

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

Thu 16 April 2026, 10:00 - 13:00

Agenda

Part A

10:00 - 10:05
5 min
1. Welcome and Apologies for Absence / Croeso ac Ymddiheuriadau Absenoldeb

10:00 - 10:05 (5 mins)

1.1. Declarations of Interest / Datganiadau o Ddiddordeb

1.2. Minutes, Action Log and Matters Arising of meeting (20 January 2026) /Cofnodion, Log Gweithredu a Materion yn codi Cyfarfod (20 Ionawr 2026)

📄 1.2a PODC 2026_04_16 - Unconfirmed Minutes 20.01.2026.pdf (10 pages)

📄 1.2b PODC 2026_04_16 - Unconfirmed Minutes 20.01.2026 (Cymraeg).pdf (10 pages)

📄 1.2c PODC 2026_04_16 - Action Log.pdf (1 pages)

Deep Dive / Plymio Dwfn

10:05 - 10:45
40 min
2. POD IMTP commitments for 2026-27 / Ymrwymadau CTCI POD ar gyfer 2026-27

10:05 - 10:45 (40 mins)

Karen Fitzgibbon

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

📄 2 PODC 2026_04_16 - IMTP Deliverables 2026 27.pdf (14 pages)

10:45 - 11:25
40 min
3. Culture and Engagement, Including the 2025 Staff Survey Results / Diwylliant ac Ymgysylltu, gan gynnwys Canlyniadau Arolwg Staff 2025

10:45 - 11:25 (40 mins)

Karen Fitzgibbon

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

Brett Wrightbrook

Wellbeing and Engagement Manager / Rheolwr Llesiant ac Ymgysylltu

📄 3 PODC 2026_04_16 - Staff Survey Results 2025.pdf (18 pages)

Managing Risk / Rheoli Risg

11:25 - 11:35
10 min
4. Strategic Risk Register (Risk 2) / Y Gofrestr Risgiau Strategol - (Risg 2)

11:25 - 11:35 (10 mins)

Danielle Gething

Head of Risk Management / Pennaeth Rheoli Risg

- 📄 4a PODC 2026_04_16 - Strategic Risk Cover Report.pdf (8 pages)
- 📄 4b PODC 2026_04_16 - Strategic Risk 2 (Appendix 1).pdf (12 pages)

11:35 - 11:45 **5. Corporate Risk Register / Y Gofrestr Risg Gorfforaethol**

10 min

11:35 - 11:45 (10 mins)

Danielle Gething

Head of Risk Management / Pennaeth Rheoli Risg

- 📄 5a PODC 2026_04_16 - CRR Cover Paper.pdf (8 pages)
- 📄 5b PODC 2026_04_16 - Corporate Risk Register.pdf (2 pages)

11:45 - 11:55 **Break**

10 min

11:45 - 11:55 (10 mins)

Partnerships and Engagement / Ymgysylltiad a Phartneriaeth

11:55 - 12:05 **6. Local Partnership Forum Annual Report / Adroddiad Blynyddol y Fforwm Partneriaeth Lleol**

10 min

11:55 - 12:05 (10 mins)

Neil Lewis

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

Karen Fitzgibbon

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

- 📄 6 PODC 2026_04_16 - Partnership Working Annual Report 2025 26.pdf (5 pages)

Workforce and Workforce Planning / GweithluaChynllunio'r Gweithlun

12:05 - 12:25 **7. ESR Transformation Implementation / Gweithredu Trawsnewid ESR**

20 min

12:05 - 12:25 (20 mins)

Karen Fitzgibbon

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

Jenny Ansell

People and Organisational Development Operations Service Manager / Rheolwr Gweithrediadau Pobl a Datblygiad Sefydliadol

Joe O'Brien

Systems Manager / Rheolwr Systemau

To update the Committee on preparatory work in readiness for implementation of the new NHS Wales workforce information system (ESR transformation).

- 📄 7 PODC 2026_04_16 - ESR Future Workforce Solution.pdf (11 pages)

Governance and Accountability / Llywodraethu a Atebolrwydd

12:25 - 12:35 **8. Bi-Annual Corporate Policies Update / Diweddariad ar Bolisiau Corfforaethol Chwe Misol**

10 min

12:25 - 12:35 (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

- 📄 8a PODC 2026_04_16 - Bi-annual Corporate Policies and Procedures Update.pdf (4 pages)

12:35 - 12:45 **9. Policies for Approval / Polisiâu i'w Cymeradwyo**

10 min

12:35 - 12:45 (10 mins)

Ruth Tofton

Business/Workforce Development Manager / Rheolwr Cymorth Busnes a Datblygu'r Gweithlu

- Registration of Healthcare Professionals Policy

9a PODC 2026_04_16 - Regulated Healthcare Professionals Policy Cover Paper.pdf (4 pages)

9b PODC 2026_04_16 - Registration of Healthcare Professionals Policy.pdf (6 pages)

9c PODC 2026_04_16 - Registration of Healthcare Professionals EHIA.pdf (12 pages)

12:45 - 12:50 **10. Ratification of Chairs Action / Cadarnhau Camau Gweithredu'r Cadeirydd**

5 min

12:45 - 12:50 (5 mins)

Ratification of the approval via Chairs action of the: / Cadarnhau'r gymeradwyaeth drwy weithred y Cadeiryddion o'r:

- All Wales Improving Performance at Work
- All Wales Disciplinary Policy and Procedure

10 PODC 2026_04_16 - Ratification of Chairs Action.pdf (4 pages)

For Information / Er Gwybodaeth

12:50 - 12:55 **11. Items to Note / Eitemau i'w Nodi**

5 min

12:50 - 12:55 (5 mins)

11.1. Performance and Insights Report - Workforce Extract / Adroddiad Perfformiada Mewnwelediadau - Detholiad o'r Gweithlu

11.1 PODC 2026_04_16 - Performance and Insight Report (Workforce Extract).pdf (6 pages)

11.2. Audit Recommendations Tracker Update / Diweddariad Traciwr Argymhellion Archwilio

11.2a PODC 2026_04_16 - Audit Action Tracker Cover Paper.pdf (3 pages)

11.2b PODC 2026_04_16 - Audit Action Tracker.pdf (1 pages)

11.3. Committee Workplan / Cynllun Gwaith y Pwyllgor

11.3 PODC 2026_04_16 - Committee Workplan.pdf (2 pages)

Part B

12:55 - 13:00 **12. NHS Performance and Improvement Business Bi-Annual Assurance Report / Adroddiad Sicrwydd Busnes Perfformiad a Gwella GIG Cymru Dwyflynyddol**

5 min

12:55 - 13:00 (5 mins)

Rhiannon Windsor

Deputy Director of People and Organisational Development (NHS Performance and Improvement) / Dirprwy Gyfarwyddwr Pobl a Datblygu Sefydliadol

12 PODC 2026_04_16 - NHS Performance and Improvement Bi-Annual Assurance Report.pdf (9 pages)

13:00 - 13:00 **13. Closing Administration / Materion Gweinyddol i Gloi**

0 min

- Any Other Business / Unrhyw Fusnes Arall
- Committee Feedback / Adborth y Pwyllgor
- Date of Next Meeting / Dyddiad y Cyfarfod Nesaf:
 - 16 July 2026 / 16 Gorffennaf 2026

DRAFT