

BENEFITS REALISATION PLAN

1.1 Purpose

The purpose of this document is to set out the arrangements for the identification of potential benefits, their planning, modelling and tracking. It includes a framework that assigns responsibilities for the actual realisation of those benefits throughout the key phases of the project.

1.2 Approach to Benefits Realisation

To achieve the benefits listed below, we have outlined a benefits realisation plan, which acts as a formal mechanism for monitoring the delivery of these improvements. As with any transformation, costs will be incurred in the process to drive benefits, e.g. costs associated with construction of the new residential units. This benefits realisation plan will also allow for phasing of benefits to ensure we are able to drive value at all stages of the Programme.

1.3 Benefits register

No.	Benefit / outcome	Performance measure	Method to review	Lead responsibility	Beneficiary	Class/value	Timescale for delivery
Spending objective 1: Deliver high quality, value-based healthcare and clinical outcomes and better satisfaction to patients in line with the clinical services model and provide environmentally sustainable patient pathways and an environment that will aid recovery, dignity and healing, foster long-term patient -managed health and are compliant with all relevant regulation.							
1.1	Quality Adjusted Life Years	Improved year-on-year performance against PROMS measures	PROMS ¹	Nav Masani	Patients	Societal benefits Cash-releasing benefits	Long-term
1.2	Reduced mortality rates	% reduction in annual mortality rates	ONS mortality data Public Health Wales mortality data	Nav Masani	Patients	Unmonetisable benefits Quantifiable benefits	Long-term

¹ Specific QALY measurement approach will be developed for each speciality depending on the speciality

No.	Benefit / outcome	Performance measure	Method to review	Lead responsibility	Beneficiary	Class/value	Timescale for delivery
1.3	Increased life expectancy	Increase (in years) in average life expectancy across Cardiff and the Vale of Glamorgan	StatsWales	Stuart Walker	Patients Wider society	Unmonetisable benefits Quantifiable benefits	Long-term
1.4	Increased healthy life expectancy	Increase (in years) in average healthy life expectancy across Cardiff and the Vale of Glamorgan	StatsWales	Stuart Walker	Patients Wider society	Unmonetisable benefits Quantifiable benefits	Long-term
1.5	Increased staff efficiency	Improved waiting lists for planned care	UHB workforce database	Nav Masani	CVUHB	Non cash-releasing benefit	Medium-term
1.6	Increased patient satisfaction	Improved year-on-year results from PREMs	PREMS	Patient Experience Team	Patients CVUHB	Unmonetisable benefits	Medium-term
1.7	Improved patient reported outcome measures	Improved year-on-year performance against PROMS measures	PROMS	Patient Experience Team	Patients CVUHB	Quantifiable benefits	Long-term
1.8	Reduced sickness absence	% reduction in annual sickness absence across all staff groups	UHB workforce database	Rachel Gidman	Wider society	Societal benefits Cash-releasing benefits	Medium-term
1.9	Local supply chain expenditure	% of expenditure on local supply chains against all expenditure	UHB procurement data	Claire Salisbury	Wider society	Societal benefits Cash-releasing benefits	Short-term

No.	Benefit / outcome	Performance measure	Method to review	Lead responsibility	Beneficiary	Class/value	Timescale for delivery
1.10	Reduction in backlog maintenance	£ reduction in backlog maintenance rectification costs	Estates multifacet surveys	Geoff Walsh	Patients CVUHB	Cash-releasing benefits	Medium-term
Spending objective 2: Become a Centre of Excellence, a magnet and an anchor for learning, research and innovation for the region and Wales overall; it would be fully integrated into the local community, fostering sense of ownership and pride.							
2.1	Reduction in CO2 emissions	% reduction in CO2 emissions by CVUHB	Department for Business, Energy and Industrial Strategy - Emissions of carbon dioxide for Local Authority areas	Geoff Walsh	Patients Wider society	Societal benefits Quantifiable benefits	Medium-term
Spending objective 3: Promote staff wellbeing and enable recruitment, greater satisfaction and retention of high-quality staff, maintain a high calibre workforce and provide the education and training necessary for their professional development.							
3.1	New jobs and GVA created	Increase in new jobs created in Cardiff and Vale of Glamorgan annually Increase in GVA (£) generated in Cardiff and Vale of Glamorgan annually	StatsWales	Ed Hunt	Wider society	Societal benefits Cash-releasing benefits	Medium-term
3.2	Higher productivity employment created	% increase in annual output per worker in Cardiff and Vale of Glamorgan % increase in output per hour in Cardiff	StatsWales	Ed Hunt	Wider society	Societal benefits Cash-releasing benefits	Medium-term

No.	Benefit / outcome	Performance measure	Method to review	Lead responsibility	Beneficiary	Class/value	Timescale for delivery
		and Vale of Glamorgan					
3.3	Accelerated scientific discovery (and greater benefit in Wales from development and commercialisation of these discoveries)	£ generated from commercialisation of research and innovation	Cardiff University and CVUHB data on partnerships and innovation	Colin Dayan	Patients Wider society CVUHB	Societal benefits Cash-releasing benefits	Medium-term
3.4	Increased inward investment	Increase in £ investment in Wales, from outside Wales Increase in jobs created as a result of this investment Increase in GVA as a result of this investment	UK DfIT	Ed Hunt	Wider society	Societal benefits Cash-releasing benefits	Medium-term
3.5	Increase in average earnings	£ increase in annual average earnings across Cardiff and Vale of Glamorgan	StatsWales	Ed Hunt	Wider society	Societal benefits Cash-releasing benefits	Medium-term
3.6	Increased recruitment and retention of increasingly highly skilled staff	Reduction in time required to fill a post Improved % retention of skilled staff Reduction in the number of vacant posts	StatsWales UHB workforce database	Rachel Gidman	Wider society	Societal benefits Cash-releasing benefits	Short-term

No.	Benefit / outcome	Performance measure	Method to review	Lead responsibility	Beneficiary	Class/value	Timescale for delivery
<p>Spending objective 4: Become a pioneer for undertaking activity in more innovative ways, by:</p> <p>1) Proactively utilising technology in delivery of care, with a focus on prevention and long-term wellness;</p> <p>2) Developing a platform adaptable for future technology integration;</p> <p>3) Utilising Artificial Intelligence and machine learning to deliver precision medicine.</p>							
4.1	Fiscal and economic benefit from a workless claimant entering work	% reduction in claimant counts in Cardiff and Vale of Glamorgan annually	Nomis	Len Richards	Wider society	Societal benefits Cash-releasing benefits	Medium-term
4.2	Reduction in deprivation/poverty	Improved performance against Welsh Index of Multiple Deprivation	Statswales	Len Richards	Wider society	Unmonetisable benefits Quantifiable benefits	Long-term
4.3	Gap in healthy life expectancy reduces between the most and least deprived areas	Reduction (in years) of the healthy life expectancy gap between the most and least deprived areas in Cardiff and Vale of Glamorgan	ONS Public Health Wales Observatory	Stuart Walker	Wider society	Unmonetisable benefits Quantifiable benefits	Long-term
<p>Spending objective 5: Building on our established multi-agency approach to rapidly drive up the health status of the population by focussing on disease prevention, promoting health and wellbeing, and targeting the populations with the highest social inequalities.</p>							
5.1	Increased staff retention	Improved annual % of staff retention	UHB workforce database	Rachel Gidman	CVUHB	Unmonetisable benefits Quantifiable benefits	Short-term

No.	Benefit / outcome	Performance measure	Method to review	Lead responsibility	Beneficiary	Class/value	Timescale for delivery
5.2	Recruitment and agency costs saved	£ reduction in annual spend on recruitment and agency costs	UHB workforce database	Rachel Gidman	CVUHB	Cash-releasing benefits	Medium-term
5.3	Improved diversity of roles and opportunities to be involved in cutting edge work	Improved staff experience survey results	UHB workforce database Staff experience survey	Rachel Gidman	CVUHB	Unmonetisable benefits Qualitative benefits	Short-term