



Velkommen
Welcome
Croeso

Delegation from the Committee for Recruitment and Affiliation in the Healthcare Sector, Denmark

Thursday 18th & Friday 19th April 2024



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CYMRU
NHS
WALES

Addysg a Gwellu Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)



The Capital Region
of Denmark



GIG
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NHS
WALES

Bwrdd Iechyd Prifysgol
Caerdydd a'r Fro
Cardiff and Vale
University Health Board



Event itinerary

DAY ONE

HEIW, Ty Dysgu, Cefn Coed, Nantgarw CF15 7QQ

Welcome & Introductions

10:00 Welcome & Introductions

Alex Howells, CEO HEIW with Chris Jones, Chair HEIW

Conference Room

HEIW Showcase Exhibition

HEIW Services & Collaborative Working Exhibition

10:30

- Culture, Leadership & Succession
- NHS Wales Careers: Train, Work, Live & Careersville
- Workforce Planning
- Nursing Portfolio & Education Commission
- Welfare Technology & Innovation
- NHS Wales People Pledge

Groups to be hosted by:

Host 1: Alex Howells, CEO HEIW

Host 2: Julie Rogers, Deputy CEO/Executive Director of Workforce & OD HEIW

Lecture Room/ Meeting Room 1

Compassionate Leadership Summit

KEYNOTE ADDRESS

12:00

Compassionate Leadership in Healthcare: National and Global Developments

Speaker: Professor Michael West

Conference Room

Lunch & Networking

13:30

Lunch & Networking (Exhibition cont.)

Communal Area

Compassionate Leadership Summit contd.

14:10

Reflections and Questions with Professor Michael West

Facilitated by Professor Michael West

PRESENTATIONS

SPEAKERS

14:30

NHS Wales Compassionate Leadership Journey

Julie Rogers, Deputy CEO/Executive Director of Workforce & OD HEIW & Helen Thomas, Assistant Director of Culture, Leadership & Succession HEIW

15:00

National Retention Programme

Alex Howells, CEO HEIW & Zoe Gibson, National Retention Lead HEIW

15:30

Compassionate People Practices

Rhiannon Windsor, Assistant Director of OD, Wellness & Inclusion HEIW & Andrew Cooper, Head of Programmes Aneurin Bevan University Health Board

16:00

Event Close

Alex Howells, CEO HEIW



Event itinerary

DAY ONE

Private Dinner - Voco St. David's, Havannah St, Cardiff CF10 5SD

18.00	Arrival Drinks	
18:15	Fireside Chat	Hosted by Alex Howells, CEO HEIW with Chris Jones, Chair HEIW
19:15	Dinner	Delegation with Guests

Dinner Guests

- **Denmark Delegation**
- Chris Jones, **Chair HEIW**
- Alex Howells, **CEO HEIW**
- Julie Rogers, **Deputy CEO/Executive Director of Workforce & OD HEIW**
- Helen Thomas, **Assistant Director of Culture, Leadership & Succession HEIW**
- Suzanne Rankin, **CEO Cardiff and Vale University Health Board**
- Rachel Gidman, **Executive Director of People & Culture Cardiff and Vale University Health Board**
- Sue Tranka, **Chief Nursing Officer for Wales and Nurse Director of NHS Wales**
- Ian Mathieson, **Chair of Council of Deans**





Delegation from the Committee for Recruitment and Affiliation in the Healthcare Sector, Denmark

Fireside Chat Format



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Roald Dahl Suite - Voco St. David's
Havannah St, Cardiff CF10 5SD



Fireside Chat Format

Facilitators

Alex Howells, CEO HEIW

Chris Jones, Chair HEIW

Timings

- Guests to arrive for 18:00
- Fireside Chat will commence at 18:15 and close at 19:30
- Dinner will be served from 19:30

Format

- We will start with introductions.
- The Delegation will then be asked to share their reflections on Day 1.
- We would then like to hear from the Delegation on **1.** Your key challenges/drivers, **2.** How you are embedding a compassionate culture, **3.** Local innovations & technology.
- The Chat will be interactive and informal.

Event Itinerary

Delegation from the Committee
for the Recruitment and Affiliation
in the Healthcare Sector, Denmark

Friday 19th April 2024

10:00 – 14:00

University Hospital of Wales

Location: Rooms 5, 6 & 7, Cochrane Building, University Hospital Wales



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Shaping Our Future
Workforce



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Employing circa 16,000 staff, Cardiff and Vale UHB is one of the largest integrated Health Boards in the UK, serving a population that is exceeding 500,000 across Cardiff and the Vale of Glamorgan.

We spend approximately £1.8 billion each year on providing the full range of health and wellbeing services including: Primary and Community Care; Acute Care through our two main University Hospitals and Children's Hospital; Public Health; and the full spectrum of Mental Health provision including secure in-patient and community care. As the biggest Tertiary Centre in Wales delivering an extensive range of complex services to the South Wales population and beyond, we are placing increasing emphasis on the importance that life sciences and precision medicine will have on the future delivery of healthcare and the sustainability of services. We are also delighted to be hosting the brand new Canolfan Iechyd Genomig Cymru (Welsh Genomics Centre) facility on the outskirts of Cardiff that will be providing specialist genetic sequencing, diagnostics and counselling services to patients across Wales.

In 2023 we refreshed our strategy, Shaping Our Future Wellbeing, which outlines our commitment to taking the necessary actions in response to the current challenges and to utilise new opportunities to improve the wellbeing of future generations.

The strategy sets out our vision and strategic objectives which will guide our activities and approach over the coming ten-year period. Our Annual Plan for 2024/25 outlines our approach to ensure that we continue to deliver the highest quality of care through prudent use of our resources. We are seeking to deliver this plan through a focus on the delivery of value-based health care, outstanding quality of practice and outcome, and the eradication of waste and duplication. To achieve a more sustainable position for the future the Health Board must ensure that access to services reflects the needs of our population, that inequities in prevention are reduced, and access to both clinical services and clinical outcomes are improved. This is a great opportunity to drive forward service transformation with an emphasis on enabling the realisation of the benefits of evidence-based practice alongside the adoption of technologies, interventions, and therapies emerging from the Life Sciences and Precision Medicine arenas.

The Health Board places a considerable emphasis on innovation, and we are aiming to create a culture that empowers and enables creativity and the adoption and scaling of evidence-based interventions. Our People and Culture Plan sets out the actions we will take over the next three years, with a clear focus on improving the wellbeing, inclusion, capability and engagement of our workforce.



10:00	Welcome and Introductions	Suzanne Rankin, CEO Charles Janczewski, Chair
10:10	Reflections and Discussion following Day 1	Rachel Gidman, Executive Director of People and Culture
10:20	Introduction to the People and Culture Plan	Rachel Gidman, Executive Director of People and Culture
10:40	Round table 1: Embedding Compassionate Leadership and Culture Leadership Programme	Claire Whiles, Assistant Director of Organisational Development & Culture Jessica Castle, Director of Operations Specialist Clinical Board
11:20	Round table 2: Attraction & Recruitment	Andy Jones, Director of Nursing/Midwifery Women and Childrens Clinical Board Emma Cooke, Deputy Director of Therapies and Health Science Michael Stephens, Consultant Nephrology
12:00	Lunch and Walkaround	
12:40	Storyboards and Discussion: 1. Implementation of Compassionate Leadership 2. Shaping Our Future Workforce 3. Widening Access 4. Innovation	Cardiff and Vale UHB
13:10	Round table 3: Retention and Development	Jenna McClaren, Senior Manager for Nurse Education Barbara Davies, Deputy Director of Nursing Catherine Twamley, Interim Director of Nursing
13:50	Closing Statements and Final Questions <i>Any additional unanswered questions will be sent via email.</i>	Suzanne Rankin, CEO Charles Janczewski, Chair Rachel Gidman, Executive Director of People and Culture
14.00	Close	

