

TABLE OF ACTIONS

People, Organisational Development & Culture Committee (PODCC) meeting held on 13/12/21

MINUTE REFERENCE	ACTION	LEAD	TIMESCALE	PROGRESS
PODCC(21)47	<p>Self-Assessment Action Plan</p> <ul style="list-style-type: none"> To provide any suggestions/matters for consideration in order to develop PODCC further to Prof. John Gammon or Mrs Lisa Gostling. 	All	20/01/22	Complete
PODCC(21)48	<p>Outcomes of NHS Wales Staff Survey, Nursing Climate Survey & Discovery Report Implementation/Action Plans Update (Staff Experience: Transforming Staff Feedback into Positive Change)</p> <ul style="list-style-type: none"> To confirm with Mrs Christine Davies and Ms Suzanne Tarrant the mechanisms in place with regard to staff receiving wellbeing services through their language of choice. 	LG	20/01/22	<p>Complete (Due to a national shortage of Psychologists/ Counsellors within this area of expertise, the posts are classed as "hard to fill". Welsh is listed as desirable in the recruitment processes. 1:1 psychological support/counselling in Welsh is available through the EAP Care First and through Health for Healthcare Professionals, both of which are regularly promoted alongside access to the Staff Psychological Wellbeing Service. During the period 01/12/19 – 01/12/21, out of 994 referrals for the 1:1 psychological support services, 4 requests were received for correspondence in Welsh, 0 requests for a service in Welsh and 0 requests to Care First for a service in Welsh since 04/20).</p>

	<ul style="list-style-type: none"> To ensure future reporting of the action plan includes an “actioned column”, highlighting the status of whether or not an action has been completed. 	LG	20/01/22	Complete
PODCC(21)50	<p>Workforce Plan Update Position</p> <ul style="list-style-type: none"> To provide further information to Mr Winston Weir with regard to the Year 1 cost reduction. To include information related to the retention of staff within the dashboard report. To liaise with Mrs Gostling’s team in terms of providing a report in the future assuring PODCC that clinical placements for “grow your own”, under graduates and apprentices are deliverable. 	LG LG MR	20/01/22 20/01/22	<p>Task and Finish Groups, with financial representation, are currently being formed and finances will be finalised shortly. Information will be shared with Mr Weir in February 2022.</p> <p>Complete</p> <p>A report will be presented to PODCC in either April or June 2022.</p>
PODCC(21)51	<p>Medical Engagement Scale Survey Results/Comparison Report</p> <ul style="list-style-type: none"> To discuss the appropriate channel for reporting findings from junior medical staff and student surveys. 	LG/PK	20/01/22	Complete (Following establishment of the Education Group, findings and surveys will be reported via the Sub Group. Until established, the reported process will continue to be via PODCC).
PODCC(21)52	<p>Black, Asian and Minority Ethnic (BAME) Advisory Group</p> <ul style="list-style-type: none"> To present the report commissioned to review BAME dismissals to PODCC in February 2022. 	AT	20/01/22	Complete
PODCC(21)55	<p>Corporate and Employment Policies</p> <ul style="list-style-type: none"> To confirm whether there is a clear timeline in place with regard to the dates for submission of corporate and employment policies to PODCC for ratification. 	LG	20/01/22	Complete (Report to be presented to the April 2022 PODCC meeting with regard to timescales for all workforce policies).

AT – Annmarie Thomas

LG – Lisa Gostling

MR – Mandy Rayani

PK – Philip Kloer