

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

Date of last meeting/ Dyddiad y cyfarfod diwethaf: 16 December 2024

Quoracy/ Cworwm: Met

Report by/ Adroddiad gan: Chantal Patel, Chair

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:

Alert¹ (may require discussion)/ **Rhybuddio** (efallai y bydd angen trafodaeth)

There were no items to **alert** the Board to.

Advise² (to monitor)/ **Cynghori** (i fonitro)

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

- A lack of centralised data intelligence was highlighted during a **medical staff mandatory training** update and assurance was sought that effective monitoring processes are in place to provide a holistic view of performance management and compliance rates across the Health Board.

Due to specific concerns raised regarding resuscitation/basic life support training compliance rates of paediatric medical staff within the report, the Chair requested an update on the current position as a matter of urgency, ahead of the next meeting, when an updated report has been forward planned which will also confirm the governance arrangements for monitoring mandatory training compliance.

Assure³ (to note)/ **Sicrhau** (i nodi)

The Committee wish to **assure** members of Board that:

- A staff story was provided by a nurse apprentice who shared their first-hand experience of the apprenticeship programme, welcoming the valuable opportunities it has provided as well as challenges. Feedback is continually gathered and actions for improvement are implemented in response to identified themes.

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 risks associated with the equality, diversity, and inclusion data concerns (highlighted during the Strategic Equality Plan Annual Report 2023/24 at Board on 26 September 2024) will be included on the risk register to amplify Committee and Board level discussions, monitoring of actions and accountability.
- 21% of staff completed the **Staff Survey** this year, which is a significant improvement over the previous year's response rate of 12%. The survey results will provide valuable insights to inform future staff engagement strategies and support improvements in workforce feedback methods.
- Progress has been made to recruit into key executive position roles, finalising leadership programmes, and implementing workforce plans as reported via the **Targeted Intervention Progress Report**.
- A number of changes to **Employment Law** were highlighted, including an increase in statutory sick pay, maternity and paternity pay and recent changes to pension tier rates.
- Progress relating to the **staff retention work programmes**, including the actions arising from the Retention Discovery Work, was shared. The work programmes are on track, and staff turnover figures are being monitored as part of the Escalation Framework. Appropriate progression towards the ambitious target figures is being made.
- An update was provided on the progress to implement a number of the non-pay elements of the collective agreement for 2022-2024 for Agenda for Change (AfC) staff, as required by Welsh Health Circular **WHC (2024) 017**. The Task and Finish Group continues to meet on a monthly basis. Key actions undertaken since the last update include the development of a SharePoint page to provide a one stop resource for staff seeking information about retirement or flexible retirement options.
- The Committee approved the following:
 - The adoption of the All-Wales Job Evaluation Policy & Procedure.
 - To defer the review of the Medication Errors Policy until 31 March 2025.
 - The following appointments which were made at recent Advisory Appointment Committees: Consultant in Cardiology, Consultant General Physician (Interest in Respiratory), Consultant in Anaesthetics, Intensive Care Unit

Review of Risks/ Adolygiad o Risgiau

Not applicable

Sharing of learning/ Rhannu dysgu

Not applicable

Recommendation/ Argymhelliad

The Board is asked to **note** the items the Committee is advising them of and **take assurance** from the items that the Committee is providing assurance on.

Agenda, papers and minutes are available on our website/ Mae agenda, papurau a chofnodion ar gael ar ein gwefan: Agenda, papers and minutes are available on our website: [Hywel Dda University Health Board \(nhs.wales\)](https://www.nhs.uk)