

Report to	North Wales Fire and Rescue Authority
Date	20 July 2026
Lead Officer	Anthony Jones, Assistant Chief Fire Officer
Contact Officer	Jonathan Blyde, Corporate Planning and Performance Manager
Subject	The Social Partnership Duty – Annual Report.



PURPOSE OF REPORT

1. To seek approval for the submission of the Annual Social Partnership Duty Report to the Social Partnership Council for scrutiny and to publish the report on the Fire and Rescue 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 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 Social Partnership Duty created by the SPPP Act.
5. The Social Partnership Duty requires North Wales Fire and Rescue Authority to seek consensus or compromise with their recognised trade unions, when;
 - setting their well-being objectives; and
 - 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.

RECOMMENDATION

8. 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

9. This requirement is linked to the setting of well-being objectives, upon which the FRA 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

10. The Social Partnership Council have not provided a template for the report. The approach to the Social Partnership Duty report 2025-26, has therefore been based on the same approach that the authority used for the first Social Partnership Duty report (2024-25).

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 FRA has consulted the public and staff on its proposed objectives for 2026-27.
Budget	No implications
Legal	The publication of the Social Partnership Duty Report will ensure the FRA 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 FRA's Improvement and Well-being objectives.
Risks	No implications