



Cwm Taf Morgannwg Public Services Board

21st September 2023

Report of the Workforce Well-being Sub-board

1. Purpose of Report

- 1.1 The purpose of the report is to feedback to the PSB on a workshop of the Workforce Well-being Sub-board on their contribution to the new Well-being Plan and seek support for the future work of the Sub-board.

2. Background

- 2.1 The Workforce Well-being Sub-board was established by Bridgend PSB to deliver on their well-being plan aim 'To maximise the health and well-being of the Bridgend County Workforce by learning from each other and acting together.'

- 2.2 The Sub-board has worked together on a number of issues including:

- Sharing good practice and contacts with Business Forum
- Approaches to accreditation
- Shared learning on staff surveys
- How to help staff with traumatic incidents
- How to support staff with mental health issues
- Common approach to sharing information about safe practices and Covid vaccine.
- Workplace and staff safety during Covid
- Bereavement support
- Sharing advice and sources of cost of living support
- Sharing information on warm spaces

- 2.3 The Sub-board has contributed to the well-being assessment and the development of the well-being plan.

- 2.4 The Sub-board decided to invite other PSB partners from the Cwm Taf Morgannwg area to a workshop to look at the priorities in the new well-being plan and identify how the Sub-board can best respond under the new regional PSB.

3. Current situation / proposal

- 3.1 13 delegates from the Sub-board, including new members from University of South Wales and Rhondda Cynon Taf County Borough Council came together at Pencoed College.

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3.2 The workshop used the 3 horizons methodology to look more widely at what impacts on well-being, currently and in the future, to focus on what we want the future to look like and what changes are needed to get there.

3.3 As an introduction, presentations from the PSB Support Team and Cwm Taf Morgannwg Public Health Team set out

- The Well-being of Future Generations Act,
- Cwm Taf Morgannwg Well-being Plan
- Some key messages on health and well-being from the PSB Well-being Assessment
- A background to Health in Cwm Taf Morgannwg
- The wider determinants of health and well-being

3.4 To set the scene for looking into the future and aspiring for a future state of workforce well-being, delegates created newspaper articles.



Newspaper article
activity write up.docx

3.5 The table below brings together the key points from the workshop set out across the 3 horizons, where we want to be in the future, the current evidence of a need for change, and where we can take action.

3.6 The elements under horizon 2, where we can take action, will be the focus for the Sub-board in developing their action plan. The action plan will include specific actions for year one and two and objectives for action for years 3 to 5.

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Horizon one – evidence for change	Horizon 2 What will we do (output)	Horizon 3 Where we want to be (outcome)
<p>Staff are exhausted. They are retiring and we are losing their skills or they are moving to other better jobs where work life balance is better or there is more confidence in future working conditions and opportunities.</p> <p>There is not a collective public sector approach to common workforce challenges</p> <p>Shortage of staff is creating greater pressure on existing staff.</p>	<p>Work-life balance</p> <ul style="list-style-type: none"> - Take a people centred approach, supporting carers and our aging workforce - Enable effective hybrid working 	<p>The impacts on staff through their lifecycle are recognised and responded to e.g. family, caring, aging workforce, though more flexible smarter working.</p> <p>Staff have a clear work life balance and this is respected and encouraged</p>
	<p>Public sector workforce</p> <ul style="list-style-type: none"> - More collaborative and sharing processes and spaces across organisations - Make use of our specialist staff and knowledge 	<p>People feel they have better opportunities in their career through working across organisation boundaries to share learning, benefit from secondments and more opportunities to work with people from other organisations.</p>
	<p>Mental health</p> <ul style="list-style-type: none"> - More mental health support and training - Promoting skills for resilience to life challenges 	<p>The impact of work on mental health is understood and responded to. Staff facing mental health challenges are supported.</p>
<p>Health in our communities can be poor in some areas and cost of living and covid have had an impact on staff and families.</p>	<p>Health and well-being</p> <ul style="list-style-type: none"> - shared approach to common challenges facing our workforce e.g. cost of living, healthy living, <p>(Mental health and work-life balance actions also contribute)</p>	<p>Staff are supported through external pressures on communities and families such as cost of living and climate change impacts e.g. energy use, improving understanding and options for healthy sustainable living through sharing approaches and expertise.</p>
<p>Recruiting enough staff with the right skills is increasingly difficult. We are not attracting the people we need from usual sources.</p>	<p>Recruitment</p> <ul style="list-style-type: none"> - Review recruitment approaches to have a wider range of routes into jobs for more diverse applicants - Value life skills in the recruitment process and support staff to develop skills. 	

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<p>It is a challenge to encourage people, particularly young people into the public sector and trades where there are good opportunities.</p> <p>There are the skills in the population that we need, but need to look more widely to bring in more diverse people with lived experience and work together to share specialist skills across the region.</p>	<ul style="list-style-type: none"> - Work with careers wales, schools and colleges to plan to fill future posts and promote public sector careers. <p>Celebrating successes</p> <ul style="list-style-type: none"> - Recognise even small successes and talk more loudly about them to see more positivity about CTM 	
	<p>Community outreach</p> <ul style="list-style-type: none"> - Public sector support to voluntary sector offers i.e.free venues, volunteers - Supporting the volunteering community by having a good volunteering policy 	<p>Staff feel part of community they serve through volunteering that promotes a sense of shared involvement and being able to respond to local issues. The community see staff and organisation making a positive contribution.</p>
<p>We have limited understanding of the issues behind the data</p>	<p>Improving intelligence and systems thinking</p> <ul style="list-style-type: none"> - Work together to have better data and intelligence to inform workforce planning - Embed health impact assessments into our processes. - Have consistent well-being measures 	<p>Articulate the size and shape of the public sector workforce in Cwm Taf Morgannwg</p>

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4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 There are no direct impacts on equality groups through this report. In developing the action plan, the Sub-board must consider how proposals will impact staff with protected characteristics.

5. Well-being of Future Generations implications and connection to Well-being Objectives

Involvement	As the action plan elements are delivered. We will consider in each respect how staff are involved in designing the approach.
Integration	PSB partner agencies each have their own approaches to supporting their workforce. This piece of work will share learning between partners and be able to develop approaches collaboratively
Prevention	PSB organisations are significant employers in this area. Supporting the well-being of our workforce will impact on the well-being of our communities. A healthy, supported workforce is fundamental to our future services.
Long term	The future trends will impact on our staff and the services they provide including climate change, increasing levels of diabetes, obesity and dementia and increasingly diverse communities, changing local and global employment issues. These will inform delivery of the action plan.
Collaboration	Different organisations came together for this workshop. We will work together and bring in other partners and draw on expertise from other local and national bodies.

How the proposals contribute to our well-being objectives

Healthy Local Neighbourhoods	<ul style="list-style-type: none"> • Feeling connected and supported in our workplace communities, having our voices heard, feeling connected to our local communities. Valuing our diverse workforce and staff who are carers bringing different skills and experience. • Improving workforce well-being and healthy workplaces • Enabling and promoting healthy lifestyles through life
Resilient and Sustainable Local Neighbourhoods	<ul style="list-style-type: none"> • Using greenspaces for our well-being, promoting walks, greenspace on-site. • Promoting active travel to work • Responding to the impact of climate change for our workforce
PSB Commitments	<ul style="list-style-type: none"> • PSB members as Anchor Organisations – as big local employers, the well-being of our collective workforce is significant for well-being for ourselves, our families and our communities. • Having a clearer picture of our collective workforce will inform future planning. • Improve our understanding of how the wider determinants of the health impact on the health of our workforce

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6. Financial Implications

- 6.1 The development of the action plan will not require any additional funding.
- 6.2 Where there are financial implications of the delivery of the action plan elements, options for funding will be considered with the PSB.

7. Recommendation(s)

- 7.1 It is recommended that the PSB
- note the findings of the workshop
 - recognise the Workforce Well-being Sub-board for the Cwm Taf Morgannwg area as part of its future structure for the delivery of the well-being plan.
 - agree to the development of an action plan to be reported to the PSB at a future meeting.

Background documents

none