



AGENDA ITEM

2.1.2

PEOPLE & CULTURE COMMITTEE

**RATIFICATION OF APPROVAL OF
ALL WALES SECONDMENT POLICY**

Date of meeting	13.10.2021
FOI Status	Open/Public
If closed please indicate reason	Not Applicable - Public Report
Prepared by	Wendy Penrhyn-Jones, Head of Corporate Governance & Board Business
Presented by	Wendy Penrhyn-Jones, Head of Corporate Governance & Board Business
Approving Executive Sponsor	Executive Director for People
Report purpose	FOR APPROVAL

Engagement (internal/external) undertaken to date (including receipt/consideration at Committee/group)

Committee/Group/Individuals	Date	Outcome
Urgent Chair's Action – People & Culture Committee Members by Email	27 th July 2021	APPROVED

ACRONYMS

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1. SITUATION/BACKGROUND

1.1 The purpose of the report is to present the Workforce and Organisational Development policy set out below.

2. SPECIFIC MATTERS FOR CONSIDERATION BY THIS MEETING (ASSESSMENT)

2.2 The All-Wales Secondment Policy was reviewed in partnership and the revised version was agreed by the Welsh Partnership Forum and will become the standard policy for secondments within the NHS in Wales. Unfortunately, the final version of this policy was not received in time for consideration at the People and Culture Committee on 14th July 2021. In order that there is no undue delay in adoption of this policy Dilys Jouvenat, as Chair of the People & Culture Committee, has agreed to this item being circulated to Committee Members for approval under Chair's Urgent Action.

2.3 A request was received for this to be considered for approval via Urgent Chair's Action and was circulated to Committee Members on 27th July 2021 by email for comment.

Such action requires support from the Committee Chair, two Independent Members of the Committee and the Executive Lead. This was gained on 27th July 2021 from the following:

- Jayne Sadgrove, Committee Chair
- Mel Jehu, Committee Member
- Dilys Jouvenat, Committee Member
- Nicola Milligan, Committee Member
- Hywel Daniel, Executive Director for People.

In line with Standing Order requirements this action needs to be ratified at the next scheduled meeting of the Committee and is presented here for that purpose.

3. KEY RISKS/MATTERS FOR ESCALATION TO BOARD/COMMITTEE

3.1 The request for approval of this all-Wales Policy under Chair's Urgent Action was actioned as per required processes as detailed above.

4. IMPACT ASSESSMENT



Quality/Safety/Patient Experience implications	There are no specific quality and safety implications related to the activity outlined in this report.
Related Health and Care standard(s)	Staff and Resources If more than one Healthcare Standard applies please list below:
Equality Impact Assessment (EIA) completed - Please note EIAs are required for <u>all</u> new, changed or withdrawn policies and services.	Yes Available from Claire Nicholas, Head of Policy Compliance and A4C
Legal implications / impact	Yes (Include further detail below) There could be legal implications if the policy is not adhered to, as identified, if applicable, within the policy.
Resource (Capital/Revenue £/Workforce) implications / Impact	There is no direct impact on resources as a result of the activity outlined in this report.
Link to Strategic Well-being Objectives	Co-create with staff and partners a learning and growing culture

5. RECOMMENDATION

- 5.1 The People & Culture Committee is asked to ratify the approval of the all Wales Secondment Policy undertaken via Chair's Urgent Action as set out above.