

PEOPLE, ORGANISATIONAL DEVELOPMENT & CULTURE COMMITTEE UPDATE REPORT

Date of last meeting: 15 April 2024

Quoracy: Met

Report by: Chantal Patel, Chair

KEY DISCUSSION POINTS AND MATTERS TO BE ESCALATED FROM THE DISCUSSION AT THE MEETING:

Alert¹

There were no items to alert members of the Board on this occasion

Advise² (to monitor)

There were no items to advise members of the Board on this occasion

Assure³ (to note)

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

- All relevant work is being taken forward to meet the **Workforce Efficiency (Agency costings)** following the introduction of the Standard Control Framework for all health boards by the Welsh Government (WG) which required that the Health Board developed reduction plans for agency staff across all staff groups and produce action plans to address this. The Committee discussed the challenges and where work was going well. Further updates on this work will be brought to Committee throughout the year.
- All matters are being progressed in relation to **Cultural Progression**. The Organisational Development Relationship Managers (ODRM) team has reviewed its structure, and the way the team works both internally and externally. An important task has been to identify the culture across the health board and take that learning forward in a meaningful way. During discussions it was noted that good news stories are collected through the retention strand of the ODRM team who take stories from challenging teams and spotlight where things are going well.
- The Committee took assurance from the **Delivery against Planning Objectives aligned to PODCC: Closure Report**.

¹ 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.

² 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.

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

- The Committee took assurance on the approach being taken to create a comprehensive and coherent workforce plan outlined in the **Workforce Planning Report**. The report identified the top 53 risks across the board and aligned all of the interventions along each of the pillars. The plan was currently looking at the next 12 months, but with a long-term scope of 3 years, 6 years, and 12 years.
- Assurance was taken on the **Performance Assurance and Workforce Metrics**. The Committee recognised that Statistical Process Control (SPC) charts had greatly improved the intelligence submitted to Committee enabling it to see trends and providing the Committee with clear sight on what is happening across the organisation.
- Assurance from the **Strategic People Planning and Education Group (SPPEG)** report on its activities and decisions, and the approval of its Terms of Reference. Whilst the report noted four areas of concern, there is a process in place for each to be addressed.
- The Committee took assurance from the approval of the **Research and Innovation Sub-Committee Terms of Reference** and the **Research and Innovation Sub-Committee Annual Report** which outlines the Research and innovation activity during 2023/24 and the management of its functions.
- Assurance was taken from the **BAME Advisory Group Annual Report** and the intention to review its Terms of Reference and its membership to other groups in the Health Board.
- Took assurance from the report on the **Contractual and Legislative Changes: Immigration and Sponsorship UK Policy Changes** that there was a negligible impact from the immigration changes announced by the Government in December 2023.
- The Committee approved the following policies for publication: 511: Carers Policy and 1085: Leave and Pay for New and Existing Parents.
- The Committee approved the 2 appointments outlined in the **Outcome of the Advisory Appointments Committee (AAC)** on behalf of the Board, with Chair's Action to be taken on the third appointment.

Review of Risks

The Committee reviewed the corporate risks which are aligned to it. As part of its review, the Committee considered the status of each risk and the current score of each risk. The Committee considered the two new risks to the welfare of senior managers and staff due to increasing demands (corporate risks 1821 and 1822), and were assured by the measures being taken forward to address the issues however recognised the significant work to be undertaken.

Recommendation

The Board is asked to note the report.

Agenda, papers and minutes are available on our website: [PODCC 15 April 2024 - Hywel Dda University Health Board \(nhs.wales\)](#)