



AGENDA ITEM

2.2.5

CTM BOARD

HIGHLIGHT REPORT FROM THE PEOPLE & CULTURE COMMITTEE

DATE OF MEETING

27/05/2021

PUBLIC OR PRIVATE REPORT

Public

**IF PRIVATE PLEASE
INDICATE REASON**

Not Applicable - Public Report

PREPARED BY

Wendy Penrhyn-Jones, Head of Corporate
Governance & Board Business

PRESENTED BY

Jayne Sadgrove, Independent Member/
Chair of the People & Culture Committee

**EXECUTIVE SPONSOR
APPROVED**

Hywel Daniel, Executive Director for People

REPORT PURPOSE

FOR NOTING

ACRONYMS

None Identified.

1. PURPOSE

- 1.1 This report had been prepared to provide the Board with details of the key issues considered by the People & Culture Committee at its meeting on the 26 April 2021.
- 1.2 Key highlights from the meeting are reported in section 2.
- 1.3 The Board is requested to **NOTE** the report.

2. HIGHLIGHT REPORT

ALERT / ESCALATE	<ul style="list-style-type: none"> There are no matters to escalate to the Board on this occasion.
ADVISE	<ul style="list-style-type: none"> An internal audit report providing a review of Medical & Dental rostering (Limited Assurance) was received following a referral from the Audit & Risk Committee. Following discussion of the issues therein, the Committee requested an update for its next meeting setting out the outstanding actions and a realistic timeline for delivery bearing in mind a review by internal audit was planned for quarter three of 2021/22. An update was received on the next phase of work in rolling out the Values & Behaviours Framework which was acknowledged to be complex piece of organisational development work which would take time to become embedded. Discussions centred on the work of this phase and how this was presented to staff. The Committee endorsed a radically refreshed approach to leadership development designed to shape a culture and capability of compassionate, collaborative leadership that was linked to the embedding of values & behaviours. Actions designed to bring about focused improvement of current Statutory & Mandatory Training Compliance which was linked to an organisational metrics report was also received at this meeting.
ASSURE	<ul style="list-style-type: none"> The Committee welcomed the following presentations which provided helpful insights into the cultural improvement journey in these areas. The informative presentations also provided Independent Members with the information to seek further assurance when undertaking future site visits and testing the cultural temperature within the organisation. <ul style="list-style-type: none"> Cultural Change in: <ul style="list-style-type: none"> Maternity Neonatal Child & Adolescent Mental Health Services

	<ul style="list-style-type: none"> • The Committee approved the Committee Annual Business Cycle. It was agreed that a proposal be brought to the next meeting on the frequency of reporting the activity of the Employee Experience Group and Organisational Development Group to the Committee. • The Committee received a report on the Organisational Risk Register for those matters where risks had a score of 15 or more and were assigned the Committee noting actions taken to manage or mitigate those high-level risks. It was noted that the Organisational Risk Register would continue to evolve as it matures and embeds within the organisation. Due to the timing of the report verbal updates to complement the report were provided.
INFORM	<ul style="list-style-type: none"> • The Committee approved the following documents: <ul style="list-style-type: none"> – The Special Leave Policy, it was recognised that this policy could be further strengthened to recognise special leave requirements relating to surrogacy and miscarriage. – Recruitment & Retention Payment Protocol. – Consideration of a Shared Parental Leave Policy was deferred in order to allow additional consideration to its content. • A report on International Nurse Recruitment was deferred until the next meeting. • The following items were received for information: <ul style="list-style-type: none"> – An Internal Audit Report (Reasonable Assurance) regarding Medical Agency Usage – The Internal Audit Plan for 2021/22 illustrating the various audits planned in relation to workforce related issues across the organisation – A summary of the delivery position around recommendations arising from previous internal audit reports
APPENDICES	Not applicable.