CTM 2030
Our Health Our Future
BUILDING HEALTHIER COMMUNITIES TOGETHER

CYNNAL EIN DYFODOL — SUSTAINING OUR FUTURE
YSBRYDOLI POBL — INSPIRING PEOPLE
GWELLA GOFAL — IMPROVING CARE
CREU IECHYD — CREATING HEALTH

GIG CYMRU NHS WALES
Bwrdd Iechyd Prifysgol Cwm Taf Morgannwg University Health Board

Datblygu Cymunedau Iachach Gyda'n Gilydd

Building Healthier Communities Together





Outline

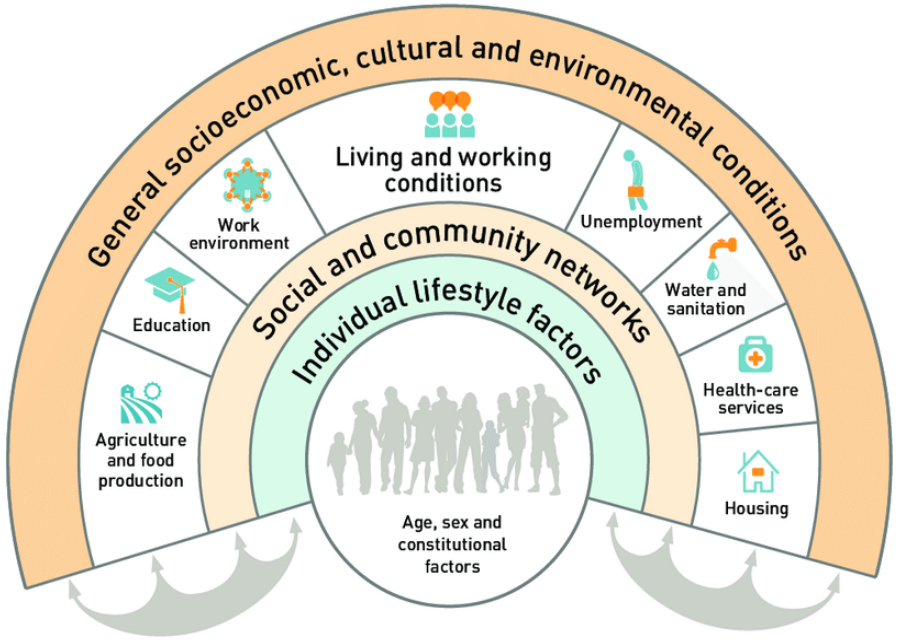
In this session you will hear about:

- Our Anchor Strategy
- Our key learnings & challenges

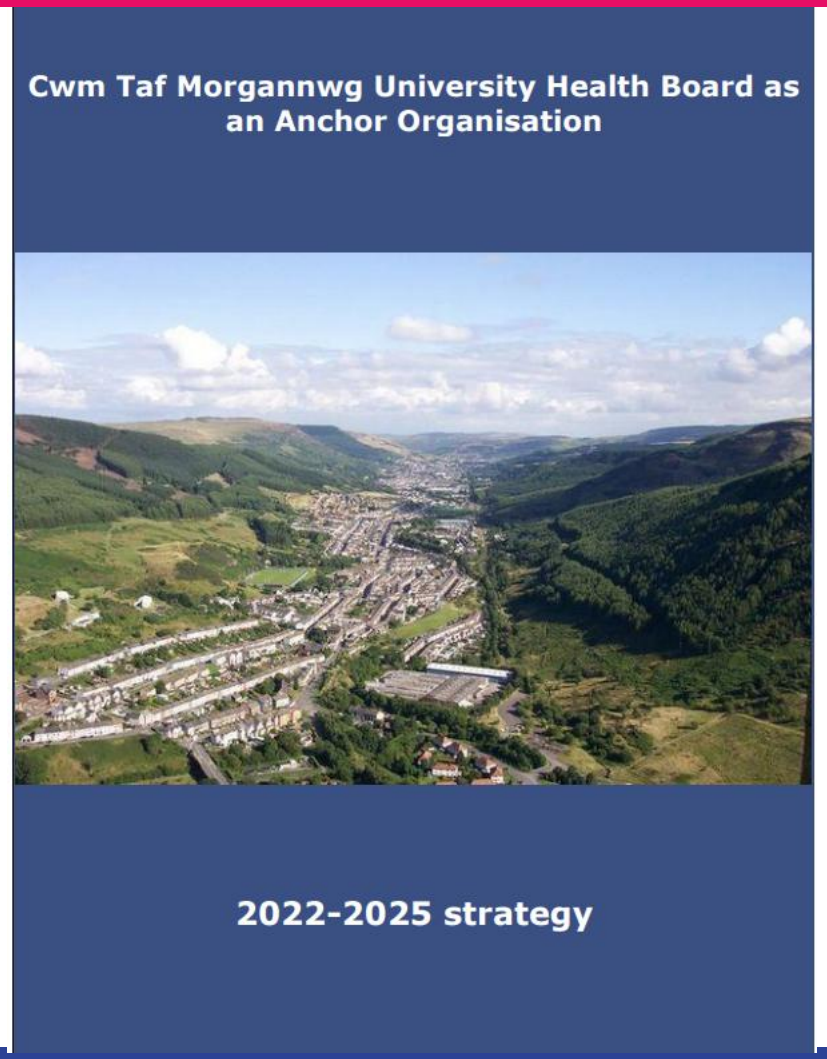
Vicki Oxley, Deputy Director of Strategy and Partnerships, Cwm Taf Morgannwg University Health Board

Our strategy

Only 20% of people's health and wellbeing outcomes are determined by healthcare services. The other 80% is derived from family, networks, community, association.



Source: Dahlgren and Whitehead (2006) *(34)*.



Goals & Objectives

Objective: CTMUHB will by 2025 expand its green space across its estate and will work with patient, staff and thir sector groups to ensure such spaces are equitably and regularly used

To get there we will:

- By 2023 develop an engagement plan for the Glanr site to encourage participation in green projects by community groups, schools and other groups
- By 2024 develop with local authority support a plot

- Report annually from 2022 on land disposed to pu bodies, private sales and community organisation
- Utilise from 2023 tools to encourage health boarc transfers to other public bodies and community organisations (including Registered Social Landlor such as Ystadau Cymru Land Transfer and Comm Asset Transfer protocols
- Explore from 2023 the potential for future capital developments to support the Foundational Econor h co-location with other services and busin

To get there we will:

- Ensure by 2023 job descriptions are written accessibly with clear plans to promote posts in places around the community with good reach
- Develop by 2023 a programme to provide tailored assistance with job applications for candidates with limited employment experience, including during clinical contacts in maternity and mental health services
- Develop by 2024 a pre-employment support programme with local housing associations to identify, match and support potential candidates from their properties into work with CTMUHB
- Expand by 2025 our current Pathways to Employment (Kick-start & UK Government Apprenticeship schemes) offer by at least 25%
- Continue annually to collect data on postcode deprivation of employed staff to capture progress

jective: By 2025, CTMUHB estate will be r nmunity organisations and the third sector, nmunities playing a role in shaping how su d for social value.

get there we will:

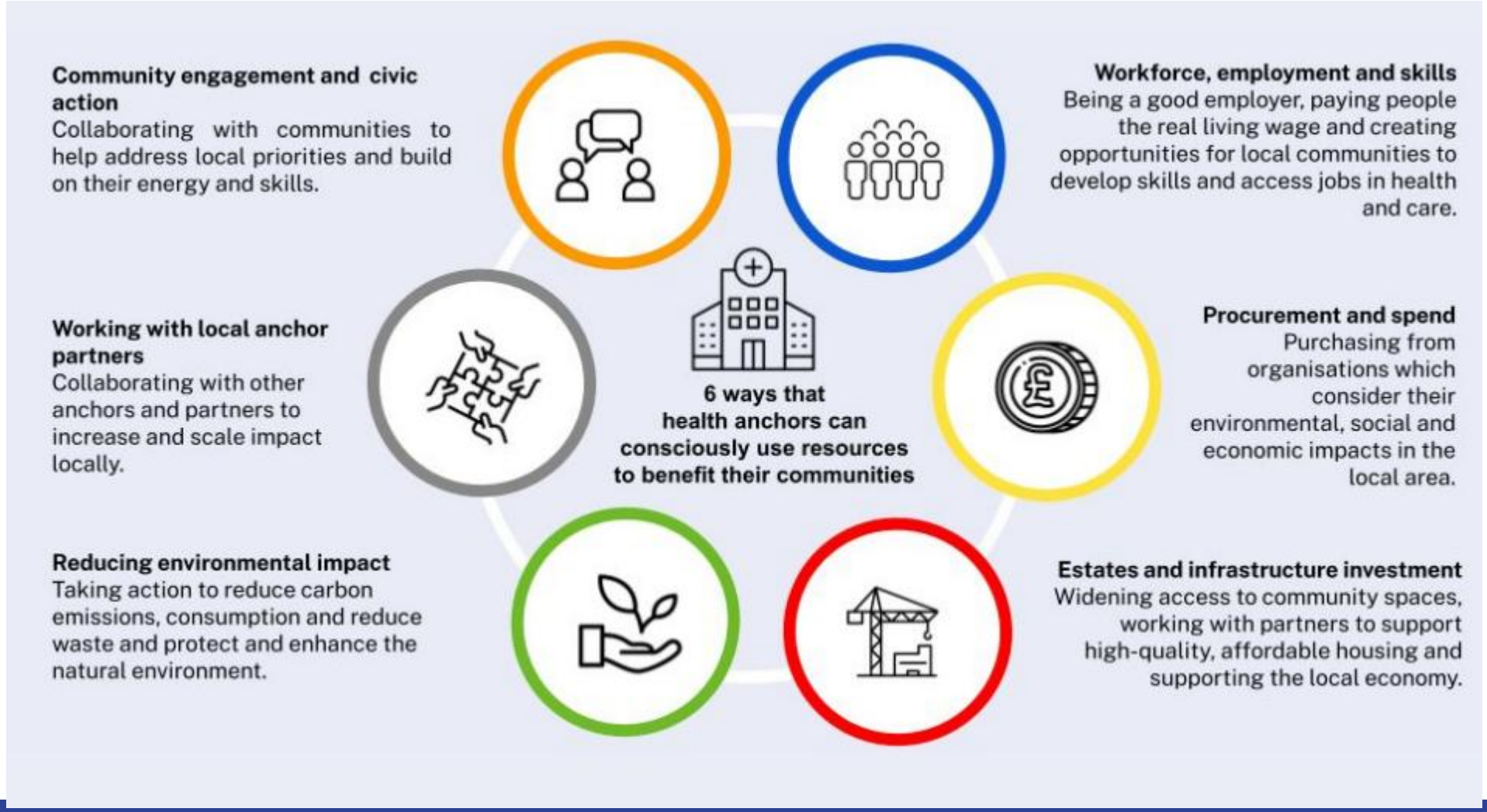
- Develop a project by 2023 between the Voluntary Councils in CTM and Facilities available health board facilities both in- and promote such facilities to communit sector organisations
- Consult with community organisations a thereafter to assess impact and ensure communities have a voice in designing h facilities are used for social value

Objective: CTMUHB will double by 2025 the value of spending on goods and services within the Cwm Taf Morgannwg region and will aim to close the gap in procurement in Wales with other PSB partners by at least 5%.

To get there we will:

- Proactively engage by 2022 local suppliers including Small and Medium-Sized Enterprises (SMEs) to communicate procurement opportunities through advice sessions on social value goals, using the procurement pipeline and supplier support packs developed by NWSSP
- Increase by 2023 the number of SMEs including suppliers from within the PSB boundary on the Multiquote digital procurement portal, and buy from local suppliers first where economically viable
- Implement by 2024 a programme to increase local food procurement in CTMUHB, built on existing work led by NHS Wales National Collaborative Commissioning Unit and Northern Star, pending feedback and approval from Welsh Government
- Identify by 2025 market gaps in collaboration with Industry Wales and Welsh Government and explore creating new supply chains for specific goods and products from businesses with a strong social value focus
- Measure annually data on the proportion of health board procurement awarded to suppliers within the CTM PSB area and in Wales and on the proportion of procurement to areas in 20% most deprived areas in Wales

Anchor Opportunities



Workforce and employment

- We have a partnership focussed on providing supported work internships to young people with learning difficulties and or autism. Launched in Prince Charles Hospital as a tripartite between the local college, and Elite Supported Employment Agency, Project Search is a project which supports young people in three rotations over the course of an academic year. There is a 100% positive outcome on graduation from the project with:
  - 29% gaining employment within CTMUHB
  - 58% being employed outside CTM, and in the local community
  - 13% going into volunteering opportunities or into education for a qualification pathway

- In April 2025, CTM moved to a fully bilingual advertising, not just to meet our legislative obligations, but to ensure we project the right image as a major employer and encourage applicants with diverse ranges of language skills.

- Have changed how we advertise our jobs - promoted jobs using social media and linked in with local colleges, jobcentre plus, voluntary/community sector organisations to improve accessibility and opportunities for employment.

- In 2022, we launched our centralised work experience programme, enabling young people from our communities to request short placements within our services. Since its launch (i.e. between 2022 and now) we have supported 339 placements for students from across our locality.

- Since establishing CTM's Apprenticeship Academy in 2022, 571 staff have either completed or are working towards an apprenticeship qualification. Prior to this, only 443 recognised apprenticeship qualifications had been attained at CTM. Our academy continues to support staff of all levels to access formal qualifications, with 193 currently in-train.

Procurement - CTM FE Spend

FE Spend Annual Report

Select any data point for drill-through to map

PCGIG Caffael Tîm Cynaliadwyedd
NWSSP Procurement Sustainability Team

Spend figures

Financial Year	Total spend	Welsh FE Spend	Welsh%
21/22	£4,093,748,005	£1,581,909,834	38.64%
22/23	£4,541,114,120	£1,965,055,668	43.27%
23/24	£4,870,447,657	£2,105,083,918	43.22%
24/25	£5,177,624,298	£2,265,195,796	43.75%
Total	**£21,671,806,401**	**£9,185,321,657**	

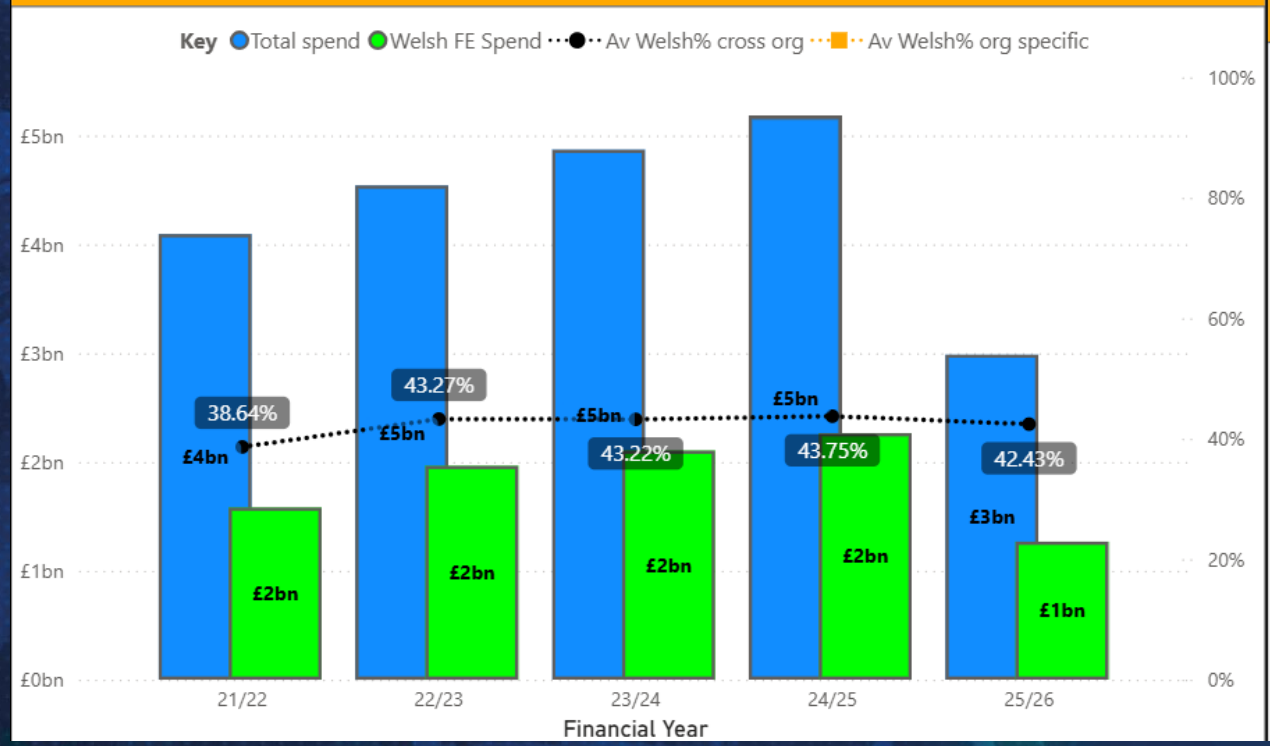
Overall Welsh% across selected data

42.38%

Select FY

Select all	18/19	19/20
20/21	21/22	22/23
23/24	24/25	25/26

Total spend and Welsh FE spend % by financial year



Individual Org position by financial year - Min/Max hi

Green = above average, orange = around average, red = below average

Org	21/22	22/23	23/24	24/25	25/26
AB	44.21%	50.17%	53.43%	53.99%	53.00%
BCU	33.54%	39.53%	38.60%	39.08%	39.31%
CTM	46.70%	46.59%	47.26%	46.96%	49.09%
CVB			37.49%	54.31%	58.90%
CVT	36.81%	39.44%	38.60%	41.15%	37.49%
DHCW	5.63%	7.22%	9.31%	4.81%	3.04%
HDT	41.05%	49.58%	51.55%	52.37%	48.47%
HEIW	95.37%	94.68%	92.20%	91.82%	93.42%
NHS EXEC				64.18%	56.55%
NWSSP				24.83%	15.59%
PHW	21.42%	30.91%	28.27%	24.30%	26.32%
POW	49.56%	58.59%	56.64%	53.86%	55.59%
SBU	35.00%	40.90%	42.30%	42.70%	41.15%
VEL	18.53%	20.50%	12.90%	9.66%	8.58%
WAS	42.85%	42.78%	39.72%	41.12%	40.97%
WHSS	15.23%	13.81%	10.83%	12.50%	11.42%

Figures based on 2018/19 baseline

Our estate and infrastructure

- Work closely with our 3 local authorities to discuss asset and property related opportunities. A great example of what this can achieve is our two solar farm schemes:
  - With RCT Council we have **completed** the scheme to connect RGH to a nearby RCT Council developed scheme at Coed Ely which connects a 1MW section of the solar farm directly to the hospital on a “private wire” arrangement. The scheme completed and started generating power in Sep 2025.
  - With Merthyr Council we are completing groundworks for connection to be completed this winter to a 1.4MW solar array at the nearby Pen Y Dre High School redevelopment in time for the scheme to complete and commence generation in April 2026. This is another private wire connection but in this case we will take all the **excess power** generated by the solar array which cannot be utilised by the school (eg. holiday periods, weekends, outside school hours) thus maximising the viability of the scheme

- A number of third sector organisations use of estate to deliver services – e.g. Citizen’s Advice in Keir Hardy Health Park and Ysbyty Cwm Cynon, Platfform in the Mental Health Unit in the Royal Glamorgan to support and housing project, and MIND to deliver counselling.

Environment

- The Sustainability team are liaising with the UHB Charity, Grounds and Gardens and facilities teams to assess opportunities which could support staff and patients. Projects particularly redeveloping some courtyards across the estate have been put forward. Funding is available from the charity to develop projects, however, there are challenges around ongoing maintenance.

- As part of our evidence work on the plastic repurposing, we have been able to create 12 of the pictured chairs from less than a tonne of the Theatre and Pathology plastics diverted from the Health Board. This project was a finalist at the National Recycling Awards, CTMUHB were the only Health Board to be shortlisted for the category of 'Social Value' in partnership with Elite Paper Solutions and Pulse Plastics for its work in repurposing clinical plastics with the 'Feedcycle Project', while also creating jobs and sustaining a local social enterprise and local business.



- CTMUHB have been sending all its left over food waste to Anaerobic Digestion since 2016, some 7+ years ahead of the ban in maceration to sewer. CTMUHB use Olleco for this service, based in Newport. Since 2016 CTMUHB have digested over 250 tonnes of food waste.The power generated is largely used to power the largest net zero carbon dairy – Arlo Foods.

Community engagement

- We are now part of a network (we're here!!)

- CTM Community Leaders Network - forum of 130 members, connecting third sector partners and community organisations across our area.
  CTM2030 Community Leaders' Network - Cwm Taf Morgannwg University Health Board

- Cultural shift about how we work with our communities – learning, rich pictures, appreciative inquiry, stories, ripple effect mapping. Our people are our best asset.

- Health & housing data linkage project – Analyst support from RSL and USW partners. Develop evidence of the link between deprivation and poor health outcomes/health inequality Objective to enable housing and health partners to make place-based decisions to invest, to work with and understand the people most affected by poor health and to take targeted practical action for population health. Data dashboard in development





Some impact isn't always easy to see

