

Aneurin Bevan University Health Board

Improving employee investigations in NHS Wales

- Person-centric approach to employee investigations, resulting in 71% reduction in investigations and financial sickness savings

The "Improving our Employee Investigations" programme, a collaboration between Aneurin Bevan University Health Board and Health Education and Improvement Wales, aims to shift from disciplinary overuse to a person-centric approach. Backed by academic research, including published papers, the programme has demonstrated a 71% reduction in investigations and significant financial sickness savings in pilot programmes.

Since July 2022, over 1,000 NHS Wales staff, including managers and HR, have received training. The programme has been endorsed by the chief executive of the NHS Wales, Judith Paget, and has received seven awards, including the top NHS Wales Award. It is also informing a review of the all-Wales disciplinary policy, emphasising informal approaches and improved employee support. The programme inspired a national "Avoiding Harm" campaign and is extending its impact to local government. A new Healthcare People Management Association (HPMA) award and a commissioned book further highlight its significance.