

DATE OF MEETING	Wednesday 15 th October 2025 09:30-12:30
VENUE	Microsoft Teams

Aneurin Bevan University Health Board – People and Culture Committee: Meeting Summary

Committee Papers: abuhb.nhs.wales/files/key-documents/people-and-culture-committee/pcc-committee-book-15-10-2025-pdf/

Committee Members:

Paul Deneen, Chair

Phillip Robson, Vice Chair

Vivek Goel, Independent Member

Helen Sweetland, Independent Member

Committee Lead Executive:

Sarah Simmonds, Director of Workforce & Organisational Development (OD)

- **Meeting Administration & Attendance:** The meeting was opened with apologies noted and attendance confirmed.
- **NHS Wales Staff Survey:** The Committee discussed efforts to improve staff survey response rates, including new engagement initiatives and incentives. Early results show increased participation, with a focus on using feedback to inform workforce priorities and action plans.
- **Sickness Absence:** Sickness absence rates remain above pre-COVID levels, with stress, anxiety, and depression as leading causes. Benchmarking data and targeted action plans are in place, including support for staff well-being and ongoing collaboration with trade unions.
- **People Plan 2025–2030:** The refreshed People Plan was reviewed, outlining strategic ambitions for staff well-being, workforce development, and inclusion. Key performance measures and annual review processes were agreed to monitor progress.
- **Disclosure and Barring Service (DBS) Checks:** Progress was reported on reconciling and updating staff DBS records to ensure compliance and safeguarding. The Committee received assurance that robust processes are now in place.



- **Workforce Performance:** Improvements in recruitment processes have reduced time-to-hire, and efforts continue to increase compliance with job planning and mandatory training. Occupational health services are under pressure but remain a priority.
- **Employee Relations and Suspensions:** Updates were provided on employee relations cases, including suspensions and ongoing work to resolve cases efficiently. The Committee discussed challenges with lengthy suspensions due to external investigations and agreed to seek further legal advice.
- **Specialty and Locally Employed Doctors:** The Committee received an update on support frameworks for specialty and locally employed doctors, including autonomous practice policies and pathways to consultant status.
- **Workforce Changes and Future Planning:** Trends in workforce growth, skill mix, and recruitment were reviewed, with a focus on sustainability and adapting to future challenges such as changing demographics and training pathways.
- **Risks and Industrial Action:** The risk of industrial action has increased due to ongoing national pay disputes. The Committee noted the importance of monitoring and managing workforce risks.

