

 <p>GIG CYMRU NHS WALES</p> <p>Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p><b>Name of Meeting</b> People and Organisational Development Committee</p> <p><b>Date of Meeting</b> 17 February 2025</p> <p><b>Agenda item:</b> 8.1</p>
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## Policy / Procedure Approval Report

### Section 1 - Policy / Procedure Information

<b>Policy / Procedure Title</b>	<p><b>All Wales Flexible Pensions</b></p> <p><b>All Wales Pregnancy Loss Support</b></p> <p><b>All Wales Job Evaluation</b></p> <p><b>All Wales Respect and &amp; Resolution</b></p>
<b>Policy Lead</b>	<b>Welsh Partnership Forum</b>
<b>Lead Executive</b>	<b>Neil Lewis</b>
<b>PHW / All Wales?</b>	<b>All Wales</b>
<b>Date of last Review</b>	<b>Not Applicable</b>
<b>Is the current policy / procedure within review date?</b>	<b>Not Applicable</b>
<b>Approving Body /Group</b>	<b>People and Organisational Development Committee</b>
<b>Version Number</b>	

### Section 2: Recommendation

APPROVE <input checked="" type="checkbox"/>	CONSIDER <input checked="" type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input type="checkbox"/>
<p>The People and Organisational Development Committee is asked to:</p> <ul style="list-style-type: none"> <li>• <b>Consider</b> each of the attached policies and the information contained with their respective EHIAs</li> <li>• <b>Note</b> that the Leadership Team have endorsed the policies to the Committee</li> <li>• <b>Adopt</b> the following policies: <ul style="list-style-type: none"> <li>➤ All Wales Flexible Pensions (Appendix 1)</li> <li>➤ All Wales Pregnancy Loss Support (Appendix 2)</li> <li>➤ All Wales Job Evaluation (Appendix 3)</li> <li>➤ All Wales Respect and &amp; Resolution (Appendix 4)</li> </ul> </li> </ul>				



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<b>Section 3 – Details of the Review:</b>	
<b>Background:</b>	
<b>Reason for review</b>	<ul style="list-style-type: none"> <li>• New Policies</li> <li>• Update required to reflect change in legislation</li> </ul>
<b>Description/Assessment</b>	<p>Three new policies have been developed by the Welsh Partnership Forum (Flexible pensions, Pregnancy Loss Support and Job Evaluation). Public Health Wales colleagues have had the opportunity to feed into the development of these policies during the Welsh Partnership Consultation stage.</p> <p>The All Wales Respect and Resolution Policy has not had a review, however there has been an update on wording to two points within the Policy (section 2.2 and 2.4). The EHIA remains the same and is available on the PHW policies and procedures webpage.</p>
<b>Consultation</b>	
Has this Policy / Procedure been through the appropriate 28 day consultation process?	<p>Yes</p> <p>All Wales Flexible Pensions 04/12/24 – 09/01/25</p> <p>All Wales Pregnancy Loss Support 12/09/24 – 10/10/24</p> <p>All Wales Job Evaluation 17/12/24 – 16/01/25</p> <p>All Wales Respect &amp; Resolution N/A as minor change to wording (2.2 and 2.4)</p>
Date range of consultation:	See Above
Please provide details of any feedback received and outline what changes if any were made to the document as a result:	None Received
(Add detail)	



Had this policy / procedure been considered by any other groups?	Yes, will be considered by the Leadership Team
If so, please provide detail of any comments / feedback or amendments made to the documents as a result of this	<p>Leadership Team made two comments:</p> <ol style="list-style-type: none"> <li>1. Job Evaluation Policy - Suggested an addition of a section relating to budget/funding.</li> <li>2. Respect and Resolution Policy – bullying and harassment sections should be widened to include workplace concerns and issues</li> </ol> <p>These comments have been reviewed and the comments addressed:</p> <ol style="list-style-type: none"> <li>1. We can review our local information regarding job matching and establishment control and update to clarify if needed.</li> <li>2. The policy is clear that it covers workplace disagreements, conflicts and complaints. Paragraph 2.4 is specifically related to bullying and harassment and an addition to the new policy to reflect the ARWAP and audit of national policies.</li> </ol>
(Add detail)	

<b>Section 4: Impact Assessments</b>	
<b>Equality and Health Impact Assessment</b>	All Policies are accompanied by an Equality and Health Impact Assessment
<b>Welsh Language Impact</b>	The Policy / Procedure will be translated to welsh and available on the internet bilingually.
<b>Risk and Assurance</b>	N/A



<b>Health and Social Care (Quality and Engagement) (Wales) Act</b>	These policies supports the implementation of the Health and Social Care (Quality and Engagement) (Wales) Act, in relation to the Duty of Quality and Candour.
<b>Financial implications</b>	<p>All Wales Flexible Pensions - The policy aims to retain experienced staff and reduce recruitment costs by supporting flexible working arrangements, but may also lead to increased pension costs, depending on employee choices and take-up of the different pension options.</p> <p>All Wales Pregnancy Loss Support - the policy provides paid time off for employees experiencing pregnancy loss, which may result in increased costs for the organisation. The policy may affect pension contributions and requires consideration of flexible working arrangements, which could have additional financial implications.</p>
<b>People implications</b>	<p>All Wales Flexible Pensions - The policy aims to promote work-life balance, support employee health and well-being, and ensure that employees later in their careers feel valued. The policy seeks to ensure consistent application of flexible pension options, with an emphasis on fairness and consideration of individual circumstances, and includes an appeals process</p> <p>All Wales Pregnancy Loss Support - The policy aims to provide support and encourage open conversation about pregnancy loss, challenging the idea that it is a taboo subject and ensuring that staff feel supported by managers and colleagues. The policy applies to all employees who suffer pregnancy loss before 24 weeks, regardless of circumstance, including whether it has happened to them, their partner, or in a surrogacy or adoption arrangement.</p>
<b>Socio Economic Duty</b>	

## Section 5 - Implementation

Implementation plan (with timescales)		
Next steps	Timescale	Responsible officer(s)
All policies will be published on the intranet. A news article will also be published	March 2025	Karen Fitzgibbon

## Section 6 – Dissemination

The primary source for dissemination of this document (specify) within the organisation, wider community and our partners via the internet site.