



 <p>GIG CYMRU NHS WALES Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p>Name of Meeting People and Organisational Development Committee</p> <p>Date of Meeting 16 April 2026</p> <p>Agenda item: 6</p>
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Partnership Working – Annual Report 2025/26

Executive lead:	Neil Lewis, Director of People and Organisational Development
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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 Joint Medical and Dental Negotiating Committee and the Local Partnership Forum for assurance.

The paper covers the period 1 April 2025 to 31 March 2026.

Recommendation:

APPROVE <input type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input checked="" type="checkbox"/>
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The People and Organisational Development Committee is asked to:

- Receive the report for information.



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 EQHIA is not required for this paper.
Risk and Assurance	Continued partnership working with Trades Unions and management remains a vital component in addressing people related matters within the organisation.
Health and Social Care (Quality and Engagement) (Wales) Act	This report supports and/or considers the Health and Care Standards for NHS Wales Quality Themes Governance, Leadership and Accountability.
Financial implications	There are no financial implications arising from the update provided by the paper.
People implications	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 April 2025 to 31 March 2026.

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.

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 April 2025 to 31 March 2026, the LPF met five times, on 13 May 2025, 22 July 2025, 29 September 2025, 2 December 2025, and 24 February 2026. Two partnership working workshops also took place in September and December between Trade Unions, People and OD



and Infection Services management, to discuss shared expectations and build on partnership working.

The JMDNC meets approximately every 2-3 months. During the period 1 April 2025 to 31 March 2026, the JMDNC met four times, on 5 June 2025, 16 September 2025, 21 January 2026, and 18 March 2026.

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:

Partnership governance and ways of working

- Review and update of the Local Partnership Forum Terms of Reference, including clarification of remit, agenda management, quorum, and the relationship between formal and informal partnership meetings.
- Reflection on partnership effectiveness, behaviours, trust and respect, including learning from partnership working development sessions.
- Commitment from all parties to build on the partnership relationship and to continue to strengthen trust and engagement.
- Agreement of actions to strengthen relationships, improve preparation and follow up, and enhance shared ownership of outcomes.
- Discussion and development of a new Facilities Time Agreement (LPF) and adoption of all-Wales model Recognition Agreement (JMDNC).

Strategic organisational change and workforce planning

- Regular updates and discussions on organisational change proposals, including need for consistent early engagement on emerging change, use of a revised organisational change template, and clarity on when matters should be escalated to partnership fora versus managed locally.
- Ongoing dialogue on alignment between organisational change activity, the Integrated Medium Term Plan (IMTP) and workforce planning priorities.

People Strategy and implementation

- Engagement and consultation on the refreshed People Strategy (2025–2035) and the development of the associated implementation plan.
- Discussion of priority areas including leadership and management development, performance management, workforce culture, and employee experience, with updates provided to both LPF and JMDNC where relevant.



Pay, terms and conditions, and pay parity

- Continued partnership discussions on Agenda for Change (AfC) pay parity issues, including parity with medical and dental colleagues in specific public health roles.

Medical and dental workforce matters (JMDNC)

- E Job Planning implementation, including progress, support for consultants and SAS doctors, and assurance that modernisation would not result in detriment to job plans.
- Fatigue and Facilities Charter, including compliance, facilities reviews, and actions to improve rest and wellbeing arrangements.
- SAS doctor activity coding, job planning compliance, honorary contracts, and consultant engagement.
- Discussion of resident doctor matters, including elements of contract reform and supervised learning events where applicable.

Policies and procedures

- Joint review, development and endorsement of a wide range of People and OD policies, including (but not limited to):
 - Annual Leave and TOIL
 - Mental Wellbeing
 - Substance Misuse
 - Adverse Weather and Transport Disruption
 - Recruitment and Selection
- Policy development workshops and partnership input were a key feature of the year.

Staff wellbeing, engagement and experience

- Consideration of staff survey and exit survey findings, sickness absence trends, and wellbeing initiatives, with opportunities for Trade Union feedback and challenge.
- Discussion of how wellbeing data and staff experience insights inform organisational priorities and improvement actions.

4. Recommendation

The People and Organisational Development Committee is asked to receive the report for information.