

WELSH REGION

Chair – Reuben Bergman: (Vale of Glamorgan)

Structure

The Welsh Branch of PPMA continues as a joint body with the Heads of HR of Local Government Network (HRD Network) supported by the Employment Team at the WLGA. Geography has precluded the development of a separate programme for PPMA members alone.

Membership

Membership has fallen over the year due to a number of members leaving their authorities, and several retirements.

Strategic Focus

The PPMA branch / HRD network determine a work programme annual at their AGM in September each year. The work programme for 2010/11 focuses on a number of key issues:

- Managing the financial crisis
- Liaison with the Welsh Assembly Government
- Pay and Grading and Equal Pay
- Strategic Workforce planning and organisational development
- Liaison with the trades unions
- Liaison with CEOs via Solace

Events and Meetings

A number of Branch meetings and events have been held over the year:

14 th /15 th January 2010	Fast Track HR Business Partner
21 st January 2010	Pensions Briefing / Budget Session
10 th February 2010	Dyffryn Group / Northgate Presentation
5 th March 2010	HRD Meeting Mid-Wales
16 th April 2020	Redundancy and Compensation Seminar,
23 April 2010	HRD Workforce Development Meeting
13 th May 2010	Joint Solace / HRD Seminar
11 th June 2010	HRD Meeting North Wales
18 th June 2010	Employee Engagement
16 th September	Equal Pay Meeting
16/17 th September 2010	HRD Meeting AGM
23rd September 2010	Dyffren Group (Pay and Grading)
24 th September 2010	Seminar Reducing Workforce Costs
28 th and 29 th Sept	HR Business Partnering Workshop
5 th October 2010	Employment Implications of SEA
8 th October 2010	HRD Workforce Planning & Development
20 th October 2010	Reducing workforce costs in schools
4 th November 2010	Employment Law Update
3 rd December 2010	HRD Meeting (Mid-Wales)
15 th December 2010	Dyffren Group
2 nd February 2011	Equal pay Audit Training. Cardiff
3 rd February 2011.	Equal pay Audit Training. Cardiff
4 th February 2011	Equal pay Audit Training, Wrexham

Partnership Working

The branch has been working in partnership with the Welsh Assembly Government (WAG) and other key public sector organisations, under the auspices of the WAG's Efficiency and Innovation Board. One product has been a Career Transition Service for public sector employees to assist those leaving due to budget reductions. The service offers:

- A single point of contact for all public sector employers;
- Advice and guidance to support staff who will be leaving the organisation, such as CV preparation and career search;
- One-to-one careers advice and counselling for every member of staff who wants it;
- A vocational training grant of up to £1,500 to retrain for a new career and to improve re-employment prospects; and
- A £3,000 recruitment subsidy and up to £1,000 (50% maximum contribution) for job related training for private and third sector employers who recruit a Welsh resident who has lost their job in the public sector.

Another product has been a Memorandum of Understanding with the Welsh Local Government TUs on a range of workforce cost savings measures that can be negotiated on at a local level.