

Enw'r Pwyllgor / Name of Committee	People, Organisational Development & Culture Committee (PODCC)
Cadeirydd y Pwyllgor/ Chair of Committee:	Professor John Gammon
Cyfnod Adrodd/ Reporting Period:	Meeting Held on 19 th August 2021
Y Penderfyniadau a'r Materion a Ystyriodd y Pwyllgor / Key Decisions and Matters Considered by the Committee:	
<ul style="list-style-type: none"> • Terms of Reference - The Committee received the PODCC Terms of Reference following their approval at the July 2021 Public Board. Following a number of suggested amendments from Committee Members, the revised Terms of Reference will be reviewed at the October 2021 PODCC prior to presentation to the Board in November 2021 for approval. • Chair's Action – The Committee noted that the minutes of the final People, Planning & Performance Assurance Committee held on 24th June 2021 had been approved via Chair's Action. It was recommended for all “Welsh language” matters to be reported through one Committee, and it was the view of Members that this should be PODCC going forward, given its links with people, organisational development and culture. • Outcome of the NHS Wales Staff Survey and Nursing Climate Survey Implementation/Action – The Committee received the “Our Staff Experience: How we are actioning what our staff are telling us through surveys?” report and updated action plan relating to the “Your Wellbeing Matters” survey, recognising that the past 18 months had been one of the most challenging experiences for staff in both their working and personal lives, and understanding the importance of ensuring that staff have a voice. A survey timeline was suggested to co-ordinate and manage staff surveys. The Committee was pleased to learn that the Organisational Development Relationship Managers (ODRMs) have been appointed and are due to commence in post in September 2021, and the Committee gained assurance from the steps being taken to progress the cultural change journey. It was agreed to discuss the development of overarching plans/strategy for organisational surveys outside of the Committee meeting with the PODCC Chair and Director of Workforce & OD in order to guide the engagement of the workforce. • Speciality and Associate Specialist Contract Reform Implementation Update – The Committee received the “Speciality & Associate Specialist (SAS) Contract Reform Implementation Update” report, noting that new terms and conditions for Speciality Doctor and the Specialist grade have been agreed with an implementation plan in place. The Committee gained assurance from the progress associated with the change in speciality and associate specialist contract reform implementation and how this would be enacted within HDdUHB, and requested a further implementation update report be presented at the next PODCC meeting scheduled for 11/10/21 to receive assurance that the key features of the new contract which may impact upon the service are being worked through. • Strategic Equality Plan Annual Report – The Committee received the Annual Equality Reports: Strategic Equality Plan (SEP) Annual Report 2020/21, Annual Workforce Equality Report 2020/21, Gender Pay Gap, for assurance on the work which had been undertaken to meet the Public Sector Equality Duty and HDdUHB equality objectives . The Committee commended the reports and warmly 	

acknowledged the work of the staff involved in the production of the reports. It was noted that future reporting would include all Wales benchmarking information for comparative purposes. The Committee noted the Annual Equality Reports: Strategic Equality Plan (SEP) Annual Report 2020/21, Annual Workforce Equality Report 2020/21, Gender Pay Gap, prior to Board approval.

- **Planning Objectives Update** – The Committee received the Workforce & Organisational Development (OD) planning objectives (PO) update report, demonstrating where progress has been made in delivering the 13 Workforce & OD planning objectives. Whilst Members were pleased to note that all POs are progressing and on target, some concerns were raised with regard to PO 2D Clinical Education Plan due to changes in team management. Assurance was provided that a deep dive into PO 2D would be undertaken in September 2021 with any revisions to the PO to be agreed by the Executive Team. The Committee was assured by the current position, recognising that future reporting would include two versions of the RAG ratings, i.e. a current rating and an end of year target rating.
- **Monitoring of Welsh Health Circulars** – The Committee received the “Welsh Health Circulars” report, providing an update in relation to the implementation of Welsh Health Circulars (WHCs), noting that one WHC (NHS Pay Bonus for Primary Care) falls under the remit of PODCC. Assurance was received that the WHC has now been implemented, jointly led by the Director of Workforce & OD and the Director of Primary Care, Community and Long Term Care. The Committee gained assurance from the report and agreed closure of the WHC.
- **Research and Innovation (R&I) Sub-Committee Report** – The Committee received the Research & Innovation Sub-Committee update report following the meeting held on 12th July 2021, together with the Terms of Reference for the Tritech Management Team established to oversee the Tritech project, sponsored and governed by HDdUHB . It was noted that Health and Care Research Wales has withdrawn funding from the Development Team (circa £120k) from April 2021, with the expectation that they will cost-recover, which is not a dis-similar position across Wales. It was further noted that a peer review process has been undertaken by academics, with HDdUHB the second institution to be peer reviewed, recognising the importance of creative thinking concerning accessing funding, including innovation, research and clinical trial monies. The Committee sought assurance on the management of Risk 1160; Lack of Research Leadership, and it was noted that collaborative working with university partners would be undertaken to pursue the potential for increasing the number of Principal Investigators. Members were informed that a report concerning the research and innovation strategy would be presented to Public Board in September 2021.
- **Corporate and Employment Policies** – The Committee approved the All Wales Secondment Policy and also approved the extensions to review dates of the various employment policies presented.
- **Outcome of Advisory Appointments Committee** - The Committee received the Advisory Appointment Committee (AAC) report, providing an update on the outcome of the AACs held between 1st June and 5th August 2021 and approved the appointments made on behalf of the Board.

Materion y mae angen Ystyriaeth neu Gymeradwyaeth Lefel y Bwrdd are u cyfer / Matters Requiring Board Level Consideration or Approval:

None.

Risgiau Allweddol a Materion Pryder /Key Risks and Issues/ Matters of Concern:

- Concerns in regard to Risk 1160; Lack of Research Leadership, with assurance provided that collaborative working with university partners would be undertaken to pursue the potential for increasing the number of Principal Investigators.

**Busnes Cynlluniedig y Pwyllgor ar gyfer y Cyfnod Adrodd Nesaf /
Planned Committee Business for the Next Reporting Period:****Adrodd yn y Dyfodol / Future Reporting:**

In addition to the items scheduled to be reviewed as part of the Committee's work programme, following up progress of the various actions identified above will be undertaken.

Dyddiad y Cyfarfod Nesaf / Date of Next Meeting:

11th October 2021