

Present			Apologies
Welsh Government Amy Andrews Annie Jones Chantelle Jenkins Martin Mansfield Sara Whittam Emma Coles (Chair)	NHS Wales Employers Andrew Davies Sue Green Kirsty White Rachel Gidman Sarah Simmonds	Trade Unions Tanya Bull Sharon Davies Peter Hewin Nathan Holman (NHo) Nicky Hughes (NHu) Caroline Hurley Chris Musgrave Paul Seppman Christopher Saunders Erica Stamp	Employers Hywel Daniel Gareth Hardacre Andrea Thomas Helen Watkins Tina Ricketts (TRi) Lisa Gostling Welsh Government Helen Arthur Trade Unions Vicky Richards
			Secretariat Tabitha Rodway (TRo)

1.	Welcome/Introductions	Actions
	EC welcomed attendees and noted apologies.	
2.	Agree the notes of the meeting held 29 April 2025 and review progress of the actions on the action log	Actions
	The action notes and log were agreed as a correct record. TB raised the action regarding salary sacrifice mitigation discussion at Workforce & OD Directors Peer Group; AD advised that discussions took place and the action sits with Gareth Hardacre. AD undertook to ask GH to circulate an update on the action to Business Committee members.	AD to ask GH to circulate an update on salary sacrifice mitigation to Business Committee members.

3.	Matters Arising	Actions
	<p>There were no matters arising</p>	
4.	Managing Technology that Manages People – discussion re. guidance on AI	
	<p>TB referenced the Welsh Government Workforce Partnership Council paper which had been circulated in advance – <i>Managing technology that manages people: a Social Partnership approach to algorithmic management systems in the Welsh public sector</i> – and advised that this was previously discussed at the March 2025 meeting of the Welsh Partnership Forum with a presentation by Dr Phillipa Collins. TB requested that Business Committee members consider adopting some of the principles contained within that document, the guidance for which is algorithmic management as opposed to generative AI. It was noted that there is further work to be done across NHS Wales on generative AI, and that this will be worthy of future discussion due to implications in terms of staff, partnership and the Well-being of Future Generations Act.</p> <p>TB advised that the guiding principles within this document are about social partnership, ensuring that there is a preservation of human oversight and interaction in any algorithmic management, adhering to the definition of fair work. TB referenced some additional research from TUC Cymru regarding AI and inequalities, and agreed to send a link to members. TB also raised additional principles around building capability regarding algorithmic management and commitment to the protection of jobs, creation of jobs and investment in the workforce, and reiterated that key in all of this is the engagement of trade unions at a local and national level.</p> <p>EC advised that from a Welsh Government perspective, rather than agree any principles at today’s meeting, it would be advisable for her to follow up with Helen Arthur. HA is currently undertaking the Director of Digital role at this time alongside her Workforce responsibilities, so a conversation would be prudent to ensure there is no duplication across any other areas.</p> <p>SG agreed and advised that from an Employers point of view, NHSWE would like to give Digital Directors an opportunity to review and comment. It was also flagged that Welsh Partnership Forum does not currently have a representative from the Digital Director community; TRo is working with the current chair of Digital Directors to secure a representative to join WPF in 2026. All were in agreement with this proposed course of action.</p> <p>NHu noted that she would like to see an update from Digital at Business Committee to brief members on the extent to which AI is now in organisations, i.e. in which areas, and what potential risks there might be. RG added that it is essential that staff aren’t putting themselves at risk of a data breach by using tools such as Chat GPT. NHo added that software updates such as Windows 11 assume that staff are trained in their usage. EC undertook to find a suitable person from the Welsh Government Digital Strategy Team to come to present at a future Business Committee; in the meantime, EC and SG will take forward conversations with the Welsh Government Digital team and Employers respectively prior to any endorsement from Business Committee.</p>	<p>TB to share the link from TUC Cymru on research into AI and inequalities</p> <p>EC to investigate the possibility of someone from the WG Digital Strategy team to present to a future Business Committee on the use of AI within NHS Wales</p> <p>TR to secure an NHS Wales Director of Digital to sit on WPF for 2026</p>

5.	Collective Agreement 2022/24	Actions
	<p>SG updated that the team is currently working on the proposed content of a CPD draft guidance document, with information which has been previously agreed, to go out to organisations shortly.</p> <p>There was discussion around ongoing talks regarding pay restoration and 36 hours, where it was confirmed that an action plan remains in place.</p>	
6.	Band 2/3 Workstream	Actions
	<p>EC confirmed that following review, the position of the Cabinet Secretary remains that the All-Wales National Framework is the correct approach, and that conversations are ongoing in terms of identifying funding to support. Talks continue with SBUHB, and all efforts are focussed on the endorsement of the National Framework Agreement.</p> <p>NHu reflected that whilst the efforts being made are very much appreciated, this issue has been ongoing for a long time so the ask from Trade Unions is that this needs to be dealt with quickly. . EC acknowledged the difficulties and asked for a further period of goodwill; the different position in SBUHB is understood and the challenges noted, and everything possible is being done to get the agreement finalised.</p> <p>It was confirmed that the aim remains for the National Framework Agreement to be signed off at the WPF scheduled for 19 November 2025. It was also agreed that a Tripartite Band 2/3 Progress Update meeting would be scheduled for week commencing 20 October 2025 to review the position.</p>	<p>AD to arrange Tripartite Group meeting for w/c 20 October on Band 2/3</p>
7.	Pay / AfC Reform	Actions
	<p>TB restated that the collective position in respect of the Pay Review Body recommendation for a 3.6% uplift was rejected; the meeting with the Cabinet Secretary revealed an appetite to discuss some other points which might improve the working lives for people on Agenda for Change contracts within NHS Wales, but it was clear that there was no scope for further conversation about the headline uplift that the Trade Unions would ultimately like to seek. TB reiterated that whilst there is commitment to the principle of pay restoration, the 3.6% pay award does not do anything to address that. TB agreed to share the bullet points which came out of the meeting with the Cabinet Secretary to support further review and discussion.</p> <p>Regarding AfC Reform, AJ requested that SG and NHu follow up with their respective counterparts on timescales for exploratory talks. SG also agreed to follow up on the specific point of Wales being represented at the exploratory talks.</p>	<p>TB to share bullet points re. 2025/26 pay award following the TU meeting with the Cabinet Secretary on 29/09/25</p> <p>SG and NHu to follow up regarding timescales for AfC Reform exploratory talks</p> <p>SG to follow up on the status of Wales being represented at AfC Reform exploratory talks</p>

8.	Formal reporting of cessation of RRP	Actions
	<p>Regarding the following Recruitment and Retention Premia:</p> <ul style="list-style-type: none"> - Collection Drivers at Welsh Blood Service, Velindre NHS Trust – due to cease on 8 June 2025 - Cardiothoracic Scrub Nurses at Swansea Bay UHB and Cardiff and Vale UHB – due to cease on 31 August 2025 - Perfusionists at Cardiff and Vale UHB – due to cease on 30 September 2025 <p>AD confirmed that the RRP</p>	
Policies for approval		
9.	All-Wales Disciplinary Policy	
	<p>TB advised that the latest version of the All-Wales Disciplinary Policy had been shared; there is still some work to be done and any additional comments would be welcomed by 22 October. There have been no changes to the specific form and structure of the revised policy since the previous version, but some small amendments on issues such as avoiding employee harm have been made. The next version will be shared in due course, with the aim of attaining formal sign-off at WPF on 19 November 2025.</p> <p>NHo raised his experience of a number of managers not following All-Wales policies, adding a layer of complexity to the potential of breaches by individuals through no fault of their own, if the correct information has not been relayed/supported by their manager. SG raised the idea of reviewing what implementation might look like, and noted that previous policies which had taken an extended time to get to implementation stage had been jointly developed and come with jointly delivered training packages. SG also noted that if there is a difference of opinion in how a policies should be implemented at a local level, the WPF has an escalation process which is agreed in partnership available on the WPF Hub.</p> <p>It was recognised that the All-Wales Disciplinary Policy and the All-Wales Improving Performance at Work Policy go hand in hand, and the decision about which policy to follow is an important one. There was discussion around colleagues who may be mid-way through a local procedure, and how the implementation of the revised policy will affect those individuals; it was agreed that these are all considerations which should feed into an implementation plan. PH suggested that mirroring the extensive work which went into launching the All-Wales Respect and Resolution Policy, which had engendered a significant culture shift for people professionals, managers and colleagues, would be helpful.</p> <p>SG suggested that when this revised policy goes to WPF for ratification, the hope is that it will be accompanied by the All-Wales Improving Performance at Work policy; it could therefore be proposed at WPF that the policies be ratified, but that the date of implementation will be communicated at a later date to enable consideration of the implementation approach. All in attendance were in agreement with this course of action.</p>	

10.	All-Wales Improving Performance at Work Policy	
	<p>AD advised that the Capability Policy was reviewed around 18 months ago, working in partnership, as feedback from the service had been that the policy was long, convoluted and wasn't used as a result; the remit was therefore to simplify the policy, include tools to support managers and individuals, change the language and frame it differently with a proposed change in title from Capability to Improving Performance at Work. It was felt it was important to present and publish the All-Wales Improving Performance at Work Policy at the same time as the revised All-Wales Disciplinary Policy; the principles of the policy were tested within an NHS organisation with positive feedback to inform the final decision on implementing the policy on an All-Wales basis.</p> <p>It was suggested that the principles now included in the revised All-Wales Disciplinary Policy around equality, particularly race equality as an outcome of the Diverse Cymru review, should be mirrored in the revised All-Wales Improving Performance at Work Policy; all present were in agreement that pending these amendments, the revised All-Wales Improving Performance at Work Policy could be taken to WPF for ratification.</p>	
11.	All-Wales Managing Attendance at Work Policy	
	<p>AD advised he had hoped to bring the revised version of the All-Wales Managing Attendance at Work Policy for discussion at today's meeting; however, a few material issues have been raised which will require some additional partnership discussions so NHSWE will be looking to engage with colleagues to work through the issues raised.</p> <p>There was agreement from Trade Union colleagues present that they too would like to raise a number of points for discussion. AD requested two or three Trade Union representatives to work with NHSWE and two or three Employer representatives, and committed to write out again formally to request engagement to identify the key issues to discuss in partnership. In terms of timescales, it was agreed that if the work is completed and agreement reached it may not need to wait until the March WPF to go for ratification, but could be agreed via Chair's Action in the interim period. A verbal update will be given to members of WPF at the meeting on 19 November 2025.</p>	
12.	WPF Agenda – 19 November 2025	
	<p>Members of the Business Committee agreed the draft Welsh Partnership Forum agenda for 19 November 2025. It was also agreed that an item regarding Band 2/3 National Framework Agreement may be a late addition, if agreement is not reached prior to 19 November. It was agreed that the item could be added to the agenda if required.</p> <p>It was agreed that further discussion around AI would be best suited to the T&C Business Committee rather than WPF.</p>	
13.	Any Other Business	

	<p>CH raised the issue of inequity of the implementation of Planned Additional Activity Rates; AD advised that conversations have been started with organisations, particularly those who use PAAR, and a meeting is scheduled for next week to understand the implications. AD confirmed that feedback from organisations will be discussed in partnership to inform future decisions.</p>	
Dates of 2026 meetings		
	<p>Full Business Committee</p> <ul style="list-style-type: none"> • Tuesday 24 February 2026 • Wednesday 3 June 2026 • Tuesday 13 October 2026 <p>Full Welsh Partnership Forum</p> <ul style="list-style-type: none"> • Wednesday 18 March 2026 • Tuesday 7 July 2026 • Wednesday 18 November 2026 	

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Action Log

Action	Responsibility	Status	Due Date	Comments
Full Business Committee 29 April 2025:				
Link colleagues into the CNO's office to allow further engagement of the All-Wales Anti-Sexual Harassment Policy through the Workforce Safety Board	SW	Completed	16 May 2025	Policy agreed and issued to the Service on 2 September.
Provide any further comments on the draft All-Wales Anti-Sexual Harassment Policy.	All	Completed	9 May 2025	Policy agreed and issued to the Service on 2 September.
Consider how best to deliver the key actions in the 36-hour report.	MM/NH/AD	Completed	31 May 2025	Scottish colleagues attended T&C Business Committee in June to give their perspective. Raised at the NHS Staff Council for consideration at UK level.
Develop a summary report in relation to the organisational responses to WHC (2024) 017 for the WPF.	MM/NH/AD	Completed	10 June 2025	Report presented to the WPF on 10 June.
Provide amended wording in relation to the TU membership section of the Business Committee terms of reference.	TB	Completed	31 May 2025	Revised terms of reference updated and published.

Schedule a discussion at W&OD Directors on how the salary sacrifice issues can be mitigated.	GH/AD	Completed	16 May 2025	Discussions held and options being considered.
AD to ask GH to circulate an update on salary sacrifice mitigation to Business Committee members.	AD/GH			
Full Business Committee 15 October 2025:				
Managing Technology that Manages People: TB to share the link from TUC Cymru on research into AI and inequalities.	TB	Completed	24 February 2026	Circulated to members with February Business Committee papers.
Managing Technology that Manages People: EC to investigate the possibility of someone from the WG Digital Strategy team to present to a future Business Committee on the use of AI within NHS Wales.	EC	Completed	23 January 2026	Craig Barker from HEIW will attend February Full Business Committee to present to members.
Managing Technology that Manages People: TR to secure an NHS Wales Director of Digital to sit on WPF for 2026.	TR	In progress		A number of Digital Directors have been approached; continuing to request engagement.
Band 2/3 Workstream: AD to arrange a Tripartite Group meeting for w/c 20 October 2025.	AD	Completed	24 October 2025	Meeting took place on Thursday 23 October.
Pay / AfC Reform: TB to share bullet points re. 2025/26 pay award following the TU meeting with the Cabinet Secretary on 29 September 2025.	TB	Completed	29 October 2025	Information shared 20 October 2025.

<p>Pay / AfC Reform:</p> <p>SG and NHu to follow up regarding timescales, and the status of Wales being represented at AfC Reform exploratory talks.</p>	<p>SG/NHu</p>	<p>Completed</p>	<p>28 January 2026</p>	<p>Representatives of NHS Wales who sit on UK Staff Council are now involved in discussions regarding the development of a draft mandate for structural reform.</p>
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