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

MEETING SUMMARY

DATE OF MEETING	Tuesday 20 October 2026 10.15-12.30
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 no apologies received 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.

Nursing, Midwifery and Specialist Community Public Health Nurse Workforce Annual Report: The Committee received a positive annual update, noting significant progress in recruitment and retention, reduced registered nurse and healthcare support worker vacancies, lower agency use and continued investment in education, leadership development and staff support. Ongoing priorities included strengthening restorative clinical supervision, career development and staff experience, alongside addressing challenges in community nursing recruitment, future graduate supply and emerging national changes affecting advanced nursing practice and specialist community roles. Development of the next workforce strategy would build on the progress achieved.

Volunteering Annual Report: The Committee recognised the substantial contribution made by more than 600 volunteers, who provided over 11,000 hours of support during 2025/26. Volunteering continued to support person-centred care, patient experience, community resilience and the wider Gwent 2035 vision, while also providing routes into learning and



employment. The Committee noted challenges relating to recruitment processes, capacity to train and support volunteers, accessibility and representation, and supported the continued integration of volunteering within service improvement and transformation.

HEIW Education and Training Targeted Visit Report for Medicine: The Committee received a positive update following external review of medical education and training within the Medicine Division. Following sustained improvement in areas including patient safety, clinical supervision and training arrangements, enhanced monitoring by the General Medical Council had been lifted in May 2026. The Committee welcomed this significant improvement and recognised the work undertaken by the Medicine Division and Medical Education teams. Ongoing quality assurance would continue, with further work required in a small number of areas, including access to clinical training opportunities.

SAS, Locally Employed and International Medical Graduate Doctors: The Committee received a positive update on support for Specialty and Specialist, Locally Employed and International Medical Graduate doctors. Progress included tailored induction, professional and cultural support, recognition activity and clearer career development pathways. The Committee welcomed evidence of progress and noted the importance of strengthening outcome measures and future reporting, including greater focus on the experience and development of Locally Employed Doctors.

People Plan 2025-2030 - Better Future Workforce: The Committee received assurance on progress against the Better Future Workforce pillar of the People Plan. Positive progress was noted in workforce development and career opportunities, supported by greater integration between Workforce, Finance and Planning. Challenges remained around apprenticeship recruitment and delivery of some planned workforce development activity, while changes in funding had reduced the previous scale of engagement with schools. Alternative approaches continued to support future workforce pipelines.

Review and Refresh of Health Board Values and Behaviours Framework: The Committee reviewed progress in embedding the Health Board values of kindness, integrity and respect. The framework had been developed through extensive engagement and was increasingly incorporated into induction, appraisal, leadership development and organisational development activity. The Committee welcomed the progress and noted that the next phase would focus on demonstrating how the values were experienced in practice, supported by staff survey findings, pulse checks and qualitative feedback.



Workforce Performance Dashboard incorporating Key Performance Indicators: The Committee reviewed workforce performance and identified sickness absence as a significant continuing challenge, with discussion focused on its impact on staff, services and workforce costs. Existing work included targeted intervention in higher-absence areas, increased management support, Occupational Health provision and staff wellbeing services. The Committee agreed that further detailed consideration was required, including preventative support, opportunities to help staff remain at or return to work, and learning from approaches elsewhere. Recruitment times had also been affected by vacancy scrutiny arrangements, and Occupational Health performance and capacity continued to be monitored.

Employee Relations: The Committee received an update on employee relations activity and noted significant workforce programmes, including implementation of the healthcare support worker framework and resident doctor contract. The importance of early and informal resolution of workplace concerns was emphasised, alongside the support provided to staff and managers. The Committee also welcomed the achievement of occupational health quality accreditation.

Speaking Up Safely: The Committee received assurance on continued development of Speaking Up Safely arrangements. Governance and case-management arrangements had been strengthened, a full-time Speaking Up Safely Guardian had been appointed for a 12-month period and a standard operating procedure was being developed to provide greater clarity for staff. Further work would focus on awareness, accessibility, understanding barriers to speaking up and learning from concerns. A Learning and Improvement Summit was planned for March 2027, and the Committee highlighted the importance of evaluating the Guardian role and considering the sustainability of the arrangements beyond the current funding period.

People & Culture Committee Risk Report: The Committee considered the refreshed strategic risk report, incorporating the revised organisational risk appetite and a new presentation of strategic controls, assurance and gaps in assurance. One People & Culture strategic risk remained outside the revised risk appetite and mitigating action continued. The Committee also noted that changes in the workforce position provided an opportunity to review and, where appropriate, reprofile existing risk scores.