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WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

Name of Meeting
People and Organisational
Development Committee
Date of Meeting
18 April 2023
Agenda item:
3.2.3

Local Partnership Forum – Update to People and Organisational Development Committee

Executive lead:	Neil Lewis, Director of People and Organisational Development
Author:	Samantha Morgan, Assistant Director, People Strategy, Insights and Service Karen Fitzgibbon, Head of People and OD Operations

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 Local Partnership Forum for assurance.

The paper covers the period 1 September 2022 to 31 March 2023.

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

Recommendation:				
APPROVE <input type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input checked="" type="checkbox"/>
The People and OD Committee is asked to: <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
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Summary impact analysis

Equality and Health Impact Assessment	An Equality and Health Impact Assessment is not required.
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Risk and Assurance	Not applicable.
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Health and Care Standards	This report supports and/or takes into account the Health and Care Standards for NHS Wales Quality Themes All themes
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Financial implications	There are no financial implications arising from the update provided by the paper.
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People implications	There are no people implications arising from the update provided by the paper. Continued partnership working with Trades Unions and management remains a vital component in addressing people related matters within the organisation.
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1. Purpose

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

2. Background

The Local Partnership Forum (LPF) for Public Health Wales NHS Trust is the formal mechanism where management and recognised Trades Unions work together to discuss and consider the organisation's strategic direction; priorities and plans; and how these will affect the workforce.

Members of the Local Partnership Forum engage with each other to inform, debate and agree local priorities on workforce-related issues facing the organisation.

This paper is a regular update on the work of the Local Partnership Forum, provided to the People and Organisational Development Committee for assurance.

3. Assessment

The Local Partnership Forum meets every other month. During the period 1 September 2022 to 31 March 2023, the Local Partnership Forum has met on three occasions, on 27 September 2022, 1 December 2022, 9 February 2023, and the next meeting is due to take place on 25 April 2023.

An informal partnership working meeting was established during the previous reporting period with the aim of resolving operational issues in an appropriate and timely manner. During the period 1 September 2022 to 31 March 2023, this group has met four times and will continue to meet bi-monthly (in the months when the Local Partnership Forum is not due to meet).

3.1 Attendance at Local Partnership Forum meetings

At the meeting on 27 September 2022, 11 of 30 invited members attended (37%). For the 1 December 2022 meeting, 10 of 31 invited members

attended (32%) and at the 9 February 2023 meeting, 10 of 30 members attended (33%).

3.2 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 meetings or electronically between meetings if required.

At the meeting on 27 September 2022 and the 1 December 2022 meeting, no new or updated policies were presented for consideration, though feedback was requested between meetings on the Family Leave Policy; Internal use of Welsh language Policy; Annual Leave (including Annual Leave Purchase) Policy; Retire and Return Scheme; and the Retirement Gratuity Scheme.

At the 9 February 2023 meeting, the group discussed the review of the Redundancy and Redeployment Policies and there was further discussion of the Retire and Return Scheme, following feedback which had been received from Medical and Dental colleagues outside the usual consultation period.

3.3 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:

- Ballots for industrial action
- Cost of living crisis and the organisational response, including adoption of Wagestream
- Development of the Being our Best framework
- Development of the Management and Leadership framework
- Employee Value Proposition (our people promise)
- Improved Employee On-Boarding and Induction
- Job evaluation and updated job description templates
- Long-term Strategy and Integrated Medium Term Plan
- Management of organisational change
- Policy review and development
- Release for Trades Unions activity (Facilities Time)
- Work How it Works Best

3.4 Review of progress and lessons learned

Since the previous update, we have worked with seconded TU representatives supporting on change projects, so that they have been enabled to take a more active role in providing feedback to the Local Partnership Forum. We will continue to work in partnership to build on this

work through the LPF, ongoing change work and a Change Management task and finish group, including representation from the Trades Unions.

The development of the informal partnership working meetings has enabled concerns to be raised in a timely manner and action taken in between the more formal meetings of the Local Partnership Forum. This allows for faster resolution of operational issues and ensures adequate time for the LPF to consider more strategic issues, as intended.

Obtaining feedback on policy documents or other documents requiring review has proved challenging at times, due to competing demands of LPF members' time.

We are working with Trades Unions to develop shared work-plan for 2023/24 which will detail work to be undertaken in partnership. This will also be utilised to report activity and progress to future meetings of the People and Organisational Development Committee.

4. Conclusion and Recommendation

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