



Ethical Employment Statement 2024/25

NHS Wales Shared Services Partnership (NWSSP) is hosted by Velindre University NHS Trust (Velindre). NWSSP is bound by the commitments of the Modern Slavery Act (2015) and the Transparency in supply chains statement from Velindre University NHS Trust.

NWSSP is equally committed to ensuring that activities conducted on behalf of NHS Wales are conducted in an ethical manner. NWSSP will work in social partnership with our supply chains to promote fair and decent work, in line with the Welsh Government's Code of Practice for Ethical Employment in Supply Chains and the Wellbeing of Future Generations Act (2015). Specifically, NWSSP will ensure that our organisation complies with the commitments of the Ethical Employment in Supply Chains Code of Practice and leverages our procurement activity to encourage our suppliers to do the same. Specifically, this will include commitments related to:

- Modern slavery & human rights abuses
- Blacklisting
- False self-employment
- Unfair use of umbrella schemes and false self-employment
- Consideration of paying the Living Wage Foundation's Living Wage

To date, NWSSP has:

- Embedded the Ethical Employment Code of Practice into standard operating procedures;
- Provided training to those involved in buying / procurement on modern slavery, ethical employment practices.
- Aligned the Code of Practice within our broader Sustainable Procurement Code of Practice.
- Became a signatory to the Transparency in Supply Chains (TISC) register and published the NWSSP Ethical Employment Statement.
- Encouraged suppliers to sign up to the commitments of the Ethical Employment in Supply Chains Code of Practice and also to the TISC register to publicise their commitment and their Modern Slavery /Ethical Employment statements.
- Engaged with wider NHS Scotland, NHS Northern Ireland, and NHS England colleagues to continue to develop and share best practice.

NWSSP will:

- Conduct appropriate and targeted engagement with suppliers and prospective bidders, to ensure that the way in which we work does not contribute to the use of illegal or unethical employment practices.
- Maintain and share knowledge of ethical employment issues and themes, ensuring continuing support of the fair and decent work.
- Continue to leverage our tender processes to encourage our suppliers to sign up to the commitments of the Ethical Employment in Supply Chains Code of Practice and also to the TISC register, to publicise their commitments and their Modern Slavery/Ethical Employment statements.



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- Assess our expenditure and target areas of elevated risk to continue to address any potential issues of modern slavery, human rights abuses and/or unethical employment practice.

Signed:

A handwritten signature in black ink, appearing to read 'Gareth Hardacre'.

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