

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

Tue 14 October 2025, 10:00 - 13:00

## Agenda

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

*10:00 - 10:05 (5 mins)*

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

**1.2. Minutes, Action Log and Matters Arising of meeting (16 July 2025 / 22 September 2025) / Cofnodion, Log Gweithredu a Materion yn codi Cyfarfod (16 Gorffennaf 2025 / 22 Medi 2025)**

- 📄 1.2a PODC 2025\_10\_14 - Unconfirmed Minutes 16.07.2025.pdf (9 pages)
- 📄 1.2b PODC 2025\_10\_14 - Unconfirmed Minutes 16.07.2025 (Cymraeg).pdf (10 pages)
- 📄 1.2c PODC 2025\_10\_14 - Unconfirmed Minutes 2025\_09\_22.pdf (3 pages)
- 📄 1.2e PODC 2025\_10\_14 - Action Log.pdf (1 pages)

## Deep Dive / Plymio Dwfn

**10:05 - 10:50** **2. People Strategy / Strategaeth Pobl**  
45 min

*10:05 - 10:50 (45 mins)*

**Rachel Attwood**

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

**Karen Fitzgibbon**

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

- 📄 2 PODC 2025\_10\_14 - People Strategy Deep Dive.pdf (11 pages)

## Managing Risk / Rheoli Risg

**10:50 - 11:00** **3. Strategic Risk Register (Risk 2) / Y Gofrestr Risgiau Strategol - (Risg 2)**  
10 min

*10:50 - 11:00 (10 mins)*

**Danielle Gething**

Head of Risk Management / Pennaeth Rheoli Risg

**Neil Lewis (Exec Lead for SRR 2)**

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

- 📄 3a PODC 2025\_10\_14 - Strategic Risk Assurance Cover Report.pdf (5 pages)
- 📄 3b PODC 2025\_10\_14 - Strategic Risk Register (Risk 2).pdf (10 pages)

**11:00 - 11:10** **4. Corporate Risk Register / Y Gofrestr Risg Gorfforaethol**  
10 min

*11:00 - 11:10 (10 mins)*

**Danielle Gething**

📄 4a PODC 2025\_10\_14 - Corporate Risk Register Cover Paper.pdf (6 pages)

📄 4b PODC 2025\_10\_14 - Corporate Risk Register.pdf (1 pages)

## Strategy Delivery / Cyflwyno'r Strategaeth

### 11:10 - 11:25 **5. IMTP Commitment Update/ Diweddariad Ymrwymiad IMTP**

15 min

11:10 - 11:25 (15 mins)

- **IMTP Commitment:** Implement the vision to establish Job Families within Public Health Wales / Diweddariad Ymrwymiad IMTP: Gweithredu'r weledigaeth o sefydlu Teuluoedd Swyddi yn Iechyd Cyhoeddus Cymru

**Rachel Attwood**

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

📄 5 PODC 2025\_10\_14 - IMTP Commitment Update (Job Family Approach).pdf (12 pages)

### 11:25 - 11:35 **Break / Egwyl**

10 min

11:25 - 11:35 (10 mins)

### 11:35 - 11:50 **6. IMTP Commitment Update / Diweddariad Ymrwymiad IMTP**

15 min

11:35 - 11:50 (15 mins)

- **IMTP Commitment:** Develop the road map for how we will create an employee experience that prioritises well-being, flexible working, opportunities for career progression and makes PHW an employer of choice / Datblygu'r map ffordd ar gyfer sut y byddwn yn creu profiad i weithwyr sy'n blaenoriaethu lles, gweithio'n hyblyg, cyfleoedd ar gyfer dilyniant gyrfa ac sy'n gwneud ICC yn gyflogwr o ddewis

**Rachel Attwood**

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

📄 6 PODC 2025\_10\_14 - IMTP Commitment Update (Creating an Exceptional Employee Experience).pdf (21 pages)

## Equalities and Diversity / Cydraddoldeb ac Amrywiaeth

### 11:50 - 12:00 **7. More Than Words Annual Report / Adroddiad Blynyddol Mwy na Geiriau**

10 min

11:50 - 12:00 (10 mins)

**Rachel Attwood**

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

**Sian Jones?**

📄 7a PODC 2025\_10\_14 - More Than Just Words Annual Report 2024-25 Cover Paper.pdf (5 pages)

📄 7b PODC 2025\_10\_14 - More Than Just Words Annual Report.pdf (47 pages)

## Partnerships and Engagement / Ymgysylltiad a Phartneriaeth

### Workforce and Workforce Planning / Gweithlu a Chynllunio'rGweithlun

### 12:00 - 12:10 **8. Sickness Absence Update (including data quality improvements) / Diweddariad Absenoldeb Salwch (gan gynnwys gwelliannau ansawdd data)**

10 min

12:00 - 12:10 (10 mins)

**Rachel Attwood**

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

 8 PODC 2025\_10\_14 - Sickness Absence Update.pdf (12 pages)

**12:10 - 12:20** **9. Audit Recommendations - Workforce Planning**

10 min

*12:10 - 12:20 (10 mins)*

Remitted from Audit and Corporate Governance Committee

**12:20 - 12:35** **10. Culture Action Plan / Cynllun Gweithredu Diwylliant**

15 min

*12:20 - 12:35 (15 mins)*

**Rachel Attwood**

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

**12:35 - 12:45** **11. Organisational Change Management Update / Diweddariad Rheoli Newid Sefydliadol**

10 min

*12:35 - 12:45 (10 mins)*

**Neil Lewis**

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

 11 PODC 2025\_10\_14 - Organisational Change Management Update.pdf (5 pages)

## **Governance and Accountability / Llywodraethu a Atebolrwydd**

**12:45 - 12:50** **12. Bi-Annual Corporate Policies Update / Diweddariad ar BolisiauCorfforaethol Chwe Misol**

5 min

*12:45 - 12:50 (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

 12 PODC 2025\_10\_14 - Policies Procedures Management Bi-Annual Report.pdf (9 pages)

**12:50 - 12:55** **13. Policies for Approval / Polisiâu i'w cymeradwyo**

5 min

*12:50 - 12:55 (5 mins)*

**Neil Lewis**

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

**Lucy Day**

Business Manager / Rheolwr Busnes

- All-Wales Anti-Sexual Harassment Policy

## **For Information / Er Gwybodaeth**

**12:55 - 12:55** **14. Items to Note / Eitemau i'w Nodi**

0 min

**14.1. Performance and Insights Report - Workforce Extract / Adroddiad Perfformiad aMewnwelediadau - Detholiad o'r Gweithlu**

📄 14.1 PODC 2025\_10\_14 - Performance & Insight Report (Workforce).pdf (6 pages)

## **14.2. Audit Recommendations Tracker Update / Diweddariad Traciwr Argymhellion Archwilio**

📄 14.2 PODC 2025\_10\_14 - Audit Recommendations Tracker.pdf (2 pages)

## **14.3. Local Partnership Forum Terms of Reference / Cylch Gorchwyl y Fforwm Partneriaeth Lleol**

### **Neil Lewis**

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

📄 14.3a PODC 2025\_10\_14 - Local Partnership Forum Terms of Reference Cover Paper.pdf (5 pages)

📄 14.3b PODC 2025\_10\_14 -Local Partnership Forum Terms Of Reference.pdf (8 pages)

## **14.4. Nursing and Midwifery Objectives 2025-26 / Amcanion Nyrsio a Bydwreigiaeth**

📄 14.4a PODC 2025\_10\_14 - Nursing and Midwifery Objectives Cover Paper.pdf (11 pages)

📄 14.4b PODC 2025\_10\_14 - Nurisng and Midwifery Objectives-2025-26.pdf (10 pages)

## **14.5. Trade Union Partnership Working Forums - Update / Fforymau Gwaith Partneriaeth Undebau Llafur - Diweddariad**

### **Neil Lewis**

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

📄 14.5 PODC 2025\_10\_14 - Partnership Working Update.pdf (5 pages)

## **14.6. Committee Workplan / Cynllun Gwaith y Pwyllgor**

📄 14.6 PODC 2025\_10\_14 - Committee Work Plan.pdf (4 pages)

## **Part B / Rhan B**

12:55 - 13:00  
5 min

## **15. NHS Performance and Improvement Business Bi-Annual Assurance Report / Adroddiad Sicrwydd Busnes Perfformiad a Gwella GIG Cymru Dwyflynyddol**

*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

📄 15 PODC 2025\_10\_14 - NHS Performance and Improvement - Quarterly Workforce Governance Assurance Report.pdf (6 pages)

13:00 - 13:00  
0 min

## **16. Closing Administration / Materion Gweinyddol i Gloi**

- Any Other Business / Unrhyw Fusnes Arall
- Committee Feedback / Adborth y Pwyllgor
- Date of Next Meeting / Dyddiad y Cyfarfod Nesaf:
  - 20 January 2026 / 20 Ionawr 2026