



CYFARFOD BWRDD IECHYD PRIFYSGOLN ANEURIN BEVAN/ANEURIN BEVAN UNIVERSITY HEALTH BOARD MEETING

MEETING SUMMARY

DATE OF MEETING	Tuesday 10th February 2026 13:30-16:00
VENUE	Microsoft Teams

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

Committee Papers: [Agenda and Papers](#)

Committee Members:

Paul Deneen, Chair
Philip Robson, Vice Chair
Helen Sweetland, Independent Member

Meeting Administration & Attendance: The meeting was opened with apologies noted and attendance confirmed.

Equality, Diversity & Inclusion (EDI) / Strategic Equality Plan

assurance: The Committee received an update on EDI and the Strategic Equality Plan, noting ongoing progress but also persistent structural inequalities. Key issues included ethnicity data quality, under-representation at senior levels and recruitment disparities. The Committee also highlighted progress in anti-racism training and inclusive leadership development, and discussed strengthening staff voice and improving confidence in recording ethnicity data, with a Board development session on EDI planned.

People Plan– success measures and monitoring: The Committee reviewed and endorsed the success measures for the refreshed People Plan, noting the stronger focus on outcomes, the use of improvement methodologies such as Scrum, and plans for regular themed updates through Committee reporting.

Workforce Performance Dashboard: The Committee reviewed the workforce dashboard, discussing seasonal sickness trends, recent workforce changes, continued improvement in time-to-hire, and Occupational Health performance, including capacity pressures. Job planning was highlighted as a key governance concern, with a need to



address barriers and improve the timeliness of consultant and SAS renewals.

Employee relations update: The Committee received an employee relations update covering workforce case activity, policy application and learning from an independently reviewed complex case. Broader workforce matters were noted including progress on implementing national framework changes affecting banding and roles.

NHS Wales Staff Survey: The Committee discussed staff survey participation and the approach to using results through a structured engagement plan, alongside continued efforts to support participation in the next survey window in October/November.

Speaking Up Safely: The Committee received an update on the Speaking Up Safely arrangements, noting progress following internal audit work, improvements to tracking systems, and plans to recruit additional resource and identify a suitable system.

Resident doctor contract reform: The Committee received a high-level update on the agreed resident doctor contract reform, outlining changes to pay structure, safe working requirements and governance roles, alongside a phased implementation timetable beginning in August. Key risks included funding constraints, rota compliance, e-rostering readiness, workforce availability and tight timelines.

Violence Prevention & Reduction Strategy: The Committee considered the draft violence prevention and reduction strategy, noting its focus on preventing and responding to violence affecting staff, patients and visitors, alignment with national standards, and a trauma-informed, partnership-based approach. The Committee also discussed body-worn cameras as a potential measure and noted further engagement work underway.

Nursing, Midwifery & Specialist Community Public Health Nurse Workforce Annual Report: The Committee received the annual nursing workforce update, noting progress on recruitment, retention, support for internationally educated nurses, leadership development and staff experience. Members also discussed developing local “grow your own” pipelines and national planning for graduate supply.

Risks and forward work programme: The Committee noted the delegated workforce risks, with no changes highlighted, and agreed to include job planning updates as a standing agenda item within the forward programme.

