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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	19 January 2023	Agenda Item	2.2
Report Title	Board Effectiveness Action Plan		
Report Authors	Len Cozens, Head of Compliance		
Report Sponsor	Hazel Lloyd, Director of Corporate Governance		
Presented by	Len Cozens, Head of Compliance		
Freedom of Information	Open		
Purpose of the Report	The purpose of this report is to provide an update on progress against the Board Effectiveness Action Plan		
Key Issues	<ul style="list-style-type: none"> The board is required to undertake a self-assessment of its effectiveness in terms of governance and internal controls. The findings of the 2021/22 self-assessment were presented to the September 2022 meeting of the board. A proposed action plan was also presented to this meeting, which was agreed. A report on progress against that action plan was received by the Committee in November 2022. This report provides a further update. A total of 20 actions are reported as complete by the relevant lead executive; these have been highlighted green in the Action Plan. There are a further 11 instances where it has not been possible to complete actions within the original target dates; these are highlighted red in the Action Plan. All other actions (not highlighted) have yet to reach their target dates. 		
Specific Action Required <i>(please choose one only)</i>	Information	Discussion	Assurance
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Recommendations	<p>Members are asked to:</p> <ul style="list-style-type: none"> NOTE progress made as detailed within the updated Board Effectiveness Action Plan included at Appendix 1 AGREE any specific areas where members feel that further assurance is required, in order that these can be taken forward with the relevant Lead. 		

BOARD EFFECTIVENESS ACTION PLAN

1. INTRODUCTION

- 1.1 The purpose of this report is to provide an update on progress against the Board Effectiveness Action Plan

2. BACKGROUND AND CONTEXT

- 2.1 The board is required to undertake a self-assessment of its effectiveness in terms of governance and internal controls.
- 2.2 The findings of the 2021/22 self-assessment were presented to the September 2022 meeting of the board. A proposed action plan was also presented to this meeting, which was agreed.
- 2.3 A report on progress against that action plan was received by the Committee in November 2022. This report provides a further update.

3. STATUS UPDATE

- 3.1 Since the last meeting of the Committee, the action plan has again been circulated to all lead executives with a request that they provide updates on the actions assigned to them. A copy of the updated action plan has been included at **Appendix 1** for information.
- 3.2 Lead officers report that 20 of the 42 actions contained within the current plan are now complete, and these have been highlighted green in the Appendix. The following 7 actions have been reported as completed since the last update to the Committee:

No	Action	Progress
4	Recruit and appoint a director with a communications and engagement background to lead and represent the directorate and be the Health Board's professional lead on communications and engagement in early 2022/23	Director of Insight, Communications and Engagement appointed, who will take up the position in early 2023.
8	To progress the next phase of the HB Culture and Values work - approve the "The Big Conversation" as a method of staff engagement, empowerment and accountability to create a quality-focused learning organisation in which staff voices and listening are its heart: Stage 1 – Active Listening - Culture: Listening to what it's like to work here.	Complete

12	Risk appetite statement to be developed, considered and approved by the Board.	Risk Appetite statement endorsed by the Board at its November 2022 meeting, subject to further review within one year.
23	Staff and stakeholder engagement on the Quality Strategy to seek views from a diverse range of groups.	Complete and referenced within draft Strategy.
38	Implementation of combined activity and performance reporting in Q3 of 2022/23	LTA positions now included in Performance & Finance Committee reporting on a monthly basis.
40	Agree and share a process to continue to setting timely objectives aligned to organisation priorities that enables a cascade process across the Health Board.	This has been addressed in the annual plan alignment with executive objectives. We are looking to extend this to operating units in 2023/24.
41	Strengthen reporting on progress of objectives and approval through Remuneration Committee.	This has been addressed as the objectives for executives were discussed in Rem. Com. this year and CEO reports on progress. This mid-year review needs to be more systematic and will be addressed by the CEO. There is now regular discussion on executive performance for pre-objective setting and during the implementation of these objectives.

3.4 There are currently 11 areas where Leads report that it has not been possible to complete actions within the original timescales. These have been highlighted in red in the Appendix, with the remaining 11 (not highlighted) being actions where the target date has not yet been reached.

3.5 Progress against outstanding/ongoing actions stemming from last year's action plan have been included at **Appendix 2** for information.

4. FINANCIAL IMPLICATIONS

4.1 There are no direct financial implications arising from the recommendations in this report.

5. RECOMMENDATIONS

5.1 Members are asked to:

- **NOTE** progress made as detailed within the updated Board Effectiveness Assessment Action Plan included at **Appendix 1**
- **AGREE** any specific areas where members feel that further assurance is required, in order that these can be taken forward with the relevant Lead.

Governance and Assurance		
Link to Enabling Objectives (please choose)	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities	
	Partnerships for Improving Health and Wellbeing	<input type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	Deliver better care through excellent health and care services achieving the outcomes that matter most to people	
	Best Value Outcomes and High Quality Care	<input type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>
Health and Care Standards		
(please choose)	Staying Healthy	<input type="checkbox"/>
	Safe Care	<input type="checkbox"/>
	Effective Care	<input type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input type="checkbox"/>
	Individual Care	<input type="checkbox"/>
	Staff and Resources	<input type="checkbox"/>
Quality, Safety and Patient Experience		
Ensuring the board carries out its business appropriately and aligned with standing orders is a key factor in the quality, safety and experience of patients receiving care.		
Financial Implications		
There are no direct financial implications arising from this paper		
Legal Implications (including equality and diversity assessment)		
There are no direct legal implications arising from this paper		
Staffing Implications		
There are no direct staffing implications arising from this paper		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
The development of the board will provide a robust and sustainable organisation to support the communities it services.		
Report History	N/A	
Appendices	Appendix 1:	Board Effectiveness Action Plan 2022/23
	Appendix 2:	Board Effectiveness Action Plan 2021/22 Outstanding Actions