**Company: Aneurin Bevan University Health Board**

**Contact: Izabela Spernaes**

**Briefly describe the idea or problem and discuss why this project is relevant and timely.**

The well-being of our staff remains ABUBH top priority for 2021/2022. Our staff continue to feel the impact of the COVID 19 pandemic and need to understand what the means for the delivery of our workforce and services.

Significant evidence exists supporting the link between wellbeing at work and productivity and attendance at work is associated with better physical and mental health – and less absenteeism and improved retention.

We would support a dissertation that assesses the correlation between employees' satisfaction, employee productivity and staff turnover and retention. What is less clear are the impacts and connections between the employee wellbeing and performance outputs during a Covid Pandemic.

**What are the specific aims of this project?**

To assess how workforce wellbeing and performance qualitative and quantitative data metrics which have impacted on staff productivity which balances the short and long term Workforce and OD objectives.

An in depth data analysis that demonstrates the correlation between employee wellbeing and staff productivity and performance metrics and which can be used to support the development of Workforce and Organisational objectives.

**What specific methodologies/skills/software are most important for this project?**

The Health Board has undertaken a number of wellbeing surveys and regularly tracks workforce performance data. Our suggested approach would involve a stepped approach to aggregating wellbeing and performance data at a defined business unit level (service, staff group, and grade). Second, to analyse at the business-unit-level the correlation between employee wellbeing and performance measures.

Data analysis software (R / Python / SAS), Microsoft Excel and PowerPoint.

**Do you envisage any barriers that may impact on the objectives of this project? For example, availability or access to data based on the current pandemic/working from home.**

The project could be undertaken locally and through MS teams, there may be some requirements to meet and main touch point would be at Llanfrechfa Grange.

**Is the project suitable for a part-time student?**

Yes