



 <p><b>GIG</b> CYMRU <b>NHS</b> WALES   Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p><b>Name of Meeting</b> People and Organisational Development Committee <b>Date of Meeting</b> 14 October 2025 <b>Agenda item:</b> 14.5</p>
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<h2>Partnership Working – Quarter 2 Report 2025/26</h2>	
<p><b>Executive lead:</b></p>	<p>Neil Lewis, Director of People and Organisational Development</p>
<p><b>Author:</b></p>	<p>Jenny Ansell, People and Organisational Development Operations Service Manager Claire Sullivan, Staff Side Committee Chair and co-Chair of the Local Partnership Forum</p>

<p><b>Approval/Scrutiny route:</b></p>	<p>People and Organisational Development Committee</p>
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<p><b>Purpose</b></p>
<p>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.</p> <p>The paper covers the period 1 July 2025 to 30 September 2025.</p>

<p><b>Recommendation:</b></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 People and Organisational Development Committee is asked to:</p> <ul style="list-style-type: none"> <li>• Receive the report for information.</li> </ul>				

**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:

<b>Strategic Priority/Well-being Objective</b>	All Strategic Priorities/Well-being Objectives
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**Summary impact analysis**

<b>Equality and Health Impact Assessment</b>	An EQHIA is not required for this paper.
<b>Risk and Assurance</b>	Continued partnership working with Trades Unions and management remains a vital component in addressing people related matters within the organisation.
<b>Health and Social Care (Quality and Engagement) (Wales) Act</b>	This report supports and/or considers the Health and Care Standards for NHS Wales Quality Themes Governance, Leadership and Accountability.
<b>Financial implications</b>	There are no financial implications arising from the update provided by the paper.
<b>People implications</b>	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 July 2025 to 30 September 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 July 2025 to 30 September 2025, the LPF met once, on 22 July 2025.



The JMDNC meets approximately every 2-3 months. During the period 1 July 2025 to 30 September 2025, the JMDNC met once, on 16 September 2025.

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:

- **Organisational Update:** Including official announcement by Welsh Government of Lung Cancer Screening Programme, confirmation of Gambling Levy Investment, submission of business case to Welsh Government in relation to the Digital Health Protection System for Wales and update on the Public Inquiry.
- **Staff-Side Committee (SSC):** Meeting of SSC held on the 22 July 2025. Plans in place to seek nominations for Board representation, Committee representation and Job Evaluation roles. Acknowledgement of positive outlook of SSC and opportunity for a collective reset and to reignite previous commitments made of Regular meetings with the Chair, Support for training, development, and induction and clarifying the role of the Board in partnership work
- **Organisational Change:** An update was provided on ongoing and planned change. Light touch review of the existing change management toolkit is underway.
- **AfC and M&D Pay Parity:** Discussed work on-going by the Faculty of Public Health. Subgroup to be set up to explore concerns around pay disparity.
- **People Strategy Refresh:** Approved by the Board and focus now shifts to implementation planning.
- **People & OD Improvement Work:** A phased improvement plan to enhance service delivery and employee experience. Priority areas include Job Evaluation process and Employment Relations Case Management.
- **Policy Update:** Noted that there are ten policies/procedures under review during this period. Policy review workshops scheduled for September and October. A new subsection has been added to the Safeguarding Policy to address DBS Update service subscriptions.
- **NHS Wales Staff Survey:** Updates on the Staff Survey results for 2024 were provided and discussed, and noted the 2025 survey will launch in autumn 2025.
- **Fatigue and Facilities Charter:** Discussions continued regarding configuration of rest periods; and Resident Doctor rest facilities.



- **E-Job Planning:** The Office of the Medical Director continues to work with colleagues to identify areas for improvement. Further consideration of payment of part-sessions requested for October 2025.
- **Physician Associates:** Further discussion requested, particularly around supervision, following the recommendations from the Leng review.

#### 4. Recommendation

The People and Organisational Development Committee is asked to:

- Receive the report for information.