# People, Organisational Development & Culture Committee

Wed 13 October 2021, 13:30 - 16:00

**Board Room (via MS Teams)** 



### **Agenda**

### 13:30 - 13:40 1. GOVERNANCE

1.1. Introductions and Apologies for Absence

Chair

1.2. Declarations of Interest

All

1.3. Minutes and Matters Arising from the Previous Meeting held on 19th August 2021

Chair

PODCC Minutes 1900821 final.pdf (13 pages)

1.4. Table of Actions from the Previous Meeting held on 19th August 2021

Chair

PODCC Table of Actions 190821 final.pdf (3 pages)

1.5. PODCC Revised Terms of Reference

Chair

- PODCC Terms of Reference Final revised for PODCC Oct 2021 final.pdf (7 pages)
- Appendix 1 PODCC Planning Objectives revised.pdf (3 pages)

#### 13:40 - 13:45 2. STAFF STORY

5 min

Lisa Gostling/Amanda Glanville

Apprenticeship Programme

#### 13:45 - 13:55 3. PEOPLE

10 min

3.1. Performance Appraisal Development Review (PADR) Performance Report

Lisa Gostling

- PADR SBAR final.pdf (12 pages)
- PADR Poster v0.1.pdf (1 pages)

#### 13:55 - 14:25 4. PLANNING

30 min

#### 4.1. Planning Objectives Update

Lisa Gostling/Mandy Rayani

- PO Standard SBAR PODCC September 2021 final.pdf (5 pages)
- App1 PO Update for PODCC September 2021 final.pdf (10 pages)

#### 4.2. Domiciliary Care Provision (Workforce Issues)

Lisa Gostling/Jill Paterson/Jonathon Griffiths

SBAR Dom Care Oct 2021 final.pdf (4 pages)

### 30 min

#### 14:25 - 14:55 5. CULTURE

#### 5.1. Discovery Report

Lisa Gostling

- Discovery Report SBAR Oct 2021 final.pdf (5 pages)
- staff experience final report.pdf (15 pages)

#### 5.2. Welsh Language Provision

Yvonne Burson/Enfys Williams

- PODCC SBAR final.pdf (6 pages)
- Appendix A HDUHB-2122-12 WLS (Final) Report.pdf (15 pages)
- Appendix B Compliance Assessment Tool.pdf (138 pages)
- Appendix C Bilingual Services Mystery Shopper Scheme EE (002).pdf (27 pages)

#### 5.3. Bilingual Skills Policy Compliance

Annmarie Thomas

Bilingual Skills Policy Implementation final.pdf (9 pages)

#### 5.4. Black, Asian and Minority Ethnic (BAME)Advisory Group

Anna Bird

BAME Advisory Group update Sept 2021 final.pdf (1 pages)

15 min

#### 14:55 - 15:10 6. PERFORMANCE

#### 6.1. Workforce Dashboard

Annmarie Thomas

- Workforce Metrics SBAR final.pdf (4 pages)
- Workforce Metrics PODCC.pdf (5 pages)

#### 6.2. Integrated Performance Assurance Report

Lisa Gostling

PODCC - M5 IPAR SBAR Final.pdf (6 pages)

#### 15:10 - 15:20 7. RISK

10 min

7.1. Corporate Risks Allocated to PODCC

Lisa Gostling

- PODCC.CorpRiskReport.Oct21 final.pdf (6 pages)
- Copy of PODCC.CRR.Oct21 final.pdf (1 pages)
- Copy of PODCC.CRR2.Oct21 final.pdf (1 pages)
- Copy of PODCC.CRR3.Oct21 final.pdf (5 pages)

#### 7.2. Operational Risks Allocated to PODCC

There are currently no operational risks allocated to PODCC which meet the criteria for reporting.

### 15:20 - 15:30 8. Sub-Committee Reports

#### 8.1. Research & Innovation Sub Committee Report

Leighton Phillips

RI SubCommittee Report for PODCC October 2021 final.pdf (3 pages)

#### 15:30 - 15:45 9. CONTRACTUAL & LEGISLATIVE CHANGES

15 min

9.1. Speciality Specialist Contract Reform Implementation Update

Steve Morgan

SAS SBAR September 2021 final.pdf (5 pages)

#### 9.2. Corporate & Employment Policies

#### 9.2.1. Welsh Language Primary Care

Jill Paterson/Rhian Bond

- PODCC SBAR Primary Care Welsh language policy final.pdf (5 pages)
- 1036-S78WelshPolicy final.pdf (18 pages)

#### 9.2.2. Equality Impact Assessment Policy and Procedure

Ros Jervis/Anna Bird

- SBAR Policy 153 Equality Impact Assessment policy and procedure final.pdf (6 pages)
- Policy 153-Equality Impact Policy and Procedure final.pdf (10 pages)

#### 9.2.3. Procedure for NHS Staff to Raise Concerns

Lisa Gostling

- All Wales Raising Concerns SBAR final.pdf (3 pages)
- Procedure for NHS Staff to Raise Concerns final Sept 2021.pdf (26 pages)

#### 15:45 - 15:50 **10. FOR APPROVAL**

5 min

#### 10.1. Outcome of Advisory Appointments Committee

Lisa Gostling/Annmarie Thomas

AAC Report Aug- Sept 21 final.pdf (3 pages)

## 15:50 - 15:55 11. FOR INFORMATION 5 min

### 11.1. PODCC Workplan 2021/22

Chair

PODCC Work Programme 2021 22 v4.pdf (3 pages)

#### 11.2. Matters for Escalation to Board

Lisa Gostling

## 15:55 - 15:55 12. **DATE OF NEXT MEETING**

13th December 2021 1.30 p.m. - 4.30 p.m.