

People, Organisational Development & Culture Committee (PODCC)



Agenda

Date	27 May 2025
Time	09:30 - 12:30
Location	Microsoft Teams Meeting/ Ystwyth Boardroom; Ystwyth Board Room Avocor (Hywel Dda UHB - Generic Account)
Title	People, Organisational Development & Culture Committee (PODCC)

1 - GOVERNANCE AND RISK

09:30-10.00

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 18 February 2025

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair)

1.4 - Table of Actions from the meeting held on 18 February 2025

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair)

1.5 - People, Organisational Development & Culture Committee (PODCC) Terms of Reference (ToRs)

*For
approval*

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair)

1.6 - PODCC Annual Report

For approval

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair), Lisa Gostling (Hywel Dda UHB - Director of Workforce & OD/Deputy CEO), Chantal Patel (Hywel Dda UHB - Independent Board Member)

1.7 - PODCC Self-Assessment of Committee Effectiveness – Outcome report 2025

For assurance

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair), Lisa Gostling (Hywel Dda UHB - Director of Workforce & OD/Deputy CEO)

1.8 - Targeted Intervention Progress Report

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

1.9 - Corporate Risks Assigned to PODCC

For assurance

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

1.10 - Operational Risks Assigned to PODCC

For assurance

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

2 - PEOPLE

10.00-10.35

2.1 - Recovery Nature Programme Report and Staff Story

For discussion

Suzanne Tarrant (Hywel Dda UHB - Consultant Clinical Psychologist)

2.2 - Trade Union Update

For assurance

Anthony Dean (Hywel Dda UHB - Estates)

No TU update this time as all the work was completed in line with the WG report.

2.3 - Workforce Efficiency Update

For assurance

Michelle James (Hywel Dda UHB - Head of Resourcing & Utilisation), Daniel Owen (Hywel Dda UHB - Senior Workforce Manager)

2.4 - Community Nursing Annual Report/ Community Staffing Update - Deferred

For assurance

Peter Skitt (Hywel Dda UHB - Clinical Care Group Service Director - Community & Integrated Medicine)

2.5 - Agile Working Plan

Sharon Hughes (Hywel Dda UHB - Principal Programme Manager Transformation)

3 - CULTURE

10.35-11.15

3.1 - Welsh Language Annual Report 2024/25

For approval

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

3.2 - Culture Progression Report, including PADR update (TI 47) *For assurance*

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

3.3 - Staff Survey

For discussion

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

3.4 - Equality, Diversion and Inclusion Taskforce Update *For assurance*

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

3.5 - Armed Forces Annual Update *For assurance*

Anna Bird (Hywel Dda UHB – Strategic Partnerships)

3.6 - Speak Up - Deferred *For assurance*

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

|| - BREAK

11.15-11.25

4 - PLANNING

11.25-11.40

4.1 - Planning Objectives General Update Report *For assurance*

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

5 - PERFORMANCE

11.40-12.00

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

Michelle James (Hywel Dda UHB - Head of Resourcing & Utilisation), Daniel Owen (Hywel Dda UHB - Senior Workforce Manager)

5.2 - Improving Outcomes for Unpaid Carers - End of Year Reports 2024/25 *For assurance*

Anna Bird (Hywel Dda UHB – Strategic Partnerships)

6 - SUB-COMMITTEE UPDATE REPORTS

12.00-12.10

6.1 - Strategic People Planning and Education Group (SPPEG) Update

*For
approval*

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

7 - FOR APPROVAL

12.10-12.25

7.1 - Outcome of Advisory Appointments Committee (AAC)

For approval

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

7.2 - Workforce Policies for Approval

For approval

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

8 - FOR INFORMATION

8.1 - PODCC Workplan 2025/26

For information

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair)

9 - ANY OTHER BUSINESS

12.15-12.30

All

10 - DATE OF NEXT MEETING: 9.30am-12.30pm, Monday 18 August 2025

10.1 - Date of Future Meetings

Tuesday 4 November 2025

Tuesday 17 February 2026