen which is electrolysed on site using renewable electricity to produce hydrogen from water. The car can be refueled to full in under 5 minutes and it has a range of 300 miles on just 1.5kg of hydrogen. That is an equivalent efficiency of 250 miles per gallon compared to a combustion engine!



KEY OUTCOMES:

- 'Decarbonisation' and 'Sustainable Use of Resources' has been adopted as a Strategic Planning Objective
- A Decarbonisation Task Force has been established to drive forward our commitment to reduce carbon.
- Solar Photo Voltaic Panels are being installed at multiple acute and community sites across Hywel Dda.
- We plan to install electrical vehicle charging points at acute and community sites.

Contribution to our well-being objectives

Plan and deliver services to increase our contribution to low carbon.

Promote the natural environment and capacity to adapt to climate change

Contribution to our national well-being goals

A Prosperous Wales



- Reducing carbon emissions.



A Resilient Wales

- Reducing the impact of climate change on nature.



Spotlight on Foundational Economy

Hywel Dda University Health Board is working with CLES (the Centre for Local Economic Strategies) and Public Service Board partners in Carmarthenshire and Ceredigion on developing a progressive procurement approach.

The aim is to develop a supply chain of local enterprises, small and medium enterprises, employee owned businesses, social enterprises, cooperatives and other forms of local ownership. These types of businesses are more likely to support local employment and have greater prosperity to retain wealth and surplus locally.

As part of the Health Board's commitment to the principles of the foundational economy and helping our valued local supply base the Health Board Procurement Department has worked in partnership with one of our key contracted suppliers, Castell Howell Foods. During the pandemic we made a temporary shift of ranges of products purchased to protect the local economy.

This has proven to be mutually successful and will provide a template for further work during 2021 with other Public Sector anchor organisation's in promoting the procurement of food from sources within the Carmarthenshire, Pembrokeshire and Ceredigion.

KEY OUTCOMES:

- Mapping of current public body procurement spend.
- Better understanding of what is driving current practice and what can be challenged
- Liaison and support for procurement and economic development officers to develop new ways of working
- Liaison with local businesses to understand what is working and what needs to be developed
- Development of new/refined procurement methodology and framework that implements progressive procurement.

Contribution to our well-being objectives

Plan and deliver services to increase our contribution to low carbon.

Transform our communities through collaboration with people, communities and partners.

Contribution to our national well-being goals



A Prosperous Wales

- Promoting local businesses



A Globally Responsible Wales

- Sustainable supply chain management



A Wales of Cohesive Communities

- Connecting communities

"It was great to see my local butcher supplying the health board and keeping things local. He's even advertised for an apprentice. The more business they get locally the more jobs and wealth that's kept in our area."



Spotlight on Green Health

There is a wealth of evidence about how our health can be improved by increasing our access to green and blue spaces and improving the quality of our natural environment. We have a range of green health projects within the Health Board and a growing group of staff who are volunteering their time to support these initiatives.

A vegetable garden has been developed for Morlais Ward in Glangwili Hospital and is used by patients for therapeutic gardening. Staff donated tomato seedlings which were then transported to the vegetable patch to continue to grow throughout summer. Produce from the vegetable garden is also used for cooking sessions undertaken by the patients.



Biodiversity enhancements

Increasing biodiversity and caring for our natural ecosystems are vital as we face the climate emergency, continuing loss of habitat for wildlife, mass extinctions and widespread impacts on human health. One example is our partnership with Pembrokeshire County Council to install Swift and Martin boxes at Withybush General Hospital and South Pembrokeshire Hospital. This project has been supported by capital funding from Welsh Government for biodiversity enhancements.

Pledging green

The Staff Psychological Wellbeing Service are leading the way by 'pledging green' and making commitments as a team for small actions which can make a big difference. The Health Board has also made a commitment to develop a 'Green Health Strategy'.

Contribution to our well-being objectives

Promote the natural environment and capacity to adapt to climate change

Plan and deliver services to enable people to participate in social and green solutions for health. Encouraging community participation through the medium of Welsh.

"After I went for my scan at the hospital, we sat in the recently developed garden. Ben saw bees and some bird boxes. It was a lovely experience for us both and it's inspired us to do something similar at home."

Contribution to our national well-being goals



A Healthier Wales

- Improving physical and mental well-being through nature.
- Encouraging active lifestyles by enabling people to access green space.



A Globally Responsible Wales

- Improving social and environmental well-being



A Resilient Wales

- Protecting and restoring habitats, wildlife, and biodiversity.





Spotlight on Connected Communities

Working through the West Wales Regional Partnership Board we are implementing Our Healthier West Wales transformation programme which is helping us to radically change the face of health and care in our region. We have a range of projects promoting active citizenship and nurturing connections to alleviate loneliness and isolation prevalent in many of our communities.

West Wales is Kind Campaign - The CONNECTtoKindess website provides tips and tools for communities and individuals to use in order to generate random acts of kindness in their areas. The site has seen nearly 300 pledges made and over 200 kindness connectors have been identified.

Intergenerational Programme - A total of 14 organisations have been awarded grant funding to deliver projects which foster intergenerational relationships and these projects have engaged with over 900 individuals either through direct or indirect intervention.

Volunteering - Connect2Platforms have been launched in each County and over 600 registered users have exchanging over 60hours across all three platforms. To date over 350 local action hubs and community groups have been supported by dedicated Volunteer Development Officers employed through the transformation programme.

THE KEY OUTCOMES

- 600 connect platform members
- 60 hours exchanged through connect platforms
- Over 300 kindness pledges made through connect to kindness website
- Over 800 local kindness Facebook group members
- 11 Intergenerational Projects awarded £240k grant funding supporting circa 900 individuals
- Over 2500 volunteers engaged in the delivery of community activities
- 11 Local Action Hubs established delivering 22 community

Contribution to our well-being objectives

Improve population health through prevention and early intervention, supporting people to live happy and healthy lives.

Transform our communities through collaboration with people, communities and partners.

Contribution to our national well-being goals



A Healthier Wales

- Innovative ways to improve people's mental and physical health.



A Wales of Cohesive Communities

- Connecting communities
- Volunteering opportunities, allowing community members to give back.



"After being furloughed I struggled with nothing to do. Signing up for volunteering helps others and gives me a sense of purpose"



Spotlight on Law yn Llaw, Hand in Hand

During the year our Palliative Care team were successful in obtaining a grant from Helpforce, Welsh Government and Marie Curie to establish Companion Volunteers. Hywel Dda is one of seven successful sites across the UK providing support that will improve the well-being and experience of patients, staff and volunteers.

Supporting people to remain out of hospital at the end of life requires a considerable focus on the delivery of palliative care in community settings. However, hospital admission is sometimes necessary for people with palliative and end of life care needs. The Companion Volunteers spend time with people nearing end of life, providing companionship, a listening ear, a hand to hold, to read to or chat quietly with. The Volunteers play a vital role and are able to relieve relatives who need a break, but who do not want to leave their loved one alone.

The project has not only been of benefit to patients and their families; it has also had a positive impact for those who have volunteered.

“John is a patient on a busy medical ward and has been referred to the Palliative Care Team following a recent stroke. He has dementia, lives in a residential home and has no family living locally. When the Consultant came to do his ward round John took my hand, held it tight and didn’t take his eyes off me. I continued to sit with John after the Consultant left. There are no words spoken. When it was time to leave, I said goodbye and I’m sure I saw John smile. I am grateful to John for allowing me to spend time with him and he will never know the impact he made and for the inspiration for developing this project in Hywel Dda.”

Contribution to our well-being objectives

Transform our communities through collaboration with people, communities and partners.

“I wish I could spend more time with my patients. I’m really glad to see the volunteers sit and chat and offer comfort to patients”

Contribution to our national well-being goals



A Healthier Wales

- Compassionate care to support people’s mental and physical health.



A Wales of Cohesive Communities

- Volunteering opportunities, allowing community members to give back.



Spotlight on Young Carers Service: Well-being Boxes



The Health Board has worked in partnership with Action for Children to create well-being boxes consisting of activities and items that would promote good health and well-being for Young Carers and Young Adult Carers in Pembrokeshire and Ceredigion.

The contents of the wellbeing boxes consisted of pamper items, mindfulness colouring books, information about local and national agencies who could offer support and a pack of information cards designed by Young Carers about how to use the contents of the boxes to improve their well-being. All of these items were presented in a wooden box that Young Carers could keep and decorate.

KEY OUTCOMES:

- A total of 300 wellbeing boxes were created.
- 60 young carers took part in an online workshop.

“Ben has found the well-being box a welcome distraction from his caring role. He has also learnt skills such as mindfulness and linked in with other young Carers” to patients”



Contribution to our well-being objectives

Transform our communities through collaboration with people, communities and partners.

Plan and deliver services to enable people to participate in social and green solutions for health. Encouraging community participation through the medium of Welsh.

Contribution to our national well-being goals



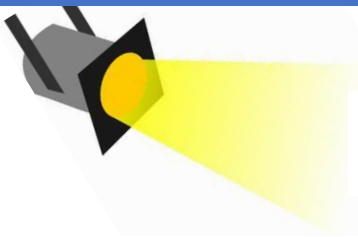
A Healthier Wales

- Improving young people’s mental wellbeing
- Promoting healthy lifestyles



A Wales of Cohesive Communities

- Acknowledging young people’s lived experiences, breaking down barriers and improving their well-being



Spotlight on Making Every Contact Count

During the roll-out of the Covid vaccination programme the Transport Team identified that some people in the over 70 age group didn't have access to transport to be able to get to their vaccination appointment. Working collaboratively with Mid and West Wales Fire and Rescue Service (MAWWFRS) a process was put in place for Fire Safety Officers to use their vehicles to bring people into the vaccination centres. As well as providing essential support with transport, the Fire Officers used the opportunity on the journey to talk about 'fire safety' in the home and were able to undertake follow up safety assessments visits. This is an excellent example of making every contact count.

Over 50 people have been transported to the vaccination centres and the Fire Safety Officers have covered over 4,000 miles so far.



Mrs Price outside the Halliwell Centre in Carmarthen – Driven to receive her first COVID-19 vaccination by Corissa Rees from MAWWFRS's Community Safety Team.

Contribution to our well-being objectives

Improve population health through prevention and early intervention, supporting people to live happy and healthy lives.

Transform our communities through collaboration with people, communities and partners.

"I was really worried about how I would get to the vaccination centre. I was delighted to have transport there and back and the Fire Officer gave me lots of information about fire safety. They even came a few days later and fitted new smoke alarms"



Contribution to our national well-being goals



A Healthier Wales

- Innovative ways to improve people's mental and physical health.



A More Equal Wales

- Ensuring healthcare is accessible to all



A Wales of Cohesive Communities

- Supporting well connected communities



Spotlight on Volunteering

As shielding came into effect during the pandemic our Paediatric Palliative Care Play Specialist identified that some families were experiencing difficulty getting food so began organising food parcels for a small number of patients' in her spare time. The number of families in need of help and who had difficulty obtaining even the most basic daily necessities grew and some patients had very specific diets.

The Volunteering for Health Team stepped in to help and a project was created to recruit Palliative Care volunteers to deliver food parcels during the COVID-19 shielding period. Seventeen Palliative Care volunteers were recruited and they linked with food banks and churches to support 28 families, consisting of over 130 individuals, across the three counties.

When shielding formally ended in August 2020 the Health Board continued to link with its three partner local authorities to ensure that families in need of support know how to access this in the future.

Work was also undertaken in partnership with the Dietetics Service to raise awareness amongst Health Board staff of how to connect families to community support services where concerns about food poverty are identified.

“Due to shielding, we couldn't go out food shopping or anything and I couldn't go out to work, so it was a massive help”

Contribution to our well-being objectives

Improve population health through prevention and early intervention, supporting people to live happy and healthy lives.

Transform our communities through collaboration with people, communities and partners.



Contribution to our national well-being goals



A Healthier Wales

- Innovative ways to improve people's mental and physical health.



A More Equal Wales

- Ensuring healthcare is accessible to all



A Wales of Cohesive Communities

- Supporting well connected communities

Spotlight on our future workforce

The pandemic demanded an urgent response from the Workforce and Organisation Development (WOD) function to mobilise our existing workforce and maximise new workforce availability. Alongside the work we've undertaken to support a mass recruitment campaign, managing the deployed from non-essential services and departments to roles which were deemed to be vital for the Covid response, we have also continued actions to plan for our future workforce.

The health board developed an innovative pilot project in collaboration with 203 Squadron (Welsh Field Hospital) to provide clinical placements for military reservists. Following an evaluation and successful outcomes for the military participants, the health board have agreed to deliver two programmes per year. As a direct result of the clinical work placements a number of programme participants subsequently secured employment with the health board.

We are supporting the social care sector, with pilots being undertaken to enable local authority staff to access Health related qualifications including Occupational Therapy and Physiotherapy. The Workforce Development team are also working with the Pembrokeshire Integrated Care Centre to develop a fully integrated training package.

Level 3 qualifications have been developed to support our clinical and therapy teams and over 90 employees have registered for this development opportunity. Further work is being undertaken in partnership with the University of Wales Trinity St David to agree a model of delivery for Level 4 Therapies. This is a key initiative as this qualification is not yet delivered in Wales and if successful can be rolled out Wales-wide.

The Health Board are supporting the Welsh Government Kickstart Programme, providing 30 job placements for young people under 25. In addition, the Health Board will continue to offer work tasters through the Traineeship and Engagement programmes, including supporting those with learning disabilities to transition into employment



Contribution to our well-being objectives

Develop a skilled and flexible workforce to meet the changing needs of the modern NHS.

Offer a diverse range of employment opportunities which support people to fulfill their potential

Contribution to our national well-being goals



A Prosperous Wales

- Improving employability and teaching new skills



A More Equal Wales

- Helping to fulfil potential



A Resilient Wales

- Supporting social and economic progression and resilience

Working with in partnership

There is a statutory requirement for the UHB to contribute to the work of the Public Service Boards (PSBs) and Regional Partnership Board (RPB) to transform health and social care delivery. The case studies within this report have highlighted a number of projects which have been delivered in collaboration and with our partners which are driving forward the priorities set out in the PSB Well-being Plans and the RPB Area Plan.

Through our work with the RPB we have implemented an ambitious transformation programme - A Healthier West Wales. At the heart of the programme is the determination to support people to live independently and safely at home, mobilise local communities to provide mutual support so that this can happen, and to reduce pressure on acute services by providing those that need it with joined up, short-term care within their homes rather than having to go to hospital to receive it

What we plan to do next

This coming year will see our approach to implementing the Well-being of Future Generations Act continue to mature as we seek to recover from the impacts of the pandemic. We plan to refresh the role of our internal Task and Finish Group who are “champions” for the Act, especially in light of the report “A Fit for the Future Programme of Government” published in May 2021 by the Future Generations Commissioner. The report highlights that Covid has exposed and exacerbated persistent inequalities and public health challenges associated with poverty, environmental factors, poor quality housing and social isolation.

We aim to maximize not just the physical and mental health outcomes of our population, but also the wider social and economic recovery of our areas. As a major employer within West Wales we have a key role to play in helping to deliver a prosperous, green and equal recovery for the residents of Hywel Dda.

As part of our longer term strategy for health and care – encapsulated in “A Healthier Mid and West Wales” – we will work with our partners to ensure that the significant investment in modernised health provision maximises the payback in social value as well as the benefits for health and well-being.