

People, Organisational Development & Culture Committee Meeting



Agenda

Date 19 May 2026
Time 09:30 - 12:30
Location Microsoft Teams Meeting; HDD Picton - Dolau Cothi
Title People, Organisational Development & Culture Committee Meeting

1 - WELCOME AND APOLOGIES FOR ABSENCE

09:30-09.32

Neil Prior (Hywel Dda UHB - Independent Board Member)

2 - GOVERNANCE

(33 minutes)

2.1 - Declarations of Interest

09.32-09.34

All

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

For approval

09.34-09.37

Neil Prior (Hywel Dda UHB - Independent Board Member)

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

09.37-09.40

Neil Prior (Hywel Dda UHB - Independent Board Member)

2.4 - PODCC Terms of Reference

For approval

09.40-09.45

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

2.5 - PODCC Annual Report

For approval

09.45-09.50

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

2.6 - PODCC Annual Self-Assessment Report 2025/26

For assurance

09.50-09.55

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

2.7 - Assurance and Risk Report

For assurance

09.55-10.05

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

3 - STRATEGIC FOCUS

(60 mins)

3.1 - Staff Story - Simulation Training

For discussion

10.05-10.20

3.2 - Staff Survey Results Report

10.20-10.35

Nicola Jones (Hywel Dda UHB - Interim Assistant Head of Organisation Relations)

3.3 - Delivery Against Planning Objectives Aligned to the People, Organisational Development and Culture Committee

For assurance

10.35-10.50

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

3.4 - Health Education and Improvement Wales (HEIW) Targeted visit to General Medicine (GGH)

For assurance

10.50-11.05

Mark Henwood (Hywel Dda UHB - Executive Medical Director)

|| - BREAK

11:05-11.10

4 - OPERATIONAL FOCUS

(65 mins)

4.1 - Health Board Partnership Forum Report

For assurance

11.10-11.15

Anthony Dean (Hywel Dda UHB - Estates)

4.2 - Workforce Efficiency Report

11.15-11.25

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

4.3 - Welsh Language Annual Report 2025/26

For assurance

11.25-11.35

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

4.4 - Improving outcomes for Veterans and the Armed Forces Community – Annual Report 2025/26

For assurance

11.35-11.45

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

4.5 - Improving Outcomes for Unpaid Carers - End of Year Reports 2025/26

For assurance

11.45-11.55

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

4.6 - Update on Progress Against the Anti-Racist Wales Action Plan

For assurance

11.55-12.05

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

4.7 - Performance Assurance and Workforce Metrics Report

For assurance

12.05-12.15

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

5 - SUB-COMMITTEE UPDATE REPORTS

(0 mins)

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

*For
approval*

6 - FOR APPROVAL

(5 mins)

6.1 - Outcome of Advisory Appointments Committee (AAC)

For approval

12.15-12.17

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

6.2 - Workforce Policies for Approval

For approval

12.17-12.20

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 - DATE OF NEXT MEETING: 9.30am-12.30pm, Tuesday 18 August 2026

12:20

9.1 - Date of Future Meetings

Tuesday 17 November 2026

Tuesday 16 February 2027