



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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	19 August 2025
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 Committee which receives updates from the Staff Partnership Forum (SPF) through appointed representatives. Reports in the past have summarised the joint approach to the Welsh Health Circular (017) on the non-pay deal and discussions are underway to ensure that a quarterly update on Staff Partnership Forum activity is captured going forward for this Committee. This is the first report in the new style which we will continue to develop over the coming cycle of meetings in 2025/26.

These reports will provide transparency on SPF contributions, including issues raised and include our respective trade union priorities and will 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. The SPF is the formal mechanism where NHS Wales employers and Trade Unions, professional bodies (hereafter referred to as Trade Unions) work together to improve health services for the people of Wales. 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 Trade Union Congress (TUC) principles of partnership working has been further embedded as a result of the Social Partnership & Public Procurement (Wales) Act 2023 which requires Welsh public sector organisations to engage collaboratively with trade unions and other stakeholders in decision-making processes to improve public service delivery and well-being in accordance with the Wellbeing of Future Generations Act 2015.

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 basis.

The PF also have a set Terms of Reference and an overarching Facilities Agreement which is under review. Ways of working do vary across all three county Partnership Forums (PF) and efforts will be made to streamline and standardise our operations over the coming months as this can only serve to enhance our contributions and joint working across the Health Board (HB).

Asesiad / Assessment

The Staff Partnership Forum last met on 15 July 2025 and was chaired by staff side. At that meeting the following issues had been escalated from the local partnership forums for discussion or resolution:-

1. Local Partnership Forums not being quorate – despite previous reminders to management attendees, this situation appeared to have worsened since the inauguration of the Critical Care Groups (CCG) and some of the management side issues appeared to be due to CCG meeting schedules conflicting with PF.

Previously, SPF had been asked to consider the re-alignment of the local PF with the CCGs which may assist as some staff now had a Health Board wide remit rather than county specific which may result in them having to attend 3 PF rather than the former 1 which was clearly proving challenging. Following discussion, it was agreed that meeting arrangements would be reviewed to ensure quoracy going forward and further efforts would be made to review attendees and attendance in light of the new CCG responsibilities.

2. Staff being asked to join the bank rather than being offered overtime – concern was raised that this did not accord with terms and conditions. An action was taken to report back on this issue.
3. Parking Wardens – clarity was sought on whether the parking wardens would be provided through a private contractor. The HB confirmed that they would be HB employees.
4. Staff Morale – this is a standing item of concern and discussions around the staff survey, culture and sexual safety and resultant action plans are discussed across a number of the Workforce & Organisational Development (W/OD) papers discussed at SPF.
5. RIF Funding and the impact on staff – there was agreement that this needed more thought in terms of how we plan to either integrate and fund internally or end arrangements once funding ceased if the project had not proved viable.
6. Withholding Band 2/3 vacancies and impact on use of agency and variable pay – concern was raised that nursing colleagues were not releasing vacancies as a result of the All Wales work and this was causing pressure on staff and variable pay spend. The trade unions were collectively seeking a resolution to this issue even though there was acknowledgement that the All-Wales work and collective respect and resolution complaints within the Health Board were progressing. It was confirmed that the vacancies were being looked at by the Executive Director of Nursing and a response would be provided on which roles could be released.

7. Lifts at Bronglais – concern was raised that the lifts were increasingly breaking down and this was impacting on staff and patients alike. Assurance was sought that remedial action was in train to resolve the frequency of breakdowns.

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:-

- 815 - Counter Fraud, Bribery and Corruption Policy which had recently been reviewed and had been out for consultation until 24 July 2025. The policy is now scheduled to go to ARAC for approval on 19 August 2025.
- The trade unions raised their concern over the lack of guidance around the recent Supreme Court ruling in relation to biological sex. During the discussion, colleagues from W/OD advised that the Equality & Human Rights Commission had issued interim guidance and a paper was being prepared for Executive Team consideration.
- Uniform – due to the hot weather the trade unions were concerned that manager discretion was variable when it came to allowing staff to wear shorts and differing practices were being seen across similar work environments. The unions asked for this to be looked at as a priority rather than waiting until our next meeting which would take place in the autumn and this was agreed.
- Concerns were raised with witnesses not attending disciplinary meetings or hearings. A discussion followed on some of the difficulties that are encountered, and it was agreed to set up a group to consider the issues including application of fast track procedures with 1 trade union representative for each county attending.
- The trade unions welcomed the financial report provided by the Assistant Director of Finance.

Argymhelliad / Recommendation

Committee is asked to:

- **NOTE** the report 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:	All
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	N/A
Parthau Ansawdd: Domains of Quality Quality and Engagement Act (sharepoint.com)	6. Person-Centred
Galluogwyr Ansawdd: Enablers of Quality:	2. Culture and valuing people

Quality and Engagement Act (sharepoint.com)	
Amcanion Strategol y BIP: UHB Strategic Objectives:	1. Striving teams
Amcanion Cynllunio Planning Objectives	1 Workforce Stabilisation
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

Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	N/A
Rhestr Termiau: Glossary of Terms:	N/A included in report
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	Staff Partnership Forum

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	N/A
Ansawdd / Gofal Claf: Quality / Patient Care:	N/A
Gweithlu: Workforce:	Engagement with Staff representatives is essential
Risg: Risk:	N/A
Cyfreithiol: Legal:	N/A

Enw Da: Reputational:	N/A
Gyfrinachedd: Privacy:	N/A
Cydraddoldeb: Equality:	N/A