



Ethical Employment Statement 2023/24

NHS Wales Shared Services Partnership (NWSSP) is hosted by Velindre University NHS Trust (Velindre). As such, it is bound by the commitments stated within Velindre's Ethical Employment Statement. Furthermore, NWSSP is equally committed to ensuring that procurement activity conducted on behalf of NHS Wales is done so in an ethical way. We will ensure that workers within the supply chains through which we source our goods and services are treated fairly, in line with Welsh Government's Code of Practice for Ethical Employment in Supply Chains.

Specifically, we will ensure that our organisation and any parts of our supply chain comply with all elements of the Code of Practice including:

- Modern slavery & human rights abuses;
- Blacklisting;
- False self-employment;
- Unfair use of umbrella schemes and false self-employment; and
- Paying the living wage.

To date, NWSSP Procurement Services has:

- Embedded the Code of Practice in standard operating procedures, including terms and conditions of contract;
- Provided training to those involved in buying/procurement on modern slavery and ethical employment practices, through various training mediums;
- Aligned the Code of Practice within our broader Sustainable Procurement Code of Practice;
- Developed standard questions that ensure ethical employment practices are considered as part of the procurement process;
- Became a signatory to the Transparency in Supply Chains (TISC) register, and published the NWSSP Ethical Employment Statement; and
- Requested our suppliers sign up to the TISC register, and publish their own ethical employment policies and statements.

NWSSP Procurement Services will:

- Regularly conduct appropriate engagement with our suppliers, to ensure that the way in which we work does not contribute to the use of illegal or unethical employment practices within the supply chain;
- Maintain up to date knowledge of ethical employment issues and themes, ensuring continuing support of fair work related policy driven by Welsh Government;
- Promote that our 2nd tier suppliers sign up to the Welsh Government Code of Practice, to help ensure that ethical employment practices are carried out throughout their supply chains, as a condition of supply to NHS Wales; and
- Assess our expenditure to identify areas of high risk, and continue to address any issues of modern slavery, human rights abuses and unethical employment practice.

Signed:

Mr Gareth Hardacre
Director of People & Organisational Development and Employment Services
Anti-Slavery and Ethical Employment Champion for NWSSP