

## Outstanding Actions from Previous Board Effectiveness Assessment

Action Number	Criteria Area	Action	Lead	Timescale	Revised Timescale	Progress
1.	Values and Behaviours	The organisational cultural survey combined with the public sector and staff surveys to be used to establish how the values are embedded in the organisation.	Director of Workforce and OD	October 2021	August 2023	<p><b>May 2022:</b> The national Staff Survey remains deferred to late autumn and there have been no further up-dates from the national lead.</p> <p>Board Development session on Culture and Quality Management took place at the end of March and further executive meeting to set up to determine further actions; this will include feasibility of a culture audit survey.</p> <p>An external organisation has been commissioned to support further drive cultural intelligence and leadership as well as to develop values based recruitment methods.</p> <p><b>February 2023:</b> Our Big Conversation staff engagement programme has been developed as culture audit tool. It will act as a vehicle to inform and shape the 'Swansea Bay Way' culture— a values driven, quality focused organisation. Phase 1 is now complete, with a report being presented to Workforce &amp; OD Committee in February 2023. Launching phase 2 to run during January and February 2023, which will aim to:</p> <ul style="list-style-type: none"> <li>• feedback what you told us and what we have heard from across the organisation</li> <li>• share a proposed vision for the organisation</li> <li>• engage on how we take this vision forward together</li> </ul> <p>The National Staff Survey has been delayed, and is now expected in August 2023.</p>
2.	Values and Behaviours	Just Culture and other programmes to be incorporated into a single Swansea Bay organisational development programme, with progress measured through the Workforce and OD Committee	Director of Workforce and OD	October 2021	April 2023	<p><b>May 2022:</b> Progress update presented to WOD Committee in April 2022. Embedding the Respect and Resolution policy has been part of developing a restorative approach. Feedback from staff on their experience of ER processes is being captured to inform a review of policies and action learning for HR operational staff during Q1 2022/23.</p> <p>Further direction required from the Board to establish next steps for Culture programme in order to ensure it is aligned to the work on quality and safety.</p> <p><b>February 2023:</b> Progress as per Our Big conversation is outlined above. Output following Phase 3 of Our Big conversation will shape any further OD interventions</p>

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3.	Quality	A dashboard be developed which sets out the quality impacts of performance for patients.	Director of Finance  Director of Nursing & Pat. Experience	August 2021	Development of Q&S report and Dashboard March 2023	<b>October 2022:</b> Detailed work is currently being undertaken engaging with service areas to review and choose appropriate dashboard measures. An update paper on the selection of these measures will be brought to Management Board in December 2022, with the view to demo the dashboard at the end of the financial year. <b>December 2022:</b> Quality dashboard to be launched in January 2023.
4.	Quality	The quality strategy be developed, taking into account consideration of the impact of the new Quality Bill and key areas of quality.	Director of Nursing & Pat. Experience	October 2021	June 2022	<b>October 2022:</b> This work is well underway, with completion expected during January 2023 <b>December 2022:</b> Draft Strategy presented to Management Board in December 2022. To be presented to the Board in January 2023. <b>January 2023:</b> The Quality Strategy was approved at the January 2023 meeting of the Board. <b>COMPLETE</b>