



Llywodraeth Cymru
Welsh Government

Minutes of the Board Meeting, 29 April 2016

Present:

Permanent Secretary (Chair)
Owen Evans
Andrew Goodall
Adrian Webb
Peter Kennedy
James Turner
Elan Closs Stephens
James Price
David Richards
Natalie Pearson
Gillian Baranski
Sioned Evans
Gawain Evans
Ann Keane
Jeff Godfrey
Chris Dawson

In attendance:

Toby Mason (item 1)
Andrew Carruthers (item 1)
Helen Morris (item 3)
Sharon Cross (item 4)
Angharad Reakes (item 4)

Secretariat:

Emma Alexander
Sarita Marshall

The Permanent Secretary noted that the Board was meeting later than usual due to the Four Nations Policy Symposium that the organisation had been hosting. He also welcomed Sarita Marshall to the Board Secretariat team.

Governance & Performance

1. Monitoring Delivery Progress – NHS Wales Performance [Oral]

- 1.1 Andrew Goodall, Director General for Health and Social Services and NHS Wales Chief Executive gave apologies for Simon Dean, Deputy Chief Executive NHS Wales, who was unable to attend. He introduced Andrew Carruthers, Delivery Programme Director, who gave a presentation on NHS performance over time.

- 1.2 Following discussion, the Permanent Secretary thanked Andrew Goodall and Andrew Carruthers for the informative presentation.

2. Finance Report – Update on the 2015-16 Outturn [Board(16)024]

- 2.1 Gawain Evans, Director of Finance, introduced the report on the Welsh Government's 2015-16 forecast outturn and outlined plans for the post-election period. He also reminded Board members of the high-level 2016-17 DRC position.
- 2.2 On behalf of the Board, the Permanent Secretary expressed his thanks to Gawain and his team, as well as the Finance teams across the organisation, for a good outturn position

3. Risk Discussion [Oral]

- 3.1 The Permanent Secretary reminded Board colleagues that the Audit and Risk Committee was considering the Corporate Risk Register. He invited Board members to share the current top risks for their areas.

Corporate

4. People Survey – Detailed Analysis [Board(16)025]

- 4.1 Natalie Pearson, Head of Engagement and Innovation, Sharon Cross, Head of Corporate Research Team, and Angharad Reakes, SRO Corporate Research, introduced the paper, which included an analysis of differences in employee engagement and satisfaction across different demographic groups.
- 4.2 In discussion, it was agreed that consideration should be given to the possibilities/options for increasing the flow of staff into and out of the organisation, for example via public sector secondments.
- 4.3 The Permanent Secretary noted that work was in hand to address many of the issues where the organisation had not performed as well in the Survey (for example on ICT) , but that further analysis and a draft action plan (including consideration of taking a bottom-up approach to feedback) should be circulated for members' input by the end of May.
- 4.4 The Permanent Secretary suggested that, as the next People Survey would not be held until October 2017, a spotlight survey may be helpful to review the impact of action being undertaken. It was also agreed that a 'barometer' should be used to reflect changes in opinion over time.
- 4.5 The Board agreed that further consideration should be given to leadership skills in assessment panels, potentially starting with the Senior Civil Service.

Regular Items

5. Draft Minutes of 18 March and Matters Arising [Board(16)026]

- 5.1 The minutes of the meeting held on 18 March were agreed as an accurate record.

6. Permanent Secretary's Items [Oral]

• Exception reports [Oral]

Exception Reports

- 6.1 The Permanent Secretary invited Board members to share key issues from within their areas. Issues raised included Flexible Postings, Tata Steel, preparing for the new Government, increasing the number of Welsh speakers, ensuring effective performance of regional education consortia, reducing bureaucracy, Flexible Working, the Wales Bill, and the First Point of Contact Centre.
- 6.2 Natalie Pearson, Head of Engagement and Innovation, reminded Board members that it was the last day for submitting Welsh Government Award nominations. It was agreed that managers with the highest people management scores in the People Survey be invited to present at the awards.
- 6.3 Following the discussion between the Board and the Diversity Networks, which had taken place recently, Peter Kennedy, HR Director, confirmed that guidance on ICT for women on maternity leave had been changed. It was agreed that the change should be communicated to staff.

Permanent Secretary's Items

- 6.4 The Permanent Secretary reported briefly on the last Permanent Secretaries' meeting.

7. Committee Updates [Oral]

7.1 *Audit and Risk Committee Update*

Elan Closs Stephens, Non-Executive Director and Chair of the Audit and Risk Committee reported on the meeting held on 25 April. The Committee had received a presentation on the Wellbeing of Future Generations Act, and it was noted that the Wales Audit Office was consulting on how they should implement their own responsibilities under the Act. She reported that the arrangement whereby the Chairs of the other audit and risk committees were now members of the overarching Committee was working well. Other issues discussed were responsibility for recommendations relating to RIFW and Life Sciences, student finance, innovative finance in Health, learning lessons on procurement, and fraud. Elan also congratulated Helen Morris and her team on their work on internal audit. She noted that consideration needed to be given, as part of the next Board discussion on Risk, on

how best to take forward discussions on individual risks at the Committee and Board.

7.2 *SCS Remuneration Committee*

James Turner, Non-Executive Director and Chair of the SCS Remuneration Committee, gave a brief update on the Committee's last meeting.

7.3 *Operations Committee*

Sioned Evans, Deputy Director of Business, Property and Professional Services and Chair of the Operations Committee, gave an update on the meeting held on 13 April. Updates had been given on business planning, the Welsh Language Standards and carbon reduction. Performance in responding to Freedom of Information requests was also discussed. Sioned noted that Sioned Rees, SRO for the Llandudno Junction office, would be hosting the Operations Committee and a staff session in Llandudno Junction in June. The Committee would also be visiting Wylfa Nuclear Power Station.

8. Any Other Business

8.1 No other items of business were raised.

Board Secretariat, 3 May 2016