

PPMA
Wales Region Annual Report

Chair – Reuben Bergman – Vale of Glamorgan Secretary – Anna Freeman WLGA

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 coupled with lack of demand has precluded the development of a separate programme for PPMA members alone.

Membership

There have been no new members over the course of the year.

Strategic Focus

The PPMA branch / HRD network determine a work programme annual at their AGM in September each year. The work programme for 2011/12 continues the focus on the same key issues as for 2010/11

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

Partnership Working within Local Government

Removal of the Default Retirement Age

The removal of the Default Retirement Age (DRA) was implemented on 6th April 2011. From this date (with the exception of transitional arrangements), local authorities as employers will no longer be able to issue notifications of retirement using the age of 65 as justification and not be able to compulsorily retire their employees.

The Joint Council for Wales has now developed a toolkit to support authorities implement and manage these changes. This has been circulated to Heads of HR in Welsh local authorities. Copies are available from the WLGA Employment Team.

Managing Change in Partnership

Following extensive consultation, the Joint Council for Wales has updated the previously agreed 2003 document 'Managing Change in Partnership' to specifically address the collaboration agenda (copy available from WLGA Employment Team).

Partnership Working Across the Public Sector

Welsh Code of Practice on Staff Matters in Public Sector Service Contracts

The WG has committed to the production of a 'Green Paper' to address some of the workforce issues arising from the withdrawal in England of the Code of Practice, along with those relating to the development of public sector shared services. A first meeting with public sector workforce officers (including WLGA representative) and trades unions to consider the parameters, content and way forward will be held on the 14th February.

Managing Change in Partnership

The WG is using the recently agreed revised Joint Council for Wales document as the basis for updating their own wider public sector 'Partnership and Managing Change' document, which will go to the Workforce Partnership Council. Once there is a final draft available, and prior to the WPC meeting, the WLGA will circulate the WG document to authorities for comment.

Training, Events and Meetings

Practice for Change

WLGA, working in collaboration with PSMW, are offering a cohort of the Practice for Change OD practitioners programme to local government in Wales.

PSMW describe the programme as '...designed to develop the in-depth understanding and practical application of Organisational Development, Change Management, Innovation and Service Improvement, whilst encompassing professional development and personal growth through the enhancement of core leadership and management capabilities. Developing the knowledge, skills, behaviours and qualities required to deliver whole system approaches to change and to be instrumental in supporting the transformational changes required to meet the future needs of Public Services in Wales'.

The programme is being offered at no cost to authorities subject to participants attending all dates as below. It is open to all staff and focused for managers who are change agents/Organisational Development (OD) practitioners.

Dates:

Workshop 1 – 21st and 22nd February 2012

Workshop 2 – 27th and 28th March

Workshop 3 – 24th and 25th April

Workshop 4 – 30th and 31st May

Workshop 5 – 9th and 10th July

Workshop 6 – 20th July

Meeting and Events over the Year 2011/12

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

18/3/11

Dyffryn Group (Single Status)

4/4/11

Joint Council for Wales

10/6/11	HRD Meeting
18/5/11	Equal Pay meeting (Legal Support)
7/6/11	HR Generalists course
23/6/11	HR Generalists Course
1/7/11	Dyffryn Group
15 and 16/9/11	HRD AGM
30/9/11	Dyffryn Group
14/10/11	Joint Council for Wales
2/11/11	Employment Law Update
22/11/11	Equal Pay meeting
23/11/11	HR Generalists course
2/12/11	HRD Meeting
2/3/12	HRD Meeting

Dates for the HRD Meetings for the rest of 2012/13 will be set at the 2/3/12 meeting