

AGENDA ITEM

2.1.2

PEOPLE & CULTURE COMMITTEE

**RATIFICATION OF APPROVAL OF
RESPECT AND RESOLUTION POLICY**

Date of meeting

(14.07.21)

FOI Status

Open/Public

**If closed please indicate
reason**

Not Applicable - Public Report

Prepared by

Claire Nicholas, Head of Policy,
Compliance and A4C

Presented by

Claire Nicholas, Head of Policy,
Compliance and A4C

Approving Executive Sponsor

Executive Director for People

Report purpose

FOR APPROVAL

**Engagement (internal/external) undertaken to date (including
receipt/consideration at Committee/group)**

Committee/Group/Individuals

Date

Outcome

All Wales Working in Partnership
Forum

17 March 2021

ENDORSED FOR
APPROVAL

Urgent Chair's Action – People &
Culture Committee

11 May 2021

APPROVED

ACRONYMS

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1. SITUATION/BACKGROUND

- 1.1 The purpose of the report is to present the Workforce and Organisational Development policy set out below.

2. SPECIFIC MATTERS FOR CONSIDERATION BY THIS MEETING (ASSESSMENT)

The All-Wales **Respect and Resolution Policy** was developed in partnership and was agreed by the Welsh Partnership Forum and is due to become the standard policy for dealing with respect and resolution issues within the NHS in Wales replacing the current All-Wales Grievance Policy and Dignity at Work Process.

Although this policy was not ready for consideration when the Committee last met on 26th April 2021, given an intended implementation date of 1st June 2021 it was circulated to Committee Members on 11th May 2021 by email seeking support for approval under urgent Chair's Action.

Such action requires support from the Committee Chair, two Independent Members of the Committee and the Executive Lead. This was gained between 11th and 12th May 2021 as follows:

- Jayne Sadgrove, Committee Chair
- Mel Jehu, Committee Member
- Dilys Jouvenat, Committee Member
- Nicola Milligan, Committee Member
- Hywel Daniel, Executive Director for People.

In line with Standing Order requirements this action needs to be ratified at the next scheduled meeting of the Committee and is presented here for that purpose.

3. KEY RISKS/MATTERS FOR ESCALATION TO BOARD/COMMITTEE

- 3.1 The request for approval of this all-Wales Policy under Chair's Urgent Action was actioned as per required processes as detailed above.

4. IMPACT ASSESSMENT

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| Quality/Safety/Patient Experience implications | There are no specific quality and safety implications related to the activity outlined in this report. |
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| Related Health and Care standard(s) | Staff and Resources |
| | If more than one Healthcare Standard applies please list below: |
| Equality Impact Assessment (EIA) completed - Please note EIAs are required for <u>all</u> new, changed or withdrawn policies and services. | Yes |
| | Available from Claire Nicholas, Head of Policy Compliance and A4C |
| Legal implications / impact | Yes (Include further detail below) |
| | There could be legal implications if the policy is not adhered to, as identified, if applicable, within the policy. |
| Resource (Capital/Revenue £/Workforce) implications / Impact | There is no direct impact on resources as a result of the activity outlined in this report. |
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| Link to Strategic Well-being Objectives | Co-create with staff and partners a learning and growing culture |

5. RECOMMENDATION

- 5.1 The People & Culture Committee is asked to ratify the approval of the policy undertaken via Chair's Urgent Action to enable its launch from 1st June 2021.