

People, Organisational Development and Culture Committee Meeting (PODCC)



Agenda

Date	04 November 2025
Time	09:30 - 12:30
Location	Microsoft Teams Meeting/ Ystwyth Boardroom;
Title	People, Organisational Development and Culture Committee Meeting (PODCC)
—	

1 - GOVERNANCE AND RISK

09:30,

1.1 – Welcome and 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 19 August 2025

For approval

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair)

1.4 - Table of Actions from the meeting held on 19 August 2025 *For assurance*

Eleanor Marks (Hywel Dda UHB - HDUHB Vice Chair)

1.5 - Self-Assessment of Committee Effectiveness – 6 month outcome report

For assurance

Charlotte Wilmshurst (Hywel Dda Health Board - Assistant Director of Assurance and Risk)

1.6 - Assurance and Risk Report

For assurance

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

1.7 - Targeted Intervention Progress Report

For assurance

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

2 - PEOPLE

2.1 - Staff Story - Sickness Absence Tool Demonstration

For discussion

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

2.2 - Partnership Forum Update - DEFERRED

The Partnership Forum has not met since the previous PODCC meeting due to cancellation.

2.3 - CCG Structure and Process for Recruitment - DEFERRED

2.4 - Workforce Efficiency

For assurance

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

2.5 - Sickness Rates and Cultural Challenges in Theatres - verbal update

Andrew Carruthers (Hywel Dda UHB - Chief Operating Officer)

3 - CULTURE

3.1 - Social Partnership Duty Annual Report

For assurance

Sara Rees (Hywel Dda UHB - Senior Public Health Practitioner), Trina Nealon
(Hywel Dda UHB - Principal Public Health Officer)

3.2 - Whistleblowing in Hywel Dda - verbal update

For information

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

|| - 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 - PO Deep Dive: PO1 Workforce Stabilisation: Workforce Education and Development Plan - DEFERRED

This report has been deferred due to staff absence.

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) *For assurance*

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

Update from July 2025 SPPEG meeting. The SPPEG meeting due in September was cancelled.

7 - FOR APPROVAL

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

For discussion

All

10 - DATE OF NEXT MEETING: 9.30am-12.30pm, Tuesday 17 February 2026

10.1 - Date of Future Meetings

Thursday 21 May 2026

Tuesday 18 August 2026

Tuesday 17 November 2026

Tuesday 16 February 2027