

Jack Sargeant AS/MS

Y Gweinidog Diwylliant, Sgiliau a Phartneriaeth Gymdeithasol  
Minister for Culture, Skills and Social Partnership



Llywodraeth Cymru  
Welsh Government

31 March 2025

Dear Chief Executive

## SOCIAL PARTNERSHIP DUTY REPORTING

As you are aware, since 1 April 2024 your organisation has been subject to the Social Partnership duty under the Social Partnership and Public Procurement (Wales) Act (SPPP Act). This means that your organisation has been required to seek consensus or compromise with your recognised trade unions (or other representatives of staff) when setting your well-being objectives or making decisions of a strategic nature about the steps you intend to take to deliver those objectives.

Your organisation's first Social Partnership Annual Report will be due from 1 April this year onwards. This report has to be published after the end of the financial year explaining what you have done to comply with the duty in the preceding 12 months. It must also be submitted to the Social Partnership Council (SPC).

The SPPP Act does not state the structure and content for annual Social Partnership reports, but public bodies will need to demonstrate the following in the report.

- Where a public body has set well-being objectives during the reporting period, evidence that it has sought consensus or compromise with its workforce (through its recognised trade unions or representatives of staff) in relation to these, and the outcome of that process;
- Where a public body has taken decisions of a strategic nature in relation to the reasonable steps it intends to take to meet those well-being objectives during the reporting period, evidence of it having sought consensus or compromise with its workforce in relation to these, and the outcome of that process; and

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

- Whether each public body's annual report has been agreed with its workforce, and if not, the reasons why agreement was not reached.

There is no requirement on your organisation to provide any information over and above what is set out in the SPPP Act, however, the SPC has advised that it would be extremely useful if the following could also be included in your report.

- how frequently an employer met with trade unions as part of their Social Partnership duty,
- whether training was provided for employees and trade union representatives on how the Social Partnership duty was to be/being implemented at that organisation; and,
- any examples of where activity is progressing well in the reporting period, including case studies.

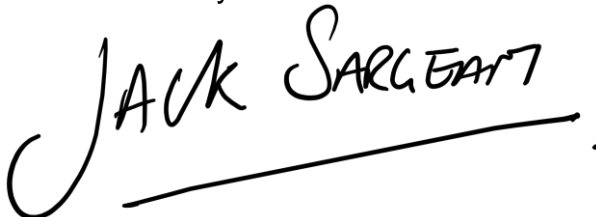
Therefore, can I ask that your organisation consider including the above information as part of their Social Partnership reports.

Finally, I would encourage you to make use of the range of key resources available to social partners. These can be accessed by clicking the links below.

[Getting ready for the Social Partnership Duty | GOV.WALES](#)

[Social Partnership and Public Procurement \(Wales\) Act: free online learning](#)

Yours sincerely

A handwritten signature in black ink that reads "JACK SARGEANT". The signature is written in a cursive style with a long horizontal line extending from the end of the name.

**Jack Sargeant AS/MS**

Minister for Culture, Skills and Social Partnership

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