



 <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 20 January 2026</p> <p>Agenda item: 13.3</p>
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Partnership Working – Quarter 3 Report 2025/26

Executive lead:	Neil Lewis, Director of People and Organisational Development
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Author:	Jenny Ansell, People and Organisational Development Operations Service Manager Claire Sullivan, Staff Side Committee Chair and co-Chair of the Local Partnership Forum
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Approval/Scrutiny route:	People and Organisational Development Committee
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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 October 2025 to 31 December 2025.

Recommendation:

APPROVE <input type="checkbox"/>	CONSIDER <input checked="" type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input type="checkbox"/>
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The People and Organisational Development Committee is asked to:

- Receive the report for information.



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 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/Situation

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 October 2025 to 31 December 2025.

The People and Organisational Development Committee is asked to receive the report 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. 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. Operational, day to day matters are discussed and resolved at Directorate, departmental 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 October 2025 to 31 December 2025, the LPF met twice, on 13 October and 2 December 2025. A partnership working workshop also took place on 4 December with Trade Unions,



People and OD and Infection Services management, to build on the workshop held between Trade Unions and People and OD in late September.

The JMDNC meets approximately every 2-3 months. During the period 1 October 2025 to 31 December 2025, the JMDNC did not meet as the December meeting was re-scheduled for January 2026.

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:

- **Staff-Side Committee (SSC):** The SSC reviewed the Culture pulse survey results, and discussed how communication to staff could be improved. There has been positive feedback on the ongoing Cultural Advocates work.
- **Facilities Time Agreement:** The SSC agreed a new draft Facilities Time Agreement, which has been shared with LPF in December for wider review and feedback in early January 2026.
- **Employee Relations Insights:** SSC colleagues are looking to work with People and OD to develop shared insights from informal employee relations issues across the organisation.
- **Organisational Change:** An update was provided on ongoing and planned change. 11 closed programmes, 8 live, 11 in the pipeline, and 1 planned.
- **AfC and M&D Pay Parity:** Subgroup set up to explore concerns around pay disparity. This issue has now been raised nationally with the NHS Staff Council.
- **Policy Update:** Five policies have been endorsed for approval – TOIL procedure, Adverse Weather, Annual Leave, Religious Observation, and Welsh Language.
- **NHS Wales Staff Survey:** Noted the response rate of 50.1% (and NHS Wales P&I of 78.4%) as at the December LPF meeting. Results will start to be shared with NHS Wales organisations at the end of January 2026.

4. Recommendation

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