

# People, Organisational Development & Culture Committee

Thu 19 August 2021, 14:00 - 17:00

Board Room, Ystwyth Building via MS Teams



## Agenda

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### 14:00 - 14:15 15 min

## 1. GOVERNANCE

### 1.1. Introductions and Apologies for Absence

*Chair*

### 1.2. Declarations of Interest

*All*

### 1.3. Terms of Reference

*Chair*

For information

- 📄 PODCC Terms of Reference Final.pdf (7 pages)
- 📄 Appendix 1 PODCC Planning Objectives.pdf (4 pages)

### 1.4. Chair's Action

*Chair*

Minutes of the People, Planning & Performance Assurance Committee (PPPAC) held on 24/06/21

- 📄 Minutes 240621 v2.pdf (20 pages)
- 📄 PPPAC Table of Action 240621 v2.pdf (2 pages)

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### 14:15 - 14:55 40 min

## 2. PEOPLE

### 2.1. Outcome of NHS Wales Staff Survey and Nursing Climate Survey Implementation/Action

*Lisa Gostling/Christine Davies*

- 📄 SBAR Aug 21 PODCC final.pdf (9 pages)
- 📄 Action Plan Your Well Being Matters Survey August 2021 final.pdf (6 pages)

### 2.2. Speciality and Associate Specialist Contract Reform Implementation Update

*Lisa Gostling/Steve Morgan*

- 📄 SAS SBAR August 2021 final.pdf (5 pages)

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### 14:55 - 15:40 45 min

## 3. PLANNING

### 3.1. Strategic Equality Plan Annual Report

*Ros Jervis*

- 📄 SBAR SEP ANNUAL REPORT 2020-21 - August 2021 final.pdf (6 pages)

- 📄 SEP Annual Report FINAL DRAFT 16 07 21 for PODCC v1.pdf (26 pages)
- 📄 Appendix 1 - Population Equality Information SEP Annual Report 2020-21 v1.pdf (5 pages)
- 📄 Annual Workforce Equality Report 2020-21 v 28 July 21.pdf (64 pages)
- 📄 Gender Pay Gap Report 20-21.pdf (7 pages)

## 3.2. Planning Objectives Update

*Lisa Gostling*

- 📄 Planning Objectives Update Report August 21 final.pdf (9 pages)
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## 15:40 - 15:40 4. CULTURE 0 min

### 4.1. Discovery Report

Item deferred to October 2021 meeting

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## 15:40 - 15:50 5. PERFORMANCE 10 min

### 5.1. Monitoring of Welsh Health Circulars

*Lisa Gostling*

- 📄 People Organisational Development Culture Committee SBAR August 21 WHCs final.pdf (4 pages)
  - 📄 Copy of Appendix 1 WHC Tracker for PODCC August 2021 v1.pdf (1 pages)
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## 15:50 - 15:50 6. RISK 0 min

### 6.1. Corporate Risks Allocated to PODCC

Item deferred to October 2021 meeting

### 6.2. Operational Risks Allocated to PODCC

Item deferred to October 2021 meeting

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## 15:50 - 16:00 7. Sub-Committee Reports 10 min

### 7.1. Research & Innovation Sub Committee Report

*Phil Kloer*

- 📄 RI SubCommittee Report August 2021 final.pdf (3 pages)
  - 📄 TriTech Management Group ToR FINAL AGREED 12th July 2021.pdf (4 pages)
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## 16:00 - 16:20 8. FOR APPROVAL 20 min


### 8.1. Corporate & Employment Policies

*Lisa Gostling*

#### 8.1.1. Employment Policies Review Date Update

 Employment Policies SBAR August 2021 final.pdf (4 pages)

### **8.1.2. Secondment Policy**


 204-SBAR final.pdf (3 pages)

 204 NHS Wales Secondment Policy English.pdf (25 pages)

 204-EqIA final.pdf (4 pages)

### **8.1.3. Patient Access - Elective Care Policy**

*Andrew Carruthers*

 534-SBAR final.pdf (3 pages)

 534-PatientAccessPolicy final.pdf (40 pages)

 534-Summary EqIA final.pdf (5 pages)

## **8.2. Outcome of Advisory Appointments Committee**

*Lisa Gostling/Annmarie Thomas*

 People Organisational Development Culture Committee SBAR Jun - Aug 21 final.pdf (3 pages)


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## **16:20 - 16:30 9. FOR INFORMATION**

10 min

### **9.1. PODCC Workplan 2021/22**

*Chair*

 PODCC Work Programme 2021 22 v1.pdf (2 pages)

### **9.2. Matters for Escalation to Board**

*Lisa Gostling*

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## **16:30 - 16:30 10. DATE OF NEXT MEETING**

0 min

11th October 2021 - 9.30 a.m. - 12.30 p.m.