

Remit Committee: PODC

Clear filters

Action No. ↑	Origin	Report	Report Assura...	Open/Private?	Exec Lead	Date added	Recommendation	Current Imple...	Management Action Agreed	Original Imple...	Remit Co...	Management Lead	Quarterly Progress Report	Financial Year	Action for LT	Themes	Risk T
447	Audit Wales	Review of Quality Governance Arrangements	N/A	Open	Board Secre...	01/08/2022	R1 Equality Impact Assessments. Weaknesses in the Trust's approach to conducting, sharing, and responding to equality impact assessments limit its ability to deliver quality services that meet the needs of the population. The Trust should strengthen its approach to equality impact assessments by: a. Ensuring EIAs are completed where necessary b. Agreeing quality standards and a process to assess EIAs, ensuring they are meaningful assessments with appropriate actions to mitigate adverse impacts. c. Developing a central repository to store and share EIAs across the organisation. d. Developing a process to monitor implementation of mitigating actions.	31/08/2025	Agree with the recommendation. The importance and value of Equality Impact Assessments in supporting quality services that meet the needs of the Welsh population is understood. This is currently a high priority issue as we realise the importance of enhancing the current arrangements to help the organisation meet the needs of the Socio-Economic Duty. There is a cross-organisational working group currently reviewing the tool for completing impact assessments, with the view to integrating various impact assessments and readying the organisation to develop a digital tool. This tool will support staff to engage with and complete the Equality Impact Assessment process. Currently there is limited dedicated resource to support staff in the organisation to complete these. We are scoping improved support for staff to ensure they are completed in a meaningful way and actions are monitored and completed. This will take into consideration the recommendation that a central repository is held to store EIAs, which was already planned as part of the ongoing implementation of the Socio-Economic Duty. In addition, we are launching an Engagement & Experience Network for colleagues across the organisation who have responsibility for designing and delivering our services, programmes and functions. There will be opportunity in the workplan of this network to further develop the capability of staff to complete Equality Impact Assessments to a high standard, including ensuring that the public's voice is at their centre....	01/03/2023	PODC	Paul Veysey	August 2025 Update: Action to be closed. The action has been assessed as partially completed within the new Quality Governance Audit Review which will be presented to ACGC in September. This recommendation will now be superseded by the current assessment of the position with EHIA's and taken forward as part of that review recommendation. April 2025 Update: The work of the Governance Hub is being reviewed and refined following the pilot including engagement with Business and Planning Leads and leadership Team to embed into Business as Usual within existing resources. This will include a map of all upcoming decisions requiring an EHIA which will be mandatory for a decision to be made. This will be reported to the Business Executive Team and Leadership Team as appropriate for oversight. Request an extension to 31 August 2025 to allow this process to embed and to ensure the recommendation is met. February 2025 Update: ...	2021/22	Request Action is Closed		
557	Audit Wales	Workforce Planning	N/A	Open	Director Peo... Deputy Chie...	29/01/2024	Delivering the People Strategy R1 The Trust has not assessed its capacity and capability to deliver its People Strategy or assess specific risks associated with delivery beyond its three-year IMTP. By the end of quarter 1, 2024-25, the Trust should incorporate assessments of risk and resources into its 2024-27 IMTP as follows: 1.1. Set out the costs, staff capacity, skills and other resources associated with implementation of the next three years of the People Strategy, within its People and Organisational Development Directorate and across the business (high priority)	30/06/2025	R1 The Trust has not assessed its capacity and capability to deliver its People Strategy or assess specific risks associated with delivery beyond its three-year IMTP. By the end of quarter 1, 2024-25, the Trust should incorporate assessments of risk and resources into its 2024-27 IMTP as follows: 1.1. Set out the costs, staff capacity, skills and other resources associated with implementation of the next three years of the People Strategy, within its People and Organisational Development Directorate and across the business (high priority) Accepted Actions 1.1 and 1.2 will need to be completed in partnership with Finance / Planning Colleagues and would need to be integrated into the IMTP planning framework to achieve alignment and integration with the LTS.	30/06/2024	PODC	Neil Lewis	August 2025 Update: Request closure: The refreshed People Strategy was approved by the Board in May 2025 and is published. The following IMTP commitment has been approved for 2025-26 to take this action forward in future years and extend delivery planning for the People Strategy beyond the three-year IMTP period: 'Develop the People Strategy 2035 implementation plan, map delivery to years 2 and 3 of the IMTP, establish a baseline for future evaluation. The strategic workforce planning process is embedded in the integrated planning cycle meaning the assessment of resource risk is an incorporated activity and element and is undertaken with Finance and Planning colleagues. March 2025 Update: In progress and on track. A programme of engagement activity is being progressed as the final stage of the development of the refreshed People Strategy. This includes: - Intranet content including a feedback form...	2023/24	Request Action is Closed		
558	Audit Wales	Workforce Planning	N/A	Open	Director Peo... Deputy Chie...	29/01/2024	Delivering the People Strategy R1 The Trust has not assessed its capacity and capability to deliver its People Strategy or assess specific risks associated with delivery beyond its three-year IMTP. By the end of quarter 1, 2024-25, the Trust should incorporate assessments of risk and resources into its 2024-27 IMTP as follows: 1.2. Identify the specific risks associated with implementing the People Strategy and plans to manage those risks (high priority).	30/06/2025	As Action 557. 1.2. Identify the specific risks associated with implementing the People Strategy and plans to manage those risks (high priority). Accepted Actions 1.1 and 1.2 will need to be completed in partnership with Finance / Planning Colleagues and would need to be integrated into the IMTP planning framework to achieve alignment and integration with the LTS.	30/06/2024	PODC	Neil Lewis	August 2025 Update: Request closure: The refreshed People Strategy was approved by the Board in May 2025 and is published. The following IMTP commitment has been approved for 2025-26 to take this action forward in future years and extend delivery planning for the People Strategy beyond the three-year IMTP period: 'Develop the People Strategy 2035 implementation plan, map delivery to years 2 and 3 of the IMTP, establish a baseline for future evaluation. The strategic workforce planning process is embedded in the integrated planning cycle meaning the assessment of risk is an incorporated activity and element. The rearticulated Strategic Risk 2 identifies and targets capacity and capability risks. March 2025 Update: In progress and on track. A programme of engagement activity is being progressed as the final stage of the development of the refreshed People Strategy. This includes: - Intranet content including a feedback form...	2023/24	Request Action is Closed		
559	Audit Wales	Workforce Planning	N/A	Open	National Dir...	29/01/2024	R2 The Trust is developing a comprehensive picture of current workforce capacity via its workforce toolkit but must ensure its workforce information is correct. In particular, the Trust needs accurate figures on its current establishment and vacancies. It also needs to understand future service demand and model the impact on future workforce requirements. The Trust should: 2.1. Develop an approach to ensure the accuracy of data in the workforce toolkit and other internal workforce datasets by the end of quarter 1 2024-25. In particular, the Trust must have an accurate picture of its current establishment and vacancy levels (high priority)	31/10/2025	Developing workforce intelligence R2 The Trust is developing a comprehensive picture of current workforce capacity via its workforce toolkit but must ensure its workforce information is correct. In particular, the Trust needs accurate figures on its current establishment and vacancies. It also needs to understand future service demand and model the impact on future workforce requirements. The Trust should: 2.1. Develop an approach to ensure the accuracy of data in the workforce toolkit and other internal workforce datasets by the end of quarter 1 2024-25. In particular, the Trust must have an accurate picture of its current establishment and vacancy levels (high priority); Accepted. This is an essential element of work and having adequate resource to achieve this is critical. Work is underway at an all-Wales level to prepare organisations for the next generation ESR solution. This is a significant piece of work. Unfortunately, the revised solution does not include modules which improve WFP capability. Having access the right skills and technology to deliver this is essential. We will work with the Data Knowledge and Research Team to agree the scope and plan to deliver this aim. This will include investing in technology to facilitate...	30/06/2024	PODC	Iain Bell	August 2025 Update: Following significant investment from the organisation, recruitment for specialist technical roles is in progress. These roles include: Business Analysts, Data engineers, cyber specialists, infrastructure developers cloud architects, Delivery Managers, Scrum Master and Portfolio Leads. It is recognised that these roles will make an impact to the capacity within RDDD, their roles will not be fully realised until they are onboarded and embedded. The key dependencies on BAU work, Digital Health Protection, Lung Screening remain and sequencing and capacity remains a concern. There is progress but further work is required to develop our capacity estimations to support ongoing and future work. This will be a key remit of the Portfolio Lead, so a request to extend the due date to 31 December 2025 is requested. March 2025 Update: Following a review of the IMTP dependencies on RDDD, significant investment money has been made available to support the recruitment of key technical specialist roles. These roles were identified in the workforce plan and this welcome investment is the beginning of bolstering these specialities. However, prioritisation, ...	2023/24	Request Change of Date		

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Audit Wales

Workforce Planning

N/A

Open

Director Peo...

29/01/2024

R5 We found weaknesses in the Trust's approach to monitoring and overseeing delivery of its People Strategy. It does not understand the impact of its efforts to implement that strategy and the POD Committee does not have a clear picture of progress implementing the People Strategy. By the end of quarter 2 2024-25, the Trust should:

5.1. Develop mechanisms to report progress against the workforce outcome indicators in the People Strategy and IMTP (high priority)

30/06/2025

Accepted

We will look to do this in partnership with our Strategy and Planning Colleagues, to ensure efficiency and integration.

30/09/2024

PODC

Neil Lewis

August 2025 Update:

Request closure:
The refreshed People Strategy was approved by the Board in May 2025 and is published.
The following IMTP commitment has been approved for 2025-26 to take this forward in future years and extend delivery planning for the People Strategy beyond the three-year IMTP period:
'Develop the People Strategy 2035 implementation plan, map delivery to years 2 and 3 of the IMTP, establish a baseline for future evaluation.
Progress against the People Strategy Implementation plan will be reported through the IMTP related governance process to BET. Regular progress updates are programmed in the PODCOM forward look.

2023/24

Request Action is Closed

658

Audit Wales

Audit of Accounts

N/A

Open

Director Peo...

23/06/2025

There are two interim Executive Director appointments disclosed

30/06/2025

The Welsh Health Circular doesn't specifically request written approval; however we will seek this as part of all future Executive Director

30/06/2025

PODC

August 2025 Update:

Request closure:
In progress and on track.
A programme of engagement activity is being progressed which includes:
- Intranet contact including a feedback form
- A series of drop in sessions 'Time with Tracy' session (28 April)...

2024/25

Request Action is Closed

Count 6

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