



**AGENDA ITEM**

3.2.4 Appendix 9

**CTM BOARD**

**HIGHLIGHT REPORT FROM THE PEOPLE & CULTURE COMMITTEE**

**DATE OF MEETING**

24/11/2022

**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. INTRODUCTION**

- 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 9 November 2022
- 1.2 Key highlights from the meeting are reported in section 2.
- 1.3 The Board is requested to **NOTE** the report.

## 2. PURPOSE OF THE PEOPLE & CULTURE COMMITTEE

- 2.1 The role of the People and Culture Committee is to advise the Board on all matters relating to staff and workforce planning of the Health Board, and enhance the environment that supports and values staff in order to engage the talent and nurture the leadership capability of individuals and teams working together to drive the desired culture throughout the health service to deliver safer better healthcare.
- 2.2 The Committee will also provide advice and assurance to the Board in relation to the direction and delivery of the organisational development and other related strategies to drive continuous improvement and to achieve the objectives of the Health Board's Integrated Medium Term Plan (IMTP).

## 3. HIGHLIGHT REPORT

<b>ALERT / ESCALATE</b>	<ul style="list-style-type: none"> <li>There are no matters to escalate to the Board on this occasion.</li> </ul>
<b>ADVISE</b>	<ul style="list-style-type: none"> <li>A report was <b>received</b> on <b>Leadership and Management Development</b>. The Committee <b>noted</b> the progress of the Leadership and Management Programmes, Ignite, Aspire and Inspire adopted across Cwm Taf Morgannwg University Health Board.</li> <li>The <b>Nursing Workforce Update Report</b> was <b>received</b> by the Committee along with a Presentation on workforce planning. The Committee <b>noted</b> the specific challenges for the nursing workforce across the Health Board and the work undertaken at a national level to model and forecast supply and demand and develop an NHS Wales nursing workforce plan.</li> <li>A report was received on Medical Workforce and Efficiency Progress Report. The Committee <b>noted</b> the current situation in Medical Workforce and the relevant work streams and projects.</li> </ul>

<b>ASSURE</b>	<ul style="list-style-type: none"> <li>• The Committee <b>received</b> the <b>Workforce Metrics Report</b> which provided key workforce metrics for July – September 2022, with historic trends.</li> <li>• The Committee <b>received</b> a report on the <b>Employee Relations Update</b> for the period July - September 2022.</li> <li>• The Committee received a report on the <b>Organisational Risk Register</b> for those matters where risks had a score of <b>15 or more</b> assigned the Committee, noting actions taken to manage or mitigate those high-level risks.</li> <li>• A Presentation was received on the <b>CAMHS Cultural Transformation and Improvement Work.</b></li> <li>• The Committee received a Presentation on the <b>Pathology Cultural Transformation and Improvement Work.</b></li> </ul>
<b>INFORM</b>	<ul style="list-style-type: none"> <li>• The Committee <b>approved</b> the following Policies: <ul style="list-style-type: none"> <li>• Alternative Pension Payment Contributions for Medical and Dental Staff Policy</li> <li>• Industrial Injury Cover Policy</li> <li>• Nursing &amp; Midwifery Rostering Policy – The Committee Ratified the Chairs Action of approval of the policy.</li> </ul> </li> <li>• The Committee <b>approved</b> the <b>Revised Terms of Reference.</b></li> <li>• The Committee <b>Self Effectiveness Outcome and Improvement Plan</b> was <b>approved.</b></li> </ul>
	Not applicable.