

Welsh Partnership Forum
Workplan 26/27 & 27/28

Actions	Priority	Lead	Status	Progress Update
1. Social Partnership Review				
1a. Undertake an effectiveness review of the Welsh Partnership Forum and Business Committee.	High	T&F group – membership tbc		Initial session held at WPF in March 2024. Full Workshop held with LPF chairs at WPF March 2026. Partnership hub being updated following discussion. Terms of reference of both WPF and Business Committee reviewed in 2025. Commitment to further review in 2026 following issues highlighted at workshop on 18 March.
1b. Map various partnership groups carrying out work related to WPF workplan.	Medium	WPFBC Co-ordinating Group		
1c. Review local partnership arrangements and outline proposals to ensure they are fit for purpose and consistent across the NHS in Wales.	Top	Martin M/Peter H/Andrew D		Initial session held at WPF in March 2024. Full Workshop held with LPF chairs at WPF March 2026. Partnership hub being updated following discussion. Actions allocated to LPFs, WPF Co-ordinating Group and WPF Secretariat, including review of terms of reference at organisational level.

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1d. 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	WPFBC Co-ordinating Group		
2. Pay and Non-Pay Priorities				
2a. Work in partnership in 2026/27 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.	High	Business Committee		Agreement reached in principle in partnership in April 2025. Email sent to organisations from WPF secretariat in May 2026 advising them to adopt Scotland approach to inclusion of statutory and mandatory training on an interim basis whilst further work is taken forward in relation to the Statutory and Mandatory Review.
2b. 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		
2c. As part of the commitment to the principle of pay restoration, maintain consideration of the potential for a 36-hour week.	High	Pay Restoration Working Group		
2d. Work in social partnership to influence changes to the Pay Review Body process for future years.	Medium	NHS Staff Council reps		

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3. Policy Development and Review				
3a. Review the All-Wales Organisational Change policy.	Medium	Partnership policy review group (to be set up)		On hold due to other competing priorities.
3b. Develop an All-Wales Redeployment policy.	Medium	Partnership policy review group		On hold due to other competing priorities.
3c. Monitor the implementation and impact of the new All-Wales Disciplinary policy and associated work on eliminating employee harm.	Medium	Business Committee		Revised policy issued on 1 April 2026 for implementation. Monitoring to begin in late 2026.
3d. Ensure that the recommendations from Diverse Cymru's Audit of All Wales policies are built into policy review moving forward.	Medium	Andrew D/Peter H		Progress report presented to ED&I Board in June 2025. Assurances provided that recommendations are taken into account during policy development and review and appropriate references and text included.
3e. Review of the application of the Harmonising-On Call Arrangements.	High	Andrew D/Caroline H		Discussions commenced and work ongoing. Consideration being given to an All-Wales partnership position on compensatory rest.
3f. Review Managing Attendance at Work policy	High	Andrew D/Caroline H/Hywel D/Leanne C		Currently under review with all day partnership session scheduled for group members for 29 July.
3g. Ensure the development of an All-Wales Breastfeeding at Work Policy	High	Sam M/Nicky H		A framework has been developed in partnership and has been subject to extensive engagement and is due for approval at WPF in July.
3h. Monitor the implementation of the Partnership Agreement Hub and consider issues that are escalated to the hub.	High	Business Committee		Currently, being updated following migration to new NHS Confederation platform. Dispute resolution process live.

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3i. Monitor the implementation of All Wales policies at organisational level.	Medium	Business Committee		Ongoing with feedback provided regularly and dispute resolution process live.
3j. Review the All-Wales Mileage protocol to ensure it is up to date and fit for purpose for future use.	Medium	Business Committee		Decision taken to include in workplan at WPF Business on 3 June.
4. All Wales Strategic Issues				
4a. Provide WPF, BC & MDBG with regular updates on implementation of NHS executive.	Routine/ongoing	NHS Performance and Improvement		
4b. BC/MDBG/WPF to be alerted/ made aware of significant/large organisational changes at HB level.	Routine/ongoing	Business Committee		Ongoing.
4c Develop guidance on approach to AI for workforce based on principles included in WPC Report - <i>Managing technology that manages people: a Social Partnership approach to algorithmic management systems in the Welsh public sector</i>	High	Business Committee		
5. Workforce				
5a. Identify recommendation from the nurse retention plan, birth rate plus report which should be transferable to other professions.	High	??		
5b. Ensure the implementation of the strategic nursing plan.	High	Nicky H/Gillian K		
5c. Develop key principles to support approach to rostering.	High	Gareth H/Nicky H/Gillian K		

Actions	Priority	Lead	Status	Progress Update
5d. Occupational Health model of provision implementation updates.	High	Martin M/Sara W		
5e. Work in social partnership to deliver a programme of changes that improve individuals experience of work including; - 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	LPFs		
5f. WPF/BC/MDBG to receive WRES reports and consider implementation of an All-Wales action plan if required.	High/medium	Sara W/Anton E		
5g. Job Evaluation Work in partnership to develop a suite of Nursing & Midwifery job descriptions including Health Visiting	Medium	Sue G/Andrea T		A significant number of All Wales JDs already developed, agreed in partnership and issued to the Service for implementation including those for Band 2 and 3 HCSWs. Link below:- https://thenhsalliance.org/resources/agenda-for-change-wales-job-descriptions

Completed Actions from Previous Years

Review ToR of Welsh Partnership Forum.	Completed	MM/AM/AD		
Review BC/MDBG ToR's (including any sub/task and finish groups).	Completed	MM/AM/AD		
Oversee and ensure the delivery of the Collective Agreement 2022/24 through monitoring of responses to the requirements of WHC (2024) 017. In addition:-	Completed			
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.	Completed	Business Committee		
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.	Completed	Working group		
Review the All-Wales Disciplinary Policy.	Completed	Partnership policy review group		
Develop an All-Wales Pregnancy Loss policy.	Completed			

Key	
	Yet to be commenced
	Commenced and ongoing

	Completed
Top	First and second quarter(s) of 2026/27
High	Third and fourth quarter(s) of 2026/27
Medium	Can if needed be deferred to 2027/28