

Item: 14

Title: Workforce Remuneration and Terms of Service Chair's report

Gweithredu / Action required	For information
Amseru / Timing	Routine
Argymhelliad / Recommendation	The Board is asked to note the contents of this report
Risg / Risk	<p>CR12 – Statutory Obligations – ensuring we meet our statutory obligations for workforce governance.</p> <p>CR14 – Our People – Risk to deliver of our services because of high staff sickness and lower reported wellbeing levels due to high workload.</p> <p>It also aligns with Risk Appetite RA8 – an eager appetite to helping our people do things differently and better.</p>
Cyllid / Finance	No finance implications for this report. But an upcoming policy noted within the paper may have a future financial implication.
Amcan Cynllun Corfforaethol / Corporate Plan Objective/Amcan Rhaglen/ Programme objective	To grow and improve as an organisation
Ecwiti, Amrywiaeth a Chynhwysiant / Equity, Diversity & Inclusion	No specific actions needed as this is an update report. We are committed to ensuring equity, diversity and inclusion features in all we do with our people at Llais.
Cyfathrebu / Communications	<p>Please tick one of the following boxes if this activity will have an impact on:</p> <p>Internal: our people <input checked="" type="checkbox"/></p> <p>External: our customers/partners/stakeholders <input type="checkbox"/></p> <p>External: our organisation's reputation <input checked="" type="checkbox"/></p>
Cymeradwyaeth / Approval/Clearance	Strategic Director of Operations and Corporate Services

Trafodaethau/ Penderfyniadau Blaenorol / Previous discussions/decisions	No previous discussions to reference – this is an update on what was discussed and reported at the previous WRATS Committee meeting.
Awdur/ Cyflwyno / Author/presenting	Grace Quantock, Chair, Remuneration and Terms of Service Committee Chair
Dyddiad / Date	18 July 2025
Cefndir / Background	
<p>This report is to update Board on what was discussed and reported at the Workforce Remuneration and Terms of Service Committee meeting, held on 16 July 2025.</p> <p>The Committee meet once a quarter.</p>	
Manylion / Detail	
<p>Workforce Remuneration and Terms of Service Committee – Summary of Meeting on 16 July 2025</p> <p>The Workforce Remuneration and Terms of Service Committee met on 16 July 2025. The agenda included the following items:</p> <ul style="list-style-type: none"> • A People Update and People Dashboard • A Policy Update Report • Agreement of a Forward Plan • The Gender Pay Gap Report for 2024/25 <p>As the meeting was not quorate, members reviewed and discussed the items, but no formal decisions were made. Non attending members will have the opportunity to comment on all discussions/papers and items requiring approval will be followed up.</p> <p>People update and dashboard</p> <p>The Committee received an update on the People Team and its current staffing position. At the time of the meeting:</p> <ul style="list-style-type: none"> • 2 out of 4 posts were filled permanently. • One team member left through Voluntary Early Release Scheme (VERS). • Another left to pursue a new career opportunity. • One vacancy (with a new job description) will be advertised soon after translation. • The final vacancy has now been filled, with the new People and Organisational Development Manager starting on 16 July. 	

There was an update on what Learning and Development had occurred during the quarter April to June 2025, as well as an update on the progress on harmonising roles across Llais, following recommendations from the recent Regional Governance Internal Audit and the actions agreed through the Voluntary Early Release Scheme.

The People Dashboard, which is also included in this Board meeting's papers, showed:

- Improvements in number of people completing their e-learning,
- Improvement in the number of people following the return-to-work meetings process, and
- Progress on the completion of staff appraisals, although further work is needed.

The Committee also discussed how teams, as well as individuals, are supported when colleagues are off work due to long-term sickness.

Policy update

The Committee received an update on 2 upcoming new policies.

- Neonatal Care Leave and Pay policy
- Prevention of Sexual Harassment policy

The Neonatal Care Leave and Pay policy has a financial implication to Llais. But this is not material to note now. The policy is required for employment law compliance, and it provides additional paid time off to employees who have a parental or personal relationships with a baby requiring medical care after birth.

The prevention of sexual harassment policy is a new duty which requires employers to take reasonable steps to prevent sexual harassment in the workplace.

Both policies are being consulted on with staff and trade unions.

Forward plan

The Committee reviewed its forward plan for the rest of the year. This includes a Committee Effectiveness Review scheduled for October 2025.

Gender Pay Gap Report 2024/25

The Committee reviewed the draft Gender Pay Gap report for 2024/25. All members present were satisfied with the content, subject to the inclusion of an additional paragraph recognising that the report focuses on our legal requirements for pay gap reporting only, and that people with other protected characteristics are also impacted

by pay gaps. However, as the meeting was not quorate, a decision to recommend approval of the report to Board will be sought either:

- By email, or
- At the next Committee meeting, depending on reporting deadlines.