

PEOPLE AND ORGANISATIONAL DEVELOPMENT COMMITTEE								
Meeting Item Reference	Action Reference	Lead	Meeting Item Title	Details of action	Update on progress	Original target date	Revised target date	RAG rating/Status
ACTIONS RECOMMENDED TO BE CLOSED AT (07.07.22) MEETING								
PODC 2021	14/10/21 - 25.1/2021	NL		The Committee highlighted that there appeared to be variations in the rates of sickness relating to pay band – with many fewer absences recorded in the higher pay bands. NL noted this, and would review and report back to the meeting.	July 2022 update: This item would be discussed as part of the Dashboard update on the July 2022 agenda. In Progress. This has been included on the forward look for the July Meeting. Revised target date of July 2022 approved.	13/01/2022	July 2022	Completed
PODC 2022_04_07/10.1	PODC 2022/05	HB/LB	People and Organisational Development Priorities	The Chair suggested that the presentation be shared with the Executive Team and asked the Board Business Unit to consider how the work of the 'Big 5 priorities' could be incorporated in the Committee workplan going forward	Presentation shared with Exec team and a deep dive on each of the 5 priorities has been incorporated into the Committee forward plan.	07/07/2022		Completed
PODC 2022_04_07/10.2	PODC 2022/06	RBW/HB/MM	Equalities, Diversity and Inclusion Update	The Committee noted that while the People and Organisational Development Committee had oversight of the Strategic Equality Plan, some components such as external service user engagement (i.e. the 'Our approach to engagement' programme') was considered as part of the Quality, Safety and Improvement Committee workplan. RBW and HB agreed to discuss this further with Committee members outside of the meeting.	Discussions taken place, as part of the review of Committee terms of reference for 2021/22, a schedule is being developed for where there is cross over in Committee roles, equality being a clear example. A lead Committee will be identified with other Committees considering relevant components and then providing assurance to the lead Committee. The schedule will be shared with each Committee for comment.	07/07/2022		Completed
PODC 2022_04_07/11.1	PODC 2022/08	TH/MB	Organisational Change Update	The Committee requested an update on the plan to move forward on 'all fronts', specifically the proposals for out of scope functions.	Neil Lewis has now been confirmed as the Project Sponsor for the Directorate integration, and is currently planning a detailed process for involving both the WHO-CC and HWB Leadership Teams in reviewing developments since the merger announcement 14 months ago, identifying options and testing with wider stakeholders and designing an implementation approach with high quality staff engagement	07/07/2022		Completed
PODC 2022_04_07/11.1	PODC 2022/07	NL	Organisational Change Update	LH requested that the team re-considered completing an Equality, Health Impact Assessment (EHIA) for the transfer of the Local Public Health Teams. NL agreed to review and revisit the EHIA and provide feedback to the Committee;	RD met with LH to discuss further and clarified that an Equality, Health Impact Assessment (EHIA) for the transfer of the Local Public Health Teams had not been completed as the transfer represents a change in employer only and delivery to patients and other service users will not be affected. The effect of the TUPE Regulations is to preserve the continuity of employment and pre-existing terms and conditions. This includes PHW local policies that will transfer to Health Boards whereby there would be no detriment to staff. If during the course of consultation measures are identified that will require an Equality and Health Impact Assessment, this will be undertaken.	07/07/2022		Completed
PODC 2022_04_07/14.1	PODC 2022/09	LB	Workplan	LB agreed to circulate the Committee workplan prior to the next meeting.	The Workplan is on the agenda for July meeting.	07/07/2022		Completed