

**TABLE OF ACTIONS
PEOPLE, ORGANISATIONAL DEVELOPMENT AND CULTURE COMMITTEE (PODCC)
MEETING HELD ON 18 FEBRUARY 2025**

MINUTE REFERENCE	ACTION	LEAD	TIME SCALE	PROGRESS
PODCC(25)03	Minutes and Matters Arising from the meeting held on 16 December 2024: <ul style="list-style-type: none"> To record RE's apologies in the approved minutes 	CM	February 2025	Complete
PODCC(25)04	Table of Actions from the meeting held on 16 December 2024: <ul style="list-style-type: none"> To take forward, as part of the Taskforce work with Ms Anna Lewis, action PODCC (24)117 (to capture the risks associated with the equality, diversity, and inclusion data concerns) 	LG	April 2025	Complete On the agenda for next EDI Task Force meeting on 28 May.
PODCC(25)07	Targeted Intervention Progress Report: <ul style="list-style-type: none"> To review the report and consider changes to more accurately reflect the Health Board's position 	LG	April 2025	Complete Reviewed in line with the new enhanced monitoring level 3
	<ul style="list-style-type: none"> To discuss the above issue further outside the meeting 	LG/AL	April 2025	In Progress. A meeting is currently being scheduled.
	<ul style="list-style-type: none"> To highlight in the report the reasons for phasing nurse stabilisation at BGH 	LG	April 2025	Complete. This was answered during the PODCC meeting on 18 February.
PODCC(25)08	Staff Survey Results: <ul style="list-style-type: none"> To direct further queries to Mr Rob Blake 	ALL	April 2025	Complete
PODCC(25)11	Welsh Language Standards <ul style="list-style-type: none"> To highlight to the Board that actions are being taken in response to the requirements of Welsh Language Standard 110 – Enabling 	CP/LG	March 2025	Complete Highlighted in the PODCC Update Report to Board

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	Clinical Consultations through the Medium of Welsh. Also, that consideration is being given to the use of AI (subject to caveats around the need for an AI policy) for assisting in parity of service provision			
PODCC(25)16	Research and Innovation Sub Committee Update Report <ul style="list-style-type: none"> To develop a communication and engagement plan to promote Research and Innovation to staff 	LP	April 2025	Complete LP met Communications Director on 24 April and has agreed a communications plan for next 12 months, starting with the launch of the new Strategic Plan. The R&I Sub-Committee has now transferred to the ownerships of the Digital, Data & Innovation Committee.
PODCC(25)17	Research and Innovation Strategy Review <ul style="list-style-type: none"> To link with Mrs Lisa Gostling on management research work 	LP	April 2025	Complete LP has shared details of the Swansea University School of Management event with Lisa Gostling. The R&I Sub-Committee has now transferred to the ownerships of the Digital, Data & Innovation Committee.
PODCC(25)20	Corporate / Workforce Policies for Approval <ul style="list-style-type: none"> To discuss the removal of policy review dates with Mrs Joanne Wilson 	HH	April 2025	Complete At its meeting held on 8 June 2023, the Welsh Partnership Forum Business Committee, agreed to a revised approach to the review of All Wales policies and procedures. The core element of this approach is to move away from using a review date as a prompt for review of an existing policy. The approach recognises key prompts for review and provide an option for a transactional review where changes/updates to an existing policy are more administrative than material.

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				<p>The Welsh Partnership Forum Business Committee also confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.</p> <p>NHS Wales Employers will issue this schedule on a quarterly basis as confirmation of policies remaining extant to provide clarity and support organisations from a governance and assurance perspective.</p> <p>The Workforce and OD Team are working with the policy Co-ordinator to enact the changes on a local level.</p>

Leads:

AG: Amanda Glanville	CM: Clare Moorcroft	JW: Joanne Wilson	SD: Sharon Daniel
AL: Anna Lewis	CP: Chantal Patel	LG: Lisa Gostling	TW: Tracy Walmsley
CH: Carly Hill	HH: Heather Hinkin	LP: Leighton Phillips	