

Freedom of Information Request	FOI 21-423	1 st November 2021
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1. Does your organisation have access to funding or grants aimed at supporting one or more of the following workforce areas e.g. from a national body for purchase of technology or services

- **People Analytics**
- **Talent Management**
- **Wellbeing**
- **Engagement**
- **Learning & Development**
- **Organisational Development**
- **Recruitment and Retention**
- **Flexible working**
- **Diversity and inclusion**
- **Growing your own talent through workforce planning with schools and universities**

The Health Board does have NHS budgets which it spends in many of these areas and this is also supported by other internal and external grants and funding options.

2. If yes, please indicate the amount of funding available and the name of the organisation that awarded the funding

The Health Board received £460k from Welsh Government to support a Transformation Programme in Primary and Community Care and Mental Health and Learning Disabilities.

The Workforce and Organisational Development transformation workstream programme is one element of the wider Health Board transformation programme funded by Welsh Government transformation funds.

Healthcare Support Worker (HCSW) Bands 2-4 funding is received from Health Education and Improvement Wales (HEIW) following the submission of bids for the financial year 2021/22.

3. Please provide further detail on the purpose of the funding

The HCSW funding supports the development of all HCSW Bands 2-4 in hospitals, community and primary care (clinical and non-clinical) in areas such as Clinical Induction, Staff Resource, Dietetic, OT, and Physiotherapy Support Diplomas, K102 Introducing Health and Social Care and Training Laptops for Facilities

With regards to the Transformation Programme this is to develop a Framework for a place based care model of care and support services, with an emphasis on early intervention and prevention integrated care closer to home, based on local population needs.

4. Has any of the funding been spent/planned to be spent so far? If yes, please provide further detail

Yes. The Health Board will have utilised the additional funding received before the end of the 2021/2022 financial year for both areas – transformation and HCSW

5. What date does the funding need to be used by?

The funding needs to be used by the end of March 2022.

6. What does your organisation use e.g. tools, third-party suppliers to capture ROI (Return on Investment) for any initiatives associated with the workforce areas listed in question 1?

There will be a full evaluation of the Transformation Programme at the start of the 2022/2023 final year.

Additionally the Health Board are working to an All Wales Framework for the Return on Investment.