



December 2025

Dear Colleague

## **SOCIAL PARTNERSHIP DUTY REPORTING**

I wrote to you on 31 March regarding the social partnership duty set under the Social Partnership and Public Procurement (Wales) Act placed on your organisation from 1 April 2024. A copy of that letter is enclosed for ease of reference.

The duty requires your organisation to collaborate with recognised trade unions or staff representatives to agree on well-being objectives and on the strategic decisions for achieving them. It also requires you to publish an annual Social Partnership Report as soon as reasonably practicable after the financial year ends, detailing compliance with this duty over the past 12 months. A copy of the report must also be submitted to the Social Partnership Council (SPC).

I would like to express my gratitude to those organisations that have already published their social partnership reports covering 2024-25. Whilst it is too early to make any conclusions before all the reports have been submitted, I have been very impressed with the sheer amount of good practice being reported across Wales.

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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.

There is no fixed deadline for submitting the reports, however, it would be beneficial if the outstanding reports for 2024-25 could be submitted by the end of January. This will allow the SPC to consider all the reports and provide advice to Ministers on how the duty is bedding in before the beginning of the new reporting year.

If you have any queries, please contact my officials at [socialpartnershipcouncil@gov.wales](mailto:socialpartnershipcouncil@gov.wales).

Yours sincerely,

A handwritten signature in black ink that reads "JACK SARGEANT". The signature is written in a cursive style with a large initial 'J' and a long horizontal stroke underneath the name.

**Jack Sargeant AS/MS**

Minister for Culture, Skills and Social Partnership

Y Gweinidog Diwylliant, Sgiliau a Phartneriaeth Gymdeithasol