

Present: 26th March 2025			Apologies:
Welsh Government:	NHS Wales Employers:	Trade Unions:	Welsh Government
<p>Amy Andrews Chantelle Jenkins Emma Coles Gillian Knight Helen Arthur Jessica Khoshooee Judith Paget Martin Mansfield Sara Whittam Annie Jones</p>	<p>Alex Howells (Chair) Helen Watkins Hywel Daniel Sam Morgan Ruth Alcolado Greg Dix Emma Owen Lianne Morse Shelley Williams Linda Prosser</p> <p>Andrew Davies Kirsty White Andrea Thomas</p>	<p>Alison Cleaton - Unite Amanda Irons - RCN Amanda Milward – RCN Andrea Prince - Unison Caroline Hurley – SOR Chris Musgrave - CSP Dianna Scott-Brown – RCP Iona Collins – BMA Johnathan Strachan-Taylor - GMB Lucy Merredy – BMA Nathan Holman - GMB Nadia Probert – Unison Nicky Hughes - RCN (Chair) Paul Seppman - Unite Peter Hewin – BAOT Rachel Hadland – RCN Sharon Davies - RCM Stephen Austin – BDA Tanya Bull – Unison Vicky Richards - RCM</p>	<p>NHS Nicola Prygodzicz Sue Green Lisa Gostling Rachel Gidman Sarah Simmonds Neil Lewis Gareth Hardacre Huw George Hannah Evans</p> <p>Trade Union Members Ruby James Jan Tomlinson Dawn Ward</p>

1.	WPF26/03-1 Welcome and Apologies	Actions
	<p>AH welcomed attendees to the meeting and noted apologies for absence.</p>	
2.	WPF26/03-2 Welsh Government Update	Actions
	<p>JP presented a written update covering the following areas: -</p> <ul style="list-style-type: none"> - A Healthier Wales - Ministerial Advisory Group - NHS Wales Executive - NHS Wales Joint Commissioning Committee - NHS Finances and Performance <p>Colleagues felt that the NHS Wales Executive needed to be more transparent and open in its day-to-day business and stressed the need for its partnership arrangements to reflect the rest of NHS Wales. JP, whilst recognising that it is not a statutory organisation, agreed to consider and feedback.</p> <p>With regard to the recommendations of the Ministerial Advisory Group, JP advised colleagues that its report and recommendations would be provided directly to the Cabinet Secretary, who would then make a statement and publish. Arrangements would then need to be put in place to implement across NHS Wales, as appropriate, including discussion at the WPF and Business Committee.</p> <p>Some TU colleagues expressed their concern in relation to the amount of corridor care in place within the service in Wales and felt that patient and workforce safety needed to be considered in the round, potentially looking at trends in DATIX reporting, clinical incidents and claims against the Welsh Risk Pool. It was agreed that a broader conversation should be scheduled to explore further and to identify where this is best taken forward.</p> <p>In relation to colleagues' concerns about the provision of NHS dental services in West Wales, JP suggested that the matter be raised with LHB and also advised that discussions were ongoing regarding amendments to the GDS contract.</p>	<p>WPFBC – Schedule a further discussion on trends/baseline assessment with regard to patient/workforce safety and identify how best to take forward.</p>

3.	WPF26/03-3 Identify any other business to be discussed	Actions
	<p>i) Consistent application of All-Wales policies.</p>	
4.	WPF26/03-4 Managing Technology that Manages People	Actions
	<p>Dr Philippa Collins, University of Bristol, attended for this item and gave a presentation introducing a new guidance document commissioned by the Workforce Partnership Council, as part of a research project, entitled Managing Technology that Manages People: A Social Partnership Approach to Algorithmic Management Systems in the Welsh Public Sector. She outlined a number of guiding principles and process map.</p> <p>Colleagues welcomed the approach and felt that it resonated with AI work already underway. Colleagues also recognised the need to work in social partnership to ensure that the necessary safeguards were in place for staff, particularly, in relation to GDPR, data protection etc.</p> <p>Dr Collins welcomed colleagues getting in touch, particularly, if they felt that there is scope in their organisation to pilot some of the recommendations/findings.</p>	<p>All - Contact Dr Collins if scope to pilot some of the recommendations/findings at organisational level.</p>
5.	WPF26/03-5 Strategic Capital Plans Across NHS Wales	Actions
	<p>Ian Gunney and Nicola Powell, Welsh Government, attended for this item and gave a presentation on the recent capital prioritisation exercise and the development of a phased capital plan (core and project specific proposals), outlining the risks and challenges. It was noted that the plan would be launched in the near future.</p> <p>In response to questions from colleagues, they confirmed that GMS capital development was handled by a different team with a separate budget; they also confirmed that there is a separate budget for mental health capital provision that can be bid against.</p>	

6.	WPF26/03-6 Leadership and Management Framework	Actions
	<p>Helen Thomas (HEIW) attended for this item and gave a presentation. It was noted that over the last few months, HEIW have worked with colleagues across NHS England and other devolved nations to contribute to the design of a Leadership and Management Competence Framework. Significant progress has been made on the Framework by NHS England that includes:</p> <ul style="list-style-type: none"> • A Management and Leadership Code for Health and Social Care (NHS England). • Standards and competencies at defined levels of management and leadership. <p>She updated on the current position with regards to delivery of the Code and Framework by NHS England, and outlined the steps required to adapt and adopt the Management and Leadership Framework for mobilisation across NHS Wales, including a timetable and project plan.</p> <p>It was also noted that sign up to the framework is voluntary in England. Colleagues recognised that powers in relation to the regulation of staff groups are not devolved. WG colleagues advised that they are in close contact with Department of Health colleagues and are observing implementation in England in advance of any decisions to implement in Wales.</p> <p>Welsh Partnership Forum noted the progress made to date; and supported the proposed next steps for communicating and engaging on the Code and Framework across NHS Wales. It was agreed that a further update would be provided at the next meeting in June.</p>	
7.	WPF26/03-7 NHS Staff Survey Update	Actions
	<p>Fahmin Khanum and Rhiannon Windsor (HEIW) attended for this item and gave a presentation on the initial findings of the 2024 survey and staff engagement index, outlining areas of success and areas for improvement under the key themes. It was noted that the final report would be published at the end of April and a further update on key themes would be given at the June meeting.</p> <p>Colleagues thanked the team and advised that it had been a much more positive experience this time than in recent years with an improvement in data quality and increase in response rates, with organisations working in partnership</p>	

	<p>to promote and improve the experience of staff. Colleagues confirmed that it would be possible to provide further granularity, including identifying cohorts of front-line clinical staff in future.</p> <p>TU colleagues also recognised some of the concerns in relation to the perceived reduced involvement in decision making, particularly in relation to organisational change, and stressed the importance of addressing this matter at organisational level.</p>	
8.	WPF26/03-8 Band 2/3 Update	Actions
	<p>HA advised colleagues that a great deal of work had been undertaken in partnership and a framework agreed for addressing the issues. She indicated that the Cabinet Secretary is keen to see a resolution to the issues as soon as possible.</p> <p>TB reiterated TU concerns that a number of Band 2 HCSWs continued to carry out clinical duties and advised that a number of R&R cases were live in several organisations. She expressed TUs' concern that an All-Wales solution regarding settlement had not been forthcoming and stressed the need for an All-Wales offer to put to members.</p> <p>HD advised colleagues that organisations within NHS Wales are committed, in principle, to the national framework which has been developed in partnership. A number have already taken or are planning to take to their Boards for approval this week. Others, while committed in principle, will need to assess their position on an organisation-by-organisation basis, which will impact the timeline and approval process. He agreed to arrange a session with TU colleagues to explain the complexities behind the timeline/process that organisations would need to follow/undertake in order to gain approval for the framework at their respective boards.</p> <p>Colleagues were advised that agreement had almost been reached on the validation of skillsets tool, and it was hoped that this would be issued to organisations shortly.</p> <p>Colleagues recognised the need to continue the dialogue in order to seek a resolution in a timely manner.</p>	<p>HD - Arrange a session with TU colleagues to explain the complexities behind the timeline/process that organisations would need to follow/undertake in order to gain approval for the framework at their respective boards.</p>

9.	WPF26/03-9 Palliative End of Life Competency Framework	Actions
	<p>NH updated the group on the project aims and scope and advised colleagues to contact Danielle Garrett, HEIW, with any specific questions/queries.</p>	
10.	WPF26/03-10 Disciplinary Policy Update	Actions
	<p>Rhiannon Windsor (HEIW) attended for this item and provided an update following the engagement events earlier in the year.</p> <p>She agreed to share further emerging drafts as appropriate, in advance of formal consultation later in the year.</p> <p>Colleagues recognised the need to ensure that serious issues relating to sexual safety, racism etc would be handled, appropriately.</p> <p>Welsh Partnership Forum noted the update.</p>	
11.	WPF26/03-11 All Wales Job Descriptions	Actions
	<p>AT presented a number of All-Wales job descriptions for approval. Colleagues recognised that they were being asked to sign off that they were assured that the process of producing the All-Wales JDs was rigorous and completed in partnership rather than consider each individual job description.</p> <p>Welsh Partnership Forum agreed the following All-Wales JDs: -</p> <ul style="list-style-type: none"> - Community Nursing Support Worker Band 3 - Theatre Healthcare Support Worker Band 2 - Theatre Nursing Support Worker Band 3 - Health Disability Activity Practitioner Band 5 - Assistant Practitioner (Screening Mammography) Band 4 	

	<ul style="list-style-type: none"> - Radiography Assistant Practitioner Band 4 - Radiology Clinical Support Worker Band 2 (subject to slight amendments to the terminology with regard to clinical references) - Senior Radiology Clinical Support Worker Band 3 - Lead Radiology Clinical Support Worker Band 4 - Diagnostic Radiography Practice Education Facilitator Band 7 <p>With regard to the remaining pharmaceutical JDs, AT agreed to check the TU involvement in the process and then bring back to a future meeting for agreement.</p> <p>It was also agreed to further explore the sign off process for All-Wales JDs and whether they should be signed off by the secretariat or co-ordinating group.</p>	<p>AT - Check the TU involvement in the development process of the pharmaceutical JDs and then bring back to a future meeting for agreement.</p>
12.	WPF26/03-12 NHS Staff Council Update	Actions
	<p>NH proved a verbal update following the meeting held on 12 March 2025.</p> <p>Welsh Partnership Forum noted the update.</p>	
13.	WPF26/03-13 Business Committee Update	Actions
	<p>AD advised colleagues that the Business Committee had not met formally since the last Welsh Partnership Forum. However, several informal T&C meetings had been held. He advised colleagues that it had been agreed in partnership to extend the Planned Additional Activity Rate (PAAR) arrangements for 2025/26 subject to a mid-year review, at the meeting the previous day.</p> <p>Welsh Partnership Forum endorsed the decision to extend the PAAR arrangements for 2025/26.</p>	
14.	WPF26/03-14 Medical and Dental Business Group Update	Actions
	<p>KW presented a written update following the meeting held on 11 February 2025.</p>	

	Welsh Partnership Forum noted the report.	
15.	WPF26/03-15 Notes of the Previous Meeting	Actions
	The notes of the meeting held on 20 November 2024 were agreed as a correct record noting that Nathan Holman had given his apologies for absence.	
16.	WPF26/03-16 Any Other Business	Actions
	<p>TU colleagues raised concerns in relation to All-Wales W&OD policies not being applied properly and consistently in a number of organisations, particularly at executive level. AH and HD agreed discuss with the CEs and W&OD Director peer groups, respectively, and to reinforce the principles behind the consistent application of All-Wales policies.</p> <p>NH advised colleagues that Adam Morgan would be stepping down from the Welsh Partnership Forum following his appointment to a UK wide role within CSP. Colleagues thanked him for his valued contribution to partnership working in Wales over a number of years. It was noted that Peter Hewin had been appointed his successor as Trade Union secretary.</p>	
17.	WPF26/03-20 Date of Next Meeting	Actions
	<p><u>Full WPF</u></p> <ul style="list-style-type: none"> - 10th June 2025 - 19th November 2025 <p><u>Full Business Committee</u></p> <ul style="list-style-type: none"> - 29th April 2025 - 15th October 2025 	

Action Log

Action	Responsibility	Status	Due Date
Schedule a further discussion on trends/baseline assessment with regard to patient/workforce safety and identify how best to take forward.	WPFBC	To be taken forward over the summer as part of the Business Committee workshop development programme.	10 June
Contact Dr Collins if scope to pilot some of the recommendations/findings in the Managing Technology that Manages People report at organisational level.	All		10 June
Arrange a session with TU colleagues to explain the complexities behind the timeline/ process that organisations would need to follow/ undertake in order to gain approval for the framework at their respective boards.	HD	To be taken forward over the summer as part of the Business Committee workshop development programme.	10 June
Check the TU involvement in the development process of the pharmaceutical JDs and then bring back to a future meeting for agreement.	AT	Confirmed TUs were not involved so those JDs will be used as Wales Wide JDs for those organisations who want to use them and will not be contractual.	10 June
Discuss TU concerns in relation to policies not being applied properly and consistently with the CEs and W&OD Director peer groups, respectively, and to reinforce the principles behind the consistent application of All-Wales policies.	AH/HD	Issue discussed in detail with the W&OD Directors and Deputy W&OD Directors at joint meeting on 11 April and the principles behind the consistent application reinforced and colleagues asked to take back to executive teams.	10 June