

People, Organisational Development & Culture Committee Meeting



Agenda

Date	19 August 2025
Time	09:30 - 12:30
Location	Microsoft Teams Meeting/ Ystwyth Boardroom
Title	People, Organisational Development & Culture Committee Meeting

1 - GOVERNANCE AND RISK

09:30,

1.1 - 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 27 May 2025

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair)

1.4 - Table of Actions from the meeting held on 27 May 2025

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair)

1.5 - Assurance and Risk Report

For assurance

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

1.6 - Targeted Intervention Progress Report

For approval

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

2 - PEOPLE

2.1 - Staff Story - Hope

For discussion

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

2.2 - Partnership Forum Update

For assurance

Anthony Dean (Hywel Dda UHB - Estates)

2.3 - Joint Inspection of Child Protection Arrangements Report

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

3 - CULTURE

3.1 - Equality Diversity and Inclusion Update

Anna Bird (Hywel Dda UHB – Strategic Partnerships)

3.2 - Strategic Equality Plan Annual Report, inc Workforce Equality & Pay Gap Reports (TI 48)

Helen Sullivan (Hywel Dda UHB - Head of Partnerships, Diversity and Inclusion)

3.3 - LGBTQ+ Action Plan

For assurance

Helen Sullivan (Hywel Dda UHB - Head of Partnerships, Diversity and Inclusion)

3.4 - Culture Overview Report

For assurance

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

3.5 - Speak Up, Make Meaningful Change: Update Report

For assurance

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

3.6 - HIEW Report on General Surgery at Withybush General Hospital

Mark Henwood (Hywel Dda UHB - Executive Medical Director)

3.7 - Sickness Rates and Cultural Challenges in Theatres - Deferred

|| - BREAK

4 - PLANNING

4.1 - Planning Objectives General Update Report *For assurance*

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

4.2 - Community Nursing Update Report/ Community Staffing Update *For assurance*

Anna Chiffi (Hywel Dda UHB - Assistant Director of Nursing, Patient Safety, Quality)

5 - PERFORMANCE

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

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

6 - SUB-COMMITTEE UPDATE REPORTS

6.1 - Strategic People Planning and Education Group (SPPEG) Update - Deferred *For assurance*

7 - FOR APPROVAL

7.1 - Outcome of Advisory Appointments Committee (AAC) *For approval* Heather Hinkin (Hywel Dda UHB - Assistant Director People Management)

7.2 - Contractual and Legislative Changes Heather Hinkin (Hywel Dda UHB - Assistant Director People Management)

7.3 - Standards of Behaviour Policy

For approval

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

7.4 - Workforce Policies for Approval

For approval

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

8 - FOR INFORMATION

8.1 - Mwy Na Geiriau/More Than Words Report

8.2 - PODCC Workplan 2025/26

For information

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair)

9 - ANY OTHER BUSINESS

All

10 - DATE OF NEXT MEETING: 9.30am-12.30pm, Tuesday 04 November 2025

10.1 - Date of Future Meetings

Tuesday 17 February 2026