



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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	04 November 2025
TEITL YR ADRODDIAD: TITLE OF REPORT:	Social Partnership Duty Annual Report 2024-2025
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Dr Ardiana Gjini, Executive Director of Public Health
SWYDDOG ADRODD: REPORTING OFFICER:	Sara Rees, Senior Public Health Practitioner

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 (HDdUHB) has a statutory duty to produce a Social Partnership Duty Annual Report (at Appendix 1) as required under the Social Partnership and Public Procurement (Wales) Act 2023.

The Annual Report for 2024-2025 has been co-ordinated by the Public Health Directorate alongside colleagues in Workforce and Organisational Development. Draft iterations have been presented at the Staff Partnership Forum and discussed with Trade Union staff representatives for scrutiny and consensus.

The report was approved by Formal Executive Team on 17 September 2025.

The Report was submitted to the Social Partnership Council for Wales on 2 October 2025. Pending publication on the HDdUHB website, the Health Board has complied with its duty in line with Welsh Government requirements.

Cefndir / Background

Health Boards in Wales are required to produce a Social Partnership Duty Annual Report by working closely with trade unions or staff representatives when setting well-being objectives and making strategic decisions. The report must also be submitted to the Social Partnership Council, which oversees implementation of the Act across Wales.

The broader purpose of this reporting duty is to embed social partnership as a core principle in public service governance. It supports the goals of the Well-being of Future Generations (Wales) Act 2015 by promoting inclusive decision-making, fair work, and sustainable development. Through this approach, Welsh Government (WG) aims to improve public service delivery by ensuring that those who deliver services have a meaningful voice in shaping them.

The annual report shows how HDdUHB has met this duty over the past year, including how it has engaged with staff; and promoted fair work, transparency, and better public services through stronger collaboration between the organisation and its employees.

Asesiad / Assessment

The report provides a clear and comprehensive account of how HDdUHB has fulfilled its statutory obligations under the Social Partnership and Public Procurement (Wales) Act 2023, outlining the processes used to engage with trade union representatives, demonstrating efforts to seek consensus in strategic decision-making, and reflecting alignment with the principles of fair work and inclusive governance.

The Health Board has taken a proactive approach to implementing the Social Partnership Duty, including:

- In preparation for the legislation's commencement on 1 April 2024, the Health Board engaged closely with trade union colleagues to understand and embed the requirements effectively.
- Regular engagement through Partnership Forums, Local Negotiating Committees, and strategic meetings has enabled the integration of the duty into key decision-making processes.
- Collaborative approaches to policy review leading to streamlined outcomes that benefit staff and improve efficiency.
- Recognition from WG, including an invitation to present at a national conference, reflects the strength of our partnership working.
- Building a foundation to continue refining engagement structures and aligning them with operational changes.
- Establishing current HDdUHB Wellbeing Objectives collaboratively, refreshing the objectives during 2025-26 will take a similar approach.

Social partnership principles have been embedded through a structured approach that includes:

- Established Partnership Forums.
- Integration of principles into board-level decision-making, and regular engagement with workforce advisory groups.
- Trade Union colleagues actively involved in workshops, working groups, and consultative forums, contributing to policy development, operational planning, and health and safety.
- Ongoing efforts, such as reviewing the Trade Union Facilities Agreement and aligning consultative structures with organisational changes.
- Leadership commitment to actively champion social partnership principles
- Workforce and engagement processes including quarterly sessions to address workforce concerns.
- Implementing Fair Work principles
- Service co-production with staff and partners to improve service delivery and integrated patient care
- An established Equality, Diversity and Inclusion Task Force, and a dedicated Community Development Outreach Team (CDOT)
- Sustainable public services and procurement practices

The report also highlights lessons learned including early engagement to improve policy outcomes, strong leadership to foster a partnership culture, and continuous collaboration with suppliers to embed Fair Work in procurement; and future priorities including developing robust

frameworks to measure the impact of social partnership initiatives, and increased awareness of social partnership and the role of Trade Unions.

The content met the expectations set out in the guidance and was suitable for submission to the Social Partnership Council.

Argymhelliad / Recommendation

The Committee is asked to:

- **RECEIVE ASSURANCE** that the Social Partnership Duty Annual Report 2024-2025 was submitted to Social Partnership Council on 2 October 2025, fulfilling HDUHB's obligations under the Social Partnership and Public Procurement (Wales) Act 2023.

Amcanion: (rhaid cwblhau) Objectives: (must be completed)	
Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	3.1.1 Seek assurance that people and organisational development arrangements are appropriately designed and operating effectively to ensure the provision of high quality, safe services/programmes and functions across the whole of the Health Board's activities. 3.1.2 Consider the implications for workforce planning arising from the development of the Health Board's strategies and plans or those of its stakeholders and partners, including those arising from joint (sub) committees of the Board.
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)	5. Equitable
Galluogwyr Ansawdd: Enablers of Quality: Quality and Engagement Act (sharepoint.com)	6. All Apply
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable
Amcanion Cynllunio Planning Objectives	1 Workforce Stabilisation
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022	9. All HDdUHB Well-being Objectives apply

Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	Well-being of Future Generations (Wales) Act 2015 Social Partnership and Public Procurement (Wales) Act 2023.
Rhestr Termiau: Glossary of Terms:	Contained within the body of the 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, 20 May 2025 Local Negotiating Committee, 25 June 2025 Formal Executive Team, 17 September 2025

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	HDdUHB staff time to support development of the Report including relevant progression of Wellbeing Objectives.
Ansawdd / Gofal Claf: Quality / Patient Care:	Inclusion and engagement and improving the well-being of the population is at the forefront of the legislation.
Gweithlu: Workforce:	Integration, inclusion and engagement across all staff groups are integral to this legislation. Linking closely with the five ways of working required under the Well-being of Future Generations (Wales) Act 2015 leading to increased collaboration and integration between services, professionals and communities.
Risg: Risk:	HDdUHB has a duty to engage with all staff groups and to work collaboratively to address the 7 Well-being Goals for Wales.
Cyfreithiol: Legal:	The Social Partnership and Public Procurement (Wales) Act 2023 and the Well-being of Future Generations (Wales) Act 2015 (the Act) provides that the UHB (as a designated public body) must publish an Annual Report on Social Partnership Duty and progress against the agreed Wellbeing Objectives.
Enw Da: Reputational:	There is a statutory requirement for HDdUHB to work together with Trade Unions and staff group representation.
Gyfrinachedd: Privacy:	Not Applicable
Cydraddoldeb: Equality:	The focus of equality runs throughout the work of the Health Board.