



AGENDA ITEM

3.2.4 Appendix 3

CTM BOARD

HIGHLIGHT REPORT FROM THE PEOPLE & CULTURE COMMITTEE

DATE OF MEETING

29/09/2022

PUBLIC OR PRIVATE REPORT

Public

**IF PRIVATE PLEASE
INDICATE REASON**

Not Applicable - Public Report

PREPARED BY

Kathrine Davies, Corporate Governance
Manager

PRESENTED BY

Dilys Jouvenat, Independent Member/
Chair of the People and Culture Committee

**EXECUTIVE SPONSOR
APPROVED**

Hywel Daniel, Executive Director for People

REPORT PURPOSE

FOR NOTING

ACRONYMS

None Identified.

1. INTRODUCTION

- 1.1 This report had been prepared to provide the Board with details of the key issues considered by the People and Culture Committee at its meeting on the 10 August 2022
- 1.2 Key highlights from the meeting are reported in section 2.
- 1.3 The Board is requested to **NOTE** the report.

2. PURPOSE OF THE PEOPLE & CULTURE COMMITTEE

- 2.1 The role of the People and Culture Committee is to advise the Board on all matters relating to staff and workforce planning of the Health Board, and enhance the environment that supports and values staff in order to engage the talent and nurture the leadership capability of individuals and teams working together to drive the desired culture throughout the health service to deliver safer better healthcare.
- 2.2 The Committee will also provide advice and assurance to the Board in relation to the direction and delivery of the organisational development and other related strategies to drive continuous improvement and to achieve the objectives of the Health Board's Integrated Medium Term Plan (IMTP).

3. 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"> A presentation was received on the draft People Deliverables and New Operating Model. The Committee noted the 10 Priorities that had been refocused and included within the Integrated Medium Term Plan (IMTP) Two presentations were received and noted by the Committee on Employee Wellbeing and Employee Experience. The Committee commended the excellent work that had been undertaken to date and extended their thanks to the Teams. The Committee received the Equality, Diversity & Inclusion, Black, Asian & Minority Ethnic (BAME) Story. The Committee noted and commended the work of the BAME Network. A report was received on Listening, Learning & Improvement Culture and noted the update on the Restorative & Just Culture Training Programme. The Values & Behaviours Report was received by the Committee and provided an update on the plans to integrate the work around values and behaviours into |



| | |
|-------------------|--|
| | <p>business as usual activities. The Committee noted that the team had been shortlisted for a National Award on the 'Let's Talk Culture' Work.</p> |
| ASSURE | <ul style="list-style-type: none">• The Committee received the Workforce Metrics Report which provided key workforce metrics for May - June 2022, with historic trends.• The Committee received a report on the Employee Relations Update for the period May - June 2022.• The Committee received a report on the Organisational Risk Register for those matters where risks had a score of 15 or more assigned the Committee, noting actions taken to manage or mitigate those high-level risks.• The Welsh Language Standards Annual Report for 2021-22 was approved by the Committee. |
| INFORM | <ul style="list-style-type: none">• The Committee approved the following Policies:<ul style="list-style-type: none">• Annual Leave Policy• Re-deployment Policy• Maternity, Paternity, Adoption and Surrogacy Policy• Recruitment & Retention of Disabled Staff Policy• Appeals Procedure when not Detailed in the Relevant HR Policy or Procedure• Pension Contributions Alternative Payment Policy – The Policy was approved for use for Senior Medical Staff and would be further reviewed for lower band Agenda for Change Staff.• The Final Audit Report on Overtime and Additional Hours was noted by the Committee. |
| APPENDICES | Not applicable. |