

# People, Organisational Development and Culture Committee Meeting



## Agenda

Date Tuesday 20 August 2024  
Time 09:30 - 12:30  
Location Ystwyth Boardroom /Microsoft Teams Meeting  
Title People, Organisational Development and Culture Committee Meeting

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### 1 - GOVERNANCE

09:30-10:00 Chair

#### 1.1 - Apologies for Absence

Chair

#### 1.2 - Declarations of Interest

All

#### 1.3 - Minutes and Matters Arising from the meeting held on 13 June 2024

Chair

#### 1.4 - Table of Actions from the meeting held on 13 June 2024

Chair

#### 1.5 - Corporate Risks Assigned to PODCC

Lisa Gostling (Executive Director of Workforce & OD/Interim Deputy CEO)

#### 1.6 - Monitoring of Welsh Health Circulars (WHCs): Implementation of the Non-Pay Deal Update

**A: Monitoring of Welsh Health Circulars (WHCs): Update**

**B: WHC (2024) 017 Implementation of the Non-Pay Deal Update, including Trade Union Update**

Lisa Gostling (Executive Director of Workforce & OD/Interim Deputy CEO)  
Anna Bird (Assistant Director - Strategic Partnerships, Diversity and Inclusion)  
Ann Murphy (Independent Member and RCN Trade Union Representative)

**1.7 - PODCC Terms of Reference (ToR)**

Joanne Wilson (Director of Corporate Governance/Board Secretary)

**1.8 - Targeted Intervention Progress Report – PAPER TO FOLLOW**

**2 - PEOPLE**

10:00-10:30

**2.1 - Staff Story: tbc**

**2.2 - Workforce Efficiency Update**

Daniel Owen (Senior Workforce Manager)

**2.3 – Employment Law Update**

Heather Hinkin (Head of Workforce)

**3 - CULTURE**

10:30-10:45

**3.1 - Staff Survey Results Update**

Robert Blake (Head of Culture and Workforce Experience)

**3.2 - LGBTQ+ Action Plan and Stonewall Assessment Update**

Anna Bird (Assistant Director - Strategic Partnerships, Diversity and Inclusion)

**4 - PLANNING**

10:45-11:15

**4.1 - PO Deep Dive: PO1 Workforce Stabilisation: Workforce Education and Development Plan**

Amanda Glanville (Assistant Director of People Development)

**4.2 - Strategic Equality Plan Annual Report, inc Workforce Equality & Pay Gap Reports**

Anna Bird (Assistant Director - Strategic Partnerships, Diversity and Inclusion)

**4.3 - Trittech Business Plan and KPI Monitoring for Trittech Institute**

Prof. Chris Hopkins (Head of Trittech Institute and Innovation)

## **BREAK**

11:15-11:25

## **5 - PERFORMANCE**

11:25-11:40

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

Michelle James (Head of Resourcing & Utilisation)

### **5.2 - HEIW Targeted Visit Report**

Mark Henwood (Interim Medical Director)

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

11:40-12:10

### **6.1 - BAME Advisory Group ToR**

Anna Bird (Assistant Director - Strategic Partnerships, Diversity and Inclusion)

### **6.2 - Research and Innovation Sub-Committee Update Report**

Leighton Phillips (Director Research, Innovation and Value)

### **6.3 - Research and Development Framework Annual Update**

Leighton Phillips (Director Research, Innovation and Value)

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

Amanda Glanville (Assistant Director of People Development)

## **7 - FOR APPROVAL**

12:10-12:20

### **7.1 - Policies for Approval**

Heather Hinkin (Head of Workforce)

### **7.2 - Outcome of the Advisory Appointments Committee**

Michelle James (Head of Resourcing & Utilisation)

## **8 - FOR INFORMATION**

- PODCC workplan 2024/25

**9 - MATTERS AND RISKS FOR ESCALATION TO BOARD**

12:20-12:25 Chair

**10 - ANY OTHER BUSINESS**

12:25-12:30 All

**11 - DATE OF NEXT MEETING: 1pm-4.30pm, Tuesday 29 October 2024**

**(Please note this has been rescheduled from Thursday, 17 October 2024)**

**11.1 - Date of Future Meetings**

Monday, 16 December 2024

Tuesday, 18 February 2025