

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

Tue 20 January 2026, 10:00 - 12:50

Agenda

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 (14 October 2025) /Cofnodion, Log Gweithredu a Materion yn codi Cyfarfod (14 Hydref 2025)

- 📄 1.2a PODC 2026_01_20 - Unconfirmed Minutes 14.10.2025.pdf (11 pages)
- 📄 1.2b PODC 2026_01_20 - Unconfirmed Minutes 14.10.2025 (Cymraeg).pdf (12 pages)
- 📄 1.2c PODC 2026_01_20 - Action Log.pdf (1 pages)

Deep Dive / Plymio Dwfn

10:05 - 10:45 **2. Sickness Absence / Absenoldeb Salwch**
40 min

10:05 - 10:45 (40 mins)

Rachel Attwood

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

Jenny Ansell

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

Joe O'Brien

Systems Manager / Rheolwr Systemau

Nicholas Meyler

Workforce Systems and Analytics Lead / Arweinydd Systemau a Dadansoddeg y Gweithlu

- 📄 2 PODC 2026_01_20 - Sickness Absence Deep Dive.pdf (21 pages)

Managing Risk / Rheoli Risg

10:45 - 10:55 **3. Strategic Risk Register (Risk 2) / Y Gofrestr Risgiau Strategol - (Risg 2)**
10 min

10:45 - 10:55 (10 mins)

Stuart Silcox

Assistant Director of Integrated Governance / Cyfarwyddwr Cynorthwyol Llywodraethu Integredig

Neil Lewis (Exec Lead for SRR 2)

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

- 📄 3a PODC 2026_01_20 - SRR Cover Report.pdf (7 pages)

10:55 - 11:05 **4. Corporate Risk Register / Y Gofrestr Risg Gorfforaethol**

10 min

10:55 - 11:05 (10 mins)

Stuart Silcox

Assistant Director of Integrated Governance / Cyfarwyddwr Cynorthwyol Llywodraethu Integredig

📄 4a PODC 2026_01_20 - Corporate Risk Register Cover Paper.pdf (6 pages)

📄 4b PODC 2026_01_20 - Corporate Risk Register.pdf (1 pages)

Strategy Delivery / Cyflwyno'r Strategaeth

11:05 - 11:25 **5. IMTP Commitment Update/ Diweddariad Ymrwymiad IMTP**

20 min

11:05 - 11:25 (20 mins)

Rachel Attwood

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

IMTP Commitment: Develop and establish a systemic programme of work which will increase leadership and management skills, capacity and confidence including formal learning / **Ymrwymiad IMTP:** Datblygu a sefydlu rhaglen waith systematig a fydd yn cynyddu sgiliau arwain a rheoli, gallu a hyder gan gynnwys dysgu ffurfiol

📄 5 PODC 2026_01_20 - IMTP Progress Update.pdf (11 pages)

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

10 min

11:25 - 11:35 (10 mins)

Equalities and Diversity / Cydraddoldeb ac Amrywiaeth

11:35 - 11:50 **6. Annual Equalities Report / Adroddiad Blynyddol Cydraddoldeb**

15 min

11:35 - 11:50 (15 mins)

Rachel Attwood

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

📄 6a PODC 2026_01_20 - Annual Equalities Report 2025 Cover Paper.pdf (5 pages)

11:50 - 12:05 **7. Gender Pay Gap Annual Report / Adroddiad Blynyddol Bwlch Cyflog Rhywedd**

15 min

11:50 - 12:05 (15 mins)

Rachel Attwood

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

📄 7a PODC 2026_01_20 - Annual Gender Pay Gap Report Cover Paper.pdf (5 pages)

📄 7b PODC 2026_01_20 - Gender Pay Gap Report 2025.pdf (18 pages)

Workforce and Workforce Planning / Gweithlu aChynllunio'rGweithlun

12:05 - 12:25 **8. Culture Action Plan - Pulse Survey Results / Cynllun Gweithredu Diwylliant – Canlyniadau arolwg pwls**

20 min

12:05 - 12:25 (20 mins)

Rachel Attwood

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

📄 8 PODC 2026_01_20 - Culture Pulse Survey 2025.pdf (11 pages)

Governance and Accountability / Llywodraethu a Atebolrwydd

12:25 - 12:35
10 min

9. Committee Annual Report 2024/25 / Adroddiad Blynyddol y Pwyllgor 2024/25

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

📄 9a PODC 2026_01_20 - Committee Annual Report Cover Paper.pdf (3 pages)

📄 9b PODC 2026_01_20 - PODC Draft Committee Annual Report 2025-26.pdf (16 pages)

12:35 - 12:45
10 min

10. Policies for Approval / Polisiau i'w cymeradwyo

12:35 - 12:45 (10 mins)

- Annual Leave Policy / Polisi Gwyliau Blynyddol
- Adverse Weather Policy / Polisi Tywydd Garw
- Welsh Language Policy / Polisi Defnydd Mewnol o'r Gymraeg

📄 10a PODC 2026_01_20 - Policies for Approval Cover Paper.pdf (4 pages)

📄 10b PODC 2026_01_20 - Annual Leave and Bank Holiday Policy.pdf (23 pages)

📄 10c PODC 2026_01_20 - Annual Leave and Bank Holiday Equality & Health Impact Assessment.pdf (17 pages)

📄 10d PODC 2026_01_20 - Adverse Weather Conditions Transport Disruption Policy.pdf (13 pages)

📄 10e PODC 2026_01_20 - Adverse Weather Conditions Equality & Health Impact Assessment.pdf (16 pages)

📄 10f PODC 2026_01_20 - Use of Welsh Language Policy.pdf (29 pages)

📄 10g PODC 2026_01_20 - Use of Welsh Language Policy Equality & Health Impact Assessment.pdf (23 pages)

For Information / Er Gwybodaeth

12:45 - 12:50
5 min

11. Items to Note / Eitemau i'w Nodi

12:45 - 12:50 (5 mins)

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

📄 11.1 PODC 2025_01_20 - IPR Workforce Extract.pdf (8 pages)

11.2. Audit Recommendations Tracker Update / Diweddariad Traciwr Argymhellion Archwilio

📄 11.2a PODC 2026_01_20 - Audit Action Tracker Cover Paper.pdf (3 pages)

📄 11.2 PODC 2026_01_20 - Audit Tracker Report.pdf (1 pages)

11.3. Trade Union Partnership Working Forums - Update / Fforymau Gwaith PartneriaethUndebau Llafur - Diweddariad

Neil Lewis

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

📄 11.3 PODC 2026_01_20 - Partnership Working Update.pdf (4 pages)

11.4. Committee Workplan / Cynllun Gwaith y Pwyllgor

New workplan is under development

12:50 - 12:50
0 min

12. 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:
 - 16 April 2026 / 16 Ebrill 2026

12.1. Close of Public Meeting / Diwedd y Cyfarfod Cyhoeddus

Yn unol ag [Adran 1 (2) o Ddeddf Cyrff Cyhoeddus (Mynediad i Gyfarfodydd) 1960 (c.67)] bydd cynrychiolwyr o'r wasg ac aelodau eraill o'r cyhoedd yn cael eu gwahardd o weddill y cyfarfod hwn oherwydd natur gyfrinachol y busnes sydd i'w drafod, gan y byddai rhoi cyhoeddusrwydd iddo yn niweidiol i les y cyhoedd.

That representatives of the press and other members of the public will be excluded from the remainder of this meeting having regard to the confidential nature of the business to be transacted, publicity on which would be prejudicial to the public interest in accordance with [Section 1(2) Public Bodies (Admission to Meetings) Act 1960 (c.67)].