

**HYWEL DDA UNIVERSITY HEALTH BOARD – PEOPLE, ORGANISATIONAL DEVELOPMENT & CULTURE COMMITTEE
WORK PLAN
APRIL 2024 – MARCH 2025**

The following table sets out the Committee’s proposed work plan for 2024-25, including standing agenda items (denoted by *).

AGENDA ITEM/ ISSUE	LEAD	Responsible Officer	11 April 2024	13 June 2024	20 Aug 2024	29 Oct 2024	16 Dec 2024	18 Feb 2025
GOVERNANCE AND RISK								
Apologies*	Chair	CSO	✓	✓	✓	✓	✓	✓
Declaration of Interests*	Chair	CSO	✓	✓	✓	✓	✓	✓
Minutes from previous meeting*	Chair	CSO	✓	✓	✓	✓	✓	✓
Matters Arising & Table of Actions*	Chair	CSO	✓	✓	✓	✓	✓	✓
PODCC Terms of Reference	Chair	CSO						✓
PODCC Annual Report to Board	Chair	LG	✓					
Self-Assessment of Committee Effectiveness – Outcome report 2023	LG	KR	D	✓				
Self-Assessment of Committee Effectiveness – 6 month outcome report	LG	KR					✓	
Corporate Risks Assigned to PODCC	LG	RW	✓		✓		✓	
Operational Risks Assigned to PODCC	LG	RW		✓		✓		✓
Monitoring of Welsh Health Circulars (WHCs) (quarterly)	LG	RW		✓	✓	✓		✓
Monitoring of Ministerial Directions (if any) (quarterly)	LG	RW			✓			
Targeted Intervention Progress Report	LG	SA			✓	✓	✓	✓
PEOPLE								
Staff Story (video/presentation etc)	LG	various	✓	✓	✓	✓	✓	✓
Discovery Report & Action Plan (TI 47)	LG	CD						✓

AGENDA ITEM/ ISSUE	LEAD	Responsible Officer	11 April 2024	13 June 2024	20 Aug 2024	29 Oct 2024	16 Dec 2024	18 Feb 2025
Annual Carers Report	LG	AB		✓				
Workforce Efficiency (Agency costings)	LG	DO	✓		✓			✓
Employment Law	LG	HH					✓	
Employment Reduction: Deep Dive	LG	HH		✓		✓		✓
Employee Relations Report	LG	HH	D	✓ (+ IC)				
Community Nursing Annual Report/ Community Staffing Update	JP	TE/LL/SC	D	✓				
Speak Up Safely Working Group 6-monthly report to PODCC	LG	RB		✓				
Impact of Government Immigration Rule Changes on HDdUHB Staff	LG	HH	✓					
Partnership Forum Update	LG	HH		✓				
Trade Union Update	LG	AD			✓	✓	✓	✓
Staff Survey Results Update Report (TI 43 & 45)	LG				✓			
Implementation of the Non-Pay Deal	LG	AB			✓			
CULTURE								
Welsh Language Annual Report 2023/24	AHM	AHM/EW		✓				
Welsh Language and Culture Discovery Report	AHM	AHM/EW		✓				
Welsh Language Standards	AHM	AHM						✓
Increase in stress amongst staff: Deep Dive	LG					D	D	✓
LGBTQ+ Action Plan and Stonewall Assessment Update	LG	AB		D	✓			
Culture Progression Report, including PADR update (TI 47)	LG	CD	✓					
Armed Forces Annual Update	LG	AB		✓				
PLANNING								
Delivery against Planning Objectives aligned to PODCC: General Updates	DW	DW	✓ closure	✓		✓		✓
Delivery against Planning Objectives aligned to PODCC: Deep	LG	DO						

AGENDA ITEM/ ISSUE	LEAD	Responsible Officer	11 April 2024	13 June 2024	20 Aug 2024	29 Oct 2024	16 Dec 2024	18 Feb 2025
Dives: PO1: Workforce stabilisation								
○ Workforce Plan (TI 44)	LG	TW					✓	✓
○ Recruitment Plan (TI44)	LG	HH				✓		
○ Retention Plan (TI 41 & 42)	LG	CD					✓	
○ Workforce Education and Development Plan (TI 41 & 42)	LG	AG			✓			
Strategic Equality Plan Annual Report, inc Workforce Equality & Pay Gap Reports (TI 48)	LG	AB			✓			
Tritech Business Plan and KPI Monitoring for Tritech Institute	MH	LP			✓			
PERFORMANCE								
Performance Assurance & Workforce Metrics: Integrated Performance Assurance Report (IPAR) (TI 48)	LG	MJ	✓	✓	✓	✓	✓	✓
Medical Workforce Performance Management and Training	LG	CH					✓	
HEIW Targeted Visit Report (requested by SPPEG to bring to PODCC)	LG	MH/HW			✓			
SUB-COMMITTEE UPDATES								
Sub-Committee Terms of Reference:								
• Research & Innovation Sub Committee	MH	LP	✓					
• Anti Racist Wales Implementation Group	LG	AB			✓		D	
• Strategic People Planning and Education Group	LG	AG	✓					
Sub-Committee Update Reports:								
• Research & Innovation Sub Committee	MH	LP		✓	✓	✓		✓
• Research & Innovation Sub Committee University Partnerships Update	MH	LP		✓				
• BAME Advisory Group Mid-Year Review (inc Bullying & Harassment update and Anti-racist Wales action plan)	LG	AB/SM				✓		
• Strategic People Planning and Education Group	LG	AG	✓		✓	✓		✓
Sub-Committee Annual Reports:								

AGENDA ITEM/ ISSUE	LEAD	Responsible Officer	11 April 2024	13 June 2024	20 Aug 2024	29 Oct 2024	16 Dec 2024	18 Feb 2025
• Research & Innovation Sub Committee	MH	LP	✓				✓	
• Strategic People Planning and Education Group	LG	AG				✓	✓	
• BAME Advisory Group	LG	AB	✓					
• Research and Development Framework Annual Update	MH	LP			✓			
• Research and Development Strategy Review	MH	LP						✓
FOR APPROVAL								
Corporate & Employment Policies	LG	HH	✓	✓	✓	✓	✓	✓
Contractual and Legislative Changes	LG	HH	✓					
Outcome of Advisory Appointments Committee	LG	MJ	✓	✓	✓	✓	✓	✓
FOR INFORMATION								
PODCC Workplan 2024/25*	LG	CSO	✓	✓	✓	✓	✓	✓

Initials:

D – Deferred AB – Anna Bird AD – Anthony Dean AG – Amanda Glanville AHM – Alwena Hughes-Moakes CD – Christine Davies CSO – Committee Services Officer	DO – Daniel Owen DW – Daniel Warm EW – Enfys Williams HH - Heather Hinkin HW – Helen Williams KR – Karen Richardson LL – Lyanne Lewis	LP – Leighton Phillips LG – Lisa Gostling MH – Mark Henwood MJ – Michelle James PK – Phil Kloer RB – Robert Blake RW – Rachel Williams	SC – Sarah Cameron SM – Steve Morgan TE – Tracey Evans TW – Tracy Walmsley
---	---	--	---