

 <p> GIG CYMRU NHS WALES </p> <p> Iechyd Cyhoeddus Cymru Public Health Wales </p>	<p> Name of Meeting People and Organisational Development Committee </p> <p> Date of Meeting 16 April 2026 </p> <p> Agenda item: 10 </p>
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Ratification of Chair's Action	
Executive lead:	Paul Veysey, Board Secretary and Head of Board Business Unit
Author:	Liz Blayney, Deputy Board Secretary and Board Governance Manager

Approval/Scrutiny route:	Paul Veysey, Board Secretary and Head of Board Business Unit
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<p>Purpose</p> <p>This report identifies the Chair's Action that has been taken by the Chair of the People and Organisational Development Committee.</p>

Recommendation:				
RATIFY <input checked="" type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEN D <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANC E <input checked="" type="checkbox"/>
<p>The Committee is asked to:</p> <ul style="list-style-type: none"> • Note the occasion where a Chairs Action was taken; <ul style="list-style-type: none"> ○ Approval of the adoption of the All-Wales Improving Performance at Work Policy and the All-Wales Disciplinary Policy. • Take assurance that the action was taken in accordance with Section 8 of the Standing Orders. 				

Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to all 6 of the Strategic Priorities and Well-being Objectives.

Summary impact analysis

Equality and Health Impact Assessment	A specific Equality and Health Impact Assessment (EHIA) is not required in support of this report.
Risk and Assurance	The report provides assurance that when Chair's action is taken it is taken in line with the Standing Orders.
Health and Social Care (Quality and Engagement) (Wales) Act	This chairs action supports the principles of the Duty of Candour Act.
Financial implications	There are no financial implications as a result of approval of this report.
People implications	There are no people implications as a result of approval of this report.

Purpose / situation

This report identifies the Chair's Action that has been taken by the Chair of the People and Organisational Development Committee.

Background

2.1 Chair's Action

In accordance with Section 2.1 of the Standing Orders there may occasionally be circumstances where decisions that would normally be made by the Committee need to be taken between scheduled meetings, and it is not practicable to call a meeting of the Committee. In these circumstances, the Chair and the Chief Executive, supported by the Board Secretary as appropriate, may deal with matters on behalf of the Committee – after first consulting with at least two other Non-Executive Directors.

Description/Assessment

3.1 Chair's Action

There has been one occasion since the last report where a Chair's Action was taken on behalf of the People and Organisational Development Committee.

All Wales Improving Performance at Work Policy

On 1 April 2026 the Chair, supported by the Board Secretary and after first consulting with at least one other Non-Executive Director, **approved** the adoption of the All-Wales Improving Performance at Work Policy.

The Policy was circulated for comment on the 26 February. No changes were requested. The Leadership Team gave approval to endorse the Policy to the Committee for adoption on 31 March 2026.

All Wales Disciplinary Policy

On 1 April 2026 the Chair, supported by the Board Secretary and after first consulting with at least one other Non-Executive Director, **approved** the adoption of the All-Wales Disciplinary Policy.

The Policy was circulated for comment on the 26 February. No changes were requested. The Leadership Team gave approval to endorse the Policy to the Committee for adoption on 31 March 2026.

Recommendation

The Committee is asked to:

- **Note** the occasion where a Chairs Action was taken;
 - **Approval** of the adoption of the All-Wales Improving Performance at Work Policy and the All-Wales Disciplinary Policy.
- Take **assurance** that the action was taken in accordance with Section 8 of the Standing Orders.