

# People, Organisational Development & Culture Committee (PODCC)

Thu 03 February 2022, 09:30 - 12:30

Board Room (via MS Teams)



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Hywel Dda  
University Health Board

## Agenda

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09:30 - 09:50  
20 min

### 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 13th December 2021

*Chair*

PODCC Minutes 131221 v2.pdf (15 pages)

#### 1.4. Table of Actions from the Previous Meeting held on 13th December 2021

*Chair*

PODCC Table of Actions 131221 v2.pdf (2 pages)

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09:50 - 10:45  
55 min

### 2. PEOPLE

#### 2.1. Carers Report

*Lisa Gostling/Anna Bird*

PODCC SBAR Carers Update Feb 2022 final.pdf (4 pages)

Carers Update Report - PO2A - February 2022 - pdf.pdf (10 pages)

#### 2.2. Development of People & Culture Plans

*Christine Davies/Organisational Development Relationship Managers*

Verbal Report

#### 2.3. Making a Difference - Customer Service Programme

*Amanda Glanville*

PODCC SBAR Making a difference v1 final final.pdf (4 pages)

Making a Difference Report final.pdf (25 pages)

#### 2.4. Nursing & Midwifery Strategic Framework

*Mandy Rayani*

NM Strategic Framework SBAR final.pdf (4 pages)

ENGLISH Nursing and Midwifery Strategy 2021 2025 WEB.pdf (20 pages)

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10:45 - 10:55 **3. PLANNING**  
10 min

**3.1. Planning Objectives Update**

*Lisa Gostling/Mandy Rayani*

- PO Standard SBAR - PODCC February 2022 final.pdf (6 pages)
- App1 - PO Update for PODCC February 2022 final.pdf (10 pages)

**3.2. Workforce Plan**

Deferred to April 2022 PODCC Meeting

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10:55 - 11:05 **4. COMFORT BREAK**  
10 min

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11:05 - 11:30 **5. CULTURE**  
25 min

**5.1. Black, Asian and Minority Ethnic (BAME) Dismissals**

*Annmarie Thomas/Hashim Samir*

- PODCC SBAR BAME final.pdf (3 pages)
- Review of dismissals over a 10-year period in the Black and Minority Ethnic staff groups Final.pdf (9 pages)

**5.2. Culture & Principles of Engagement**

*Lisa Gostling/Christine Davies*

- Culture and Principles of Engagement SBAR final.pdf (9 pages)
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11:30 - 11:45 **6. PERFORMANCE**  
15 min

**6.1. Performance Assurance & Workforce Metrics**

*Annmarie Thomas*

- Workforce Metrics SBAR PODCC Feb final.pdf (6 pages)
- PODCC Dashboard.pdf (16 pages)
- Dashboard Appendix 1 final.pdf (9 pages)

**6.2. Monitoring of Welsh Health Circulars**

Nil return - No open Welsh Health Circulars aligned to PODCC.

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11:45 - 12:00 **7. RISK**  
15 min

**7.1. Corporate Risks Allocated to PODCC**

*Lisa Gostling*

- PODCC.CorpRiskReport.Feb22 final.pdf (6 pages)
- Copy of PODCC Corporate Risk Report final.pdf (12 pages)

**7.2. Operational Risks Related to PODCC**

**12:00 - 12:10** **8. Sub-Committee Reports**

10 min

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

*Phil Kloer*

 RI SubCommittee Report final.pdf (4 pages)

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**12:10 - 12:20** **9. CONTRACTUAL & LEGISLATIVE CHANGES**

10 min



**9.1. Corporate & Employment Policies**

*Lisa Gostling*

**9.1.1. Equality, Diversity & Inclusion Policy**

-  SBAR Report EDI Policy February 2022 final.pdf (4 pages)
-  133 Equality Diversity and Inclusion Policy V5 final.pdf (12 pages)
-  EDI Policy Poster - Draft Feb 2022.pdf (1 pages)

**9.1.2. Interpretation & Translation Policy**

-  Interpretation Policy SBAR Report - Feb 2022 final.pdf (5 pages)
  -  863- Interpretation and Translation Services Policy Final.pdf (11 pages)
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**12:20 - 12:25** **10. FOR APPROVAL**

5 min

**10.1. Outcome of Advisory Appointments Committee**

*Lisa Gostling/Annmarie Thomas*

 SBAR PODCC FEB 22 AAC final.pdf (3 pages)

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**12:25 - 12:30** **11. FOR INFORMATION**

5 min

**11.1. PODCC Workplan 2021/22**

*Chair*

 PODCC Work Programme 2021 22 v6.pdf (3 pages)

**11.2. Matters for Escalation to Board**

*Lisa Gostling*

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**12:30 - 12:30** **12. DATE OF NEXT MEETING**

0 min

4th April 2022 9.30 a.m. - 12.30 p.m.