



**PWYLLGOR DIWYLLIANT, POBL A DATBLYGU SEFYDLIADOL
PEOPLE, ORGANISATIONAL DEVELOPMENT & CULTURE COMMITTEE**

DYDDIAD Y CYFARFOD: DATE OF MEETING:	17 February 2026
TEITL YR ADRODDIAD: TITLE OF REPORT:	Staff Partnership Forum Update
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Lisa Gostling, Executive Director of Workforce & Organisational Development and Deputy Chief Executive Officer
SWYDDOG ADRODD: REPORTING OFFICER:	Anthony Dean (Unite) – Chair of Staff Partnership Forum

**Pwrpas yr Adroddiad (dewiswch fel yn addas)
Purpose of the Report (select as appropriate)**

Er Sicrwydd/For Assurance

**ADRODDIAD SCAA
SBAR REPORT**

Sefyllfa / Situation

Hywel Dda University Health Board provides publicly available annual assurance reports to its Board via its People, Organisational Development and Culture Committee which receives updates from the Staff Partnership Forum (SPF) through appointed representatives.

These reports have been created to provide transparency on SPF contributions, including issues raised and include our respective trade union priorities to ensure that issues relevant to the Social Partnership Duty are duly considered.

Cefndir / Background

The SPF has been established as an Advisory Committee of Hywel Dda University Health Board and was constituted from 1 October 2009. It is the forum where key stakeholders will engage with each other to inform, debate and seek to agree local priorities on workforce and health service issues.

The Staff Partnership Forum therefore reviews key workforce, operational, and strategic issues, including planning updates, wellbeing objectives, facilities and financial challenges. Feeding into the SPF are three local Partnership Forums, one for Pembrokeshire, Carmarthenshire and Ceredigion. Each one discusses issues at a local level and escalates matters that they have been unable to resolve at a local level or require escalation on a cross-county or service basis.

The last meeting of SPF focused on updates on Paediatrics, Clinical Services Plan, Picton Terrace relocation, Wellbeing Objectives Annual Report, Facilities and Catering pricing, Operational pressures, and Financial planning. Issues from County Partnership Forums were also escalated for discussion.

Asesiad / Assessment

The Staff Partnership Forum last met on 18 November 2025 and was chaired by the Management Chair.

The following issues were escalated from the local partnership forums for discussion or resolution:-

- **Attendance & Service Updates:** Poor attendance and lack of updates at County Forums; need for joint letter and written reports.
- **Ward Closures:** Transparency requested on Ward 9 and Ward 3 closures and mitigations.
- **Diagnostics:** Queries on reporting for Withybush Hospital (WGH) scanners and Magnetic Resonance Imaging (MRI) patient transfers to Prince Phillip Hospital (PPH).
- **Training Facilities:** Difficulty securing rooms in Aberystwyth for manual-handling training; interim solution being explored.
- **Christmas Leave:** Inconsistency flagged where leave was granted then removed due to staff shortages and the impact this can have on morale.

N.B – the above list did not include items already on the SPF Agenda as any concerns could be raised directly during those discussions.

Other issues discussed were in relation to:-

- **Head of Health & Safety Appointment:** Delay noted with an action taken to follow up.
- **All-Wales Uniform Policy:** Lack of consistency across Health Boards; action taken to raise at Deputy Director Nursing Forum.
- **Contracts:** Whether any changes had been made to sickness entitlement. An action was taken to follow up with Shared Services.
- **Occupational Health Service:** Concerns about telephone-only consultations being offered.
- **Paediatrics:** Alternative service provision being explored for WGH with an update expected for the next meeting.
- **Picton Terrace:** Move scheduled for 5 Jan 2026; themed floors and collaborative spaces highlighted.
- **Wellbeing Objectives Annual Report 2024/25:** As part of our social partnership duty, the draft report was approved for submission to Strategy & Planning Committee.
- **Facilities Update/Catering Pricing:** Concerns raised about affordability and communication with engagement requested before its implementation.
- **Operational Pressures:** Corridor care risks, discharge pathway gaps, and General Practice (GP) app access issues discussed; an action was taken to review. An update was provided on the Organisational Change Policy process.
- **Financial Position:** The trade unions welcomed the financial report provided by the Assistant Director of Finance.
- **Policies:** A number of policies were progressed for onward consideration at People Committee.
- **Other:**
 - A discussion took place about a potential closure of the weekly payroll with transition of weekly paid staff to the monthly payroll. A working group including trade union representatives would be established.
 - A discussion took place on the Health Board's submission of its pension auto enrolment data
 - Training was requested on phishing awareness.

The next meeting took place on 20 January 2026 and will be reported to the next Committee meeting.

Argymhelliad / Recommendation

Committee is asked to:

- **NOTE** the Staff Partnership Forum Update and **TAKE ASSURANCE** that our partnership forums promote the sharing of issues and concerns and working together to achieve appropriate resolution.

Amcanion: (rhaid cwblhau)

Objectives: (must be completed)

Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	3.1.13 To receive assurance through Sub-Committee Update Reports and other management group reports that risks relating to their areas are being effectively managed across the whole of the Health Board's activities (including for hosted services and through partnerships and Joint Committees as appropriate).
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Not applicable
Parthau Ansawdd: Domains of Quality Quality and Engagement Act (sharepoint.com)	Not Applicable
Galluogwyr Ansawdd: Enablers of Quality: Quality and Engagement Act (sharepoint.com)	2. Culture and valuing people
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable
Amcanion Cynllunio Planning Objectives	All Planning Objectives Apply
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS 5. Offer a diverse range of employment opportunities which support people to fulfill their potential 4. Improve Population Health through prevention and early intervention, supporting people to live happy and healthy lives

Gwybodaeth Ychwanegol: Further Information:

Ar sail tystiolaeth: Evidence Base:	Not applicable
Rhestr Termau: Glossary of Terms:	Contained in body of report
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	Not applicable

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	Not applicable
Ansawdd / Gofal Claf: Quality / Patient Care:	Not applicable
Gweithlu: Workforce:	None arising from the report
Risg: Risk:	None arising from the report
Cyfreithiol: Legal:	None arising from the report
Enw Da: Reputational:	None arising from the report
Gyfrinachedd: Privacy:	None arising from the report
Cydraddoldeb: Equality:	None arising from the report