

Amgueddfa Cymru and PCS, Prospect & FDA

Joint Social Partnership Statement

2025-2026

Introduction

Amgueddfa Cymru and our recognised Trade Unions—PCS, Prospect, and FDA—are committed to working in the spirit of social partnership, as set out in the **Social Partnership and Public Procurement (Wales) Act**. Our shared purpose is to strengthen how we work together to improve the economic, social, environmental and cultural well-being of the people of Wales through effective, transparent and collaborative decision-making. This commitment is reaffirmed in our jointly developed partnership principles and through the practical work undertaken to-date.

Our Joint Principles

Together we commit to:

- A shared commitment to the success and long-term sustainability of Amgueddfa Cymru
- Open and transparent communication and early engagement at the formative stages of decision-making
- Recognition of each other's legitimate interests and roles
- A joint focus on the quality of working life and embedding the principles of fair work
- Adding value through partnership and building trust between Amgueddfa, staff, and trade unions

Social Partnership in Practice

1. Policy Development Led With and By Trade Unions

Across the past year, Trade Union representatives have played a leading role in shaping, reviewing, and developing organisational policies, including:

- **Code of Conduct** –currently with union reps for comment.
- **Political Activity & Restricted Posts Policy** – fully agreed with Trade Unions before Board approval.
- **Sexual Harassment policy**, and several other HR policies – Trade Unions have engaged as consultees and partners in shaping changes,

bringing their expertise and helping to develop these policies with the leadership team.

The trade unions have shown commitment to investing in the skills of their representatives to provide training and develop in depth knowledge of emerging legislation and best practice which builds resilience in our approach to developing policies.

2. Joint Working on Organisational Change (Shift Patterns & Ways of Working)

Significant collaborative work has taken place with Trade Unions on reshaping work patterns, rota arrangements, and operational staffing models:

- During the **Shaping Our Future** programme, TU involvement helped avoid compulsory redundancies through consultation and joint problem-solving which has continued through to this year.
- Changes to **shift patterns and contracted hours** were developed through providing options to staff and with Trade Union involvement, enabling staff to test proposals, raise concerns, and access consider the proposal in-depth.
- Early and ongoing engagement continued before and after the introduction of new contracts, with TU reps contributing materially to improvement cycles and staff communications.
- Amgueddfa are committed to reviewing jointly the success of these changes with trade unions.

This approach reflects the Act's requirement for **involvement, collaboration, and prevention**, and demonstrates a mature, constructive partnership.

3. Future-Facing Social Partnership Work

3.1 Workforce Planning & Forthcoming Legislative Changes

Joint preparation has begun to ensure readiness for new employment legislation in 2026, involving:

- Reviewing policies that require legislative updates
- Assessing impacts on working practices
- Ensuring clear communication with Trade Union partners

3.2 Establishment of a Job Evaluation / Grading Panel

We share a desire to ensure job evaluation is open, **fair and transparent**:

- TU involvement in role grading

- Training for representatives to confidently assess roles.
- Early work to establish a panel-based approach to evaluation and consistency.

3.3 Volunteer Roles

We continue to work closely with our recognised trade unions to co-produce and agree any voluntary role descriptors, so that expectations are clear, consistent and supportive. These descriptors are discussed openly and agreed in advance, helping to provide reassurance that voluntary activity complements rather than impact existing roles, and that the scope of work remains appropriate and fair for everyone.

4. Embedding Social Partnership

Trade Unions have been routinely engaged in:

- Monthly Staff Forums with full-time union officers and local representatives
- Structured consultation on policies and change projects
- Participation in panels, working groups, and partnership forums.

Learnings and Reflections

- Our work with the trade unions on policy review and development has been effective and fully inclusive. Trade unions have also led key work on sexual harassment and domestic violence, helping to shape and strengthen these policies.
- Staff turnover has brought in new managers from outside the public sector, and understanding of what Social Partnership means in practice is therefore mixed. We recognise that further training is needed to build consistent awareness and confidence.
- Recent health and safety work required rapid action to ensure standards were implemented and maintained. A key learning is that early involvement of the trade unions brings significant benefits and helps strengthen staff communication channels alongside those led by Amgueddfa.
- In previous years, pay has been settled in advance of wider public sector settlements in Wales. The trade unions would now welcome earlier negotiation and discussion, so that pay and benefits can be explored fully.
- Changes to Front of House staff contracts were implemented between November 2024 and January 2025. While there is a strong commitment to a full review of how the changes are working, this has

so far only been completed locally in Cardiff; a wider review is planned for 2026.

Commitment Statement for 2026/2027

Together, Amgueddfa Cymru and our Trade Union partners commit to:

1. **Strengthening joint problem-solving**, especially in areas of organisational change, workload, resourcing and service development.
2. **Enhancing transparency**, including sharing of proposals, data, and policy drafts.
3. **Expanding staff voice**, using joint panels and union-led consultation.
4. **Embedding fair work**, including clear, equitable job evaluation processes.
5. **Promoting wellbeing** through collaborative work on absence, staff benefits and training.
6. **Building capacity**, enabling reps to lead or co-lead on policy work, training and briefings.

This work will continue to be grounded in the Social Partnership Act, the Well-being of Future Generations Act, and our jointly agreed principles.