

## COMMITTEE UPDATE REPORT/ ADRODDIAD DIWEDDARU'R PWYLLGOR PEOPLE, ORGANISATIONAL DEVELOPMENT AND CULTURE COMMITTEE

Date of last meeting/ Dyddiad y cyfarfod diwethaf: 29 October 2024

Quoracy/ Cworwm: Met

Report by/ Adroddiad gan: Chantal Patel, Chair

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### KEY DISCUSSION POINTS AND MATTERS TO BE ESCALATED FROM THE DISCUSSION AT THE MEETING/ PWYNTIAU TRAFOD ALLWEDDOL A MATERION I'W HUWCHGYFEIRIO O'R DRAFODAETH YN Y CYFARFOD:

**Alert<sup>1</sup>** (may require discussion)/ **Rhybuddio** (efallai y bydd angen trafodaeth)

- The Committee had no items of which to alert the Board.

**Advise<sup>2</sup>** (to monitor)/ **Cynghori** (i fonitro)

- The Committee had no items of which to advise the Board.

**Assure<sup>3</sup>** (to note)/ **Sicrhau** (i nodi)

The People, Organisational Development and Culture Committee wish to **assure** members of the Board that:

- The Committee continues to oversee the key initiatives for improving workforce sustainability, leadership development, and organisational culture as part of the **Targeted Intervention (TI)** de-escalation process. Monitoring progress of the strategic initiatives and programmes linked to TI have been scheduled on the Committee's work programme.
- Most of the actions to implement the non-pay elements of the collective agreement for 2022-2024 for Agenda for Change, as required by Welsh Health Circular **WHC (2024) 017** are complete, apart from two actions which are in progress:
  - 1) Pension Flexibilities – the Health Board is awaiting the final publication of the all-Wales policy to progress.
  - 2) Nursing for the Future Workforce Plan – this plan has not yet been published by Health Education Improvement Wales.
- In response to a request from the Committee on 15 April 2024, Members received a report on the impact that the **reduction of agency and bank nurses** is having on clinical outcomes for patients. The comparison data suggests an overall reduction in reported incidents; however, it was

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<sup>1</sup> There is a lack of confidence that any action in place is sufficient to address the issue satisfactorily and/or within the scope of the operational team or executive to resolve. Engagement, action or intervention required.

<sup>2</sup> There are areas of concern where assurance has been taken on actions in place but requires close monitoring. An early warning of an emerging and potentially serious concern.

<sup>3</sup> There is confidence that actions are robust and will be sufficient to address the issue or generally operating effectively. Routine monitoring.

recognised that the data is only available for five months so far and the pressures linked to the winter period may change the position. An update report which examines the triangulation between incidents and reduction of agency and bank staff has been forward planned for the Quality, Safety and Experience Committee in February 2025.

- The Committee received an update from the **Anti Racist Wales Implementation Group** and on the Health Board's progress of the Anti-Racist Wales Action Plan, as well as the local action plan for the period April 2024 – September 2024. A Board Seminar session has been scheduled for 12 December 2024 to discuss the Strategic Equality Plan.
- All **Planning Objectives** are on track, apart from the development of the Workforce Plan. A draft is in place and ongoing revisions are being made in light of TI escalation discussions with Welsh Government. The Workforce Plan will be presented as part of the Integrated Medium-Term Plan (IMTP) process for 2025/26.
- During the **Performance Assurance and Workforce Metrics report**, the Committee:
  - Agreed that it would be helpful to examine the impact that the increase in dementia training undertaken by Health Board staff is having on patient and family experience.
  - Noted the national challenges with staff sickness absence due to stress, depression and anxiety were discussed and the extent of actions underway to support staff wellbeing.
  - Requested an update at the December 2024 meeting on the actions underway to improve the medical workforce mandatory training compliance and performance management.
- The Interprofessional Education Plan highlighted the impact on quality of education, future workforce experiences and development of educators, and that the action plan will be monitored via the **Strategic People Planning Education Group (SPPEG)**.
- Positive feedback for **simulation training** was shared via a Staff Story and Members discussed the valuable opportunities the practical training offers staff to enhance their clinical skills. Members were supportive of upscaling this training across the Health Board as much as possible, whilst recognising the current resource challenges.
- The Committee approved the following policies and procedures subject to formatting changes to the Equality Impact Assessments:
  - 153 Equality Impact Assessment Policy and Procedure
  - 464 Industrial Injury Claim Procedure
  - 1085 Leave and Pay for New and Existing Parents Policy
  - 1262 All-Wales Pensions Flexibilities Policy
  - 1270 NHS Wales Pregnancy Loss Support Policy

### **Review of Risks/ Adolygiad o Risgiau**

Not applicable

### **Sharing of learning/ Rhannu dysgu**

Not applicable

### **Recommendation/ Argymhelliad**

The Board is asked to **take assurance** from the items that the Committee is providing assurance on.

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