

People, Organisational Development & Culture Committee Meeting



Agenda

Date	17 February 2026
Time	09:30 - 12:30
Location	Microsoft Teams; Dolau Cothi Conference Room, 2 nd Floor, Picton Terrace
Title	People, Organisational Development & Culture Committee Meeting

1 - GOVERNANCE AND RISK

09:30-09.45

1.1 - Welcome and Apologies for Absence

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair)

1.2 - Declarations of Interest

All

1.3 - Minutes and Matters Arising from the meeting held on 04 November 2025

For approval

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair)

1.4 - Table of Actions from the meeting held on 04 November 2025

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair)

1.5 - Assurance and Risk Report

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)

2 - PEOPLE

09.45-10.45

2.1 - Staff Story - Deferred

2.2 – Health Board Partnership Forum Update

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

2.3 - Phase 2 CCG Organisational Restructure

Andrew Carruthers (Hywel Dda UHB - Chief Operating Officer)

Keith Jones (Hywel Dda UHB - Director of Operational Planning & Performance)

2.4 - Glangwili Theatres Sickness and Culture

Andrew Carruthers (Hywel Dda UHB - Chief Operating Officer)

Olwen Morgan (Hywel Dda UHB - Assistant Director of Nursing)

2.5 - Update on Increase in Stress Amongst Staff

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

2.6 - Employee Relations Update

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

2.7 - Update on Safeguarding Training Compliance

Charlotte Westacott (Hywel Dda UHB - Head of Safeguarding)

Sharon Daniel (Hywel Dda UHB - Executive Director of Nursing, Quality & Patient Experience)

2.8 - Staff/Public Health Tool Update

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

2.9 - New Workforce Solution

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

BREAK

10.45-10.55

3 - CULTURE

10.55-11.15

3.1 - Whistleblowing in Hywel Dda

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

3.2 - Speak Up: 6 Month Update Report

Robert Blake (Hywel Dda UHB - Head of Culture and Workforce Experience)

3.3 - EDI Taskforce

Anna Bird (Hywel Dda UHB – Assistant Director of Business, Partnerships and Inclusion)

4 - PLANNING

11.15-11.55

4.1 - Planning Objectives (PO) General Update Report

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

4.2 - Delivery against POs aligned to PODCC: Deep Dives: PO1: Workforce Stabilisation - Recruitment Plan

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

4.3 - Delivery against POs aligned to PODCC: Deep Dives: PO1: Workforce Stabilisation - Retention Plan

Corinna Lloyd-Jones (Hywel Dda UHB - Head of Organisation Relations)

4.4 - Delivery against POs aligned to PODCC: Deep Dives: PO1: Workforce Stabilisation - Workforce Education and Development Plan

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

5 - PERFORMANCE

11.55-12.05

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

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

6 - SUB-COMMITTEE UPDATE REPORTS

12.05-12.15

6.1 - Strategic People Planning and Education Group (SPPEG)

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

7 - FOR APPROVAL

12.15-12.25

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)

8 - FOR INFORMATION

8.1 - PODCC Workplan 2025/26

9 - ANY OTHER BUSINESS

12.25-12.30

All

10 - DATE OF NEXT MEETING: 9.30am-12.30pm, Tuesday 19 May 2026

10.1 - Date of Future Meetings

Tuesday 18 August 2026

Tuesday 10 November 2026

Tuesday 16 February 2027