



 <p>GIG CYMRU NHS WALES Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p>Name of Meeting People and Organisational Development Committee</p> <p>Date of Meeting 9 July 2024</p> <p>Agenda item: 3.4</p>
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<p align="center">Local Partnership Forum – Update to People and Organisational Development Committee</p>	
<p>Executive lead:</p>	<p>Neil Lewis, Director of People and Organisational Development</p>
<p>Author:</p>	<p>Neil Lewis, Director of People and Organisational Development; Steph Wilkins, Co-Chair of Local Partnership Forum</p>

<p>Approval/Scrutiny route:</p>	<p>People and Organisational Development Committee</p>
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<p>Purpose</p>
<p>The purpose of this paper is to provide an update to the People and Organisational Development Committee on the work of the Local Partnership Forum for assurance.</p> <p>The paper covers the period 1 April 2024 to 30 June 2024.</p>

<p>Recommendation:</p>				
<p align="center">APPROVE <input type="checkbox"/></p>	<p align="center">CONSIDER <input type="checkbox"/></p>	<p align="center">RECOMMEND <input type="checkbox"/></p>	<p align="center">ADOPT <input type="checkbox"/></p>	<p align="center">ASSURANCE <input checked="" type="checkbox"/></p>
<p>The Committee is asked to:</p> <ul style="list-style-type: none"> Receive the update provided for assurance. 				



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:

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

Summary impact analysis

Equality and Health Impact Assessment	An EQHIA is not required for this paper.
Risk and Assurance	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.
Health and Social Care (Quality and Engagement) (Wales) Act	This report supports and/or considers the Health and Care Standards for NHS Wales Quality Themes Governance, Leadership and Accountability.
Financial implications	There are no financial implications arising from the update provided by the paper.
People implications	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

The purpose of this paper is to provide an update to the People and Organisational Development Committee on the work of the Local Partnership Forum for assurance.

The paper covers the period 1 April 2024 to 30 June 2024.

The People and Organisational Development Committee is asked to consider the update provided for assurance.

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.

Members of the LPF engage with each other to inform, debate and agree local priorities on workforce-related issues facing the organisation. Discussions focus on strategic, high-level organisational plans and priorities, enabling the LPF to be the formal mechanism for consultation, negotiation and communication between the recognised trade unions and management on specific workforce related matters that arise from the organisation’s strategic priorities and plans.

3. Description/Assessment

The LPF meets every other month. During the period 1 April 2024 to 30 June 2024, the LPF met once, on 9 May 2024.

Meeting date	Management (Core)		Staff-side (Core)		Management (Optional)		Staff-side (Optional)	
	Invited	Attended	Invited	Attended	Invited	Attended	Invited	Attended
09/05/2024	8	6	7	5	6	4	10	2

The LPF Terms of Reference (ToR) states that a maximum of between 6-10 representatives of both management and staff-side will be present at each meeting. There were 7 staff-side representatives and 10 management representatives in attendance for the May 2024 meeting of the LPF.

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 April 2024 to 30 June 2024, this group has met twice.



3.1 Policies endorsed by Local Partnership Forum

The Local Partnership Forum review and comment on all people related policies. This may be managed either at Local Partnership Forum (LPF) meetings or electronically between meetings if required.

During the period 1 April 2024 to 30 June 2024, one policy/ procedure was endorsed through the LPF; the Procedure for Banding of Agenda for Change Job Descriptions.

3.2 Key topics of discussion

During the period of this report, the Local Partnership Forum has worked on several workforce-related issues in partnership, alongside updates and discussions on wider organisational changes. These are outlined below:

- Consideration and discussion of organisational performance dashboards.
- Organisational change programme updates.
- Sharing progress on the development of Organisational Design Principles.
- Update on COVID-19 Learning Events from the Emergency Preparedness Resilience and Response and Research and Evaluation Teams.
- Joint response to Welsh Health Circular WHC 2024/017 on the Implementation of the Non-pay Elements of the 2022-4 Collective Agreement.
- Policy review and development (through policy development workshops).

In putting together this report, members of the Local Partnership Forum have also refreshed the annual work-plan which informs the work of the Forum. Please see below/ overleaf.

Partnership Working - Annual Work-Plan 2024-25

Items	May	July	September	November	January	March	Key contacts
LPF Annual Report							<ul style="list-style-type: none"> LPF Joint Chairs TU Leads
Non-Pay Elements of the Pay Award (Welsh Health Circular Response and Action Planning)							<ul style="list-style-type: none"> Task and Finish Group, including TU Representation
LPF Terms of Reference							<ul style="list-style-type: none"> Board Secretary LPF Co-Chairs
People Strategy							<ul style="list-style-type: none"> People and OD
Real Living Wage Foundation							<ul style="list-style-type: none"> Task and Finish Group, including TU Representation
Gender Pay Gap Annual Report							<ul style="list-style-type: none"> E, D & I TU Leads People and OD
Workforce Annual Report							<ul style="list-style-type: none"> E, D & I TU Leads People and OD
Policy Updates							<ul style="list-style-type: none"> Policy Leads: People and OD and TUs
Organisational Change Management Updates							<ul style="list-style-type: none"> Change Leads: People and OD and TUs



3.3 Extraordinary items

3.3.1 UNISON withdrawal from Staff-Side Committee

As previously reported to the Committee, UNISON withdrew from the Staff-Side Committee (SSC) on 18 August 2023. 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. Work is ongoing to support resolution of outstanding issues and a further update will be provided in due course.

4. Recommendation

The People and Organisational Development Committee is asked to:

- receive the update provided for **assurance**.