

Summary of Decisions and Actions

Meeting of the Joint Executive Committee (JEC) Wednesday 18 September 2019 – 10am Caerdydd 2 – Cathays Park 2

Chair – Helen Arthur – Welsh Government

Agenda Item	Outcome/Action	
Item 1 - Presentation of A geographical analysis of Brexit risks and impacts in Wales	Actions	Appropriate published information regarding Brexit to be provided to all JEC members by Welsh Government.
Item 3 - Provision for Paid Leave (Domestic Abuse) Discussion Paper	Decisions	The JEC agreed with the proposed action, that a WPC Joint Statement be issued to encourage paid leave for those experiencing domestic abuse
	Actions	The JS to change the WPC joint statement to 'express commitment' and include support for the guidance already published by the Joint Council of Wales, GMB and Unison.
		The JS to share the proposed WPC joint statement with Christine Grimshaw, Head of VAWDA Team, Welsh Government.
		Welsh Government agreed to explore the Trade Union representation issue with regards National Survivor Engagement Framework, Survivor Panels
Item 4 - WPC Work Programme – Draft WPC Agreement on the use of Non Guaranteed Hours Arrangements (NGHA) Discussion Paper	Decisions	The JEC agreed for the JS to work with social partners to further draft the WPC agreement on the use of NGHAs.
	Actions	The JS to work with social partners to produce a draft the WPC agreement document on the use of NGHAs.
Item 5 - WPC Work Programme –	Decisions	The JEC agreed the report for release to the WPC.
		The JEC agreed next steps; that the JS develop a proposal with partners

Draft Workforce Mobility Report		for further action to support cross public service workforce mobility, including the future of PEC.
	Actions	The JEC to nominate representatives from within their sectors to an Expert Reference Group, to support the exploration of 'wicked issues' and contribute to the development of a workforce mobility proposal.
		The JS to work with the Expert Reference Group to develop a proposal to support the mobility of the public service workforce which: <ul style="list-style-type: none"> • Presents options for redeveloping People Exchange Cymru (PEC) • Explores the wicked issues affecting workforce mobility and proposes further action where relevant
Item 6 - WPC Work Programme – Draft Fair Work (Pay Transparency and Gender Pay Gap) Report	Decisions	The JEC agreed the recommendations of the paper and further agreed that nominations should be made by each social partner, for a representative to contribute to a final draft of the report for submission to the WPC.
	Actions	The JS to work with nominated members to develop a final draft of the report (Pay Transparency and Gender Pay Gap) for submission to the WPC.
Item 8 - Gender Equality Review	Decisions	The JEC asked that this matter be dealt with virtually to allow for full consideration of the recommendations.
	Actions	The JS to share details with JEC virtually to solicit a view from members, on behalf of the WPC, on two recommendations from phase 2 of the Gender Equality Review on which the WPC JEC has been invited to comment.
Item 9 - WPC Preparations – Draft Agenda	Decisions	The draft agenda and additional agenda items were accepted.
		Helen Arthur requested that the health and social care item be removed as the workforce strategy would not be published in time for the WPC
	Actions	The JS to prepare a paper outlining whether workplace policies are

		currently available to support those experiencing the menopause.
		Welsh Government to request that the Deputy Minister provide information within her introduction and on 'One Public Service' and the relationship between the WPC, JEC, JS, the Social Partnership Act and new directorate.
		The JS to update the WPC agenda to include an item on Menopause in the Workplace.
		The JS to update the WPC agenda, to remove the item on the Health and Social Care Workforce Strategy.