

**Minutes of the PCS Cross PARTY Group Meeting held on Tuesday 29 April  
2025 in Dining Room 3, 12.15-13.30.**

**Present:** Mike Hedges MS (Chair), Heledd Fychan MS (Vice Chair), Hannah Blythyn MS, Ryland Doyle (MS Support Staff, Mike Hedges), Helen West (MS Support Staff, Julie Morgan), Sian Boyles (PCS), Marianne Owens (PCS), Doug Jones (PCS), Kirsty Williams (PCS), Sara Weale (PCS).

**Welcome and apologies**

Mike welcomed all attendees to the meeting. Apologies received from Matt Cunningham (PCS).

**Concerns arising at Welsh Government**

*Culture Sector Campaign:* Sara and Kirsty, PCS reps from the Library and Museum gave an overview of where the campaign has got to and the main issues affecting the organisations following the 2024 budget cuts. The branches still feel that WG is failing the ALBs. The Campaign has four key demands, which had been presented to the various Ministers responsible for Culture over the last year. The branches were looking for the support of the CPG for these demands. Four demands are: 1. Fully-funded pay increases, staffing are central costs to both organisations, WG want ALBs to match their pay increases but don't provide funds to do this. 2. Grant-in-aid needs to increase annually and cover the cost of running the organisations. 3. Sustainable 5-year fair funding plan for the organisations' budgets.. 4. Fair pension for workers at ALBs.

Issues related to the Library's pension scheme were raised and discussed along with issues related to pension payments and salary sacrifice at the Museum. The National Insurance increase was noted to be a major issue for both organisations. The impact of the cuts at both organisations was discussed. At the Museum these included mould outbreaks at buildings at Sain Ffagan due to there not been open to the public following a drop in staffing levels; cuts in the geological department impacting elements of conservation; and loans not being possible for exhibitions, due to a reduction in the staff on the exhibitions team. At the Library, the impact on digital security was noted, alongside the impact AI harvesting of the Library's website was having on the IT department. The impact of loss of jobs and opportunities at the Library on the local community and the Welsh language was also noted. A demonstration was being planned at the National Eisteddfod in August, which would hopefully involve sister unions who were campaigning against cuts in other areas of the sector.

Mike noted that the Museum and Library as bodies fully funded bodies from WG so should be on the same terms and conditions and noted the CPGs support for the Library branch on their pension-related issues.

Heledd asked if the demands are ones that PCS would be raising in conversations on the manifestos. PCS attendees noted that they would be. Heledd also asked whether the review of the impact of the cuts at the Museum had begun, Kirsty noted that it had with a report due in late summer. There is scepticism amongst members as to what would come out of such a report, as reports on similar issues had been

ignored in the past. Heledd and Mike noted that they planned to attend the demonstration at the National Eisteddfod.

*Welsh Government Office Attendance:* Sian noted PCS concerns regarding Welsh Government moving towards changing its policy on hybrid working. PCS also have concerns in terms of how some managers are undermining industrial relations by their interpretation of the current hybrid working arrangements. PCS were continuing to negotiate on this issue with Welsh Government.

*Social Partnership:* Sian thanks Mike for the question he raised on the Senedd floor in relation to the NAELW and CCW. Mike's question played a pivotal role in getting the ball rolling on this issue and has led to a positive outcome.

#### **4 Day Working Week**

PCS are seeking discussions with Welsh Government in relation to doing a 4-day working week pilot. The shorter working week will be part of PCS's sectoral pay claim. Pilots have been completed in the Scottish Government and DEFRA with the report on the Scottish Government pilot due this month.

#### **PCS Wales Annual Delegate Conference Motions**

Marianne highlighted the motions passed at the PCS Wales Annual Delegate Conference on the Winter Fuel Payment, the Two-Child Benefit Cap and the DWP's delivery of social services in Wales. Colleagues working in the DWP branch are working on an alternative on how they can be delivered in Wales and will bring this to the group when this is ready. WE will also share other motions with the group as they are actioned moving forward.

#### **ONS Workplace Attendance Dispute**

Sian noted that the ONS dispute on office attendance was continuing and provided an update on the dispute. Marianne noted issues in regarding office attendance at HMRC, where staff have been disciplined for not hitting the 60% office attendance demand.

#### **PCS National Dispute over Pay, Pensions, and Jobs**

Marianne provided an update on the current position of the dispute, noting that it was currently paused, with further action to be agreed at the PCS Annual Delegate Conference in May.

#### **AOB**

Hannah raised the issue of the dignity and respect policy asking whether they were the team doing this had reached out to the union.