

# *Working in Partnership (Board and Board Committees)*

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**7 July 2022 – update to People & Organisational Development Committee**



**GIG**  
CYMRU  
**NHS**  
WALES

Iechyd Cyhoeddus  
Cymru  
Public Health  
Wales

# Context

- Positive history of working together
- Open and welcoming of TU contributions – full access to Board and Committees
- Active engagement
- LPF forms part of our Board governance arrangements
  - Annual review required (Standing Orders)
- Discussions over recent years with regards to maximising TU representation, tenure, working practices

# Current Position

- Active engagement with:
  - The Local Partnership Forum (Unite, Unison, RCN and Radiographers);
  - Joint Medical and Dental Negotiating Committee Council (JMDNC) meetings (British Medical Association and British Dental Association)
- 10 TU representatives in place across the Board and Committee structure from both Unite and Unison (via Staff-side Committee)
- Different reps on each forum
  - Full attendance
  - Active contribution
  - Different voices and experiences shared
- Induction support provided from the Board Business Unit
- Further support planned in 2022/23

# National Guidance to NHS Trusts

- Working in Partnership at Trust Boards; A Handbook for Trade Union Representatives at Trust Boards (September 2006)
- The role of the Trade Union representative is to ensure that the views of all staff, irrespective of individual membership of a particular Trade Union, are represented fairly and equitably at the Board, to ensure the highest levels of patient care and provision of service.

# Proposals Moving Forwards – as part of our annual review

- LPF terms of reference review (alongside Board Committee ToR reviews)
  - Stronger link between LPF and People & OD Committee
- Series of actions in relation to maximise Board/TU partnership working:
  - Role description developed
  - Up to three reps appointed to the Board (2 LPF and 1 JMDNC) and two to each Committee
    - Reps supported to attend consistently and provided mentoring / support
  - Change to tenure and maximum term of TU reps
  - Induction and ongoing support to TU reps formalised
  - Regular meetings between TU reps and the Board Chair
  - Objectives agreed with the Board Chair for TU reps
  - Communications plan

# Next Steps

- Feedback received JMDNC
- Awaiting Staff-side Committee feedback (12 July)
- Update Board in July
- Review feedback and finalise
- Implement agreed changes from September 2022