

# People and Organisational Development Committee / Y Pwyllgor Pobl a Datblygu Sefydliadol

Mon 17 February 2025, 09:30 - 12:30

## Agenda

### Part A / Rhan A

09:30 - 09:35  
5 min

#### 1. Welcome and Apologies for Absence / Croeso ac Ymddiheuriadau Absenoldeb

09:30 - 09:35 (5 mins)

**Kate Young**

Non-Executive Director and Committee Chair / Cyfarwyddwr Anweithredol a Chadeirydd y Pwyllgor

##### 1.1. Declarations of Interest / Datganiadau o Ddiddordeb

##### 1.2. Minutes, Action Log and Matters Arising of meeting (21 October 2024) / Cofnodion, LogGweithredu a Materion yn codi Cyfarfod (21 Hydref 2024)

📄 1.2a PODC 2025\_02\_17 - Unconfirmed Minutes 2024\_10\_21.pdf (8 pages)

📄 1.2b PODC 2025\_02\_17 - Cofnodion Heb eu Cadarnhau 2024\_10\_21.pdf (8 pages)

📄 1.2c PODC 2025\_02\_17 - Action Log.pdf (1 pages)

### Workforce and Workforce Planning / Gweithlu a Chynllunio'r Gweithlun

09:35 - 10:20  
45 min

#### 2. Deep Dive - Workforce Planning / Archwiliad Dwfn - Cynllunio'r Gweithlu

09:35 - 10:20 (45 mins)

**Emily Mayers**

Strategic Workforce Planning Manager / Rheolwr Cynllunio'r Gweithlu Strategol

**Karen Fitzgibbon**

Head of People and OD Operations / Pennaeth Gweithrediadau Pobl a Datblygu Sefydliadol

**Rachel Attwood**

Assistant Director Organisational Development and Engagement / Cyfarwyddwr Cynorthwyol Datblygu Sefydliadol ac Ymgysylltu

📄 2 PODC 2025\_02\_17 - Workforce Planning Deep-Dive.pdf (14 pages)

### People Strategy / Strategaeth Pobl

10:20 - 10:35  
15 min

#### 3. Update on the Review of the People Strategy / Diweddariad ar yr Adolygiad o'r Strategaeth Pobl

10:20 - 10:35 (15 mins)

**Rachel Attwood**

Assistant Director Organisational Development and Engagement / Cyfarwyddwr Cynorthwyol Datblygu Sefydliadol ac Ymgysylltu

Verbal Update

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## Workforce Equality, Diversity and Inclusion / Cydraddoldeb, Amrywiaeth a Chynhwysiant y Gweithlu

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10:35 - 10:50  
15 min

### 4. Equality, Diversity and Inclusion/ Cydraddoldeb, Amrywiaeth a Chynhwysiant

10:35 - 10:50 (15 mins)

**Rachel Attwood**

Assistant Director Organisational Development and Engagement / Cyfarwyddwr Cynorthwyol Datblygu Sefydliadol ac Ymgysylltu

- Gender Pay Gap - Annual Report 2024 / Adroddiad Blynnyddol 2024 - Bwlch Cyflog Rhywedd
- Race Equality Standard Data Update - from PODC action 2024/7 / Diweddariad Safon Cydraddoldeb Hil - o weithred Y Pwyllgor Datblygu Sefydliadol a Phobl (PODC) 2024/7

📄 4a PODC 2025\_02\_17 - Gender Pay Gap and WRES Update Cover Paper.pdf (5 pages)

📄 4b PODC 2025\_02\_17 - Gender Pay Gap Annual Report.pdf (19 pages)

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10:50 - 11:05  
15 min

### 5. Welsh Language Update / Diweddariad ar y Gymraeg

10:50 - 11:05 (15 mins)

**Rachel Attwood**

Assistant Director Organisational Development and Engagement / Cyfarwyddwr Cynorthwyol Datblygu Sefydliadol ac Ymgysylltu

📄 5 PODC 2025\_02\_17 - Welsh Language Update.pdf (9 pages)

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11:05 - 11:15  
10 min

### **Break / Egwyl**

11:05 - 11:15 (10 mins)

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## Governance, Accountability and Risk / Llywodraethu, Atebolrwydd a Risg

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11:15 - 11:35  
20 min

### 6. Managing Risk / Rheoli Risg

**Stuart Silcox**

Assistant Director of Integrated Governance / Cyfarwyddwr Cynorthwyol Llywodraethu Integredig

**Neil Lewis**

Director of People and Organisational Development / Cyfarwyddwr Pobl a Datblygiad Sefydliadol

#### 6.1. Strategic Risk Register (Risk 4) / Y Gofrestr Risgiau Strategol - (Risg 4)

11:15 - 11:25 (10 mins)

**Danielle Gething**

Head of Risk Management / Pennaeth Rheoli Risg

- 📄 6.1a PODC 2025\_02\_17 - Cover Report.pdf (7 pages)
- 📄 6.1b PODC 2025\_02\_17 - Strategic Risk Register (Risk 4).pdf (5 pages)

**6.2. Corporate Risk Register / Y Gofrestr Risg Gorfforaethol**

11:25 - 11:35 (10 mins)

**Danielle Gething**

Head of Risk Management / Pennaeth Rheoli Risg

- 📄 6.2a PODC 2025\_02\_17 - CRR Cover Paper.pdf (5 pages)
- 📄 6.2b PODC 2025\_02\_17 - Corporate Risk Register.pdf (1 pages)

11:35 - 11:40  
5 min

**7. People and Organisational Committee Annual Report 2024/25 / Adroddiad Blynyddol y Pwyllgor Pobl a Sefydliadol 2024/25**

11:35 - 11:40 (5 mins)

**Liz Blayney**

Deputy Board Secretary and Deputy Head of the Board Business Unit / Dirprwy Ysgrifennydd y Bwrdd a Dirprwy Bennaeth Uned Fusnes y Bwrdd

- 📄 7. PODC 2025\_02\_17 - Annual Report Cover report.pdf (3 pages)
- 📄 7 PODC 2025\_02\_17 - Draft Committee Annual Report 2024-25 - PODC content.pdf (17 pages)

11:40 - 11:50  
10 min

**8. Corporate Policies / Polisiau Corfforaethol**

11:40 - 11:50 (10 mins)

**8.1. Policies for approval / Polisiau i'w cymeradwyo**

**Lucy Day**

Business Manager / Rheolwr Busnes

- Draft Fitness to Practice Procedure / Drafft Gweithdrefn Addasrwydd i Ymarfer
- Draft Recruitment and Selection Policy / Drafft Polisi Recriwtio a Dethol

- 📄 8.1 Draft Fitness to Practice Procedure for approval.pdf (37 pages)
- 📄 8.1 PODC 2025\_02\_17 - Draft Recruitment and Selection Policy for approval.pdf (49 pages)

11:50 - 12:00  
10 min

**9. Speaking Up Safely Annual Report / Adroddiad Blynyddol Codi Llais Heb Ofn**

11:50 - 12:00 (10 mins)

**Liz Blayney**

Deputy Board Secretary and Deputy Head of the Board Business Unit / Dirprwy Ysgrifennydd y Bwrdd a Dirprwy Bennaeth Uned Fusnes y Bwrdd

- 📄 9 PODC 2025\_02\_17 - Speaking up Safely Annual Report.pdf (6 pages)

**Partnerships and Engagement / Ymgysylltiad a Phartneriaeth**

**For Information / Er Gwybodaeth**

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**12:00 - 12:05 10. Items to Note / Eitemau i'w Nodi**

5 min

12:00 - 12:05 (5 mins)

The reports are presented for information and will not be discussed in detail at the meeting unless indicated in advance /  
Cyflwynir yr adroddiadau er gwybodaeth ac ni chânt eu trafod yn fanwl yn y cyfarfod oni nodir hynny ymlaen llaw.

**10.1. Workforce Equality, Diversity and Inclusion / Cydraddoldeb, Amrywiaeth a Chynhwysianty Gweithlu**

None / Dim

**10.2. Workforce and Workforce Planning / Y Gweithlu a Chynllunio'r Gweithlu**

- **Workforce Data (IPR) / Data'r Gweithlu (IPR)**
- **Organisational Change Management Update / Diweddariad ar Reoli Newid Sefydliadol**

📄 10.2 PODC 2025\_02\_17 - Performance & Insight Report M9 (Workforce Extract).pdf (6 pages)

**10.3. Partnerships and Engagement / Ymgysylltiad a Phartneriaeth**

- **Trade Union Partnership Working Forums - Update / Fforwm Partneriaeth Leol - Diweddariad**

📄 10.3 PODC 2025\_02\_17 - Partnership Working Update.pdf (4 pages)

**10.4. Governance, Accountability and Risk / Llywodraethu, Atebolrwydd a Risg**

- **Audit Action Log Progress Update / Diweddariad ar Gynnydd y Cofnod Gweithredu Archwilio - None / Dim**
- **Committee Forward Look / Rhagolwg y Pwyllgor**

Next years work plan will be circulated to the Committee following the Committee effectiveness review workshop in February, to endorse at the April meeting / Bydd cynllun gwaith y flwyddyn nesaf yn cael ei ddsbarthu i'r Pwyllgor yn dilyn gweithdy adolygu effeithiolrwydd y pwyllgor ym mis Chwefror, i'w gymeradwyo yng nghyfarfod mis Ebrill.

📄 10.4 2025\_02\_17 - Audit Action Tracker Cover paper.pdf (3 pages)

📄 10.4 PODC 2025\_02\_17 - Audit Actions Tracker.pdf (3 pages)

📄 10.4 PODC 2025\_02\_17 - Committee Work Plan.pdf (2 pages)

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**12:05 - 12:05 11. Part B NHS Executive Business / Rhan B Busnes Gweithredol y GIG**

0 min

None / Dim

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**12:05 - 12:10 12. Closing Administration / Materion Gweinyddol i Gloi**

5 min

12:05 - 12:10 (5 mins)

- Any Other Business / Unrhyw Fusnes Arall
- Committee Feedback / Adborth y Pwyllgor
- Date of Next Meeting / Dyddiad y Cyfarfod Nesaf:
  - 29 April 2024 / 29 Ebrill 2024