HIA Leadership Provided by PHW

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**SETTING THE SCENE**

- **Devolved Government** - focus on health, well-being, inequalities and sustainability
- **Health challenges** - increasing levels of obesity, air quality focus
- **Public Health (Wales) Act 2017** - HIA to be statutory in specific circumstances

- **Public Health Wales (PHW)** - Public Health Institute for Wales
- **Wales Health Impact Assessment Support Unit (WHIASU)** - HIA and ‘health in all policies’. Part of World Health Organisation (WHO) Collaborating Centre for Investment on health and well-being’
HIA Leadership in Wales - WHIASU/PHW

- Expert Unit - strategic direction and leadership for HIA (and HiAP) in Wales
- Proactive approach with ‘Development Officers’
- Remit to provide:
  1. Clear direction, advice and guidance
  2. Training - in house/formal/’learning by doing’/online
  3. Resources - website, HIA guides, HiAP resources
  4. Support - facilitation, use of rapid methods
  5. Research and dissemination - papers and book chapters
Welsh Approach

- **Transformational’ leadership**, i.e. leadership which pushes thinking and practice outside the comfort zone in order to go beyond established (through e.g. guidelines) practices
  
  Guides and resources - HIA and HiAP; Health and land use Planning; Quality Assurance Framework

- **Democratic’ leadership**, i.e. leadership which considers opinions of different experts / leaders in their fields and on that basis to continuously developing IA further to achieve best practice
  
  Feedback and process evaluation; workshops and events; engagement to develop Quality Assurance Framework; HIA Training Strategy; Planning for Better Health and well-being; Brexit HIA

- **Transactional’ leadership**, i.e. leadership which sets clear roles and tasks and rewards those that fulfill them best; e.g. through accreditation
  
  Knowledge and Skills Framework for HIA - roles defined with competencies/actions attributed to these.
  
  HIA Competency Courses in collaboration with the Chartered Institute of Environmental Health in Wales; Provides a Certificate post passing an assignment and reflecting on this
SWOT Analysis of WHIASU Model of Working - Strengths

- Values and principles the Unit works to including sustainable development principle enabled by WG policy
- Provides strategic direction/creates strategic advocates nationally and locally
- Values - input from stakeholders; participatory
- Flexible and adaptable - willing to evolve/evaluate
- Guidance and practical tools development
- Mobilization and capacity building/training and ‘learning by doing’
- PHWs 10 year strategy and plans - strategic priority
- Lead by example - Brexit HIA
SWOT Analysis of WHIASU Model of Working - Weaknesses/Threats

- Lack of capacity in team to deliver to demand/opportunities i.e. training; writing resources;
- Loss of key personnel a threat - vision/driving force for leadership
- Translating all the Unit’s leadership ideas/opportunities into practice can be challenging
- Over reliance on PHW/WHIASU - due to the existence of Unit means that others don’t lead
- Work on a range of IAs - HIA/P; MWIA; SEA - expected to lead on these too
THE FUTURE

Short term
- Lack of capacity in WHIASU and public health system - new model of working for HIA? Stakeholder engagement
- Provide vision and direction for HIA via a new HIA Guide to support the Public Health Act 2017 and resources
- WG HIA Statutory Regulations - PHW consistency in message, practice and leading by example
- Implications of the Act not understood widely - only a few PBs are prepared for the HIA duty.
- Strong leadership essential in all present forms.

Long term
- A whole system approach is needed with joined up working, flexibility and resources
- Evolution and evaluation
Diolch yn fawr!

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