

People & Culture Committee

Wed 08 February 2023, 09:00 - 12:30
The Boardroom, Yr Hwb, Llantrisant



Agenda

09:00 - 09:00
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

09:00 - 09:05
5 min

2. CONSENT AGENDA

2.1. Items for Approval

2.1.1. Unconfirmed Minutes of the Meeting held on 9 November 2022

2.1.1 Unconfirmed Minutes 9.11.22 PC Committee 8 February 2023.pdf (11 pages)

2.1.2. Committee Annual Cycle of Business 2023-24

Assistant Director of Governance & Risk

For Approval

2.1.2a Cmt Annual Cycle of Business 2023-24 PC Committee 8 February 2023.pdf (2 pages)

2.1.2b Appendix 1 Annual Cycle of Business 23-24 PC Committee 8 February 2023.pdf (3 pages)

2.1.3. Policies for Approval: Employee Wellbeing Policy & Reference Policy

Assistant Director of Policy, Governance and Compliance

For Approval

2.1.3 Policies for Approval Cover Report PC Committee 8 February 2023.pdf (4 pages)

2.1.3a Appendix 1 Employee Wellbeing Policy.pdf (17 pages)



2.1.3b Appendix 2 Reference Policy.pdf (11 pages)

2.2. Items for Noting

2.2.1. Anchor Institution Group Highlight Report

Tom Powell

For Noting

-  2.2.1 Anchor Institution Highlight Report PC Committee 8 February 2023.pdf (3 pages)
-  2.2.1a Appendix 1 Anchor Strategy.pdf (15 pages)

2.2.2. Action Log

Dilys Jouvenat, Chair

-  2.2.2 Action Log PC Committee 8 February 2023.pdf (2 pages)

09:05 - 09:45
40 min

3. MAIN AGENDA

3.1. Graduates Scheme - Presentation on Experiences and Learning

Graduates

For Discussion



-  3.1 Graduates Scheme Presentation PC Committee 8 February 2023.pdf (11 pages)

3.2. GOVERNANCE

3.2.1. Organisational Risk Register

Assistant Director of Governance & Risk

For Discussion/Noting

-  3.2.1a Organisational Risk Register - P&C - February 2023.pdf (4 pages)
-  3.2.1b Appendix 1 - Master Organisational Risk Register - Final January 2023 (Recovered) - P&C Committee.pdf (3 pages)

09:45 - 10:45
60 min

4. INSPIRING PEOPLE


4.1. Equality, Diversity & Inclusion

For Discussion/Noting

4.1.1. Equality Annual Report

Assistant Director of Organisational Development and Wellbeing

For Discussion/Noting

-  4.1.1a Appendix 1 Annual Equality Report 22-23.pdf (19 pages)

4.1.2. Gender Equality Report

Assistant Director of Organisational Development and Wellbeing



For Discussion/Noting

-  4.1.2a Appendix 2 Gender Pay Gap Report V03 (2).pdf (12 pages)

4.1.3. Overview and Ambitions for the Strategic Equality Plan

Assistant director of Organisational Development and Wellbeing

For Discussion/Noting

-  4.1.3 Overview and Ambitions for the Strategic Equality Plan PC Committee 8 February 2023.pdf (8 pages)
-  4.1.3a Appendix 1 Consultation Communications and Engagement Plan.pdf (11 pages)

4.2. PCH: Progress on Culture Transformation & Improvement Work - to follow

Richard Hughes

For Discussion/Noting

4.3. Maternity & Neonates: Progress on Culture Transformation & Improvement Work - to follow

Suzanne Hardacre/Sara Mason

For Discussion Noting

4.4. Employee Relations Report

Assistant Director of Policy, Governance & Compliance

To also include NMC Referrals

For Discussion/Noting

 4.4 ER Activity Report PC Committee 8 February 2023.pdf (8 pages)

4.5. Disclosure & Barring Service Assurance Report

Assistant Director of Policy, Governance & Compliance

For Discussion/Noting

 4.5 DBS Update Report PC Committee 8 February 2023.pdf (7 pages)


4.6. Strategic Workforce Planning & Retention

Deputy Director for People

To include update on the KPMG work and an update on plans and pieces with regard to retention (Becky Gammon)

For Discussion/Noting


 4.6 Turnover & Retention Briefing PC Committee 8 February 2023.pdf (12 pages)

 4.6a Nurse Retention PC Committee 8 February 2023.pdf (8 pages)

4.7. Workforce Metrics Report

Assistant Director, Strategic Workforce Planning

For Discussion/Noting

 4.7 Workforce metrics Report PC Committee 8 February 2023 (2).pdf (8 pages)

10:45 - 11:25
40 min

5. SUSTAINING OUR FUTURE

5.1. Outcome of the Wellbeing Survey

For Discussion/Noting

 5.1 Wellbeing Survey Results 2022 presentation.pdf (15 pages)

11:25 - 11:30
5 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 8 February 2023.pdf (4 pages)

6.3. Any Other Urgent Business

Dilys Jouvenat, Chair

6.4. How Did We Do Today?

Dilys Jouvenat, Chair

11:30 - 11:30
0 min

7. DATE AND TIME OF NEXT MEETING

10 May 2023 at 9:30 am