

Welsh Partnership Forum - Workplan 24/25 & 25/26

Last Update – Business Committee 16th October 2024

Actions	Priority	Lead	Status
1. Governance and accountability			
1a. Review ToR of Welsh Partnership Forum.	Top	MM/AM/AD	
1b. Undertake an effectiveness review of the Welsh Partnership Forum and Business Committee.	High	T&F group – membership tbc	
1c. Review BC/MDBG ToR's (including any sub/task and finish groups).	Top	MM/AM/AD	
1d. Map various partnership groups carrying out work related to WPF workplan.	Medium		
1e. Review local partnership arrangements and outline proposals to ensure they are fit for purpose and consistent across the NHS in Wales.	High	MM/AM/AD	
2. Social Partnership Act implications			
2a. Welsh Government will work with partners to develop and issue national guidance and training and development materials to support integrated social partnership in line with the Social Partnership Act.	Medium	MM	
3. 22/24 Non-Pay Agreement			

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3a. Oversee and ensure the delivery of the Collective Agreement 2022/24 through monitoring of responses to the requirements of WHC (2024) 017.			
3b. Explore reducing hours in the working week for Agenda for Change staff with the aim of moving to a 36-hour working week without loss of earnings. Working group to report on feasibility and implications (service provisions, safe staffing levels, staff wellbeing, and costs). HEIW to undertake feasibility study by end of September 2024.	High	Business Committee	
3c. Reduction in the use of agency (through all means possible including adherence to A4C & M&D Ts and Cs). Working group to look at ways of reducing reliance on agency workers, including incentivising NHS employment e.g. weekly pay, annualised hours, additional hours, use of overtime and bank rates. See WHC (2024) 031.	High	Working group	
3d. Work in partnership in 2024/25 to further develop an All-Wales approach for CPD for staff required to maintain professional registration in the first instance, whilst also bearing in mind the impact of other commitments, in related areas, already made and any other changes to staff learning and development that may be agreed in future. HEIW to undertake feasibility study by the end of September 2024.	High	Business Committee	
3e. Welsh Government commit to the principle of pay restoration to 2008 levels. Work in social partnership to make practical plans to meet this aim (including influence UK Government and Pay Review Body).	High	Pay Restoration Working Group	
3f. Work in social partnership to influence changes to the Pay Review Body process for future years.	Medium	NHS Staff Council reps	
4. Policy Development and Review			

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4a. Review the All-Wales Disciplinary Policy.	High	Partnership policy review group	
4b. Review the All-Wales Organisational Change policy.	Medium	Partnership policy review group (to be set up)	
4c. Develop an All-Wales Redeployment policy.	High	Partnership policy review group	
4d. Develop an All-Wales Pregnancy Loss policy.	Completed		
4e. Ensure that the recommendations from Diverse Cymru's Audit of All Wales policies are built into policy review moving forward.	Medium	AD/AM	
4f. Review of the application of the Harmonising on Call Arrangements.	Medium	AD/CH	
4g. Monitor the implementation of the Partnership Agreement Hub and consider issues that are escalated to the hub.	Medium	Business Committee	
4h. Monitor the implementation of All Wales policies at organisational level.	Medium	Business Committee	
5. All Wales Strategic Issues			
5a. Provide WPF, BC & MDBG with regular updates on implementation of NHS executive.	Routine/ongoing	Business Committee	
5b. BC/MDBG/WPF to be alerted/ made aware of significant/large organisational changes at HB level.	Routine/ongoing	Business Committee	
6. Workforce			

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6a. Identify recommendation from the nurse retention plan, birth rate plus report which should be transferable to other professions.	High	??	
6b. Occupational Health model of provision implementation updates.	High	MM/SW	
6c. Work in social partnership to deliver a programme of changes that improve individuals experience of work including; <ul style="list-style-type: none"> - Support for individuals to enable people to remain in work or return from absence as quickly as possible. - Ensure that support for the mental wellbeing of staff has parity with physical wellbeing support. - A focus on redeployment (including cross boundary working) rather than sickness absence when this is appropriate. - Full implementation of the Fatigue and Facilities and Midwives Caring for You Charters. 	High/medium	MM	
6d. WPF/BC/MDBG to receive WRES reports and consider implementation of an All-Wales action plan if required.	High/medium	SW/AE	
6e. Job Evaluation workstream.	Medium	SG/AT	

Key	
	Yet to be commenced
	Commenced and ongoing
	Completed
Top	Third quarter of 2024/25
High	Fourth quarter of 2024/25
Medium	Can if needed be deferred to 2025/26