

Report to	North Wales Fire and Rescue Authority
Date	28 April 2025
Lead Officer	Anthony Jones, Assistant Chief Fire Officer
Contact Officer	Sandra Williams, Head of Corporate Planning Performance and Transformation.
Subject	The Social Partnership Duty – Annual Report



PURPOSE OF REPORT

- 1 To seek approval for the submission of the first Annual Social Partnership Duty Report to the Social Partnership Council for scrutiny, and to publish the report on the North Wales Fire and Rescue Authority (the Authority)'s website.

EXECUTIVE SUMMARY

- 2 The Social Partnership and Public Procurement (Wales) Act 2023 ("SPPP Act") fulfils a Programme for Government commitment placing social partnership on a statutory footing in Wales.
- 3 On 1 April 2024 the new Social Partnership Duty ("the Duty") on public bodies came into force in Wales.
- 4 The Duty requires the Authority to produce an annual report to evidence how they have complied with the Duty created by the SPPP Act.
- 5 The Duty requires the Authority to seek consensus or compromise with their recognised trade unions, when; i) setting their well-being objectives; and ii) making decisions of a strategic nature about the reasonable steps they intend to take to deliver those objectives.
- 6 The Duty also requires that the annual report must be agreed with the Authority's recognised trade unions or contain a statement explaining why it was not agreed.
- 7 All of the requirements of the SPPP Act have been discharged through the Joint Consultation and Negotiation Committee, including agreement upon the annual report itself.

OBSERVATIONS FROM EXECUTIVE PANEL/AUDIT COMMITTEE

- 8 The Report was presented to Executive Panel on 17 March 2025. No observations were made.

RECOMMENDATION

- 9 It is recommended that Members:
- i) **Approve the Annual Social Partnership Duty Report for submission to the Social Partnership Council for scrutiny and publication on the Authority's website.**

BACKGROUND

- 10 This requirement is linked to the setting of well-being objectives, upon which the Authority already consult the public and members of staff by virtue of the requirement to publicly consult upon improvement objectives, as required by the Local Government (Wales) Measure 2009.

INFORMATION

- 11 This is the first year that the Social Partnership Duty Report has been prepared. The Social Partnership Council have not provided a template for the report.

IMPLICATIONS

Well-being Objectives	The Social Partnership Duty relates to the consultation and involvement of trade unions when setting well-being objectives. In addition, the Authority has consulted the public and staff on its proposed objectives for 2025-26.
Budget	No implications
Legal	The publication of the Social Partnership Duty Report will ensure the Authority discharges the Social Partnership Duty.
Staffing	No implications
Equalities/Human Rights/ Welsh Language	A separate Equality Impact Assessment has been developed by the Equality Diversity and Inclusion Officer in respect of the Authority's Improvement and Well-being objectives.
Risks	No implications

