

Extract of Corporate Policies, Procedures and other written Control Documents

PODC

PHW / All Wales	Policy title	Policy ref.	Approving body (from Annex within Policy for Policies)	Accountable Executive Lead (Select from dropdown)	Approval date	Review date due	Rag Status	Updates from quarterly reviews	Expected Date for issuing of revised policy
PHW	Mobile Phone Policy	Black123	People and Organisational Development Committee	Deputy Chief Executive / Executive Director of Operations and Finance	01/01/2009	01/03/2012	Overdue - Low risk Presented	<p>Sept 2023: Policy remains in draft and due to competing priorities has not been taken further forward. Low risk presented and currently in process of working with Directroates to reduce the number of mobile devices in use across the organsation. This will be taken forward during quarter 3.</p> <p>March 2023 update: Draft remains under development as per November update due to capactity issues. Policy to be sent for consultation in April 2023.</p> <p>November 2022 update: A draft policy has been developed and is currently under review within the Estates and Health and Safety Division. This will be circulated to business leads for inut prior to being sent for consultation.</p>	28/02/2024 PODC
PHW	Redeployment Policy	PHW09	People and Organisational Development Committee	Director of People and Organisational Development	01/04/2016	01/03/2019	Overdue - Low risk Presented	<p>Sept 2023: Following further discussions the Redeployment and Redundancy have been merged. Updated policy will be presented at LPF in October then onwards to BET and PODC</p> <p>March 2023 Update Following LPF further conversation have taken place and Staff side have been given more time to provide comments. Will be taken back to LPF on 25 April</p> <p>November 2022 update: Further conversations with TU colleagues are required at LPF on 9th Feb 2023</p> <p>September 2022: Policy workshop held 03/08/22. As below, due for POD approval January 2023</p> <p>June 2022 update: Will be merged with the Redundancy Policy (PHW52). Due to go to LPF 29 Sept, BET 5 December and final approval for POD 12 Jan 2023.</p>	28/02/2024 PODC
PHW	Recruitment and selection policy	PHW50	People and Organisational Development Committee	Director of People and Organisational Development	23/07/2018	23/07/2021	Overdue - Low risk Presented	<p>Sept 2023: Policy will be re reviewed and split into a high level policy with guidance</p> <p>March 2023 Update Policy will be re reviewed in Q1 23/24 when the Equality and WL Managers are in post</p> <p>November 2022 update: Policy is being updated in line with the Socio Economic Duty and Welsh Language requirements. Timescale TBC.</p>	Q4 2023/24
PHW	Redundancy policy	PHW52	People and Organisational Development Committee	Director of People and Organisational Development	07/02/2017	01/02/2020	Overdue - Low risk Presented	<p>Sept 2023: Sept 2023: Following further discussions the Redeployment and Redundancy have been merged. Updated policy will be presented at LPF in October then onwards to BET and PODC</p> <p>March 2023 Update Following LPF further conversation have taken place and Staff side have been given more time to provide comments. Will be taken back to LPF on 25 April</p> <p>November 2022 update: Further conversations with TU colleagues are requierd at LPF on 9th Feb 2023</p>	28/02/2024 PODC
PHW	Supporting Learning and Development policy	PHW70	People and Organisational Development Committee	Director of People and Organisational Development	24/10/2018	01/04/2022	Overdue - Low risk Presented	<p>Sept 2023: Policy merged with Stat and Mand training policy. Updated policy currently with the Leadership Team for endorsement to PODC</p>	08/11/23 PODC

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PHW	Flexible Working Policy	PHW72	People and Organisational Development Committee	Director of People and Organisational Development	03/07/2019	03/07/2022	Overdue - Low risk Presented	Sept 2023: All Wales Policy in development by the Welsh Partnership Forum. Due to be circulated in September March 2023 Update Will be reviewed following interim findings from the Work How It Works Best Evaluation	28/02/2024 PODC
PHW	Statutory and Mandatory training policy	PHW04	People and Organisational Development Committee	Director of People and Organisational Development	21/07/2020	21/07/2022	Overdue - Low risk Presented	Sept 2023: Policy merged with Support for L& D policy. Updated policy currently with the Leadership Team for endorsement to PODC	08/11/23 PODC
PHW	My Contribution policy	PHW66	People and Organisational Development Committee	Director of People and Organisational Development	14/09/2020	14/09/2022	Overdue - Low risk Presented	Sept 2023: Updated policy currently with the Leadership Team for endorsement to PODC	08/11/23 PODC
All Wales	Secondment policy (All Wales)	AW04	People and Organisational Development Committee	Director of People and Organisational Development	23/08/2021	01/03/2023	Overdue - Low risk Presented	Sept 2023 Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.	Extant
All Wales	Capability Policy (All Wales)	AW05	People and Organisational Development Committee	Director of People and Organisational Development	23/07/2018	23/07/2021	Overdue - Low risk Presented	Sept 2023: Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.	Extant
All Wales	Special Leave Policy (All Wales)	AW06	People and Organisational Development Committee	Director of People and Organisational Development	30/04/2020	30/04/2022	Overdue - Low risk Presented	Sept 2023: Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.	Extant
All Wales	Recruitment and retention payment protocol (All Wales)	AW10	People and Organisational Development Committee	Director of People and Organisational Development	04/07/2017	01/04/2022	Overdue - Low risk Presented	Sept 2023: Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.	Extant
All Wales	Employment Break Scheme (All Wales)	AW11	People and Organisational Development Committee	Director of People and Organisational Development	16/03/2020	16/03/2023	Overdue - Low risk Presented	Sept 2023: Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.	Extant

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All Wales	Organisational Change Policy (All Wales)	AW12	People and Organisational Development Committee	Director of People and Organisational Development	04/02/2019	04/02/2022	Overdue - Low risk Presented	Sept 2023: Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.	Extant
All Wales	Pay Progression Policy (All Wales)	AW13	People and Organisational Development Committee	Director of People and Organisational Development	16/03/2020	16/03/2023	Overdue - Low risk Presented	Sept 2023: Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.	Extant
All Wales	Reserve Forces Training and Mobilisation Policy (All Wales)	AW21	People and Organisational Development Committee	Director of People and Organisational Development	21/07/2020	21/07/2022	Overdue - Low risk Presented	Sept 2023: Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.	Extant
All Wales	Menopause Policy (All Wales)	AW15	People and Organisational Development Committee	Director of People and Organisational Development	04/02/2019	04/02/2022	Overdue - Low risk Presented	Sept 2023:Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.	Extant
All Wales	Managing Attendance at Work Policy	AW01	People and Organisational Development Committee	Director of People and Organisational Development	04/12/2019	04/12/2022	Overdue - Low risk Presented	Sept 2023:Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.	Extant
All Wales	Disciplinary policy and procedure (All Wales)	AW03	People and Organisational Development Committee	Director of People and Organisational Development	04/07/2017	01/03/2020	Overdue - Low risk Presented	Sept 2023: Welsh Partnership Forum Business Committee confirmed that All Wales W&OD policies remain extant until replaced by an updated version approved by the Welsh Partnership Forum.	Extant
PHW	Family Leave Policy	PHW45	People and Organisational Development Committee	Director of People and Organisational Development	15/03/2023	15/03/2026	Approved		In date

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PHW	Family Leave Procedure	PHW45/TP01	People and Organisational Development Committee	Director of People and Organisational Development	15/03/2023	15/03/2026	Approved		In date
PHW	Substance Misuse (Drugs and Alcohol) Policy	PHW49	People and Organisational Development Committee	Director of People and Organisational Development	06/09/2022	06/09/2025	Approved		In date
PHW	Adverse weather conditions/transport disruption policy	PHW51	People and Organisational Development Committee	Director of People and Organisational Development	06/09/2022	06/09/2025	Approved		In date
PHW	Retirement procedure	PHW/STP07	People and Organisational Development Committee	Director of People and Organisational Development	06/09/2022	06/09/2025	Approved	Sept 2023: Currenty out for consultation following policy workshop, going to LPF and LT in October	In date
PHW	Mental Wellbeing Policy	PHW54	People and Organisational Development Committee	Director of People and Organisational Development	06/09/2022	06/09/2025	Approved	Formerly Prevention of Stress and management of Mental Wellbeing Policy	In date
PHW	Registration for Health Professionals Policy	PHW71	People and Organisational Development Committee	Executive Director of Quality, Nursing and Allied Health Professionals	15/03/2023	15/03/2026	Approved		In date
PHW	Registration for Health Professionals Procedure	PHW71/TP01	People and Organisational Development Committee	Executive Director of Quality, Nursing and Allied Health Professionals	15/03/2023	15/03/2026	Approved		In date
PHW	Personal Relationships at Work Policy	PHW11	People and Organisational Development Committee	Director of People and Organisational Development	06/09/2022	06/09/2025	Approved		In date
PHW	Annual Leave and Bank Holiday Policy	PHW06	People and Organisational Development Committee	Director of People and Organisational Development	15/03/2023	15/03/2026	Approved		In date

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All Wales	Procedure for NHS staff to raise concerns (All Wales)	AW09	People and Organisational Development Committee	Board Secretary and Head of Board Business Unit	16/02/2022	01/02/2025	Approved		In date
All Wales	Respect and Resolution Policy	AW23	People and Organisational Development Committee	Director of People and Organisational Development	06/05/2021	06/05/2024	Approved		In date