



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

MEETING SUMMARY

DATE OF MEETING	Monday 15 th June 2026 09.30-12.30
VENUE	Microsoft Teams

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

Committee Papers: [Agenda and Papers](#)

Committee Members:

Paul Deneen, Chair
William Smart, Vice Chair
Helen Sweetland, Independent Member
Vivek Goel, Independent Member

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

Review of Previous Minutes and Action Log: Previous minutes were discussed and approved. The Committee noted that there were no outstanding actions on the Action Log.

Annual Assurance Report on Medical Revalidation: The Committee received a positive Annual Assurance Report on Medical Revalidation. It was noted that appraisal processes were well established, with strong governance arrangements and sustained high quality. Performance remained significantly above the all-Wales average, with no external actions required. The Committee recognised this as a strong area of assurance and commended the consistency of delivery and ongoing oversight.

Job Planning Update: The Committee considered an update on job planning compliance and noted that, while reported compliance remains below the 90% target, all Consultants and Specialty Doctors were working to job plans. Assurance was provided that divisions are actively managing compliance through monitoring, escalation, and targeted interventions, with continued focus on improvement.

NHS Wales Staff Survey – Results and Action Plan: The Committee received an overview of the 2025 NHS Wales staff survey results. A



significant improvement in response rate was noted, alongside strong overall engagement and performance relative to other Health Boards. The Committee noted that an extensive programme of engagement and “you said, we did” activity was underway, including roadshows, divisional action plans, and targeted communications.

Progress update on the Delivery of Welsh Government’s Race Equality Action Plan for Wales: The Committee considered the progress update and noted that the organisation has established a credible foundation and is currently assessed at an intermediate level of maturity. Significant activity has been delivered, including leadership development, recruitment training, and network engagement.

However, the Committee recognised that further work is required to demonstrate consistent organisational impact and measurable outcomes, particularly in reducing inequalities and improving experience across all divisions. Improving data completeness and strengthening accountability arrangements were identified as key priorities for the next phase.

Assurance on Compliance with the Welsh Language (Wales) Measure 2011 - More Than Just Words: The Committee received assurance on compliance with the Welsh Language (Wales) Measure 2011 and progress against the “More Than Just Words” framework.

Key developments included:

- Progress on the organisation’s five-year plan to increase Welsh-language clinical provision
- Expansion of Welsh-language training and confidence-building programmes
- Strengthening relationships with the Welsh Language Commissioner
- Improved internal translation capacity

The Committee noted ongoing challenges relating to system compliance, workforce capability, and ensuring Welsh language considerations are embedded early in procurement and service design.

Training, Development and Education - Assurance on Workforce Planning and Education Commissioning Numbers: The Committee received assurance on workforce planning and education commissioning. It was recognised that workforce planning remains complex, particularly given the long lead time for training programmes. The Committee noted current pressures relating to newly qualified nurses, where available employment opportunities are lower than expected due to reduced turnover. Actions are underway to maximise recruitment opportunities, including the use of site-based employment pools and collaborative working across Wales.



Workforce Performance Dashboard incorporating Key Performance Indicators:

The Committee reviewed the workforce performance position, noting a reduction in sickness absence, although levels remained above target. It recognised continued improvement in training compliance, including anti-racism training, alongside strong performance in recruitment timelines and ongoing enhancements in occupational health service delivery. The Committee acknowledged the sustained focus on key areas such as staff wellbeing, attendance management, and organisational culture.

People Plan 2025-2030, Quarterly Review Objective 1 - Better Health and Wellbeing: The Committee received a quarterly update on delivery of the People Plan's Better Health and Wellbeing objective. Progress was noted across key actions, including support for staff wellbeing, improvements in attendance management, and targeted interventions in high-absence areas.

The Committee highlighted the need to strengthen outcome measurement and ensure that delivery of actions can be clearly linked to improvements in workforce experience and organisational performance.

Employment Rights Act Changes PCC 1002/09: The Committee received an update on emerging changes arising from the Employment Rights Act. These represent a significant shift in employment legislation, including changes to family leave entitlements, tribunal timelines, and employment protections.

Future changes are expected to have implications for workforce management, particularly in relation to bank staffing models and employment practices. The Committee agreed to receive ongoing updates as implementation progresses.

Report from the Director of Workforce & OD, including Employee Relations & Suspensions over 4 months; DBS: Speaking up Safely and GMC Update: The Committee received the comprehensive report, noting a small number of long-term suspensions, with improved joint working to minimise delays, continued progress in DBS compliance, and further enhancements to the speaking up framework supported by additional investment. The Committee also recognised the successful de-escalation of regulatory concerns relating to medical education and training, and the overall strength of workforce governance and risk management.

People & Culture Committee Risk Report: The Committee noted the current People & Culture risk position, with no material changes to risk



ratings. It was agreed that the existing controls and mitigations remain appropriate, with risks continuing to be actively monitored.

Nursing & Midwifery Strategy, including evaluation of extant

Strategy: The Committee reviewed the evaluation of the 2023–2026 Nursing and Midwifery Strategy and considered the proposed 2026–2030 plan. The evaluation demonstrated strong progress across key priorities, including leadership development, professional standards, and workforce support. The refreshed plan builds on this foundation, with a focus on consistency, measurable impact, and alignment to organisational priorities.

