GIG CYMRU NHS WALES | Bwrdd Iechyd Prifysgol Cwm Taf Morgannwg University Health Board

AGENDA ITEM
9.1

CTM BOARD

HIGHLIGHT REPORT FROM THE PEOPLE & CULTURE COMMITTEE

DATE OF MEETING	25/11/2021

PUBLIC OR PRIVATE REPORT	Public

IF PRIVATE PLEASE INDICATE REASON	Not Applicable - Public Report

PREPARED BY	Kathrine Davies, Corporate Governance Manager
PRESENTED BY	Dilys Jouvenat, Independent Member/ Chair of the People and Culture Committee
EXECUTIVE SPONSOR APPROVED	Hywel Daniel, Executive Director for People

REPORT PURPOSE	FOR NOTING

ACRONYMS	
	None Identified.

1. PURPOSE

1.1 This report had been prepared to provide the Board with details of the key issues considered by the People and Culture Committee at its meeting on the 13 October 2021.

1.2 Key highlights from the meeting are reported in section 2.

1.3 The Board is requested to **NOTE** the report.

2. HIGHLIGHT REPORT

ALERT / ESCALATE	• There are no matters to escalate to the Board on this occasion.
ADVISE	• The Committee **received** a **Presentation** on **Child and Adult Mental Health Services (CAMHS)** in relation to workforce matters. • The Committee **received** a report on **Key Principles for International Nurse Induction** the current status of the overseas nurses recruitment and the completion of the overseas competency booklet. • A report was **received** on **Just & Learning Culture.** The Committee **noted** the progress made over the last twelve months to implement and embed the Listening, Learning and Improvement culture across the Health Board. • The Committee **received** the **Pathways to Employment** report and **noted** the plan which sets out to capitalize on the diverse young talent within the community, offering multiple pathways to employment and bridging the existing and future skills gaps. • The Committee **noted** the report on **Living Wage Accreditation** and the progress being made in working towards achieving Living Wage Employer accreditation by January 2022. • A report was **received** on **Values and Behaviours**. The Committee **noted** progress against the initiatives and planned actions to sustain the work that had already been undertaken in relation to the values and behaviours across the organization. • The **Fatigue & Facilities Charter for Medical Staff** was presented to the Committee who **noted** the implementation of the British Medical Association (BMA) Fatigue and Facilities Charter.
ASSURE	• The Committee **received** the **Workforce Metrics Report** which provided key workforce metrics for July-August 2021, with historic trends.

	• The Committee **received** a report on the **Employee Relations Update** and **noted** the ongoing cases and trends within the Health Board for the period 1 October 2020-30 September 2021. • A report was received on **Statutory and Mandatory Training Compliance.** The Committee **noted** the actions to improve compliance and that significant reliance on Learning and Development remained in relation to managing compliance activity. The Committee **noted** the need for ownership and accountability for compliance to be held by respective managers and leaders in each of the Integrated Locality Groups and corporately. • The Committee received a report on the **Organisational Risk Register** for those matters where risks had a score of **15 or more** assigned the Committee, noting actions taken to manage or mitigate those high-level risks.
INFORM	• The Committee **Ratified the All Wales Secondment Policy** undertaken via Chairs Urgent Action on the 27 July 2021. • **Approved the Pregnancy Loss Leave Provision** and **noted** that the final draft would be received at the Policy Group, following which, Chairs Urgent Action would be required due to the Committee not meeting until February 2021. • **Noted** the **Revised NHS Wales Raising Concerns Procedure** • **Noted** the **Internal Audit Report - Welsh Language Standards Compliance** (that had been received by the Audit & Risk Committee on 4 October 2021).
APPENDICES	Not applicable.