

 <p>GIG CYMRU NHS WALES Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p>Name of Meeting People and Organisational Development Committee Date of Meeting 8 November 2023 Agenda item: 3.2</p>
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<p>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>Authors:</p>	<p>Samantha Morgan, Assistant Director, People Strategy, Insights and Service Karen Fitzgibbon, Head of People and OD Operations</p>
<p>Approval/Scrutiny route:</p>	<p>People and Organisational Development Committee</p>

<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 2023 to 30 September 2023.</p> <p>The People and Organisational Development Committee is asked to receive the update provided for assurance.</p>

<p>Recommendation:</p>				
<p>APPROVE <input type="checkbox"/></p>	<p>CONSIDER <input type="checkbox"/></p>	<p>RECOMMEND <input type="checkbox"/></p>	<p>ADOPT <input type="checkbox"/></p>	<p>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 Equality and Health Impact Assessment is not required.
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 takes into account the Health and Care Standards for NHS Wales Quality Themes.
Financial implications	There are no financial implications arising from the update provided by the paper.
People implications	There are no people implications arising from the update provided by the paper. As above, 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 Local Partnership Forum (LPF) for assurance.

The paper covers the period 1 April 2023 to 30 September 2023.

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 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 Local Partnership Forum (LPF) meets every other month. During the period 1 April 2023 to 30 September 2023, the LPF has met on three occasions, on 25 April 2023, 27 June 2023, 22 August 2023, and the next meeting is due to take place on 17 October 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 April 2023 to 30 September 2023, this group has met five times and now meets approximately once a month, as requested by Trade Union partners (previously met every other month).

3.1 Attendance at Local Partnership Forum meetings

The invitation list for the LPF was updated in July 2023, as per the annual LPF report to the Committee.

Meeting date	Management (Core)		Staff-side (Core)		Management (Optional)		Staff-side (Optional)	
	Invited	Attended	Invited	Attended	Invited	Attended	Invited	Attended
25 April 2023	6	4	8	4	3	0	7	1
27 June 2023	6	5	8	5	3	2	7	2
22 August 2023	6	6	8	6	4	2	7	5

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.

The attendance data for the reporting period confirm there has been an average of 8 staff-side representatives and 6 management representatives in attendance. Furthermore, management attendance is determined by the specific agenda agreed for the meeting and will differ from meeting to meeting. There has been full attendance throughout the year by those managers who have been invited to discuss an item on the agenda.

For the period 1 April 2023 to 30 September 2023, attendance from core members has been consistent with the requirements of the LPF ToR.

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 (LPF) meetings or electronically between meetings if required.

No new or updated policies have been presented for consideration at the meetings during the period 1 April 2023 to 30 September 2023. During this period, new Trade Union leads have been nominated for all People and OD policies under review and there has been Trade Union involvement in the recent round of policy development workshops, held in July and August 2023.

3.3 Key topics of discussion

We have worked with Trades Unions to develop shared work-plan for 2023/24 which provides an outline plan of work to be undertaken in partnership throughout the year.

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:

- Sharing progress and support to the development of the Strategic Equality Plan; Culture Assessment; Work How it Works Best; our People Promise (EVP).
- Sharing of organisational performance and assurance data to update on key achievements, risks and developments.
- Organisational change programme updates and support to the development of improved resources for staff experiencing change and managing/ leading change.
- Proposals for governance arrangements relating to Partnership working at Board.
- Update on the organisation's Long-term Strategy and Integrated Medium Term Plan.
- Job evaluation process improvements and updated job description templates.
- Policy review and development.
- Release for Trades Unions activity (Facilities Time).

3.4 Extraordinary items

3.4.1 Unison withdrawal from Staff-Side Committee

On 25 May 2023, the Board of Public Health Wales approved several modifications to the existing partnership working arrangements between the Board and Trade Union colleagues.

One of the changes made entailed that in cases where Trade Union representatives had already served or exceeded the maximum tenure of 8 years, provisions needed to be established to appoint replacement Trade Union representatives for participation in Board or Board Committee activities.

Subsequently, the Board and Executive Business Unit reached out to all Trade Union officials, seeking their co-operation in implementing the necessary adjustments by 1 September 2023. Specifically, these changes required Staff-Side Committee to review and update their Terms of Reference by the conclusion of August 2023 to accommodate the alterations. Following this, the Local Partnership Forum's Terms of Reference would be subject to review and modification to align with changes at Staff-Side Committee.

On 18 August 2023, Unison decided to withdraw from the Staff-Side Committee. Staff-Side Committee (SSC) is a collective body of Public Health Wales employed staff's Trade Unions. Prior to Unison withdrawing, it comprised Unite, Unison, MIP, GMB and RCN, although MIP, GMB and RCN do not currently have elected members in place. Unite and Unison are the two largest unions with a comparable level of membership across the organisation.

As outlined in the Staff-Side Committee Terms of Reference, “The group does not have any reporting lines or accountability to Public Health Wales other than to provide assurance of partnership working and impact on the facilities time arrangement.” Staff-Side Committee is therefore deemed to be organised and regulated by the Trade Unions themselves, in line with their Terms of Reference.

The organisation provides members of Staff-Side Committee with facilities time to undertake Staff-Side Committee activities.

Unison’s decision to withdraw from Staff-Side Committee was based on their assertion that, despite repeated informal attempts to resolve issues, concerns regarding the governance of the Staff-Side Committee remained unresolved.

These concerns primarily revolved around:

- Concerns about the absence of democratic elections.
- A perceived lack of progress in updating the Staff-Side Committee's Terms of Reference.
- The absence of an agreed-upon mechanism for presenting representation at Board, Committee meetings, Divisional meetings, and other related meetings.

It's important to note that Unison maintains its commitment to partnership working with Public Health Wales, as do the other Trade Unions. All Unions continue to actively participate as a valued partners in the Local Partnership Forum and other relevant partnership working groups and forums.

That said, Unison's withdrawal from Staff-Side Committee necessitates careful consideration of the implications for partnership working frameworks and for the constitution of the Local Partnership Forum.

The organisation has extended offers of support for independent facilitation to all Trade Union leads as they work towards resolving these issues. We recognise, however, that if resolution within the Staff-Side Committee proves unattainable, we will need to revisit the purpose and constitution of the Local Partnership Forum.

Throughout all interactions, the organisation has reiterated its steadfast intent and dedication to preserving the positive and constructive relationship it shares with its Trade Union partners.

4 Recommendation

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