

People, Organisational Development & Culture Committee (PODCC)

Thu 17 August 2023, 09:30 - 12:30

Ystwyth Boardroom/Teams

Agenda

09:30 - 09:50
20 min

1. GOVERNANCE

1.1. Apologies for Absence


Chair

1.2. Declarations of Interest

All


1.3. Minutes and Matters Arising from the meeting held on 19 June 2023

Chair

 1.3 Unapproved PODCC minutes 19 June 2023.pdf (19 pages)

1.4. Table of Actions from the previous meeting held on 19 June 2023


Chair

 1.4 PODCC 19 June 2023 Table of Actions Updated.pdf (2 pages)

1.5. Operational Risks Assigned to People, Organisational Development & Culture Committee (PODCC)

Lisa Gostling

 1.5 PODCC Operational Risk Report - August 2023.pdf (6 pages)

 1.5 Appendix 1 PODCC Operational Risk Register Aug 2023.pdf (1 pages)

1.6. Monitoring of Welsh Health Circulars

Lisa Gostling

There are no Welsh Health Circulars aligned to PODCC for this meeting

09:50 - 10:30
40 min

2. PEOPLE

2.1. Staff Story: Staff Retention - Why I Stayed

Video *Corinna Lloyd Jones*

2.2. GP Trainees Update

Sion James

 2.2 GP Registrar Retention Report PODCC Aug 23.pdf (3 pages)

 2.2 Appendix 1 - GP Registrar Retention Report PODCC Aug 23.pdf (1 pages)

2.3. Counter Fraud Annual Report 2022/23: Compliance with Mandatory Training

10:30 - 11:10 3. Culture

40 min

3.1. BAME Advisory Group Update and Terms of Reference

Anna Bird

-  3.1 BAME Update SBAR for PODCC August 2023 LG.pdf (4 pages)
-  3.1 Appendix 1 - BAME ToRs V03 - 20 07 23 LG.pdf (3 pages)

3.2. Bilingual Skills Policy Compliance

Alwena Hughes Moakes

-  3.2 Bilingual Skills Compliance August 2023.pdf (7 pages)
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11:10 - 11:20 4. BREAK



10 min

11:20 - 11:40 5. PLANNING

20 min

5.1. TriTech Business Plan

Professor Chris Hopkins/Dr Leighton Phillips

-  5.1 TriTech Business Plan Report PODCC August 2023.pdf (3 pages)
 -  5.1 Appendix 1 TriTech & Innovation Group Progress against the Business Plan July 2023 CE.pdf (22 pages)
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11:40 - 11:55 6. PERFORMANCE

15 min





6.1. Performance Assurance and Workforce Metrics - Integrated Performance Assurance Report (IPAR)

Michelle James

-  6.1 Performance Assurance & Workforce Metrics (IPAR) PODCC Aug 23.pdf (8 pages)

6.2. Strategic Equality Plan Annual Report (Including Workforce Equality & Pay Gap Reports)

Lisa Gostling

-  6.2 SBAR Strategic Equality Plan Annual Report PODCC Aug 23.pdf (7 pages)
 -  6.2 Appendix 1 Workforce Equality Report 22 23.pdf (37 pages)
 -  6.2 Appendix 2 Pay Gap Reports 2022-23.pdf (16 pages)
 -  6.2 Appendix 3 SEP Report 22-23 without appendix final.pdf (38 pages)
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11:55 - 12:10 7. SUB-COMMITTEE UPDATE REPORTS

15 min

7.1. Research and Innovation Sub-Committee

Dr Leighton Phillips

-  7.1 PODCC R&I Sub Committee Report August 2023.pdf (8 pages)

7.2. Research and Development Framework Update









Dr Leighton Phillips/Sally Hore

 7.2 SBAR Research and Development Framework Update PODCC August 2023.pdf (5 pages)

12:10 - 12:25 8. FOR APPROVAL 15 min

8.1. Policies and Strategic Equality Report

Heather Hinkin

-  8.1 PODCC SBAR revised Policies - August 2023 - V3.pdf (6 pages)
-  8.1a - Appendix 1 042-Starting Salaries Guideline - PODCC approval.pdf (17 pages)
-  8.1a Appendix 2 - Starting Salaries EqIA Aug 23.pdf (18 pages)
-  8.1b Appendix 1 - 107-Volunteers Policy - for PODCC approval.pdf (6 pages)
-  8.1b Appendix 2 - EqIA - 107 - Volunteering Policy.pdf (6 pages)
-  8.1c Appendix 1 - 350-Supporting Transgender Staff Policy-DRAFT FOR CONSULTATION MASTER PODCC.pdf (13 pages)
-  8.1c Appendix 2 - 350-EqIA July 2023.pdf (4 pages)
-  8.1d Appendix 1 - All Wales Policy Review Quarterly Schedule.pdf (1 pages)

8.2. Outcome of Advisory Appointments Committee

Michelle James


-  8.2 SBAR AAC PODCC May-Aug 23.pdf (3 pages)
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12:25 - 12:25 9. FOR INFORMATION 0 min

9.1. WG Strategy: More Than Just Words

-  9.1 SBAR Welsh Language Discovery Process.pdf (4 pages)
-  9.1 MNG_MJW NHS annual update_report template - (Eng) hyda at Mawrth 2023.pdf (10 pages)

9.2. PODCC Workplan 2023/24

-  9.2 PODCC Work Programme 2023-24 v9.pdf (5 pages)
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12:25 - 12:30 10. MATTERS FOR ESCALATION TO BOARD 5 min

12:30 - 12:30 11. DATE OF NEXT MEETING: Tuesday, 10 October 2023 0 min

11.1. Dates of Future Meetings

Monday, 11 December 2023
Thursday, 15 February 2023