

Swansea Bay University Health Board People Strategy 2024-2029: Summary



Our new **5 year People Strategy** reflects and addresses what you told us. It has been written in collaboration with a broad range of partners and it aligns with our ten year Health Board vision.

The strategy has been developed because:

- Our **people** are important to us
- Our **communities** are important to us
- Our **environment** is changing
- We need to work together to create a **great experience for our people**.

We will deliver our **People Strategy** together, through our new **People Promise**, our new **Partnership Compact** with our Trade Union Partners and our existing **values**: caring for each other, working together and always improving.

The changes we are making are captured by our new mantra – the **“One Bay Way”**.

Our 7 Strategic Aims:



1. Engaged, Motivated & Healthy

We want our people to feel valued, fairly rewarded and supported.



2. Attract & Recruit

We want to be recognised as an employer of choice.



3. Well Planned

We will aim to have the right number of skilled people working on the right things.



4. Digitally Ready

We want to ensure our people feel ready for our digital future.



5. Excellent Learning & Education

We will support our people to develop the skills and capabilities they need.



6. Leaders That Live Our Values

We want all our people to role model collective and compassionate leadership.



7. Equality, Diversity & Belonging

We will strive to be diverse and inclusive, ensuring all voices are heard.



2022

2024

2025

2026

2027

2028

2029

Big Conversation

Swansea Bay University Health Board People Strategy 2024-2029

10 Year Vision

2034

10 Year Vision:
We become a
High Quality
Organisation

Feedback from 1400+ of our people used to inform the actions in our 10 year “One Bay Way” vision document & People Strategy.

You, our people, are pivotal to delivering our ambitious vision and this **5 year People Strategy** enables us to collectively focus on what is important to you, creating an environment where you feel empowered and able to flourish.

