

RE: re: Thinking of leaving us

Robert Blake (Hywel Dda UHB - Head of Culture and Workforce Experience)

<Robert.Blake2@wales.nhs.uk>

Mon 13/12/2021 2:12 PM

To: Tricia Rees (Hywel Dda UHB - Senior Communications Officer (e-Comms) <Tricia.Rees@wales.nhs.uk>; Yvonne Burson (Hywel Dda UHB - Assistant Director of Communications) <Yvonne.Burson@wales.nhs.uk>

Cc: Jackie Wright (Hywel Dda UHB - Culture & Workforce Experience Manager) <Jackie.Wright@wales.nhs.uk>; Daniel Blyth (Hywel Dda UHB - Culture & People Specialist (Experience and Wellbeing) <dan.blyth@wales.nhs.uk>

Hi Tricia

Can confirm that IG have agreed for it to be published so could we look at means for visible prominence and highlighting.

Happy to meet anytime given the p[priority of this work and reducing the turnover we are experiencing.

Warmest regards

Rob

From: Tricia Rees (Hywel Dda UHB - Senior Communications Officer (e-Comms) <Tricia.Rees@wales.nhs.uk>

Sent: 13 December 2021 12:56

To: Yvonne Burson (Hywel Dda UHB - Assistant Director of Communications) <Yvonne.Burson@wales.nhs.uk>; Robert Blake (Hywel Dda UHB - Head of Culture and Workforce Experience) <Robert.Blake2@wales.nhs.uk>

Subject: Re: re: Thinking of leaving us

Hi Rob

I believe this has been left with Dan as he'd been asked if he'd checked it out with Info Gov with it being an online form (DPIA), which I don't believe it had been at the time of request. He'd also initially asked for banner, which we tend to not use anymore.

The carousel yes is used for critical, corporate and urgent - mainly for all staff messages (not pockets)... as you can imagine we would be changing it daily for all the requests we get. Whilst business critical, I think because it was for a pocket of staff that is why alternatives have been suggested, we do occasionally have exceptions.

For getting the best visibility - I don't think the carousel is the most appropriate place as generally staff aren't looking at the home page long enough for the carousel to slide through - eg your entry may be number 2, 3 or 4 on the carousel in which case they'd need to be on the home page 20-40 seconds to see it, unless they manually scroll through.

We do have other areas on the home page which would be more appropriate - eg the consultation and engagement area (right hand plugin)... this is where we usually add staff surveys - but again, we would await confirmation that this has been checked out with IG.

I believe Dan was also encouraged to use other supplementary comms to get the survey out - eg global, closed facebook and the bulletin board (20-25k hits a month).

As soon as Dan can confirm IG are happy for it to be published we can look into a visible prominence for it.

Best wishes

Trish

From: Yvonne Burson (Hywel Dda UHB - Assistant Director of Communications)
<Yvonne.Burson@wales.nhs.uk>

Sent: Monday, December 13, 2021 11:42 AM

To: Tricia Rees (Hywel Dda UHB - Senior Communications Officer (e-Comms) <Tricia.Rees@wales.nhs.uk>; Robert Blake (Hywel Dda UHB - Head of Culture and Workforce Experience) <Robert.Blake2@wales.nhs.uk>

Subject: FW: re: Thinking of leaving us

Hi Rob

I have copied Tricia into this email as she will be able to take an oversight on what the digital demands are at present. We would very much want to support you with this and will get to you as soon as we can. Thanks - Yvonne

From: Robert Blake (Hywel Dda UHB - Head of Culture and Workforce Experience)
<Robert.Blake2@wales.nhs.uk>

Sent: 13 December 2021 08:14

To: Yvonne Burson (Hywel Dda UHB - Assistant Director of Communications) <Yvonne.Burson@wales.nhs.uk>

Cc: Christine Davies (Hywel Dda UHB - Assistant Director of Organisation Development)
<Christine.Davies11@wales.nhs.uk>

Subject: re: Thinking of leaving us

Morning Yvonne

Hope you are well?

We have completed a thinking of leaving us survey that allows us to get a conversation with anyone wanting to leave. This is in response to the turnover rates in a hope we can be more proactive in building our retention. Dan has had a discussion with Cerriann in getting this put on the intranet carousel as we need it in a prominent position for staff to access.

I think there are questions on whether this is organisational critical and we firmly believe it would be.

Is there any chance we can discuss a way forward that supports this initiative ?

Kindest regards
Rob

Rob Blake, Chartered Member MCIPD

Pennaeth Diwylliant a Phrofiad y Gweithlu/ Head of Culture / Workforce Experience

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Rhowch wybod i mi os hoffech gael gohebiaeth ebost yn Gymraeg
Please inform me if you would like to receive email correspondence in Welsh



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