



 <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 16 July 2025</p> <p>Agenda item: 8</p>
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Partnership Working – Quarter 1 Report 2025/26

Executive lead:	Neil Lewis, Director of People and Organisational Development
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Approval/Scrutiny route:	Director of People and Organisational Development
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Purpose

The purpose of this paper is to provide an update 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 April 2025 to 30 June 2025.

Recommendation:				
APPROVE <input type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input checked="" type="checkbox"/>
<p>The Committee is asked to:</p> <ul style="list-style-type: none"> Receive the report 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
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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.
Health and Social Care (Quality and Engagement) (Wales) Act	This report supports the implementation of the Health and Social Care (Quality and Engagement) (Wales) Act by demonstrating a transparent approach to delivering improvements that address the wider determinants of health, in line with the Duty of Quality.
Financial implications	There are no financial implications arising from the update provided by the paper.
People implications	Effective partnership working with Trade Unions is a key element of effective governance and support to our people. 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 assurance of the work of the Joint Medical and Dental Negotiating Committee and the Local Partnership Forum.

The paper covers the period 1 April 2025 to 30 June 2025.

The People and Organisational Development Committee is asked to receive the report 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. 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 strategic priorities and plans. Operational, day to day matters are discussed and resolved at Directorate or divisional level.

Public Health Wales recognises the following Trade Unions for the representation of members employed by the organisation: GMB, MiP, Royal College of Nursing, Society of Radiographers, UNISON, and Unite.

In addition to the Local Partnership Forum (LPF), we have a Joint Medical and Dental Negotiating Committee (JMDNC) where the organisation works in partnership with our Medical and Dental Colleagues and their recognised Trade Union, the British Medical Association (BMA).

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 approximately every other month. During the period 1 April 2025 to 30 June 2025, the LPF met once, on 13 May 2025.



The JMDNC meets approximately every 2-3 months. During the period April 2025 to 30 June 2025, the JMDNC met once, on 5 June 2025.

Informal meetings to support partnership working also take place every other month, with the aim of resolving operational issues in an appropriate and timely manner.

3.1 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:

- **Organisational Update:** Including changes in senior leadership and the desire to strengthen partnership working with Trade Unions.
- **Gender Pay Gap and Workforce Annual Report:** Discussion included plans for setting data-driven diversity goals to improve representation, and an apprenticeship scheme aimed at recruiting people from under-represented groups.
- **Organisational Change:** An update was provided on ongoing and planned change.
- **Supreme Court Ruling Discussion:** The group discussed the implications of the *For Women Scotland* Supreme Court ruling and implications for colleagues. Guidance is awaited. Trade Unions and Staff Diversity Networks will be involved in shaping the response.
- **People Strategy Refresh:** Discussed the refreshed Strategy and its importance for future capability and inclusivity. Trade Unions were encouraged to engage with implementation planning during 2025/26.
- **Staff-Side Committee (SSC):** UNISON rejoined the SSC, and a General Meeting was held in May 2025 to ratify the updated Terms of Reference and to elect new officers, who will hold their roles for 2 years (until 2027). Please see table below for the individuals and their roles.

Name	Role	Union
Claire Sullivan	Staff Side Committee Chair	UNISON
Liz Heath	Staff Side Committee Secretary	Unite
Linda Anderton	Staff Side Committee Vice Chair	RCN
Mat Taylor	Staff Side Committee Assistant Secretary	UNISON

- **Local Partnership Forum (LPF) Terms of Reference (TOR):** The LPF TOR are being reviewed and updated and will be submitted to the July meeting of the Board.
- **Facilities Time and Release for Trade Union Activities:** It was agreed that work will take place in July to develop the LPF workplan and Facilities Time Agreement in partnership.



- **NHS Wales Staff Survey:** Updates on the Staff Survey results for 2024 were provided and discussed, and noted the Culture pulse survey which will go live in June/July.
- **Policy Update:** Noted the ongoing development of an organisational DBS Policy, to reflect the use of the Update subscription service, and noted delays to the revised All-Wales Disciplinary Policy, now expected in September.
- **Consultant Engagement Network:** The forum continues to be recognised as valuable for addressing significant issues within this staff cohort. Hybrid meeting formats are helping address access concerns for clinical staff.
- **Fatigue and Facilities Charter:** Discussions continued regarding configuration of breaks and compensatory rest periods; and Resident Doctor rest facilities.
- **E-Job Planning:** The new system has been implemented, and the Office of the Medical Director continues to work with colleagues to identify areas for improvement. Discussions continue around part-session payments.
- **Physician Associates:** Further discussion requested, particularly around supervision, ahead of the outcome of the Leng review.
- **SAS Re-grading Process:** Noted the new all-Wales framework with allows SAS Doctors to progress to the Specialist grade.

4. Recommendation

The Committee is asked to:

- Receive the report for **assurance**.