

# People, Organisational Development and Culture Committee Meeting



## Agenda

Date 18 February 2025  
Time 09:30 - 12:30  
Location Microsoft Teams Meeting/ Ystwyth Boardroom  
Title People, Organisational Development and Culture Committee Meeting

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### 1 - GOVERNANCE

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 16 December 2024

*For information*

Chantal Patel (Hywel Dda UHB - Independent Board Member)

#### 1.4 - Table of Actions from the meeting held on 16 December 2024

*For information*

Chantal Patel (Hywel Dda UHB - Independent Board Member)

#### 1.5 - PODCC Terms of Reference - Update

*For discussion*

#### 1.6 - Operational Risks Assigned to PODCC

*For assurance*

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

#### 1.7 - Welsh Health Circulars (WHCs)

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

### **1.8 - Targeted Intervention Progress Report**

*For assurance*

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

## **2 - PEOPLE**

10:10,

### **2.1 - Staff Story: TBC**

*For information*

### **2.2 - Trade Union Update**

*For information*

Anthony Dean (Hywel Dda UHB - Estates), Anna Bird (Hywel Dda UHB – Strategic Partnerships)

### **2.3 - Workforce Efficiency Update**

*For assurance*

Tracy Walmsley (Hywel Dda UHB - Assistant Director of People Planning), Daniel Owen (Hywel Dda UHB - Senior Workforce Manager)

## **3 - CULTURE**

10:50,

### **3.1 - Deep Dive - Increase in stress amongst staff**

*For assurance*

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

### **3.2 - Progress on Taskforce Diversity and Inclusion Group**

*For discussion*

Anna Bird (Hywel Dda UHB – Strategic Partnerships), Anna Lewis (Hywel Dda UHB - Independent Board Member)

### **3.3 - Welsh Language Standards**

Alwena Hughes Moakes (Hywel Dda UHB - Communications and Engagement Director)

## **|| - BREAK**

11:10,

## **4 - PLANNING**

11:20,

### **4.1 - Delivery against Planning Objectives aligned to PODCC**

*For assurance*

Daniel L Warm (Hywel Dda UHB - Head of Planning)

#### **4.2 - Workforce Planning**

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

### **5 - PERFORMANCE**

11:35,

#### **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 Mandatory Training Compliance Update**

Carly Hill (Hywel Dda UHB - Assistant Director), Mark Henwood (Hywel Dda UHB - Interim Medical Director)

### **6 - SUB-COMMITTEE UPDATE REPORTS**

11:55,

#### **6.1 - Research and Innovation Sub-Committee Update Report and Research and Development Strategy Review**

*For assurance*

Mark Henwood (Hywel Dda UHB - Interim Medical Director)

#### **6.2 - R & I Strategy**

*For approval*

#### **6.3 - Strategic People Planning and Education Group (SPPEG) Update**

*For assurance*

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

### **7 - FOR APPROVAL**

#### **7.1 - Outcome of Advisory Appointments Committee (AAC)**

*For approval*

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

#### **7.2 - Corporate / Workforce Policies for Approval**

*For approval*

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

### **8 - FOR INFORMATION**

*For information*

Chantal Patel (Hywel Dda UHB - Independent Board Member)

**9 - MATTERS AND RISKS FOR ESCALATION TO BOARD**  
Chantal Patel (Hywel Dda UHB - Independent Board Member)

*For discussion*

**10 - ANY OTHER BUSINESS**  
All

*For discussion*

**11 - DATE OF NEXT MEETING:**

*For information*

**11.1 - Date of Future Meetings**