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**NORTH WALES CORPORATE JOINT COMMITTEE**

**20th March 2026**

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**TITLE:** Social Partnership Duty Annual Report 2024-25

**AUTHOR:** Alwen Williams, Chief Executive

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**1. PURPOSE OF THE REPORT**

- 1.1. The purpose of this report is to seek Member approval for the Social Partnership Duty Annual Report 2024-25 to be submitted to the Social Partnership Council.

**2. DECISIONS SOUGHT**

- 2.1. That Members approve the Social Partnership Duty Annual Report 2024-25 for publication and submission to the Social Partnership Council.

**3. REASON FOR THE DECISION**

- 3.1. The Social Partnership and Public Procurement (Wales) Act 2023 (The 'SPPP Act') requires the North Wales Corporate Joint Committee (NWCJC), as a public body, to produce an annual report to evidence how they have complied with the Social Partnership Duty for the purposes of improving economic, environmental, social, and cultural well-being (including by improving public services) in Wales, as part of the well-being duty in section 3(1) of the Well-Being of Future Generations Act 2015 . This report must be submitted to the Social Partnership Council (SCP).
- 3.2 Section 18 of the SPPP Act provides that social partnership reports fulfil the following requirements:
- i. A public body must prepare, in respect of each financial year, a report of what it has done to comply with the duty.
  - ii. The report must be agreed with the public body's recognised trade unions or (where there is no recognised trade union) other representatives of its staff or contain a statement explaining why it was not agreed.
  - iii. The public body must publish the report, and submit it to the SPC, as soon as reasonably practicable after the end of the financial year.
- 3.3 The SPPP Act does not provide a template for the Annual Report. This report aligns with the host authority Cyngor Gwynedd during the report period for 2024/25.

## 4. BACKGROUND

- 4.1. The Social Partnership and Public Procurement (Wales) Act 2023 (“SPPP Act”) fulfils the Welsh Government’s commitment to placing social partnership on a statutory footing in Wales. On **1 April 2024** the new Social Partnership Duty (“the Duty”) on public bodies came into force in Wales. The Duty is set out in sections 15, 16 and 18 of the SPPP Act. It complements existing well-being duties to which certain public bodies are already subject to under Part 2 of the Well-being of Future Generations (Wales) Act 2015 (“WFG Act”).
- 4.2 The SPPP Act 2023 requires the NWCJC, in carrying out sustainable development, in so far as is reasonable, to seek consensus or compromise with their recognised trade unions, when setting their well-being objectives (in line with the Well-being of Future Generations (Wales) Act 2015) and making decisions of a strategic nature about the reasonable steps they intend to take to deliver those objectives set.
- 4.3 Section 16(2) of the Act sets out several specific requirements relating to the Duty, which the NWCJC must comply with when ‘seeking consensus or compromise’. The requirements are intended to ensure that trade unions are fully and properly involved when a public body sets its well-being objectives, or when making strategic decisions. It states that: in order to seek consensus or compromise, a public body must include its recognised trade unions or other representatives of its staff in the process of setting objectives or making decisions, by (in particular):
- i. consulting them at a formative stage of the process, and
  - ii. otherwise involving them throughout the process by:
    - a. providing sufficient information to enable them to properly consider what is proposed, and
    - b. providing sufficient time to enable them to adequately consider what is proposed and respond.

## 5. OUR APPROACH

- 5.1. In preparation for this legislation and annual report we attended a presentation by the Social Partnership team at a CJC regional forum. A separate individual session was held to explore requirements. We have also met with colleagues from Cyngor Gwynedd Business Support and HR to align their report as host authority at the time.
- 5.2 This inaugural Annual Report for 2024-25 has taken into consideration NWCJC pre-transfer arrangements of the Portfolio Office Management staff prior to TUPE transfer, and recruitment and retention of staff to support the CJC through operational change through engagement and co-operative ways of working to support the NWCJC following transfer on 1<sup>st</sup> April 2025. All management and staff support was provided by the host authority, Cyngor Gwynedd through its HR services. The HR Services Lead provided the lead contact directly with Trade Unions.
- 5.3 This report therefore reflects:
- i. The maturity of the organisation during this reporting period.
  - ii. Pre TUPE transfer of staff
  - iii. The requirement to develop, consult Trade Unions and publish Well-being objectives and any identified decisions of a strategic nature in delivering those objectives

- iv. The requirement to provide training for Officers
- 5.4 The CJC is now engaged with trade unions to establish a formal relationship, which will support the development of future iterations of the annual report.
- 5.5 Further to the transfer of staff and assets into the NWCJC on 1 April 2025 there will be a step change for 2025-26 reporting in relation to the CJC's social partnership duty and socially responsible public procurement duty.

## **6. FINANCIAL IMPLICATIONS**

- 6.1. There are no financial implications of this report.

## **7. LEGAL IMPLICATIONS**

- 7.1. The legal implications are addressed in the body of this report.

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### **APPENDICES:**

Social Partnerships Duty Annual Report 2024-25

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### **STATUTORY OFFICERS RESPONSE:**

#### **i. Monitoring Officer:**

"The relevant legislation here requires public bodies to involve recognised trade unions or staff representatives when setting well-being objectives and when making strategic decisions about the steps to deliver those objectives, and to publish an annual report outlining how the duty has been discharged.

This report represents the North Wales Corporate Joint Committee's inaugural report under the Act. It reflects the organisational arrangements in place during the reporting period, including the role of the host authority in providing HR support prior to the transfer of staff to the CJC. Members should note that the report therefore reflects a developing organisational position and that future reports are likely to provide more detailed evidence of the application of the duty as the organisation matures.

Subject to confirmation of involvement with recognised trade union representatives in accordance with the requirements of the Act, I am satisfied that the report meets the statutory reporting requirements."

#### **ii. Statutory Finance Officer:**

"No comments to add from the perspective of financial propriety."