



 <p>GIG CYMRU NHS WALES   Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p><b>Name of Meeting</b> People and Organisational Development Committee</p> <p><b>Date of Meeting</b> 21 October 2024</p> <p><b>Agenda item:</b> 9.3</p>
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<p><b>Partnership Working – Update to People and Organisational Development Committee</b></p>	
<p><b>Executive lead:</b></p>	<p>Neil Lewis, Director of People and Organisational Development</p>
<p><b>Author:</b></p>	<p>Karen Fitzgibbon, Head of People and Organisational Development Operations Steph Wilkins, co-Chair of the Local Partnership Forum</p>

<p><b>Approval/Scrutiny route:</b></p>	<p>People and Organisational Development Committee</p>
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<p><b>Purpose</b></p> <p>The purpose of this paper is to provide to the People and Organisational Development Committee on the work of the Joint Medical and Dental Negotiating Committee and the Local Partnership Forum for assurance.</p> <p>The paper covers the period 1 July 2024 to 30 September 2024.</p>
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<p><b>Recommendation:</b></p>				
<p>APPROVE <input type="checkbox"/></p>	<p>CONSIDER <input type="checkbox"/></p>	<p>RECOMMEND <input type="checkbox"/></p>	<p>ADOPT <input type="checkbox"/></p>	<p>ASSURANCE <input checked="" type="checkbox"/></p>
<p>The Committee is asked to:</p> <ul style="list-style-type: none"> <li>Receive the update for information.</li> </ul>				



**Link to Public Health Wales [Strategic Plan](#)**

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

<b>Strategic Priority/Well-being Objective</b>	All Strategic Priorities/Well-being Objectives
<b>Strategic Priority/Well-being Objective</b>	Choose an item.
<b>Strategic Priority/Well-being Objective</b>	Choose an item.

**Summary impact analysis**

<b>Equality and Health Impact Assessment</b>	An EQHIA is not required for this paper.
<b>Risk and Assurance</b>	Continued partnership working with Trades Unions and management remains a vital component in addressing people related matters within the organisation. Indirectly related to Strategic Risk 4.
<b>Health and Social Care (Quality and Engagement) (Wales) Act</b>	This report supports and/or considers the Health and Care Standards for NHS Wales Quality Themes Governance, Leadership and Accountability.
<b>Financial implications</b>	There are no financial implications arising from the update provided by the paper.
<b>People implications</b>	Effective partnership working with Trade Union colleagues is a key element of effective governance and support to our staff. Continued partnership working is a vital component in addressing people related matters within the organisation.



## 1. Purpose/Situation

The purpose of this paper is to provide to the People and Organisational Development Committee on the work of the Joint Medical and Dental Negotiating Committee and the Local Partnership Forum for assurance.

The paper covers the period 1 July 2024 to 30 September 2024.

The People and Organisational Development Committee is asked to receive the update for information.

## 2. Background

A core part of our governance structure, and as identified within our Standing Orders, is the Local Partnership Forum (LPF); this forum provides the formal mechanism where the organisation and recognised Trade Unions work together.

In addition to this forum, we have a Joint Medical and Dental Negotiating Committee (JMDNC) where the organisation works with our Medical and Dental Colleagues and their recognised Trade Union, the British Medical Association (BMA). (The BMA opt not to attend the LPF).

Members of both fora engage in partnership working to inform, debate and agree local priorities on workforce-related issues facing the organisation. Discussions focus on strategic, high-level organisational plans and priorities, and more informal or operational matters are addressed through regular informal meetings.

## 3. Description/Assessment

The LPF meets every other month. During the period 1 July 2024 to 30 September 2024, the LPF met twice, on 16 July 2024 and 17 September.

An informal meeting to support partnership working also takes place every other month, with the aim of resolving operational issues in an appropriate and timely manner. During the period 1 July 2024 to 30 September 2024, this group has met once (due to annual leave during this period).

The JMDNC meets approximately every 2-3 months. During the period 1 July 2024 to 30 September 2024, the JMDNC met once, on 2 September 2024.

An informal meeting to support partnership working also takes place every month, with the aim of resolving operational issues in an appropriate and timely manner.



During the period 1 July 2024 to 30 September 2024, this group has met once (due to annual leave during this period).

### 3.2 Key topics of discussion

During the period of this report, the organisation and its Trade Union partners have worked on several workforce-related issues in partnership, alongside updates and discussions on wider organisational changes. These are outlined below:

- Staff Survey 2023 results;
- Non-pay elements of the Agenda for Change pay award and related action to enact Welsh Health Circular WHC (2024) 017;
- Staff flu vaccination campaign for 2024/25;
- Organisational change programme updates;
- Sharing progress on the development of Organisational Design Principles;
- Consultant Engagement;
- Fatigue and Facilities Charter;
- E-Job Planning;
- Consideration and discussion of organisational performance dashboards;
- Policy review and development (through policy development workshops) – Including the Carers Policy, and Recruitment and Selection Policy.

### 3.3 Extraordinary items

#### 3.3.1 Staff-Side Committee Update

Following the Staff-Side Committee meeting in September, two new Staff-Side Officers were elected: Linda Anderton, Royal College of Nursing was confirmed as Vice-Chair; and Amy Wong, Royal Society of Radiographers was confirmed as Secretary. All three officer roles are now filled.

UNISON remain outside of the Staff-Side Committee and all Unions are committed to resolution of outstanding issues. All Unions continue to participate in the LPF and other relevant partnership working groups and forums. Similarly, the organisation remains committed to preserving the positive and constructive relationship it shares with its Trade Union partners via the LPF and JMDNC.

## 4. Recommendation

The Committee is asked to:

- receive the update for information.