People and Organisational Development Committee
Work Plan 2026-27

Category	Item	Exec Lead	Approval Route	Private/ Public	Apr	Jul	Oct	Jan	Purpose of the Report
Deep Dives	POD **IMTP commitments** for 2026-27	Director People and Organisational Development	BET	Public	✓				**Summary of Focus:** Summary of the key areas of focus for 2025/26. **Delivery of Plan:** Assurance on the development of the implementation plan to deliver commitments. **Achievability:** Assurance on the timescales, achievability and deliverability of the plan. **Risks:** Risks or areas of concern identified that may impact delivery, and how these are being managed.
	Culture and Engagement, Including the 2025 Staff Survey Results				✓				**Summary of Focus:** Update on progress with the culture and engagement work undertaken this year. Key achievements / Outcomes / Impact Planned activity for next year. **Learning:** Summary of any improvements / key learning from this year, and how this is being taken forward. **Risks:** Risks or areas of concern identified that may impact delivery, and how these are being managed.
	People Strategy – Update on the Development of the Implementation Plan						✓		**Summary of Focus:** Summary of the key areas of focus for 2025/26 within the Strategy. **Delivery of Plan:** Assurance on the development of the implementation plan to deliver commitments. **Achievability :** Assurance on the timescales, achievability and deliverability of the plan. **Risks:** Risks or areas of concern identified that may impact delivery, and how these are being managed.
	Strategic Workforce Planning – Outputs of the 2025-2026 activity which will be part of the integrated planning process					✓			**Summary of Focus:** Update on progress with the culture and engagement work undertaken this year. Key achievements / Outcomes / Impact Planned activity for next year **Learning:** Summary of any improvements / key learning from this year, and how this is being taken forward. **Risks:** Risks or areas of concern identified that may impact delivery, and how these are being managed.
Partnerhip Working	Staff Network: Update on Actions	Director People and Organisational Development	BET	Public		✓			Update on Staff Network requests.
	Local Partnership Forum Annual Report		BET	Public	✓				Annual report from the Local Partnership Forum to Board/People and OD Committee.
	Local Partnership Forum Terms of Reference		BET	Public			✓		For assurance of effective arrangements in place.
	Trade Union Partnership Working Forums Update		Exec Lead	Private			✓		Update on the work of the various TU forums for assurance.
Workforce	ESR Transformation	Director People and Organisational Development	BET	Public	✓				Updating the Committee on preparatory work in readiness for implementation of the new NHS Wales workforce information system (ESR transformation)
	Culture and Engagement - Action Plan		Exec Lead	Public			✓		To include the results of the planned pulse survey in the context of the action plan.
	Workforce Extract from the Integrated Performance Board Report		BET	Public	✓	✓	✓	✓	For information (not discussed) unless issues identified or remitted from Board.
	Organisational Change Management Update		LT	Public		✓		✓	For assurance of the management of change within the organisation.
	Nursing and Midwifery Objectives 2025-26	Executive Director Nursing, Quality and Intergrated Governance	LT	Public				✓	
Equality, Diversity and Inclusion	Annual Equalities Report (2024-25)	Director People and Organisational Development	BET	Public				✓	For approval of the annual report - to include workforce and equalities data.
	Gender Pay Gap Annual Report (2025)		BET	Public				✓	For approval of the annual report.
	More Than Words Annual Report		LT	Public		✓			
	Welsh Language Annual Report (2024-25)		LT	Public		✓			

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Strategy Delivery	**IMTP Commitment Update:** Improve employee experience and address retntion for Nursing and Midwifery staff	Director People and Organisational Development	Exec Lead	Public				✓	For assurance of the progress with the implementation of the IMPT Commitment.
	IMTP Commitment Update: Develop and commence delivery of foundational leadership and management learning and development to increase leadership and management skills, capacity, and confidence.		Exec Lead	Public			✓		
	IMTP Commitment Update: Use People and OD KPIs and colleague feedback to measure service performance and user satisfaction; and deliver improvements to key employment life-cycle processes to ensure all colleagues receive consistent, high-quality support		Exec Lead	Public				✓	
Risk	Strategic Risk	Executive Director of Nursing, Quality and Integrated Governance	BET	Public	✓	✓	✓	✓	For assurance that risks within the remit of the Committee are management appropriately.
	Corporate Risk Register		LT	Public	✓	✓	✓	✓	
Professional Registration	Regulated Professional Review of compliance with regulatory requirements such as professional appraisal and revalidation.	**Joint:** National Director Health Protection and Screening Services, Executive Medical Director and Executive Director of Nursing, Quality and Integrated Governance	BET	Public			✓	✓	For assurance of the arrangements in place to ensure relevant medical professionals registration in in line with statutory requirements.
Governance	Committee Annual Report	Board Secretary and Head of Board Business Unit	Exec Lead	Public				✓	For recommendation to Board, to provide assurance that the Committee is fulfilling its terms of reference.
	Review of Committee Effectiveness		Exec Lead	Public				✓	As part of the overall Board and Committee Performance and Effectiveness review, the Committee will consider the outcomes of the Committee effectiveness survey, and identify any areas of improvement for the following year.
	Committee Terms of Reference Review		Exec Lead	Public				✓	For recommendation to Board on any proposed changes to the Committee's Terms of reference. (As required under Standing Orders)
	Speaking Up Safely Annual Report		BET	Private				✓	For assurance on the management of any concerns / grievance are in line with the policy.
	Summary of policies Bi-Annual Update		LT	Public	✓		✓		For assurance on the prioritisation and progress being made to review policies, procedures and other written control documents within the remit of the Committee and to approve any policies and procedures proposed to be removed from the register.
	Policies for approval (as required)		Exec Lead	Public	✓	✓	✓	✓	To approve policies and procedures within its remit, as outlined in the Policy, Procedure and other written control documents Policy.
	Committee Work Plan		Exec Lead	Public	✓	✓	✓	✓	For information, and for assurance that the Committee is fulfilling its terms of reference.
Audit Reports	Audit Report (as needed)	Relevant Executive Lead	Exec Lead	Public	✓	✓	✓	✓	Update on the implementation of the management response to the audit, for assurance.
	Audit Action Log Progress Update (within the remit of the Committee)	Board Secretary and Head of Board Business Unit	LT	Public	✓	✓	✓	✓	Where the subject matter of an audit report falls within the remit of one of the other Board Committees, the report is also submitted to that Committee, following consideration at ACGC. (Refer Audit Protocol) The role of the Remit Committee is to receive the report and to consider the recommendations made in the context of its work plan, and the areas of focus within its remit. Where relevant, the information contained in the reports will then be used to inform discussions of items on the work plan for the Committee.

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NHS Wales Performance and Improvement	NHS Executive Bi-Annual Assurance Report	Director of the NHS Executive	BET	Public	✓		✓		Seek assurance on the on the relevant governance compliance areas: Equality, Diversity and Inclusion (Bi-Annually) Welsh Language (Bi-Annually) Raising Concerns Process (Annually) Workforce planning (Annually) Grievances (Annually)

October Changes:

- The Regulated Professional review of compliance with regulatory requirements such as professional appraisal and revalidation has been moved from October to January