

30 April 2025

Dear

ATISN 24636 - Freedom of Information Request - Adoption of Fair Work Principles by Local Authorities

Thank you for your request which I received on 10 April 2025. You asked for the following information:

1. Which local authorities in Wales have formally signed up to the principles of Fair Work as outlined by the Fair Work Commission?
2. Please provide details on the policies and procedures that each of these local authorities have implemented to adhere to these principles.
3. How does the Welsh Government monitor and support local authorities in adopting and maintaining these principles?
4. Please provide any relevant documents, reports, or communications that outline the adoption and implementation of Fair Work principles by local authorities in Wales.
5. Real Living Wage: The budget includes provisions to support local authorities in meeting the additional costs of introducing the Real Living Wage for care workers.
 - a. How was this monitored in 2024-25 to ensure the allocated funds reached the commissioned social care services?
 - b. How will this be monitored in 2025-26.

Our response

Following a search of our paper and electronic records, I have established that the information you require is not held by the Welsh Government. A copy of the information I obtained from the relevant Welsh Government departments by way of explanation for this position is set out in the Annex.

Next steps

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at: Information Rights Unit, Welsh Government, Cathays Park, Cardiff, CF10 3NQ or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office,
Wycliffe House,
Water Lane,

Wilmslow,
Cheshire,
SK9 5AF

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely

Annex

Questions 1 – 4

Each Local Authority in Wales is responsible for the management and organisation of their own workforces. We expect them to discharge those responsibilities in social partnership with their recognised trade unions. The Welsh Government does not hold details of the individual policies and procedures for each authority.

Local Authorities are subject to the social partnership duty outlined in the Social Partnership and Public Procurement (Wales) Act 2023. This duty requires certain public bodies, including Local Authorities, to seek consensus or compromise with their recognised trade unions or other workforce representatives when setting and delivering their well-being objectives. Additionally, the Act amends the Prosperous Wales well-being goal to include a reference to Fair Work.

Local Authorities will also be subject to the Socially Responsible Public Procurement, Contract Management, and Reporting Duties outlined in the Act. These duties require contracting authorities, including local authorities, to:

- Consider socially responsible public procurement when carrying out procurement activities.
- Set objectives related to well-being goals and publish a procurement strategy.
- Ensure that socially responsible outcomes are pursued through their supply chains.
- Report on their compliance with the Social Partnership Duty and Procurement Duty.

Question 5, parts a & b:-

For both 2024/25 and 2025/26 the commitment to pay the Real Living Wage (RLW) was factored when determining the total level of funding for the local government settlement.

An independent evaluation has been commissioned on the implementation of the RLW to date, which has included extensive stakeholder engagement throughout 2024/25 to consider how the RLW has reached the sector. The first report of the evaluation is due to be published imminently. The evaluation will then move onto the outcomes for the workforce in terms of well-being, recruitment, and retention, and we hope to be able to publish the full report later this year.

For 2025/26, we are already engaging with local authorities to understand their intentions and any challenges around implementation during this year. We will review this information, alongside the evaluation findings and recommendations, once the report is finalised, and consider next steps.