



Natural Resources Wales's (NRW) Commitment to Social Partnership Working: Cultivating Positive Working Relationships, Honouring Mutual Respect and Trust

Recognising the importance of staff wellbeing and engagement, NRW launched a comprehensive consultation process in which unions were involved from the very outset, playing an active role in both decision making and implementation.

Natural Resources Wales (NRW) exemplifies effective Social Partnership through its collaborative approach with trade unions during a significant workplace transition. As part of the 'Adfywio programme' designed to reimagine workspaces post-COVID 19 and support climate and nature emergency responses, NRW proposed relocating staff from Ty Cambria to Cathays Park, aligning with its low-carbon future goals.

Formal structures ensured union involvement at every level: from the Cardiff Accommodation Project Board to the Business Board and Change Implementation Group (CHIG). These forums enabled trade unions to raise concerns, influence decisions, and co-develop solutions that balanced strategic needs, such as cost savings and proximity to Welsh Government with employee priorities.

Staff feedback highlighted the benefits of the new location, including improved amenities and social spaces. More importantly, the lessons learned exercise underscored the strength of NRW's partnership working, with positive reflections on transparency, trust, and mutual respect.

Regular leadership meetings with unions and inclusive all-staff updates reinforced open communication and shared ownership of change. This case exemplifies how NRW sustained commitment to partnership working not only enabled a seamless office relocation but also reinforced a positive organisational culture-demonstrating that meaningful union engagement leads to more effective and inclusive outcomes.

