

People, Organisational Development and Culture Committee Meeting



Agenda

Date	16 December 2024
Time	09:30 - 12:30
Location	Microsoft Teams Meeting/ Ystwyth Boardroom
Title	People, Organisational Development and Culture Committee Meeting

1 - GOVERNANCE AND RISK

09:30, Chantal Patel (Hywel Dda UHB - Independent Board Member)

1.1 - Apologies for Absence

Chantal Patel (Hywel Dda UHB - Independent Board Member)

1.2 - Declarations of Interest

All

1.3 - Minutes and Matters Arising from the meeting held on 29 October 2024

Chantal Patel (Hywel Dda UHB - Independent Board Member)

1.4 - Table of Actions from the meeting held on 29 October 2024

Chantal Patel (Hywel Dda UHB - Independent Board Member)

1.5 - Corporate Risks Assigned to PODCC

For assurance

Lisa Gostling (Hywel Dda UHB - Director of Workforce & OD/Deputy CEO)

1.6 - Targeted Intervention Progress Report

Lisa Gostling (Hywel Dda UHB - Director of Workforce & OD/Deputy CEO), Shaun Ayres (Hywel Dda UHB - Deputy Director of Operational Planning and Commissioning)

1.7 - Self Assessment of Committee Effectiveness Report

For assurance

Chantal Patel (Hywel Dda UHB - Independent Board Member)

2 - PEOPLE

10:15,

2.1 - Staff Story: Apprentices

Lisa Gostling (Hywel Dda UHB - Director of Workforce & OD/Deputy CEO)

Our new generation workforce. Through an apprentice's eyes.

2.2 - Employment Law

For information

Heather Hinkin (Hywel Dda UHB - Assistant Director People Management)

3 - CULTURE

10:45,

3.1 - Deep dive analysis on the increase in stress amongst staff

Lisa Gostling (Hywel Dda UHB - Director of Workforce & OD/Deputy CEO)

DEFERRED

|| - BREAK

10:45,

4 - PLANNING

10:55,

4.1 - Workforce Plan

For assurance

Tracy Walmsley (Hywel Dda UHB - Assistant Director of People Planning)

4.2 - Retention and Discovery Report

For information

Christine Davies (Hywel Dda UHB - Assistant Director of Organisation Development)

5 - PERFORMANCE

11:15,

5.1 - Performance Assurance and Workforce Metrics - Integrated Performance Assurance Report (IPAR)

For assurance

Michelle James (Hywel Dda UHB - Head of Resourcing & Utilisation)

5.2 - Medical Workforce Performance Management and Mandatory Training

For information

Eiry Edmunds (Hywel Dda UHB - Cardiac Consultant), Amanda Glanville (Hywel Dda UHB - Assistant Director of People Development), Carly Hill (Hywel Dda UHB - Assistant Director)

6 - SUB COMMITTEE AND GROUPS

11:35,

6.1 - Strategic People Planning and Education Group Update Report

For discussion

Amanda Glanville (Hywel Dda UHB - Assistant Director of People Development)

6.2 - Research and Innovation Sub Committee Update Report

For discussion

Mark Henwood (Hywel Dda UHB - Interim Medical Director)

6.3 - Trade Union Update

For information

Heather Hinkin (Hywel Dda UHB - Assistant Director People Management)

Implementation of Welsh Health Circular WHC (2024) 017

7 - FOR APPROVAL

12:05,

7.1 - Outcome of Advisory Appointments Committee (AAC)

For approval

Heather Hinkin (Hywel Dda UHB - Assistant Director People Management)

7.2 - Workforce Policies for Approval

For approval

Heather Hinkin (Hywel Dda UHB - Assistant Director People Management)

Received 13/12/24

8 - FOR INFORMATION

For information

12:15,

- PODCC Workplan 2024/25

9 - MATTERS AND RISKS FOR ESCALATION TO BOARD

12:20, Chantal Patel (Hywel Dda UHB - Independent Board Member)

10 - ANY OTHER BUSINESS

12:25, All

11 - DATE OF NEXT MEETING

12:30,

Tuesday, 18 February 2025