

Item	Date
	02/06/2025
Title	For
Ceredigion PSB Fair Work Charter	Decision
Summary of Issues	
<p>At the Public Services Board (PSB) meeting in July 2024, members held a discussion on the topic of <b>Fair Work</b>. As a result, it was agreed that the PSB Poverty Subgroup would facilitate a Task and Finish Group to explore the issue in greater depth.</p> <p>This group brought together HR and Procurement leads from key organisations, including:</p> <ul style="list-style-type: none"> <li>• Ceredigion County Council</li> <li>• Hywel Dda University Health Board</li> <li>• Mid and West Wales Fire and Rescue Service</li> <li>• CAVO</li> <li>• Coleg Ceredigion</li> <li>• Dyfed Powys Police</li> <li>• Department for Work and Pensions (DWP)</li> <li>• Office of the Police and Crime Commissioner</li> <li>• National Library of Wales</li> </ul> <p>The group met three times to identify current practice and suggest opportunities for improvement.</p> <p>An interim report was presented to the Ceredigion PSB in December 2024, outlining 15 recommendations. Among these was a proposal to develop and present a draft Fair Work Charter for PSB approval and implementation. The PSB approved the recommendations.</p> <p>The <b>Fair Work Charter</b> is now being presented to PSB members for formal sign-up, demonstrating the collective commitment of the Board to promoting Fair Work principles across Ceredigion.</p> <p>It is anticipated that the commitments outlined in the Charter will be fully delivered by March 2028, aligning with the conclusion of the current Well-being Plan.</p> <p>To ensure accountability and transparency, it is recommended that monitoring and evaluation of progress be incorporated into the Ceredigion PSB Annual Report.</p>	

Financial Implications
None at this stage.
Recommendations
<p>That PSB members take Ceredigion PSB Fair Work Charter through their respective governance frameworks for formal approval.</p> <p>That PSB members provide an annual report detailing their progress on the commitments outlined in the Fair Work Charter. This will be included in Ceredigion PSB annual report and published on the PSB webpage.</p>
Attachments
<ol style="list-style-type: none"><li>1. Ceredigion Fair Work Charter</li><li>2. There is more information about Fair Work on Welsh Government's website: <a href="#">A guide to fair work   GOV.WALES</a></li></ol>
Reporting Officer
Cathryn Morgan, Equality and Inclusion Manager Ceredigion County Council.

## Appendix 1

# Ceredigion PSB 's Fair Work Charter 2025 – 2028 (Draft)

Work is a key building block to health and wellbeing. Being in good health supports work and the economy. But it is not just any type of work that is important to health and wellbeing – it is about fair work.

“Fair work is where workers are fairly rewarded, heard and represented, secure and able to progress in a healthy, inclusive environment where rights are respected.” ([Fair Work Wales - Report of the Fair Work Commission 2019](#)).

## What is fair work?



Fair Work Commission, 2019

Ceredigion Public Services Board is committed to these six principles of Fair Work. We will deliver the actions in this Charter during the lifecycle of our current Local Well-being Plan which ends in March 2028.

We will report on our progress on delivering this Charter every year, as part of Ceredigion Public Services Annual Report.

The Report will be published on our website - [Ceredigion Local Well-being Plan - Ceredigion County Council](#).

## We will:

- Do more to reach out to underrepresented voices in our workforces.
- Simplify our workforce policies and highlight key information so that they are accessible for people of all abilities.
- Support each other to progress as Disability Confident employers.
- Explore opportunities to offer more work placements for unemployed people in Ceredigion that don't have much experience of work.
- Explore and promote different approaches to flexible working so that the roles we advertise in Ceredigion are as inclusive and accessible as possible.
- Explore opportunities for more collaboration on apprenticeships schemes in Ceredigion between PSB organisations and within PSB organisations.
- Explore the potential of making current apprenticeship schemes in Ceredigion more accessible, both to employers and to potential apprentices.
- Explore the potential to establish arrangements to raise awareness of career prospects and job opportunities and to develop and promote opportunities for secondments and work exchange to share best practice.
- Ensure Fair Work principles are considered as part of our tendering and contract monitoring processes.
- Consider the diversity and inclusion practices of providers and suppliers that we procure, proportional to the size and type of contract.
- Identify ways to improve contractors' ability to deliver social value on larger contracts.
- Continue to attend local and national networks to share good procurement practices.
- Ensure that all Ceredigion Public Services Board delivery groups develop a Fair Work mindset and include this in their terms of reference and at the heart of policies and plans.

For more information about Fair Work, visit [Fair work for health, well-being and equity - Public Health Wales](#).