

# Workforce & Culture Committee: Remit of work programme (to be risk based on an annual basis)

## KEY SUPPORTING STRATEGIC FRAMEWORKS & PLANS WOULD INCLUDE:

- Organisational Development Framework
- Workforce Futures Strategic Framework
- Strategic Equality Plan

### Culture & Values

- Arrangements for testing culture
- Staff engagement and the Staff Voice (Social Partnership)
- Compassionate Leadership
- Learning
- Equality & Diversity
- Welsh Language
- Staff Wellbeing
- Staff Raising Concerns/Whistleblowing
- Dignity at Work
- Respect & Resolution

### Organisational Development & Capacity:

- Strategic approach to growing the capacity of the workforce
- Analysis and use of sound workforce, employment and demographic intelligence
- Planning of current and future workforce capacity
- Effective recruitment and retention
- New models of care and roles and flexible working
- Identification of urgent capacity problems and their resolution
- Continuous development of personal and professional skills
- Talent management
- Succession planning
- Powys Health & Care Academy

### Performance Reporting, including:

- The Health Board's strategic priorities on workforce