People & Culture Committee

Wed 09 November 2022, 09:30 - 12:30

Virtual Via MS Teams

Agenda

09:30 - 09:30
0 min

1. PRELIMINARY MATTERS

1.1. Welcome and Introductions

Dilys Jouvenat, Chair

1.2. Apologies for Absence

Dilys Jouvenat, Chair

For Noting

1.3. Declarations of Interest

Dilys Jouvenat, Chair

For Noting

09:30 - 09:30
0 min

2. CONSENT AGENDA

2.1. Items for Approval

2.1.1. Unconfirmed Minutes of the Meeting held on 10 August 2022

Dilys Jouvenat, Chair

For Approval

📄 2.1.1 Unconfirmed Minutes PC Committee 10 August 2022 - Final Draft.pdf (15 pages)

2.1.2. Committee Self Effectiveness Outcome and Improvement Plan

George Galletly, Director of Corporate Governance

For Approval

📄 2.1.2 Outcome of Committee Self Effectiveness Survey PC Committee 9 November 2022.pdf (4 pages)
📄 2.1.2b CTM IM Scrutiny Toolkitv7(inc all-Wales additions) APPROVED 23.2.22.pdf (21 pages)

2.1.3. Amendment to the Standing Orders - Revised Committee Terms of Reference

George Galletly, Director of Corporate Governance

For Approval

📄 2.1.3a Revised Terms of Reference - Schedule 3.5 PCC ToR - Cover Paper.pdf (2 pages)
📄 2.1.3b Revised Terms of Reference - Schedule 3.5 PCC ToR.pdf (10 pages)

2.1.4. Alternative Pension Payment Contributions for Medical and Dental Staff Policy

Karen Wright, Assistant Director of Policy, Governance and Compliance

For Approval

📄 2.1.4a Alternative Payment Policy M&D Staff P&C Committee.pdf (3 pages)

📄 2.1.4b Pension Contribution Alternative Payment Policy P&C Committee 9 November 2022.pdf (18 pages)

2.1.5. Industrial Injury Policy

Karen Wright, Assistant Director of Policy, Governance and Compliance

For Approval

📄 2.1.5a Industrial Injury Policy Cover Report P&C Committee 9 November 2022.pdf (3 pages)
📄 2.1.5b Industrial Injury Benefit Policy Review updated PC Committee 9 November 2022.pdf (17 pages)

2.1.6. Committee Ratification of Chairs Action - Nursing & Midwifery Rostering Policy

Karen Wright, Assistant Director of Policy, Governance and Compliance

Ratification of Chairs Action

📄 2.1.6a Ratification of Chairs Action Nursing & Midwifery Rostering Policy PC Committee 9 November 2022.pdf (3 pages)
📄 2.1.6b CTM Nursing Midwifery Rostering Policy final PC Committee 9 November 2022.pdf (14 pages)

09:30 - 09:30
0 min

3. MAIN AGENDA

3.1. Action Log

Dilys Jouvenat, Chair

📄 3.1 Action Log PC Committee 9 November 2022 v1.pdf (9 pages)

3.1.1. Matters Arising Otherwise Not Contained within the Action Log

Dilys Jouvenat, Chair

3.2. Governance

3.2.1. Organisational Risk Register

George Galletly, Director of Corporate Governance

📄 3.2.1a -Organisational Risk Register September 22 - P&C November Cover Paper.pdf (4 pages)
📄 3.2.1b-Master Organisational Risk Register - Final September 2022 - P&C Nov Assigned Risks.pdf (3 pages)

09:30 - 09:30
0 min

4. INSPIRING PEOPLE

4.1. Equality, Diversity & Inclusion

Not Applicable

A full report will be received at the next meeting to reflect the National Work on the Anti Racism Plan, Equality Impact Assessments and other key areas of development in this area.

For Discussion/Noting

4.2. CAMHS: Progress on Culture Transformation and Improvement Work - Presentation

Ana Llewellyn, Care Group Nurse Director /Lisa Davies, Clinical Service Group Manager - CAMHS

For Discussion/Noting

📄 4.2 CAMHS Progress on Culture Transformation & Improvement Work PCC 9 November 2022.pdf (18 pages)

4.3. Pathology: Progress on Culture Transformation and Improvement Work - Presentation

Fiona Thomas, Interim Clinical Service Group Manager, Pathology

for Discussion/Noting

📄 4.3 Pathology - Progress on Culture Transformation and Improvement Work - P&C Committee 09-11-22.pdf (13 pages)

4.4. Employee Relations Report

Karen Wright, Assistant Director of Policy, Governance and Compliance

For Discussion/Noting

📄 4.4 Employee Relations Report PC Committee 9 November 2022 v2.pdf (7 pages)

4.5. Leadership and Management Development Progress Report

Nick Carter, Senior Learning and Organisational Development Manager

For Discussion/Noting

📄 4.5 Leadership & Management Update PC Committee 9 November 2022.pdf (5 pages)
📄 4.5.1 Leadership Community Summary.pdf (1 pages)
📄 4.5.2 Leadership and Management Programmes Evaluation Report.pdf (17 pages)

4.6. Workforce Metrics

Hywel Daniel, Executive Director for People

For Discussion/Noting

📄 4.6 Workforce Metrics PC Committee 9th November 2022.pdf (8 pages)

09:30 - 09:30
0 min

5. SUSTAINING OUR FUTURE

5.1. Nursing Workforce Update

Helen Watkins, Deputy Director for People

For Discussion/Noting

📄 5.1 Nursing Workforce Update Final.pdf (8 pages)

5.2. Medical Staffing Value & Efficiency Progess Report

Dom Hurford, Executive Medical Director

For Discussion/Noting

📄 5.2 Medical Workforce & Efficiency PC Committee 9 November 2022.pdf (9 pages)

09:30 - 09:30
0 min

6. OTHER MATTERS

6.1. Committee Highlight Report to Board

Dilys Jouvenat, Chair

6.2. Forward Work Plan

Dilys Jouvenat, Chair

📄 6.2 Forward work Plan PC Committee 9 November 2022 v1.pdf (2 pages)

6.3. Any Other Urgent Business

Dilys Jouvenat, Chair

6.4. How did we do today?

Dilys Jouvenat, Chair

09:30 - 09:30
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7. DATE AND TIME OF NEXT MEETING

Wednesday 8 February 2023 at 9:30 am