

People, Organisational Development & Culture Committee Meeting



Agenda

Date	18 August 2026
Time	09:30 - 12:30
Location	Dolau Cothi Meeting Room, Picton Terrace / MS Teams Meeting
Title	People, Organisational Development & Culture Committee Meeting

1 - WELCOME AND APOLOGIES FOR ABSENCE

09:30, Neil Prior (Hywel Dda UHB - Independent Board Member)

2 - GOVERNANCE

09:30,

2.1 - Declarations of Interest

All

2.2 - Minutes and Matters Arising from the meeting held on 17 February 2026

For approval

Neil Prior (Hywel Dda UHB - Independent Board Member)

2.3 - Table of Actions from the meeting held on 17 February 2026 *For assurance*

Neil Prior (Hywel Dda UHB - Independent Board Member)

2.4 - Assurance and Risk Report

For assurance

Joanne Wilson (Hywel Dda UHB - Director of Corporate Governance/Board Secretary)

3 - STRATEGIC FOCUS

09:45,

3.1 - Staff Story - Wellness

For discussion

Andrew Poole (Hywel Dda UHB - Assistant General Manager), Corinna Lloyd-Jones (Hywel Dda UHB - Head of Organisation Relations)

3.2 - 5-Year Workforce & Organisational Development Strategic Plan

For assurance

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

3.3 - New Workforce Solution (new ESR)

For assurance

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

3.4 - Planning Goals aligned to PODCC Deep Dive: Goal 1 Healthy Thriving Teams

For assurance

- Objective 1: Sustainable workforce in hospitals and communities

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

3.5 - Delivery against Planning Goals aligned to PODCC: General Update

For assurance

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

|| - BREAK

11:20,

4 - OPERATIONAL FOCUS

11:30,

4.1 - Health Board Partnership Forum Report

For assurance

Anthony Dean (Hywel Dda UHB - Estates)

4.2 - EDI Update: Strategic Equality Plan Annual Report, inc Workforce Equality & Pay Gap Reports

For assurance

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

4.3 - Culture Overview Report

For assurance

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

4.4 - Speak Up – 6 monthly update report

For assurance

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

4.5 - General OCP report

For assurance

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

Report to incorporate update on CCG phase 2

4.6 - Financial Grip and Control Assessments

For assurance

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

4.7 - Performance Assurance and Workforce Metrics Report

For assurance

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

5 - SUB-COMMITTEE UPDATE REPORTS

11:55,

5.1 - Strategic People Planning and Education Group (SPPEG) Reports

For approval

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

- SPPEG Update Report
- SPPEG ToR
- SPPEG Annual Report

6 - FOR APPROVAL

12:10,

6.1 - Outcome of Advisory Appointments Committee (AAC)

For approval

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

6.2 - Workforce Policies for Approval

For approval

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

7 - FOR INFORMATION

12:20,

7.1 - PODCC Workplan 2026/27

For information

Neil Prior (Hywel Dda UHB - Independent Board Member)

8 - ANY OTHER BUSINESS

For discussion

12:20, All

9 - END OF MEETING REFLECTIONS

12:25, Neil Prior (Hywel Dda UHB - Independent Board Member)

10 - DATE OF NEXT MEETING: 9.30am-12.30pm, Tuesday 17 November 2026

12:30,

10.1 - Date of Future Meetings

Tuesday 16 February 2027

11 - In-Committee Meeting

In accordance with the Committee's Terms of Reference, which permit the Committee to operate an in-committee function for the consideration of sensitive and/or confidential information, the next part of the meeting will be held in private session. Attendance will be restricted to Committee Members and those individuals (or their nominated deputies) identified in the Terms of Reference.

This session will consider the following item:

- 1. Risk Report*

A summary of matters considered will be reported to the next appropriate Committee meeting.