

Board Assurance Framework – outcome measure definitions

Strategic Objective	Measures	Definition	Data source
Putting people at the heart of everything we do	Overall patient experience within a hospital setting	To follow	Friends and Family Text service and Hywel Dda patient experience survey
	Overall staff engagement score	The staff engagement score ranges from 1 to 5, with 5 being the highest level of engagement. The scores are calculated using staff members responses of 'strongly agree' or 'agree' for questions relating to engagement, involvement and advocacy. Data is reported monthly.	Monthly survey of staff at Hywel Dda UHB
	Percentage who feel able to influence decisions affecting their local area	The results are obtained from the number of people who strongly agree or tend to agree with the statement 'I can influence decisions affecting my local area'. Data is reported bi-annually.	Wellbeing of Wales: national indicators GOV.WALES
Working together to be the best we can be	Staff response to: Team members trust the contributions of colleagues	The results are obtained from the number of staff who strongly agree or agree with the statement 'Team members trust each other's contribution' in a monthly staff survey sample of 1,000 members of staff taken from ESR. Data is reported monthly.	Monthly survey of staff at Hywel Dda UHB
	% of action plans completed at VBHC service review meeting	This outcome measure is in development	
	I have had a PADR in last 12 months that has supported my development and provided me with clear objectives aligned to team and organisation goals	The results are obtained from the number of staff who strongly agree or agree with the statement 'I have had a PADR in the last 12 months that has supported my development and provided me with clear objectives aligned to team and organisation goals' in a monthly staff survey sample of 1,000 members of staff taken from ESR. Data is reported monthly.	Monthly survey of staff at Hywel Dda UHB
Striving to deliver and develop excellent services	New R&D studies commenced in a year (hosted and sponsored)	For each financial year, the number of new research and development studies hosted by Hywel Dda UHB and the number of sponsored research and development studies undertaken in Hywel Dda UHB.	Research & Development Team, Hywel Dda UHB
	Staff response to: I am able to make improvements in my area at work	The results are obtained from the number of staff who strongly agree or agree with the statement 'I am able to make improvements in my area at work' in a monthly staff survey sample of 1,000 members of staff taken from ESR. Data is reported monthly.	Monthly survey of staff at Hywel Dda UHB
	The number of staff per 1000 have undertaken improvement training	This is reported bi-monthly and is measured in two ways: <ul style="list-style-type: none"> Basic improvement training - percentage of staff who have had basic improvement training is provided by the percentage of staff recorded on ESR as having completed the 'NHS Mandatory Improving Quality Together - Bronze Level' competency. Advanced improvement training - percentage of staff trained to lead improvement and change in practice in their work area is provided by those finished EQiP (Enabling Quality Improvement in Practice) training out of the total number of staff recorded on ESR. 	Electronic Staff Record/Improvement and Transformation Team

Strategic Objective	Measures	Definition	Data source
The best health and wellbeing for our communities	Mean mental well-being score	For people aged 16 or over, the mean mental well-being score according the Warwick-Edinburgh Mental Well-being Scale (WEMWBS) is used. Scores range from 14 - 70, with higher scores indicating better well-being. For children (aged 10-15), the mean score uses the Strengths and Difficulties Questionnaire (information from the Understanding Society survey). The SDQ 'total difficulties' score is a score of between 0 and 40, with higher scores indicating higher potential difficulties. Data is reported bi-annually.	Wellbeing of Wales: national indicators GOV.WALES
	Percentage of adults who have fewer than two healthy lifestyle behaviours	Percentage of people aged 16 or over who have 2 or more healthy lifestyle behaviours. The healthy lifestyle behaviours include: not smoking, not drinking above weekly guidelines, eating 5 or more portions of fruit and vegetables the previous day, being physically active for at least 150 minutes in the previous weeks, maintaining a healthy weight / body mass index. Data is reported annually.	Wellbeing of Wales: national indicators GOV.WALES
	Healthy Life Expectancy at birth including the gap between the least and most deprived	Healthy life expectancy at birth, plus the gap between the most and least deprived areas. The gap is measured using the slope index of inequality (SII). Life expectancy is a widely used statistical measure of the average expected years of life for a new-born based on recently observed mortality rates. Healthy life expectancy represents the number of years a person might expect to live in good health. Estimates can vary deepening on the methods and sources used. Data is reported every 2-3 years.	Wellbeing of Wales: national indicators GOV.WALES
Safe, sustainable, accessible and kind care	Number of incidents resulting in harm to our patients across the whole system	This measure is determined by the number of incidents causing some level of harm to patients for both open and closed incidents. Open incidents are defined as incidents causing some level of harm to patients at the reporting stage. Closed incidents are defined as incidents causing some level of harm to patients identified post investigation. Data is reported monthly.	All Wales Datix system
	Staff turnover rate	The turnover rate is a 12 month rolling rate for all staff who have left their post. Data is reported monthly.	Electronic Staff Record
	% high risk planned care patients are seen within a clinically appropriate timescale	Patients receiving timely access to high quality elective treatment and care should experience improved outcomes. Reducing the time that a patient waits for treatment reduces the risk of the condition deteriorating and alleviates the patient's symptoms, pain and discomfort sooner. This measure encourages improvement in the timeliness of treatment by ensuring that surgical capacity (during peaks in demand) is targeted to clinical pathways with the highest priority.	In development
	Bed day occupancy for those aged 75+	The total length of stay (bed days) so far for those patients aged 75 and over and in hospital at midnight on a given day. Data is reported monthly.	Welsh Patient Administration System (WPAS)
Sustainable use of resources	% of third party spend with Hywel Dda and Welsh suppliers	This is determined by purchases made through the Oracle procurement system. Where a valid supplier postcode has been provided for a purchase, the total percentage of spend by suppliers in the Hywel Dda area and Wales is provided. Purchases whereby a valid supplier postcode has not been provided are not included in the calculation. Data is reported monthly.	Oracle iProcurement
	Total carbon emissions per staff member	This is currently provided through the percentage of NHS Wales carbon emissions attributed to Hywel Dda University Health Board according to the Carbon Trust NHS Wales 2018/19 report.	Carbon Trust
	Compliance on break-even duty	Determines if the cumulative deficit for the year to date is inline with the agreed end of year deficit. Data is reported monthly.	Finance, Hywel Dda UHB