



BWRDD GWASANAETHAU CYHOEDDUS
PUBLIC SERVICES BOARD
**CWM TAF
MORGANNWG**

DYMA WŶS I CHI I GYFARFOD rhithwir O Cyd-Bwyllgor Trosolwg a Chraffu Bwrdd Gwasanaethau Cyhoeddus Cwm Taf Morgannwg AR Dydd GWENER, 24AIN TACHWEDD, 2023 AM 10.30 AM.

Dolen gyswllt: Sarah Handy, Swyddog Craffu a Ymchwil I Aelodau (07385401942)

AGENDA

1. DEDDF LLESIANT CENEDLAETHAU'R DYFODOL (CYMRU) 2015

Atgoffir aelodau'r Pwyllgor Trosolwg a Chraffu ar y cyd, fel y nodir yn ei gylich gorchwyl, bod eu swyddogaethau statudol craidd yn cynnwys: -

- Adolygu neu graffu ar y penderfyniadau sy'n cael eu gwneud gan y Bwrdd neu'r camau mae'r Bwrdd yn eu cymryd;
- Adolygu neu graffu ar drefniadau llywodraethu'r Bwrdd;
- Paratoi adroddiadau neu wneud argymhellion i'r Bwrdd ynghylch ei swyddogaethau neu'i drefniadau llywodraethu;
- Ystyried materion sy'n ymwneud â'r Bwrdd fel y gall Gweinidogion Cymru gyfeirio atyn nhw ac adrodd i Weinidogion Cymru yn unol â hynny; a
- Cyflawni swyddogaethau eraill mewn perthynas â'r Bwrdd sydd wedi'u gosod arno gan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015.

2. DATGAN BUDDIANT

Derbyn datganiadau o fuddiannau personol gan Aelodau yn unol â'r Cod Ymddygiad.

Nodwch:

1. Mae gofyn i Aelodau ddatgan rhif a phwnc yr eitem y mae eu buddiant yn ymwneud â hi, a mynegi natur y buddiant personol hwnnw:
a
2. Lle bo Aelodau'n ymneilltuo o'r cyfarfod o ganlyniad i ddatgelu buddiant sy'n rhagfarnu, rhaid iddyn nhw roi gwybod i'r Cadeirydd pan

fyddan nhw'n gadael.

3. COFNODION

Cadarnhau cofnodion y cyfarfod a gynhaliwyd ar 6 Hydref 2023 yn rhai cywir.

5 - 10

4. RHWYDWAITH CYDGYNHYRCHU CYMRU

Derbyn trosolwg gan Rwydwaith Cydgyhyrchu Cymru o'r gwaith y mae'n ei wneud gyda'r Bwrdd Gwasanaethau Cyhoeddus o ran dulliau gweithio, yn enwedig cydweithio a chynnwys.

5. ADRODDIAD CADEIRYDD BWRDD GWASANAETHAU CYHOEDDUS CWM TAF MORGANNWG

Craffu ar waith y Bwrdd Gwasanaethau Cyhoeddus (BGC) mewn perthynas â 'Llais Pobl Ifainc yng Ngwaith y BGC' a gwaith y 'Is-grŵp Llesiant y Gweithlu'.

11 - 22

6. RHAGLEN WAITH AR GYFER Y DYFODOL CYDBWYLLGOR TROSOLWG A CHRAFFU CWM TAF MORGANNWG 2023-24

Rhoi cyfle i'r Cydbwyllgor Trosolwg a Chraffu drafod materion mewn perthynas â'i Raglen Waith ar gyfer Blwyddyn y Cyngor 2023-24.

23 - 30

7. UNRHYW FATERION ERAILL

Trafod unrhyw faterion eraill y mae'r Cadeirydd yn eu gweld yn briodol.

8. ADOLYGIAD Y CADEIRYDD A DOD Â'R CYFARFOD I BEN

Myfyrion ar y cyfarfod a'r camau gweithredu i'w dwyn ymlaen.

9. ADRODDIADAU ER GWYBODAETH

- Llythyr ar y cyd i Fyrddau Gwasanaethau Cyhoeddus (ynghlwm); a,
- [Cynllun Llesiant Cwm Taf Morgannwg 2023-2028](#)

Cylchrediad:-

Yn cynrychioli Cyngor Bwrdeistref Sirol Merthyr Tudful

Cynghorwyr y Fwrdeistref Sirol: C. Jones

Yn cynrychioli Cyngor Bwrdeistref Sirol Rhondda Cynon Taf

Cynghorwyr y Fwrdeistref Sirol: R. Bevan (Cadeirydd) J. Bonetto, M. Ashford, B. Stephens, K. Morgan, S. Evans

Yn cynrychioli Cyngor Bwrdeistref Sirol Pen Y Bont ar Ogwr

Cynghorwyr y Fwrdeistref Sirol: S. Griffiths (Is-Cadeirydd) Alex Williams, Amanda Williams, R. Granville, M. Hughes, Freya Bletsoe

Aelodau cyfetholedig:

Mr M. Jehu OBE – Bwrdd Iechyd Lleol

Ms M. Lewis – Cynrychiolydd Dinasyddion RhCT

Mr M. J. Maguire – Cynrychiolydd Dinasyddion Merthyr Tudful

Andrew Robinson, Cyfoeth Naturiol Cymru

Cyngorydd A. Roberts MBE – Gwasanaeth Tan ac Achub De Cymru

Ms C Board – Cynrychiolydd Dinasyddion BCBC

Tudalen wag



Cwm Taf Morgannwg Public Services Board Joint Overview and Scrutiny Committee

Minutes of the Hybrid meeting of the Cwm Taf Morgannwg Public Services Board Joint Overview and Scrutiny Committee meeting held on Friday, 6 October 2023 at 10.30 am

This meeting was recorded, details of which can be accessed [here](#)

The following Councillors were present in the Chamber:

Councillor R Bevan (Chair) Councillor Granville BCBC
Councillor Ashford RCTCBC Councillor Bonetto RCTCBC
Councillor S Evans RCTCBC

The following Councillors were present online:

Councillor S Griffiths (Vice Chair)
Councillor B Stephens RCTCBC
Councillor Alex Williams BCBC
Councillor Amanda Williams BCBC
Councillor M Hughes BCBC
Councillor F Bletsoe BCBC

Officers in attendance

Mr C Hanagan, Service Director of Democratic Services & Communication RCTCBC
Mrs S Handy, Members' Researcher & Scrutiny Officer RCTCBC
Ms M Lawrence, Senior Scrutiny Officer BCBC
Ms R Keepins, Democratic Services Manager BCBC
Mr N Howells, Scrutiny Officer MTCBC

Guests:

Mr M Brace, PSB Chair
Ms K Williams, PSB Support Officer
Ms S Davies, PSB Support Officer
Ms H Hammond, PSB Support Officer

Co-opted Members in attendance

Ms A Lewis, RCTCBC Citizen Representative
Mr M Jehu, CTMUHB
Mr A Robinson, NRW
Councillor A Roberts, South Wales Fire & Rescue Authority

Apologies for absence

Councillor C Jones (MTCBC Committee) Mr M Maguire, MTCBC Citizen Representative

1 Welcome and Introductions

The Service Director, Democratic Services & Communications RCTCBC welcomed Members to the inaugural meeting of the newly formed Cwm Taf Morgannwg Public Services Board Joint Overview & Scrutiny Committee (CTM PSB JOSC).

2 Well-Being of Future Generations (Wales) Act 2015

The Service Director, Democratic Services & Communications advised Members that this will be a standard item on the agendas going forward and reminded Members to note the 5 Ways of Working.

3 Declaration of Interest

In accordance with the Code of Conduct, there were no declarations of interest made pertaining to the agenda.

4 Apologies

Apologies of absence were noted from Councillor C Jones (MTCBC Committee Member) and Mr Maguire (MTCBC Citizen Representative).

5 Chair and Vice Chair Appointment

Following discussion, Members **RESOLVED:**

1. To appoint Councillor R Bevan as Chair of the Cwm Taf Morgannwg Public Services Board Joint Overview and Scrutiny Committee for the 2023/24 Municipal Year; and,
2. To appoint Councillor S Griffiths as Vice Chair of the Cwm Taf Morgannwg Public Services Board Joint Overview and Scrutiny Committee for the 2023/24 Municipal Year.

6 REPORT OF THE CHAIR OF THE CWM TAF MORGANNWG PUBLIC SERVICES BOARD (CTM PSB)

The Chair welcomed Mr M Brace, Chair of the PSB, to the inaugural meeting of the CTM PSB JOSC.

Mr Brace welcomed the opportunity to attend and congratulated the Chair on his appointment.

Members were informed that the inaugural PSB meeting took place on the 18th May and that the plan's overarching ambition is 'A more equal Cwm Taf Morgannwg' which sets out two main objectives:

1. Healthy Local Neighbourhoods; and,
2. Sustainable and Resilient Local Neighbourhoods

Members were advised that the focus of the PSB over the next 6 months includes:

1. The development of the newly merged PSB – Working with the OFGC and Co Pro Network, they will continue with a programme of development for the PSB
2. Development of the action plan to deliver against the objectives – this will establish the Board's priorities for action and timeline.

Mr Brace noted that some of the work already underway includes:

- Involving Young People – allowing them to have a voice of influence in the Well Being Plan. A student conference will be held in November where young people will meet with Board Members to discuss their ideas and how they can be involved.
- Links to the third sector – the Board has links to CVC's to look at community mapping tools, such as climate change, food prosperity and young people's mental health
- Website – The Board has commissioned Data Cymru to give it a rebranded webpage.
- Insight Network – The aim is to set up a regional network of partners based on a North Wales model to enhance and improve the Boards engagement
- Alignment to the work and priorities of the CSP – During the last PSB, we had a discussion around Serious Violence and the duties placed on Local Authorities. Board Members discussed the data and whether there was a way of matching the data to the underlying causes. This was supported by Board Members and referenced previous discussions of being data rich but intelligence poor. And tis is something the PSB could work together to improve.
- Workforce Well Being – This originated in Bridgend and has been expanded to include regional partners in CTM to support the work of the PSB to deliver change and improvements to our collective workforces. A workforce was held in July which came up with several priorities for action such as work/life balance, resilience, diversity, and recruitment as well as opportunities that can arise from organisations sharing things such as training and support packages.
- Climate Change Risk Assessment – The PSB has recently agreed

to undertake a CCRA in line with WG and NRW advice and guidance. It will identify a clear view of future challenges and identify strategic joint actions for the PSB.

Mr Brace emphasised that in terms of scrutiny we would like to emphasise the OFGC advice that in the short term it may be better to consider the outcomes the PSB is working towards as opposed to its output i.e. for scrutiny to consider how well the PSB is doing in developing the detail and how well the PSB is in involving its communities in the work, as opposed to any immediate actions it might be taking.

Discussions ensued and a Member suggested that as a Scrutiny Committee we could scrutinise how the PSB actually measures its success and its accountability. The Member noted the challenges in merging the two PSBs into one and in improving collaborative working and suggested that these are items for the scrutiny committee to look into. Mr Brace agreed and noted that the focus this time will be to reduce the challenges to two objectives where they can really focus on outcomes, particularly in light of austerity measures. Scrutiny can measure the PSB on the ground in terms of community issues.

The Member also noted that organisations already have pre-established processes and procedures and that it is very difficult to encourage a collaborative approach and therefore questioned what plans the PSB has to encourage a culture change across all the organisations involved. Mr Brace advised that the PSB should bring organisations together around a table and they are addressing those themes that they should focus on. He also advised about the importance of getting the right people around the table and emphasised that in CTM PSB there are a number of different perspectives that are much wider than most PSBs. He emphasised about getting the right perspectives around the table in terms of addressing the relevant issues and what the PSB can do is to have that joint working/partnership approach.

The Chair thanked Mr Brace for the update and noted that he looked forward to working with him.

7 Next Steps

The Service Director, Democratic Services & Communications presented his report to Members. The Service Director noted the previous comments from Members and emphasised that when considering items for a Scrutiny Work Programme, scrutiny could look at 'how' the PSB measures its own success in delivering upon the two objectives; scrutinise how partners are bringing work items forward to enable collaborative working and for Members to be mindful of finite resources and sharing best practice and identifying areas of duplication/overlap.

Discussions ensued and the Chair noted his agreement to this approach

and emphasised that collaboration and challenge are fundamental key ingredients to good scrutiny. Pre scrutiny will also be critical.

Mr Brace re iterated the open invitation to Scrutiny Members to be a part of the PSB work and that Members can assist the PSB in their challenges and that pre scrutiny is key.

A member noted that communication is a high priority at this stage and also stressed that this is an opportunity for us to have shorter term tactical measures on things like communication and suggested that Scrutiny measures to what extent organisations are talking to each other rather than those strategic measures.

Another Member raised concerns regarding the scrutiny of the PSB and noted the need for Working Groups going forward to look at how we can change the culture within the PSB and emphasised that a culture change is needed in order to achieve any outcomes.

A Co Optee Member congratulated the Chair and Vice Chair on their appointments to the Committee and noted the importance of working together to ensure all the organisations are working together to the same rules under one priority. The Co Opted Member also emphasised the importance of receiving up to date information in order to ensure effective scrutiny. A Member of the Committee noted his agreement.

The Chair emphasised the importance of collaboration and in getting up to date information to Scrutiny.

The Service Director RCTCBC summarised the discussion and noted that a draft Forward Work Programme will be brought to the next meeting for Members approval and that Members had **RESOLVED** for this to include:

1. To what extent partners are collaborating and the tactical measures that will drive that collaboration.
2. The outcome and progress of the PSB with emphasis and focus on the two strategic objectives that will drive those outcomes and priorities.

8 Any Other Business

There was no other business to report.

9 Chairs Review & Close

The Chair thanked Members for electing him as Chair of the Committee and congratulated Councillor Griffiths on his appointment as Vice Chair. The Chair thanked Mr Brace for attending the Committee and noted that there will be a lot of work to do going forward.

10 Information Reports

The Chair referenced the information reports and advised Members that any queries should be sent to scrutiny@rctcbc.gov.uk

This meeting closed at 11.07 am

**Councillor R. Bevan
Chair**



CWM TAF MORGANNWG

CWM TAF MORGANNWG PUBLIC SERVICES BOARD JOINT OVERVIEW & SCRUTINY COMMITTEE

24th November 2023

REPORT OF THE CHAIR OF THE CWM TAF MORGANNWG PUBLIC SERVICES BOARD (CTM PSB)

DEVELOPING COLLABORATION AND THE FIVE WAYS OF WORKING INTO CWM TAF PSB ACTIVITY

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is for Members of the Cwm Taf Morgannwg Public Services Board Joint Overview & Scrutiny Committee (CTM JOS) to consider any recommendations they wish to make to the Cwm Taf Morgannwg Public Services Board (CTM PSB) in respect of **how** they are delivering the Well-being Plan. This should be done by scrutinising the work of the CTM PSB against the five ways of working, enshrined in the Well-being of Future Generations Act (Wales) 2015.

2. RECOMMENDATIONS

It is recommended that:

- 2.1 Members scrutinise the current work of the CTM PSB, as outlined in this report under section six, primarily against two of the 'Five Ways of Working'; collaboration and involvement; and,
- 2.2 That Members provide recommendations, as appropriate, resulting from their scrutiny to inform and enhance the work of the PSB through its development and delivery.

3. REASONS FOR RECOMMENDATIONS

- 3.1 To maximise the role and purpose of the Scrutiny function so that the work and priorities of CTM PSB are in line and embedded within the communities of the region and community need.
- 3.2 To ensure the PSB adhere to the Five Ways of Working and the sustainable development principle in its delivery of the Well-Being Plan.

4. BACKGROUND

- 4.1 The Well-being of Future Generations Act has at its heart the sustainable development principle – that we should Act in a way to meet the needs of the current time without compromising the ability of future generations to meet their own needs. The Act gives us five ways of working to guide us in meeting this principle. These are:
- Long Term
 - Prevention
 - Integration
 - Collaboration
 - Involvement

How we apply the principles in our day-to-day work shows how we are meeting the duty.

- 4.2 In their joint letter to PSB chairs, the Future Generations Commissioner, Derek Walker and the Minister for Finance and Local Government, Rebecca Evans MP highlight that it is not just important to focus on ‘what’ the Well-being Plans contain, but also ‘how’ to deliver them. They recommend that PSBs focus on the five Ways of Working in the Act when delivering their well-being plans.

5. THE WELL-BEING PLAN

- 5.1 To bring out the priorities from the Well-being Assessment for the Well-being Plan, it needed to be a collaborative process. We held a series of three workshops across the summer with PSB members and wider partnership networks to reflect on the findings of the assessment and think about where as a PSB we can best act to improve well-being. We analysed the feedback from these workshops and the structure of our Plan and Objectives came from this work.
- 5.2 We also needed to reflect on how we deliver and learn from how the previous PSBs had worked. We had good examples of how we worked together from a series of stakeholder workshops.
- 5.3 As part of the Plan, as well as setting two main objectives and their detail, the PSB also outlined five commitments, which align to the Ways of Working. These are:
- Involvement and citizen voice will shape the design and delivery of the plan. We will maximise opportunities for working in a more inclusive and co-productive way by working with Coproduction Network for Wales.
 - PSB organisations are rooted in their communities. Through their size and reach, they can contribute to our local area in many ways beyond delivering services. We will maximise our contribution to improving well-being through using our assets to support communities through procurement, reducing our carbon footprint and as big employers of local people,
 - Establishing a regional governance at the PSB that drives local delivery (based on need and improving equity) and campaigns at a national level on behalf of our communities.

- Improving intelligence across the region, agencies, and partnerships so that we recognise and build on the many strengths of the area and understand the causes behind the challenges we face.
- We will keep our eye on the future by using systems thinking and focusing on outcomes so that we act in a way that will make sustainable improvements to well-being for future generations.

6. THE CURRENT PICTURE – THE FOCUS ON COLLABORATION AND INVOLVEMENT

6.1 Two of the current areas of work are ‘The Voice of Young People in the Work of the PSB’ and the action plan set out by the ‘Workforce Well-being Sub-Group’. In parallel with these workstreams, the PSB have been focussing on improving their collaboration and involvement.

- The Workforce Well-being Sub-Group: effective collaboration is at the heart of the way a PSB works. Cwm Taf Morgannwg PSB is a new board, with new partners and members. An integral part of this collaborative approach is developing through the work of the sub-group, which originated in Bridgend, whose aim is ‘to maximise the health and well-being of the workforce by learning from each other and acting together’. A workshop that was held according to the Three Horizons model in July provided the sub-board with the current evidence of a need for change, where action can be taken and a vision for the future. Those elements will be the focus for the sub-group in developing the action plan, and it has been agreed by members that alongside the meetings a thematically organised shared space will be used to allow for continuous collaborative working, and a collective approach to shared workforce challenges. The sub-group also collaboratively work with the CTM PSB by taking responsibility of action points brought to the board that fit under the aims of the sub-group, such as the recent item, ‘Foster Friendly Employers’. For a more detailed insight into the work of the board please see report and action plan at Appendix A.
- The Voice of Young People: utilising the Welsh Government support grant to PSBs, the Board agreed that the voice of young people was a priority for action. Through our collaboration with Co-Production Network for Wales and Bridgend College, a project is being developed beginning with a Young Peoples Voices Conference on 17th November. The Conference involves the three further education colleges across the region, targeting primarily 16–19-year-olds in this instance. This is the start of the ongoing work to involve the voice of future generations, our young people, to influence the improvement of well-being through the work of the PSB. This is an open opportunity for engagement. As a result of this conference, it is anticipated that a programme of engagement and involvement with young people for PSB will develop. Some Scrutiny Members have accepted the invitation to the event, which should aid the Committee in their role moving forward. For more information, please see project outline at Appendix B.

7 EQUALITY AND DIVERSITY IMPLICATIONS

- 7.1 An Equality Impact Assessment was carried out on the Well-being Plan. This document is available from the PSB Support Team upon request.

8. FINANCIAL IMPLICATIONS

- 8.1 There are no financial implications aligned to this report.

9. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 9.1 The report has been prepared in accordance with the duties placed on the PSB under the Well Being of Future Generations Act.

10. FURTHER CONSIDERATIONS FOR COMMITTEE

- 10.1 There are no further considerations for the Committee for this item.

11. CONCLUSION

11.1 Outlined above are two workstreams that are currently being undertaken, as evidenced in section 6, which are collaboration and involvement. It is with these workstreams and areas of work in mind that the Committee can now make recommendations that will allow for enhanced delivery of the Well-being Plan.



Cwm Taf Morgannwg Public Services Board

21st September 2023

Report of the Workforce Well-being Sub-board

1. Purpose of Report

- 1.1 The purpose of the report is to feedback to the PSB on a workshop of the Workforce Well-being Sub-board on their contribution to the new Well-being Plan and seek support for the future work of the Sub-board.

2. Background

- 2.1 The Workforce Well-being Sub-board was established by Bridgend PSB to deliver on their well-being plan aim 'To maximise the health and well-being of the Bridgend County Workforce by learning from each other and acting together.'

- 2.2 The Sub-board has worked together on a number of issues including:

- Sharing good practice and contacts with Business Forum
- Approaches to accreditation
- Shared learning on staff surveys
- How to help staff with traumatic incidents
- How to support staff with mental health issues
- Common approach to sharing information about safe practices and Covid vaccine.
- Workplace and staff safety during Covid
- Bereavement support
- Sharing advice and sources of cost of living support
- Sharing information on warm spaces

- 2.3 The Sub-board has contributed to the well-being assessment and the development of the well-being plan.

- 2.4 The Sub-board decided to invite other PSB partners from the Cwm Taf Morgannwg area to a workshop to look at the priorities in the new well-being plan and identify how the Sub-board can best respond under the new regional PSB.

3. Current situation / proposal

- 3.1 13 delegates from the Sub-board, including new members from University of South Wales and Rhondda Cynon Taf County Borough Council came together at Pencoed College.

APPENDIX A

- 3.2 The workshop used the 3 horizons methodology to look more widely at what impacts on well-being, currently and in the future, to focus on what we want the future to look like and what changes are needed to get there.
- 3.3 As an introduction, presentations from the PSB Support Team and Cwm Taf Morgannwg Public Health Team set out
- The Well-being of Future Generations Act,
 - Cwm Taf Morgannwg Well-being Plan
 - Some key messages on health and well-being from the PSB Well-being Assessment
 - A background to Health in Cwm Taf Morgannwg
 - The wider determinants of health and well-being
- 3.4 To set the scene for looking into the future and aspiring for a future state of workforce well-being, delegates created newspaper articles.



Newspaper article
activity write up.docx

- 3.5 The table below brings together the key points from the workshop set out across the 3 horizons, where we want to be in the future, the current evidence of a need for change, and where we can take action.
- 3.6 The elements under horizon 2, where we can take action, will be the focus for the Sub-board in developing their action plan. The action plan will include specific actions for year one and two and objectives for action for years 3 to 5.

Horizon one – evidence for change	Horizon 2 What will we do (output)	Horizon 3 Where we want to be (outcome)
<p>Staff are exhausted. They are retiring and we are losing their skills or they are moving to other better jobs where work life balance is better or there is more confidence in future working conditions and opportunities.</p> <p>There is not a collective public sector approach to common workforce challenges</p> <p>Shortage of staff is creating greater pressure on existing staff.</p>	<p>Work-life balance</p> <ul style="list-style-type: none"> - Take a people centred approach, supporting carers and our aging workforce - Enable effective hybrid working 	<p>The impacts on staff through their lifecycle are recognised and responded to e.g. family, caring, aging workforce, though more flexible smarter working.</p> <p>Staff have a clear work life balance and this is respected and encouraged</p>
	<p>Public sector workforce</p> <ul style="list-style-type: none"> - More collaborative and sharing processes and spaces across organisations - Make use of our specialist staff and knowledge 	<p>People feel they have better opportunities in their career through working across organisation boundaries to share learning, benefit from secondments and more opportunities to work with people from other organisations.</p>
	<p>Mental health</p> <ul style="list-style-type: none"> - More mental health support and training - Promoting skills for resilience to life challenges 	<p>The impact of work on mental health is understood and responded to. Staff facing mental health challenges are supported.</p>
<p>Health in our communities can be poor in some areas and cost of living and covid have had an impact on staff and families.</p>	<p>Health and well-being</p> <ul style="list-style-type: none"> - shared approach to common challenges facing our workforce e.g. cost of living, healthy living, <p>(Mental health and work-life balance actions also contribute)</p>	<p>Staff are supported through external pressures on communities and families such as cost of living and climate change impacts e.g. energy use, improving understanding and options for healthy sustainable living through sharing approaches and expertise.</p>
<p>Recruiting enough staff with the right skills is increasingly difficult. We are not attracting the people we need from usual sources.</p>	<p>Recruitment</p> <ul style="list-style-type: none"> - Review recruitment approaches to have a wider range of routes into jobs for more diverse applicants - Value life skills in the recruitment process and support staff to develop skills. 	

APPENDIX A

<p>It is a challenge to encourage people, particularly young people into the public sector and trades where there are good opportunities.</p> <p>There are the skills in the population that we need, but need to look more widely to bring in more diverse people with lived experience and work together to share specialist skills across the region.</p>	<ul style="list-style-type: none"> - Work with careers wales, schools and colleges to plan to fill future posts and promote public sector careers. <p>Celebrating successes</p> <ul style="list-style-type: none"> - Recognise even small successes and talk more loudly about them to see more positivity about CTM 	
	<p>Community outreach</p> <ul style="list-style-type: none"> - Public sector support to voluntary sector offers i.e.free venues, volunteers - Supporting the volunteering community by having a good volunteering policy 	<p>Staff feel part of community they serve through volunteering that promotes a sense of shared involvement and being able to respond to local issues. The community see staff and organisation making a positive contribution.</p>
<p>We have limited understanding of the issues behind the data</p>	<p>Improving intelligence and systems thinking</p> <ul style="list-style-type: none"> - Work together to have better data and intelligence to inform workforce planning - Embed health impact assessments into our processes. - Have consistent well-being measures 	<p>Articulate the size and shape of the public sector workforce in Cwm Taf Morgannwg</p>

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 There are no direct impacts on equality groups through this report. In developing the action plan, the Sub-board must consider how proposals will impact staff with protected characteristics.

5. Well-being of Future Generations implications and connection to Well-being Objectives

Involvement	As the action plan elements are delivered. We will consider in each respect how staff are involved in designing the approach.
Integration	PSB partner agencies each have their own approaches to supporting their workforce. This piece of work will share learning between partners and be able to develop approaches collaboratively
Prevention	PSB organisations are significant employers in this area. Supporting the well-being of our workforce will impact on the well-being of our communities. A healthy, supported workforce is fundamental to our future services.
Long term	The future trends will impact on our staff and the services they provide including climate change, increasing levels of diabetes, obesity and dementia and increasingly diverse communities, changing local and global employment issues. These will inform delivery of the action plan.
Collaboration	Different organisations came together for this workshop. We will work together and bring in other partners and draw on expertise from other local and national bodies.

How the proposals contribute to our well-being objectives

Healthy Local Neighbourhoods	<ul style="list-style-type: none"> • Feeling connected and supported in our workplace communities, having our voices heard, feeling connected to our local communities. Valuing our diverse workforce and staff who are carers bringing different skills and experience. • Improving workforce well-being and healthy workplaces • Enabling and promoting healthy lifestyles through life
Resilient and Sustainable Local Neighbourhoods	<ul style="list-style-type: none"> • Using greenspaces for our well-being, promoting walks, greenspace on-site. • Promoting active travel to work • Responding to the impact of climate change for our workforce
PSB Commitments	<ul style="list-style-type: none"> • PSB members as Anchor Organisations – as big local employers, the well-being of our collective workforce is significant for well-being for ourselves, our families and our communities. • Having a clearer picture of our collective workforce will inform future planning. • Improve our understanding of how the wider determinants of the health impact on the health of our workforce

APPENDIX A

6. Financial Implications

- 6.1 The development of the action plan will not require any additional funding.
- 6.2 Where there are financial implications of the delivery of the action plan elements, options for funding will be considered with the PSB.

7. Recommendation(s)

- 7.1 It is recommended that the PSB
- note the findings of the workshop
 - recognise the Workforce Well-being Sub-board for the Cwm Taf Morgannwg area as part of its future structure for the delivery of the well-being plan.
 - agree to the development of an action plan to be reported to the PSB at a future meeting.

Background documents

none

Background

The Cwm Taf Morgannwg Public Service Board (PSB) have been awarded £18,000 to build on engagement activity with children and young people in relation to the PSB and its strategy.

This pilot funding is intended to support the engagement of young people in helping the PSB to understand what is important to CYP in relation to their wellbeing and that of their local communities.

Objectives

(from the grant funding proposal form)

1. Develop a regional framework for engaging and involving young people in our work
2. Plan for meaningful engagement and involvement opportunities for young people
3. Use the ideas, views and aspirations of young people to inform and improve the delivery of our Well-being Plan and our long-term objectives
4. Increase and improve our co-production practices to ensure that the voices of young people are heard and they feel ownership and influence over the work of the PSB

Propose Activity and Timeline

	Activity	Who	When
1	Initial meeting between college and Co-production Network for Wales to establish input and possible support	JB, SG, TD	May 2023
2	Planning and development of conference, including engagement with colleges in relation to proposal and date	JB, SG, MR	June-October 2023
3	Learner Voice Conference Representatives from: - Bridgend College - Coleg y Cymoedd - The College Merthyr Tydfil	JB, SG, MR	November 2023
4	Next steps, reporting and future sustainability (which could include a piece on social action)	JB, SG, MR	December 2023

Possible Conference Scope

- Up to 100 places, to be shared between three FE colleges within the PSB footprint
- Overview of the PSB with a welcome from the Chair
- Keynote from Wellbeing of Future Generations Commissioner
- Keynote from a young person (potentially someone working with the Commissioner)
- Facilitated activities around the PSB priorities and YP input (possibly facilitated by [Loud Speaker](#))
- Talking headshots (videos) captured or a 'vox pop booth', for YP to share their views, which could also feature on the updated PSB website
- Call to action to recruit YP for future input (see other considerations below)

Other Considerations

- Does the PSB want YP representation on the Board? Or the establishment of a YP subgroup for disseminating information and input into decision-making. The conference could be used to recruit into either. There is a risk that the latter does not truly inform and shape PSB work.



CWM TAF MORGANNWG PUBLIC SERVICES BOARD JOINT OVERVIEW & SCRUTINY COMMITTEE

24th November 2023

REPORT OF THE SERVICE DIRECTOR DEMOCRATIC SERVICES AND COMMUNICATIONS, RCTCBC

DRAFT FORWARD WORK PROGRAMME: 2023- 2024 MUNICIPAL YEAR

1. PURPOSE OF THE REPORT

1.1 The purpose of the report is to provide Members of the Cwm Taf Morgannwg Public Services Board Joint Overview and Scrutiny Committee (JOSC) with the opportunity to consider matters in respect of its Work Programme for the 2023 -24 Municipal Year.

2. RECOMMENDATIONS

It is recommended that Members:

2.1 Agree on issues for inclusion on the Cwm Taf Morgannwg Public Services Board JOSC Work Programme for the 2023-24 Municipal Year (as set out in **Appendix 1**) (with appropriate amendment as necessary) following the update received from the PSB under agenda items 4 and 5.

3. REASONS FOR RECOMMENDATIONS

3.1 An effective Work Programme will identify the issues that the JOSC wishes to focus on and scrutinise throughout the year and provide a clear rationale as to why particular issues have been selected, as well as the approach that will be adopted. Members' input are sought on suggested topics for consideration as determining its own work programme and deciding on what evidence to seek to

fulfil its scrutiny role; asking relevant and timely questions at meetings are all key to good scrutiny

3.2 The Work Programme will remain flexible and will be revisited at each JOSC meeting with input from Members and officers on suggested topics for consideration.

4. DEVELOPMENT OF THE WORK PROGRAMME

4.1 The JOSC plays a crucial role in holding the Public Services Board accountable and ensuring transparency and effectiveness in governance. The newly merged Public Services Board is in the process of developing its Work Programme and in the meantime it is essential for JOSC Members to be aware of the Board's priorities and planned policies, legislation, and projects for the forthcoming year, as set out in agenda items 4 and 5, thereby allowing the Scrutiny Committee to identify and prioritise matters that are of significant public interest or have potential implications for the communities that form part of the Cwm Taf Morgannwg region. Where possible and with agreement of inclusion on the Work Programme, site visits will also be undertaken.

4.2 Members of the JOSC will be able to ensure the PSB is taking all reasonable steps to meet its objectives, monitor progress to date and consider the extent to which differences are being made to the communities of Cwm Taf Morgannwg in improving the social, economic, environmental and cultural well-being of the area.

4.3 Upon engagement with PSB Officers, Scrutiny Officers understand that the PSB delivery plan against the two well-being objectives is still very much in the planning and development phase. Scrutiny Officers have been informed that in the interim a PSB Interim Forward Work Programme with standing items, and current and emerging priorities will be forthcoming. This would also include a timeline for the production of delivery plans against the objectives to assist Scrutiny Members in scrutinising 'how' the Board is delivering against the Well-Being Plan. Therefore, at this time, developing an effective and informative Work Programme with the inclusion of pre-scrutiny items has not been possible.

5 EQUALITY AND DIVERSITY IMPLICATIONS

5.1 There are no Equality and Diversity implications arising from this report and no Equality Impact Assessment is deemed necessary for the purposes of this report.

6 CONSULTATION

6.1 The considerations and comments of all members of the JOSC are sought in respect of the draft JOSC Work Programme and it is for Members of the JOSC to propose and agree items for consideration at this Committee.

7 FINANCIAL IMPLICATIONS

7.1 There are no financial implications as a result of the recommendations set out in the report.

8 LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

8.1 There are no legal implications as a result of the recommendations set out in the report.

9. LINKS TO PSB'S WELL-BEING OBJECTIVES

9.1 The recommended approach set out supports the Public Services Board Wellbeing objectives by ensuring progress of the PSB is robustly scrutinised by the Committee, the public and others with a vested interest.

9.2 The proposed approach will also support the requirements set out in the 'Statutory guidance on the Well-being of Future Generations (Wales) Act 2015' which states:

- A public body must take account of the importance of involving other persons with an interest in achieving the well-being goals and ensure those persons reflect the diversity of the population;
- Effective involvement of people and communities in decisions that affect them is at the heart of improving well-being currently and in the future; and,
- It is vital to factor people's needs; ensuring engagement is meaningful and effective.

10. CONCLUSION

10.1 Members of the Cwm Taf Morgannwg Public Services Board Joint Overview & Scrutiny Committee are asked to identify any items they would like to review in greater detail for the 2023 - 24 Municipal Year.

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

**CWM TAF MORGANNWG PUBLIC SERVICES BOARD JOINT OVERVIEW &
SCRUTINY COMMITTEE**

24th November 2023

REPORT OF THE SERVICE DIRECTOR, DEMOCRATIC SERVICES &

COMMUNICATION, RCTCBC

Contact Officer: Sarah Handy, Members Researcher & Scrutiny Officer
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CTM Public Services Board Joint Overview and Scrutiny Committee Work Programme 2023/24

(The Work Programme is reviewed at each meeting and as such is subject to change)

Date / Timing	Overarching Item	Officer / PSB Member	Scrutiny Focus
6th October 2023 10.3am	CHAIR AND VICE CHAIR APPOINTMENT	Service Director Democratic Services & Communications (RCTCBC)	To appoint a Chair and Vice Chair of the CTM PSB JOSc for the 2023-24 Municipal Year.
	REPORT OF THE CHAIR OF THE CWM TAF MORGANNWG PUBLIC SERVICES BOARD (CTM PSB)	Mr Brace, CTM PSB Chair / PSB Support Officers	To receive an update on the newly merged CTM PSB, progress and future priorities.
	CTM PSB JOSc DRAFT FORWARD WORK PROGRAMME AND NEXT STEPS	Service Director Democratic Services & Communications (RCTCBC)	To developing a Forward Work Programme (FWP), agreeing a schedule of meetings of the JOSc and identifying any further training requirements.
24th November 2023 10.30am	CO PRODUCTION NETWORK FOR WALES	Co Production Network For Wales Officers	To receive an overview from Co Production Network For Wales on the work they are undertaking with the PSB on the ways of working, particularly collaboration and involvement.

APPENDIX 1



CTM Public Services Board Joint Overview and Scrutiny Committee Work Programme 2023/24

(The Work Programme is reviewed at each meeting and as such is subject to change)

	REPORT OF THE CHAIR OF THE CWM TAF MORGANNWG PUBLIC SERVICES BOARD (CTM PSB)	Representative of the PSB	Members will have the opportunity to scrutinise and consider the findings and identify whether the PSB has met its duty
	THE DRAFT CWM TAF MORGANNWG JOINT OVERVIEW AND SCRUTINY COMMITTEE FORWARD WORK PROGRAMME 2023-24	Service Director Democratic Services & Communications (RCTCBC)	To provide the Joint Overview and Scrutiny Committee (JOSC) with the opportunity to consider matters in respect of its Work Programme for the 2023 -24 Municipal Year
23rd February 2024 10.30am	CLIMATE CHANGE RISK ASSESSMENT	Representative of the PSB	Members will have the opportunity to consider the findings and identify whether the PSB has met its duty

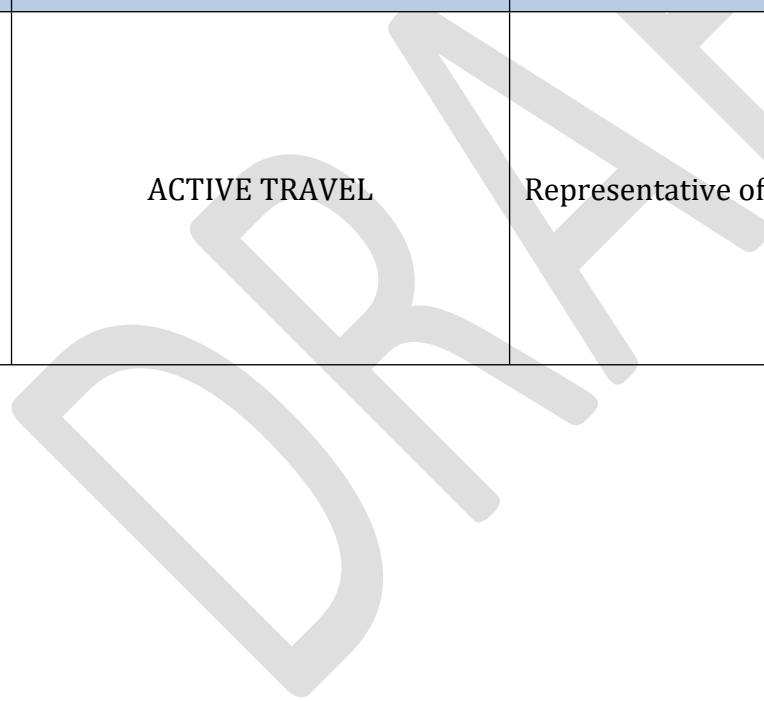
APPENDIX 1



CTM Public Services Board Joint Overview and Scrutiny Committee Work Programme 2023/24

(The Work Programme is reviewed at each meeting and as such is subject to change)

	COMMUNITY SAFETY PARTNERSHIP	The Chair of the Cwm Taf CSP Board / Director – Public Health, Protection and Community Safety RCTCBC	Review of the Community Safety Partnership Merger Arrangements
19th April 2024 10.30am (TBC)	ACTIVE TRAVEL	Representative of the PSB	Members will have the opportunity to consider the findings and identify whether the PSB has met its duty



APPENDIX 1



CTM Public Services Board Joint Overview and Scrutiny Committee Work Programme 2023/24

(The Work Programme is reviewed at each meeting and as such is subject to change)

	CTM PSB JOSC DRAFT ANNUAL REPORT	Service Director Democratic Services & Communications (RCTCBC)	To receive the draft CTM PSB JOSC Annual Report and to consider whether the PSB has met its duty.
	CTM PSB DRAFT ANNUAL REPORT	PSB Representative	To receive the draft CTM PSB Annual Report and to consider whether the PSB has met its duty.

Training Requirements:

Members to consider training requirements at each meeting of the JOSC.



To: Chairs and Members of Public Services Boards (PSBs), and supporting officers

18 July 2023

Dear Colleagues,

We would like to congratulate you on developing and publishing your local well-being plans for 2023-28.

We appreciate the scale of challenge in producing these plans. When the first round of plans was published in 2017, we had yet to feel the impacts of Brexit. COVID-19 and the cost of living crisis were not upon us. And we had not yet declared climate and nature emergencies. While it is our hope that the next five years will see greater stability, it is clear that PSBs have played an important role in enabling responsive joint working across Wales, critical for our longer-term resilience.

We are writing to you collectively to outline where we think PSBs can have the greatest impact in the next cycle of well-being plans, and our offer of support to help you deliver this. The attached annex sets out our initial analysis of the local well-being plans and the current support available to PSBs. This is not a fixed offer. We expect it to evolve as we work with you and your officers to co-develop it.

In the meantime, we have both received considerable feedback regarding the benefits to you of sharing good practice and hearing from those with expertise in key topics and issues. We will be delivering an event aimed at PSB members this winter (2023-24). Its purpose will be to bring people together, share learning and good practice on a range of topics, and explore the support for PSBs. We will be in touch about this in due course.

We welcome your feedback on support for delivering your local well-being plans, including any barriers or challenges preventing you from being able to progress. Please send this to lgpolicy.correspondence@gov.wales and contactus@futuregenerations.wales.

Yours sincerely

Derek Walker

Comisiynydd Cenedlaethau'r Dyfodol
Cymru / Future Generations
Commissioner for Wales

Rebecca Evans MS

Y Gweinidog Cyllid a Llywodraeth Leol /
Minister for Finance and Local
Government

Annex A

Delivery of the local well-being plans (2023-28)

While a detailed analysis of the local well-being plans is under way, it is already clear there are common themes relating to the **climate and nature emergencies** (adaptation and mitigation), the **impact of poverty**, and **community well-being**.

Other common themes are likely to emerge. Our officers will work with you to develop a programme of advice, guidance and support to bring clarity to the plethora of information on these themes and help you make informed decisions on your priorities.

Discussions with you have made it clear that it is not just important to focus on 'what' the plans contain, but also 'how' to deliver them. We are interested in looking at the lessons from previous work and work elsewhere on the critical factors that can help PSBs deliver the ambition set out within their well-being plans. We want to explore this with you and your teams.

First and foremost, we believe focussing on the five ways of working is a good place to start. And one of the critical success factors that will help you deliver your local well-being plan is the effectiveness of your board's collaboration. The work of Dr Elizabeth Woodcock is shared with you [here](#) to help your PSB to reflect on the barriers to collaboration and how to overcome these.

It sets out the importance of establishing a culture within a PSB (and other strategic partnerships) where every partner has equal influence, open discussions are encouraged, and decisions take account of the membership's diversity.

Another critical success factor is consideration and understanding of the long-term, ensuring the needs of future generations are being considered and reflected in your work. This will help enable your PSB to build resilience, adapt as the future evolves and take action in complex situations.

Our support offer to you

The challenges identified within your local well-being assessments and plans are significant. They require investment now to make the task of securing well-being in the future more likely to succeed.

As your focus now turns to delivering the commitments set out within your well-being plans, we want to work with you and ensure you have the right support available. To do this, we are collaborating with a range of partners to provide support and give you the capability and capacity to deliver your well-being plans. Some of the support already underway is outlined below:



- Providing a **regional support grant for PSBs** for the new cycle of well-being plans focused on building capacity and capability for engagement and involvement.
- Offering a range of **learning and development opportunities**. A list of the Office of the Future Generations Commissioner's upcoming learning opportunities can be found here.
<https://www.futuregenerations.wales/work/providing-advice-to-public-bodies-and-psbs/>
- Working with our research colleagues in the Wales Centre for Public Policy to **support the use of evidence** in PSBs. This includes building research capacity and preparing briefings for PSBs on high priority topics of common interest.
- Continuing to run the **national network meetings, topic focused webinars and online meetings**, enriched by external speakers.
- **Working with public service partners and networks** such as Natural Resources Wales, Public Health Wales, and Co-Production Network for Wales to ensure join-up and provide a coordinated support package on areas of delivery and ways of working.

We want to make sure the support we offer is tailored to meet the needs of PSBs over the lifetime of your well-being plans.

This [maturity matrix](#) is a helpful self-assessment tool that can help your PSB appraise where it may benefit from additional support and guidance in relation to the five ways of working.

Tudalen wag