

## Agenda

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**09:30 - 09:55** **1. GOVERNANCE**  
25 min

**1.1. Introductions and Apologies for Absence**

*Chair*

**1.2. Declarations of Interest**

*All*

**1.3. Minutes and Matters Arising from the Previous Meeting held on 18 August 2022**

*Chair*

 1.3 Unapproved PODCC minutes 18.08.22.pdf (18 pages)

**1.4. Table of Actions from the Previous Meeting held on 18 August 2022**

*Chair*

 1.4 PODCC Table of Actions 18.08.22 final.pdf (4 pages)

**1.5. Staff Story relating to Feedback following Long Term Sickness**

*Heather Hinkin / Corinna Lloyd-Jones*


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**09:55 - 10:25** **2. PEOPLE**  
30 min

**2.1. Deep Dive: Recruitment (Planning Objective 1F)**

*Lisa Gostling*

 2.1 PODCC SBAR Recruitment Deep Dive Discovery Report Final.pdf (4 pages)

 2.1 Appendix 1 Hywel Dda Recruitment Pathway Discovery Report Very Final.pdf (23 pages)

**2.2. Deep Dive - 1H 'Making a difference' Customer Service Programme**

*Lisa Gostling*

 2.2 Making a Difference Report Final.pdf (7 pages)

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**10:25 - 11:05** **3. PLANNING**  
40 min

**3.1. Planning Objectives Update**

*Lisa Gostling / Mandy Rayani*

 3.1 PO Standard SBAR - PODCC October 2022 Final .pdf (4 pages)

 3.1 Appendix1 - PO Update for PODCC October 2022 Final .pdf (12 pages)


### **3.2. Deep Dive on PO 3N Welsh Language and Update on Progress for the Welsh Language and Culture Discovery Report**

*Alwena Hughes-Moakes*

 3.2 Cam darganfod -PO3N.pdf (6 pages)

### **3.3. Strategic People Planning and Education Group (SPPEG) (linked to PO 2D)**

*Amanda Glanville / Tracy Walmsley*

 3.3 Draft Strategic People Planning and Education Group (SPPEG) V3.pdf (7 pages)

 3.3 Appendix 1 SPPEG Sub-structure.pdf (1 pages)

### **3.4. Strategic Equality Plan Annual Report**

*Deferred*

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## **11:05 - 11:10 4. COMFORT BREAK**

5 min

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## **11:10 - 11:25 5. PERFORMANCE**

15 min

### **5.1. Performance Assurance & Workforce Metrics (PO 1A)**

*Michelle James*

 5.1 Performance Assurance & Workforce Metrics Final.pdf (4 pages)

 5.1 Appendix 1 Strategic Objectives 1A 11.10.22.pdf (11 pages)

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## **11:25 - 11:40 6. Sub-Committee Reports**

15 min

### **6.1. Research & Innovation Sub Committee Report & Deep Dive - 3G Research and Innovation**

*Leighton Phillips*

 6.1 RI SubCommittee Report for PODCC October 22 final.pdf (6 pages)

 6.1 SBAR University Partnerships Deep Dive - PODCC Oct 22 Final.pdf (5 pages)

 6.1 Appendix 1 to University Partnerships SBAR Deep Dive - PODCC 22.pdf (10 pages)

 6.1 Appendix 2 Deep Dive Review Slides - University Partnerships Update - PODCC Oct 22.pdf (5 pages)


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## **11:40 - 12:10 7. CONTRACTUAL & LEGISLATIVE CHANGES**

30 min

### **7.1. Corporate & Employment Policies Update**


*Heather Hinkin*

 7.1 Contractual and legislative changes - Oct 22 - final.pdf (6 pages)

#### **7.1.1. 248 - Standards of Behaviour Policy**

*Joanne Wilson*

 7.1.1 Standards of Behaviour Policy SBAR Final.pdf (6 pages)

 7.1.1 Appendix 1 248-Standards of Behaviour Policy draft v6 - for PODCC Approval.pdf (36 pages)

📄 7.1.1 Appendix 2 EqIA - 248-Standards of Behaviour Policy.pdf (6 pages)

## 7.1.2. Workforce Policies (Multiple)

*Lisa Gostling*

- 📄 7.1.2 PODCC SBAR Workforce Polices Final.pdf (4 pages)
- 📄 7.1.2 Appendix 1 1085 Leave and Pay for New Parents Policy.pdf (10 pages)
- 📄 7.1.2 Appendix 2 Summary EQIA Form Leave Pay Parents Policy - final.pdf (5 pages)
- 📄 7.1.2 Appendix 3 438 Shared Parental Leave Procedure.pdf (15 pages)
- 📄 7.1.2 Appendix 4 158 - Redeployment Policy.draft.pdf (10 pages)
- 📄 7.1.2 Appendix 5 Summary EQIA Form Leave redeployment.pdf (4 pages)
- 📄 7.1.2 Appendix 6 713-EqIA Honorary Contract Procedure.pdf (4 pages)
- 📄 7.1.2 Appendix 7 Honorary Contract Procedure.pdf (7 pages)

## 7.1.3. 1103 - Performance Management Policy

*Lisa Gostling*

- 📄 7.1.3 1103 - SBAR Performance Management Policy Final.pdf (4 pages)
- 📄 7.1.3 Appendix 1 1103 - Performance Management Policy. draft.pdf (51 pages)
- 📄 7.1.3 Appendix 2 1103 - EqIA Performance Management Policy.pdf (4 pages)

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## 12:10 - 12:20 8. FOR APPROVAL

10 min

### 8.1. Outcome of Advisory Appointments Committee

*Sally Owen*

- 📄 8.1 AAC PODCC October 22 Final.pdf (4 pages)

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## 12:20 - 12:30 9. FOR INFORMATION

10 min

### 9.1. PODCC Workplan 2022/23

*Chair*

- 📄 9.1 PODCC Work Programme 2022 23 v10.pdf (5 pages)

### 9.2. Matters for Escalation to Board

*Lisa Gostling*

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## 12:30 - 12:30 10. DATE OF NEXT MEETING

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15 December 2022 9.30 a.m. - 12.30 p.m.