



Neath Port Talbot Council Social Partnership Case Study

Find out how Neath Port Talbot Council has made a difference through its approach to social partnership and fair work.

Neath Port Talbot Council is proud of its long-standing partnership working with its recognised trade unions, developing innovative and creative solutions to employment challenges.

The council and trade unions work hard at maintaining this relationship, encouraging trade union membership and keeping lines of communication open to highlight issues at an early stage. This requires a relationship based on trust, with the council willing to communicate and share information in good time.

Trade union partners are key to the delivery of Neath Port Talbot Council's **Future of Work Strategy (2022-27)**. Working together to ensure fairness and transparency in their approach, they are shaping the workforce of the future and embedding meaningful partnership working – based on respect, trust and transparency – across the organisation.

Neath Port Talbot Council is the first employer in Wales to achieve People Development Partner status from the Chartered Institute of Personnel and Development (CIPD), the professional body for HR and people development. This recognises the council as an organisation with a commitment to championing better work and working lives.

The organisation was also awarded with the Chwarae Teg Fair Play Employer Award 2023, in recognition of its commitment to gender equality and specifically for work to improve the career progression of low paid women in the workplace. The Ment2Be NPT Mentoring Scheme is a project that the council's HR team delivered in partnership with trade unions and aims to be another step towards eliminating their gender pay gap altogether. The Council are delighted to be finalists in this year's CIPD Wales Awards, in the 'Best In-House HR Team' category.

Council leaders are working with trade union partners to prepare for the commencement of the new Social Partnership Duty on 1 April 2024. Their approach is building on existing practices and relationships to seek consensus or compromise with its recognised trade unions when setting their well-being objectives and making decisions of a strategic nature to meet those objectives under section 3(2) of the Well-being of Future Generations (Wales) Act 2015.

The social partnership and fair working practices support their ambition to be an employer of choice. You can read more about their Future of Work Strategy (2022-27) www.npt.gov.uk/media/18314/fow_strategy_final.pdf.

