

HPMA CYMRU NEWSLETTER

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SPRING 2023

HPMA Cymru hold annual Conference and Awards ceremony



INSIDE YOUR
HPMA CYMRU
MEMBERSHIP
NEWSLETTER:

- SOCIAL PARTNERSHIP AND PUBLIC PROCUREMENT (WALES) BILL
- DEVELOPING THE PEOPLE PROFESSION
- HPMA NATIONAL AWARDS
- MEET THE COMMITTEE.....AND MUCH MORE!

WITH YOU, FOR YOU
Improving Health Through People

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**STOP PRESS!**

Developing the
People Profession
Conference date
announced:
7 November 2023
Further information
to follow!



INSIDE YOUR HPMA CYMRU MEMBERSHIP NEWSLETTER

HPMA Cymru hold annual
Conference and Awards
ceremony.....3

The Social Partnership and
Public Procurement (Wales)
Bill.....6

Developing the People
Profession: HPMA Cymru, Health
Education and Improvement
Wales and Workforce and OD
Community event.....8

HPMA National Awards.....9

Meet the Committee:
Millie Tottle, HPMA Cymru
Branch Administrator.....10

ABOUT US

HPMA Cymru seeks to improve the people management contribution within healthcare and ultimately improve patient care. The Cymru Branch has an important role to support members in building professional and personal support networks, promoting learning, exposing colleagues to new ideas and different ways of working and providing the opportunity and time to reflect on practice – building the capability and impact of people management in Wales.

**Chair**

Gareth Hardacre

**Vice Chair**

Neil Lewis

WEBSITE

www.hpma.org.uk/cymru

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[HPMA Cymru](https://www.youtube.com/HPMA_Cymru)

CONTACT US

millie.tottle@wales.nhs.uk

HPMA Cymru hold annual Conference and Awards ceremony

The HPMA Cymru branch held their annual Conference and Awards ceremony on 1 March 2023 at the Swansea.com stadium, South Wales. This was the branch's second in-person event following on from the pandemic, highlighting through the awards the incredible work that is ongoing throughout the principality with the overall theme of the day centered around developing and celebrating organisational culture within NHS Wales.

Guest speakers presented to an audience of 200 people on a wide range of topics such as diverse cultures, Welsh language and building teams that bring different viewpoints and talents which ultimately helps to increase innovation and drive higher performance.



Speakers for the conference included Non Richards, Welsh Language Services Manager, NHS Wales Shared Services Partnership (NWSSP, above) who discussed the work undertaken within NWSSP about raising Welsh Language standards across the organisation, how this was implemented, and why it was important to not only meet the Welsh Language Standards set by Welsh Government, but to create an organisational culture with Welsh integral throughout.

Non was followed by key-note speaker Noel Mooney CEO, Football Association of Wales (FAW, below) who demonstrated under his leadership how he changed the culture within the FAW, identifying areas for change whilst updating and instilling strong governance, wide-ranging strategies, individual and organisational development which in turn fostered a strong and focused 'team Wales' approach.



Noel was followed by Raja Biswas (below), Cwm Taf Morgannwg University Health Board Race Equality Network, Robert Workman, Swansea Bay University Health Board and CALON Network and Kokila Swamynathan, Diaspora Engagement Advisor, THET (TROPICAL Health Improvement Trust), who presented on how staff networks support organisational culture and the importance of recognising how individuals, regardless of background are intrinsic to the well-being and to the success of any organisation.



The speakers were followed by a series of well received breakout sessions which aimed to share learning from across NHS Wales and included; NHS Wales Shared Services Partnership: This is Our NWSSP - Change Programme including Values & Behaviours; Velindre University NHS Trust: Welsh Language; Cardiff and Vale University Health Board: Engagement with nursing staff and the implementation of a cultural leadership programme and; Hywel Dda University Health Board: Tackling Group Think: 5 Ways to Build Psychological Safety in your organisation.

The Awards ceremony covered 11 separate categories and were as follows:

- Cross Sector Working: Winner- James Green, NHS Wales Shared Services Partnership
- Education, Learning and Development Initiative: Winner- George Shouler, Cwm Taf Morgannwg University Health Board
- Equality, Diversity, and Inclusion: Winner- Donna Hole and Marie-Andree Lachappelle, Swansea Bay University Health Board; Runner up- Nia Gibbon Hywel Dda University Health Board
- Excellence in Organisational Development: Winner- Public Health Wales OD & Engagement team; Highly Commended- Becky Dyer, Cwm Taf Morgannwg University Health Board
- Partnership Working Between Employers and Trade Unions: Winner- Karolina Kobylnik, NHS Wales Shared Services Partnership
- Rising Star: Winner- Matthew Brayford, Cardiff and Vale University Health Board and Natasha Price, Powys Teaching Health Board

- Team of the Year: Winner- NHS Wales Shared Services Partnership People and OD Team; Runner Up- Headroom early intervention in Psychosis Service, Cardiff and Vale University Health Board
- Well-being: Winner- Kerry Flower-Fitzpatrick, NHS Wales Shared Services Partnership
- Innovation: Winner- Andrew Cooper, Aneurin Bevan University Health Board
- Welsh Language: Winner- Cardiff and Vale University Health Board
- Workforce Analytics: Winner- Public Health Wales People Strategy, Insights and Services Team.



HPMA Cymru Chair Gareth Hardacre;

"Wales is a fusion of diverse cultures, and our Conference and Awards ceremony aimed to celebrate this diversity as this is what makes us great through building teams that bring different viewpoints and talents which ultimately increases innovation and drives higher performance. Our speakers clearly demonstrated the importance of this with our awards winners putting into action in terms of how this can be achieved."

"This year's calibre of awards was exceptionally high, and it was evident that the high quality of work within our region should be celebrated on a national level. Many congratulations to all winners, runners up, highly commended and thank you to every colleague who submitted nominations."

"The event would not have been possible without all of the Health Boards and association health bodies in Wales who have supported HPMA Cymru and additionally without the assistance of our sponsors, including our main sponsors, ACT. I am also very thankful for all of those who have been involved in the organising and planning of the conference and awards."

"I would also like to urge colleagues to forward their award submissions to the upcoming [HPMA National Awards](#) to further highlight the superb work they do."



The Social Partnership and Public Procurement (Wales) Bill

The [Social Partnership and Public Procurement \(Wales\) Bill](#) fulfills a [Programme for Government](#) commitment to place social partnership on a statutory footing in Wales. It provides a framework to enhance the well-being of the people of Wales by improving public services through social partnership working, promoting fair work and socially responsible public procurement.

What is Social Partnership?

Social partnership means representatives of employers and workers (normally through trade unions) and sometimes government, working together to discuss matters of common interest and to develop solutions to the challenges they face.

Since devolution, the Welsh Government has encouraged partnership working as the best means of finding solutions to the challenges facing Wales, based on meaningful and honest collaboration. The model of social partnership adopted by the Welsh Government is designed to improve public service and economic outcomes, supporting strong workforce relations. It enables trade unions and employers to be active partners in delivering better outcomes and improved well-being for the people of Wales, putting trust, engagement, and dialogue at the heart of problem solving.

What will the Bill do?

The Bill will establish a national statutory Social Partnership Council, chaired by the First Minister of Wales. It will bring together the Welsh Government, employers and worker representatives (through Trade Unions) to provide advice to Welsh Ministers with the overall aim of enabling the public sector workforce to deliver high-quality services and improved outcomes.

The Bill is intended to complement other legislation, including the [Well-Being of Future Generations \(Wales\) Act 2015](#). The Bill has been developed applying the [Socio-economic Duty](#) in section 1 of the [Equality Act 2010](#).

The Bill makes provision for a Social Partnership Duty to be placed on certain public bodies when setting and delivering their well-being objectives. All NHS Wales health boards, Public Health Wales and Velindre University NHS Trust are currently in scope of the Social Partnership Duty.

The following NHS Wales organisations will also be added, further to the outcome of a recent Welsh Government consultation which closed on 20 October 2022 and sought views on extending the well-being duty to additional public bodies: Health Education Improvement Wales, Digital Health and Care Wales and the Welsh Ambulance Services NHS Trust.

All public bodies which are in scope of the Social Partnership Duty will be required to seek consensus or compromise with their recognised trade unions (or where there is no recognised trade union) other representatives of their staff, when setting their well-being objectives and delivering on those objectives under section 3(2) of the Well-being of Future Generations (Wales) Act 2015.



The Bill also places a statutory duty on certain public bodies to consider fair work when setting objectives under the Well-being of Future Generations (Wales) Act 2015, and to consider socially responsible procurement and carry out contract management duties to ensure socially responsible outcomes are pursued through supply chains.



The Legislative Journey

The Bill is currently at stage 3 of its four-stage journey through the Senedd scrutiny process. Please refer to the Senedd Cymru website for further details [here](#). Welsh Government intends to bring the Bill into force as quickly as possible, and on current plans we hope the legislation will receive Royal Assent in April/May 2023.

A Closer Look

To find out more about the Bill, please visit: [Social Partnership and Public Procurement \(Wales\) Bill | GOV.WALES](#). A number of resources are being developed to support the Bill, including a [Components Map](#) which outlines the key provisions of the Bill and main provisions of the legislation. The following resource is also available: [Easy Read Guide](#).

The Senedd has published an article which provides background information on the Bill, explains what it does, and sets out the key issues considered by Senedd Committees: [Fair work and better public services? The Social Partnership and Public Procurement Bill \(senedd.wales\)](#).

Further engagement

The Welsh Government is keen to engage with you on the Bill and talk more about the importance of this legislation and embedding social partnership working.

To contact the team, please email SPEFW@gov.wales

You can subscribe to the quarterly Social Partnership newsletter for important updates on the Bill [here](#).

Cryfhau partneriaeth gymdeithasol
Strengthening social partnership



Social Partnership and Public Procurement (Wales) Bill – Case Study

The Shadow Social Partnership Council (SSPC) played a key role in shaping the response to the pandemic.

It brought together an extended membership of social partners from the trade unions, devolved employers, the private sector and the Welsh commissioners to better understand the challenges posed by COVID-19.

Throughout the pandemic, the SSPC met on a fortnightly basis and then in alignment with the three-week review cycle and sometimes, at very short notice, in reaction to new or emerging issues.

It provided a vital channel to share information, seek advice and involve social partners in decisions as they were being made. Areas discussed included:

- guidance on the re-opening of the retail and tourism sectors
- support for businesses
- development of the Test, Trace and Protect programme
- worker safety
- the re-opening of schools
- the COVID-19 vaccination/booster roll-out
- and the strategic approach in developing a response to post-COVID-19 recovery.

Working in social partnership provided the opportunity for a mutual exchange of ideas, allowing social partners to play an active role in shaping guidance produced by the Welsh Government.



Case study December 2022

Developing the People Profession: HPMA Cymru, Health Education and Improvement Wales and Workforce and OD Community event

HPMA Cymru held a partnership event with Health Education and Improvement Wales (HEIW) entitled 'Developing the People Profession: A WORKFORCE FIT FOR THE FUTURE' on 23 September 2022 at the Principality Stadium, Cardiff.

The event showcased the tripartite agreement established between HEIW, NHS Wales and HPMA Cymru in 2022 and the commitment to develop the People (Workforce & OD) Profession across NHS Wales through a dedicated programme of work.

The event was opened by W&OD Peer Network 'Development of Profession' lead, HPMA Deputy President and Executive Director of OD and Workforce, Velindre NHS Trust, Sarah Morley, Deputy Chief Executive / Director of Workforce & OD, HEIW, Julie Rogers, and HPMA Cymru Chair Gareth Hardacre (below) who discussed and explored objectives, reflections on COVID and celebration of achievements to date.



The trio were followed by Deputy Director of OD and Workforce, Velindre University NHS Trust, Susan Thomas (below) who discussed the profession development story so far, identity and talent management.



Next up was Lucy Adams, Director, Disrupted HR, who gave a virtual presentation entitled 'Our Profession and its future'.

Lucy was followed by Samantha Morgan, Assistant Director of People Insights and Strategy at Public Health Wales, who led a facilitated workshop on Leading Change in NHS Wales (below).



Fran O'Hara, Creative Director Scarlett Design and Susan Thomas led the second workshop of the day entitled 'Our Identity' to review identity work to date and gain engagement on further work

The workshop was followed by key note speaker Linda Moir, former Director of In-Flight Services, Virgin Atlantic, Expert in HR and Customer Services entitled Building Talent for the Future.

NHS Wales Shared Services Partnership Committee Chair Professor Tracy Myhill OBE (below), then gave professional and personal reflections with regards to her varied career with a presentation entitled 'From receptionist to People Director CEO to Non-Executive Director and Chair'.



Tracy's presentation was followed by the final session of the day which was a Q&A Session/panel session with Tracy Myhill, Julie Rogers, Sarah Morley, Gareth Hardacre and former Executive Director of Workforce and OD, Swansea Bay University Health Board, Hazel Robinson.

HPMA Cymru Chair Gareth Hardacre;

"I hope that all attendees enjoyed the event and opportunities to meet colleagues across the profession for the first time in a number of years. Our partnership builds on the strengths and ambitions of its individual components and we can be excited at what can be achieved together now and for the future."

"This includes the Developing the People Profession Conference which will be held on 7 November. Please watch out for further communications as this will be a must attend event for all colleagues across Wales."

STOP PRESS: HPMA Conference and Awards - closing date for entries 3 May 2023



The closing date for the [2023 HPMA Excellence in People Conference and Awards](#) is 3 May 2023. Don't leave it until the last minute - make a start on your submission NOW.

You can find out about each of the 17 awards by visiting the HPMA website where you will also find hints and tips and previous winners. To enter the awards click [here](#). The winners will be announced at the awards ceremony in Leeds on the first day of the HPMA UK Conference on Tuesday 19 September 2023.

Meet the Committee: Millie Tottle, HPMA Cymru Branch Administrator



I started my journey in the world of HR in April 2021 as an Apprentice HR Business Administration Assistant in NWSSP. Being in an apprenticeship role allowed me to gain a broad breadth of experience/knowledge of the People and Organisational Development function in NWSSP, which in turn sealed my passion for HR.

After 15 months in my apprenticeship role, I was successful in securing a permanent position in NWSSP as a People and Organisational Development Assistant.

During my apprenticeship I was fortunate enough to be offered the role of HPMA Cymru's Branch Administrator. Having this role has allowed me to network and work alongside a great group of people which has furthered my knowledge and has helped me gain more confidence. This role has also allowed me to get involved with planning events and functions, adding a further string to my bow.

I believe having the position I do in HPMA Cymru's branch has really helped me with my career progression, and I'm excited to find out what the future holds!

HPMA Cymru Spring Employment Law Conference dates announced

HPMA Cymru, in conjunction with NHS Wales Shared Services Partnership- Legal & Risk Services Employment Team, will be holding 2 Employment Law Conferences during May 2023.

Please see below for further details and how to book your place.

South Wales Conference

WHEN: 9 May 2023

WHERE: All Nations Centre, Cardiff

Book your place on the South Wales Conference [here](#).

North Wales Conference

WHEN: 10 May 2023

WHERE: Oriel Hotel, St Asaph

Book your place on the North Wales Conference [here](#).



DATES FOR THE DIARY 2023

April.....

26th & 27th [CIPD Employer Brand and Recruitment Conference](#)

27th [CIPD Wales AGM](#) (See event guide pdf)

June.....

7th [CIPD Wales Getting value out of your CIPD membership once your studies are over!](#) (See event guide pdf)

7th & 8th [CIPD Festival of Work](#)

9th HPMA Cymru Committee Meeting

August.....

11th HPMA Cymru Committee Meeting

October.....

13th HPMA Cymru Committee Meeting

May.....

4th [CIPD Wales Legal Update](#) (See event guide pdf)

9th HPMA Cymru Employment Law Event (All Nations Centre, Cardiff)
[Book your place here!](#)

10th HPMA Cymru Employment Law Event (Oriel Hotel, St Asaph)
[Book your place here!](#)

10th [CIPD Reward and Benefits Conference](#)

12th HPMA Cymru AGM

July.....

14th HPMA Cymru Committee Meeting

September.....

8th HPMA Cymru Committee Meeting

19th and 20th [HPMA Excellence in People Conference and Awards](#)

November.....

7th Developing the People Profession Conference (Venue TBC)

9th & 10th [CIPD Annual Conference and Exhibition](#)



More pictures from the HPMA Cymru annual Conference and Awards ceremony

