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| **Present:** | | | | **Apologies:** | |
| **Welsh Government:**  Judith Paget  Helen Arthur  Emma Coles  Annie Jones  Neil Surman | **NHS employers:**  Alex Howells  Julie Rogers  Richard Tompkins  Gareth Hardacre  Andrew Davies  Sarah Abraham  Andrea Thomas  Rhiannon Windsor  Fahmin Khanum  Martin Riley  Neil Lewis  Julie Nallon | **Trade Unions:**  Nicky Hughes  Caroline Hurley  Louise Wright  Lynne Puckett  Jackie Davies  Diana Scott-Brown  Stephen Austin  Lucy Merredy  Jonathan Strachan-Taylor  Nathan Holman  Hugh McDyer  Nadia Probert  Richard Munn  Martin Horton  Stefan Senese  Peter Hewin  George Puckett  Adam Morgan  Ruby James |  | Dr Nick Lyons  Sara Whittam  Emma Coles  Gillian Knight  Angharad Steele  Andrea Thomas  Huw George  Rachel Gidman  Sue Green  Vicky Richards  Nicola Milligan  Alison Pawley  Sam Crane  Geoffrey Armstrong  Sam Aitkenhead  Jan Tomlinson |  |
| **Secretariat** | |
| Annie Jones | |

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| **1.** | **Judith Paget to chair – *include clearing of previous WPF note & actions*** | **Actions** |
|  | Judith Paget, (Welsh Government) Director General Health & Social Services Group, chaired the meeting and welcomed the group. Apologies were noted.  The notes were agreed subject to Julie Rogers (JR), HEIW, suggested sending revised wording on ‘staff governance’.  Peter Hewin (PH) asked about the timeline for the Core Principles Refresh. Richard Tompkins (RT) confirmed this was being considered by the Healthy Working Relationships partnership group with an aim to come to WPF in March for sign off.  The following outstanding actions were discussed.   * Julie Rogers to check the HEIW portal included information on Occupational Health. * Andrew Davies (AD) confirmed after discussion with communication colleagues that the Social Media Policy will now sit with Business Committee and will be reviewed in 2023. * JR confirmed following initial discussions she will look to pull a group together on the NHS Wales being a refuge for staff experiencing domestic violence. * Employers attendance at WPF was also discussed again. | **JR to send revised wording on staff governance for July minutes.** |
| **2.** | **Current Position** | **Actions** |
|  | Judith Paget (JP), NHS Wales Chief Executive, provided a summary of the current COVID status in Wales, the monthly updates to Team Wales, an update on the NHS Executive hosting arrangements within Public Health Wales. The other updates she would normally provide will be covered under the ‘Winter’ updates from WG colleagues. |  |
| **3.** | **Winter** | **Actions** |
|  | * Winter Planning – Samia Edwards (SE), Welsh Government   SE provided an update on the integrated approach that has been undertaken, the updated planning guidance, working with Regional Partnership Boards, the refocus of the planning response cell, how the local options framework is underpinned by local assessment and impact assessments.  Trade Unions raised the following and discussed how these impact on planning; flexible working, childcare and does the NHS have a seasonal winter period any longer given all year demands.   * Covid Vaccine Programme – Chris Jones (CJ), Welsh Government   CJ gave an update on progress for the vaccine programmes for Covid and Flu. The data on flu for health and social care workers is not yet available, however similar trends for Covid uptake has been seen.  CJ also confirm consider will be given to Monkeypox and Polo guidance shortly.  The forum asked for an update on access for staff vaccinations which will impact on uptake.   * Testing – Bethan Davies (BD), Welsh Government   BD provided an update on testing policy regarding moving to multitest testing, the under 5’s, protecting the most vulnerable and how to retain value in the system and ensuring the system can cope if a new variant emerges. |  |
| **4.** | **Health and Social Care Workforce Strategy Update** | **Actions** |
|  | JR provided an update and a paper was provided to the WPF to outline the engagement work undertaken.  A discussion with members took place around the mental health workforce plan, diversity and including an E&D perspective, retention needed to be clearer in the strategy, understanding volunteers, bitesize learning and more targeted engagement. |  |
| **5.** | **Workforce Implementation Plan** | **Actions** |
|  | Helen Arthur (HA) and Emma Coles, Welsh Government, presented slides on the themes of the developing workforce plan and ask tables to workshop through a number of questions.  The feedback will be collated and the slides and or a copy of the plan will be shared asap for further comments. | **To circulate the workforce implementation plan slides and/or the plan asap.** |
| **6.** | **Social Partnership Bill** | **Actions** |
|  | Neil Surman (NS) Deputy Director Social Partnership Bill, WG attended to give an update on the Bill and a paper which outlined the Bill summary was included in the meeting papers.  The Social Partnership and Public Procurement Bill was laid before the Senedd on Tuesday 7 June 2022 and continues to progress through its legislative journey.  The Bill fulfils a Programme for Government commitment to place social partnership on a statutory footing in Wales. It provides a framework to enhance the well-being of the people of Wales by improving public services through social partnership working, promoting fair work, and socially responsible public procurement. The Bill is intended to complement other legislation, such as the Well-being of Future Generations (Wales) Act 2015.  The Bill brings together 4 principles: Social Partnership, Socially Responsible Procurement, Fair Work, and Sustainable Development.  Further details on the principles and main provisions can be found via our website ([Social Partnership and Public Procurement (Wales) Bill | GOV.WALES](https://gov.wales/social-partnership-and-public-procurement-wales-bill).  The Social Partnership and Public Procurement (Wales) Bill is currently at Stage 1 of its legislative journey. It’s being scrutinised by the Equality and Social Justice Committee, the Finance Committee and the Legislation Justice and Constitution Committee. The Senedd also held a public consultation on the Bill which closed on 22 July 2022.  The Senedd debate on General Principles of the Bill which brings to an end Stage 1 is scheduled to take place on Tuesday 29 November 2022. After which, the Bill will enter Stage 2 committee scrutiny.  Following the update BMA Cymru Wales asked about TU’s not affiliated to the Wales TUC and how this could affect membership. NS confirmed that any recommendations from the committee report will be considered in the next stages of the bill. |  |
| **7.** | **Occupational Health Review Update** | **Actions** |
|  | A paper was noted by WPF members, Trade Unions colleagues stated from their pre meeting it was noted that leads need to be identified as a priority and confirmed asap. |  |
| **8.** | **Privatisation of NHS Services** | **Actions** |
|  | Trade Unions have asked if a Business Committee can look to establish a group that’s informed of service provision changes to know what changes are happening and when. | **Business Committee to consider in February** |
| **9.** | **Industrial Action** | **Actions** |
|  | Nicky Hughes (NH) outlined the different stages of the various ballots. It was reconisged the legal process and that the political position was very different in Wales and that all social partnership would continue to talk to each other.  A specific query was raised on staff crossing a picket line, which employers confirmed has been covered in their FAQ guidance. |  |
| **10.** | **WPF forward look 2023** | **Actions** |
|  | A workshop was held on the priorities and how WPF would work together in 2023, the questions to be discussed were circulated with the papers.  The feedback from each taken will be collated and discuss in the next Business Committee T&Cs meeting at the end of November. | **Business Committee to consider workshop outcomes in the T&C meeting** |
| **11.** | **General Policy update** | **Actions** |
|  | AD presented the policy update and drew colleagues’ attention to a couple of key points including the Audit of All Wales W&OD policies which was currently subject to a tender process with a preferred provider being appointed the following month; the Speaking Up Safely project in relation to which it was noted that the draft framework would be issued for a period of engagement in the new year. He also advised the group that the review of the Managing Attendance at Work policy was almost complete. CH raised a concern with regard to the medical suspension section which she asked to be addressed as part of the review.  NH raised the issue of differences in the interpretation of All Wales policies between employers and trade unions at local level. It was agreed that consideration would be given to a process for handling differences in interpretation as part of the 2023/24 workplan. |  |
| **12.** | **Annex 21 – NHS Wales Guidance** | **Actions** |
|  | RMT presented a report outlining the All Wales guidance which was welcomed by the forum. |  |
| **13.** | **NHS Staff Council Update** | **Actions** |
|  | A verbal update was provided by colleagues in attendance and noted. |  |
| **14.** | **Staff Welfare Project Update** | **Actions** |
|  | A paper was shared for information which was noted by the group |  |
| **15.** | **A.O.B** | **Actions** |
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| **16.** | **Future WPF meetings 2023** | **Actions** |
|  | * 22 March * 13 July * 16 November |  |

**Action Log**

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| **Action** | **Lead** | **Status** |
| Julie Rogers to send revised wording on staff governance for July minutes. | Julie Rogers | Completed |
| To circulate the workforce implementation plan slides and/or the plan asap. | Emma Coles | Completed – the plan was share for comments in December |
| Business Committee to consider in February how service provision changes can be shared | Business Committee | Completed |
| Business Committee to consider WPF workshop outcomes in the T&C meeting | Business Committee | Complete and work on going through the T&Cs group |