

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

Wed 16 July 2025, 12:30 - 15:30

## Agenda

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**12:30 - 12:35**  
5 min **1. Welcome and Apologies for Absence / Croeso ac Ymddiheuriadau Absenoldeb**

*12:30 - 12:35 (5 mins)*

**Kate Young**

Non-Executive Director and Committee Chair / Cyfarwyddwr Anweithredol a Chadeirydd y Pwyllgor

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

**1.2. Minutes, Action Log and Matters Arising of meeting (29 April 2025) / Cofnodion, Log Gweithredu a Materion yn codi Cyfarfod (29 Ebrill 2025)**

 1.2a PODC 2025\_07\_16 - Unconfirmed Minutes 29.04.2025.pdf (9 pages)

 1.2b PODC 2025\_07\_16 - Unconfirmed Minutes 2025\_04\_29 - Cymraeg.pdf (9 pages)

 1.2c PODC 2025\_07\_16 - Action Log.pdf (1 pages)

## Deep Dive / Plymio Dwfn

**12:35 - 13:20**  
45 min **2. Culture and Engagement (Including the 2024 Staff Survey Results) / Diwylliant ac Ymgysylltu (Gan gynnwys Canlyniadau Arolwg Staff 2024)**

*12:35 - 13:20 (45 mins)*

**Neil Lewis**

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

**Rachel Attwood**

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

 2 PODC 2025\_07\_16 - Deep Dive on Culture and Engagement.pdf (31 pages)

**13:20 - 13:35**  
15 min **3. Sickness Absence (including data quality improvements) / Absenoldeb Salwch (gan gynnwys gwelliannau ansawdd data)**

*13:20 - 13:35 (15 mins)*

**Neil Lewis**

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

**Rachel Attwood**

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

**Joe O'Brian**

Systems Manager / Rheolwr Systemau

 3 PODC 2025\_07\_16 - Sickness Absence Overview.pdf (16 pages)

## Managing Risk / Rheoli Risg

### 13:35 - 13:45 **4. Strategic Risk Register (Risk 2) / Y Gofrestr Risgiau Strategol - (Risg 2)**

10 min

13:35 - 13:45 (10 mins)

#### **Claire Birchall**

Executive Director of Nursing, Quality and Integrated Governance / Cyfarwyddwr Gweithredol Nyrsio, Ansawdd a Llywodraethu

#### **Danielle Gething**

Head of Risk Management / Pennaeth Rheoli Risg

 4a PODC 2025\_07\_16 - Strategic Risk Cover Report.pdf (5 pages)

 4b PODC 2025\_07\_16 - Strategic Risk Register.pdf (10 pages)

### 13:45 - 13:55 **5. Corporate Risk Register / Y Gofrestr Risg Gorfforaethol**

10 min

13:45 - 13:55 (10 mins)

#### **Claire Birchall**

Executive Director of Nursing, Quality and Integrated Governance / Cyfarwyddwr Gweithredol Nyrsio, Ansawdd a Llywodraethu

#### **Danielle Gething**

Head of Risk Management / Pennaeth Rheoli Risg

 5a PODC 2025\_07\_16 - Corporate Risk Register Cover Paper.pdf (5 pages)

 5b PODC 2025\_07\_16 - Corporate Risk Register.pdf (1 pages)

### 13:55 - 14:05 **Break**

10 min

13:55 - 14:05 (10 mins)

## Equalities and Diversity / Cydraddoldeb ac Amrywiaeth

### 14:05 - 14:20 **6. Strategic Equalities Plan Priorities - Progress Update / Blaenoriaethau Cynllun Cydraddoldeb Strategol - Diweddariad ar Gynnydd**

15 min

14:05 - 14:20 (15 mins)

#### **Rachel Attwood**

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

 6a PODC 2025\_07\_16 - Strategic Equalities Plan Priorities - Progress Update.pdf (8 pages)

 6b PODC 2025\_07\_16 - Strategic Equalities Plan Priorities Action Plan 2024-28.pdf (4 pages)

### 14:20 - 14:35 **7. Welsh Language Annual Report (2024-25) / Adroddiad Blynyddol y Gymraeg (2024-25)**

15 min

14:20 - 14:35 (15 mins)

#### **Rachel Attwood**

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

#### **Sian Jones**

Welsh Language Manager / Rheolwr y Gymraeg

 7a PODC 2025\_07\_16 - Welsh Language Standards 2024-25 - Cover Report.pdf (6 pages)

 7b PODC 2025\_07\_16 - Welsh Language Standards Annual Report 2024 - 2025.pdf (37 pages)

## Partnerships and Engagement / Ymgysylltiad a Phartneriaeth

### 14:35 - 14:45 **8. Trade Union Partnership Working Forums - Update / Fforymau Gwaith**

10 min **Partneriaeth Undebau Llafur - Diweddariad**

14:35 - 14:45 (10 mins)

**Neil Lewis**

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

 8 PODC 2025\_07\_16 - Partnership Working Update.pdf (5 pages)

## **Workforce and Workforce Planning / Gweithlu a Chynllunio'r Gweithlun**

14:45 - 14:55 **9. Annual Registration Audit 2024-25 / Archwiliad Cofrestru Blynnyddol 2024-25**  
10 min

14:45 - 14:55 (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

 9 PODC 2025\_07\_16 - Annual Registration Audit 2024-25.pdf (7 pages)

## **For Information / Er Gwybodaeth**

14:55 - 15:00 **10. Items to Note / Eitemau i'w Nodi**  
5 min

14:55 - 15:00 (5 mins)

**Neil Lewis**

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

### **10.1. Performance and Insights Report - Workforce Extract / Adroddiad Perfformiad a Mewnwelediadau - Detholiad o'r Gweithlu**

 10.1 PODC 2025\_07\_16 - Performance and Insights Report (Workforce Extract).pdf (5 pages)

### **10.2. Audit Action Log Progress Update / Diweddariad ar Gynnydd Log Camau Gweithredu Archwilio**

 10.2a PODC 2025\_07\_16 - Audit Action Tracker Cover Paper.pdf (3 pages)

 10.2b PODC 2025\_07\_16 - Audit Recommendations Tracker.pdf (2 pages)

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

 10.3 PODC 2025\_07\_16 - Committee Work Plan.pdf (2 pages)

15:00 - 15:05 **11. Closing Administration / Materion Gweinyddol i Gloi**  
5 min

15:00 - 15:05 (5 mins)

- Any Other Business / Unrhyw Fusnes Arall
- Committee Feedback / Adborth y Pwyllgor
- Date of Next Meeting / Dyddiad y Cyfarfod Nesaf:
  - 14 October 2025 / 14 Hydref 2025