



The Social Partnership Forum brings together NHS Employers, NHS trade unions, NHS England, Health Education England, NHS Improvement and the Department of Health to debate the development and implementation of the workforce implications of policy.

HPMA Awards 2017 launched!

The HPMA Excellence Awards 2017 recognise and reward outstanding work in healthcare human resource management. This year the SPF is proud to once again sponsor the partnership award. This prestigious award recognises good examples of partnership working between employers, trade unions and other stakeholders, in the provision of health and social care.

For more information on how to enter for the 2017 award take a look at the [HPMA partnership award 2017 web page](#).

You can download our [HPMA awards flyer](#) and use it to promote and encourage entries for the partnership award.

SPF Strategic Group update

The SPF Strategic Group met on 7 December 2016. Discussions centred on workforce strategy, the Leadership and Improvement Strategy [Developing People – Improving Care](#) which was developed in partnership with SPF and others, the Carter Review and Sustainability Transformation Plans (STPs). Two SPF workshops were announced, one on STPs in the New Year, and one on NHS apprenticeships which will be held on 31 January 2017. The meeting concluded with the Ministerial Chair of the SPF, Philip Dunne, and the NHS staff side and NHS employer side co-chairs of the SPF signing the [Tackling bullying in the NHS: a collective call to action](#) document, produced by SPF. The meeting was also made aware of the reconvening of the SPF 7 day services subgroup on 14 December.

Inside this issue

HPMA Awards 2017 launched!
Workforce Issues Group update
SPF Strategic Group update
Embedding Partnership Working Group update
Devon STP Partnership Forum
National Regional Group update



Tackling bullying in the NHS: a collective call to action

The Workforce Issues Group (WIG) has been the main driver in taking forward the SPF initiative to tackle bullying in the NHS, signed by Minister and the staff side and employer side co-chairs of SPF at the strategic group meeting in December. The collective call to action includes a range of suggested actions supported by resources, advice, guidance and good practice to help organisations work in partnership to develop plans to tackle bullying. You can take a look at the call to action on the [tackling bullying in the NHS web page](#). The WIG will take forward further work to support the call to action and promote and embed a partnership approach to improving culture and tackle bullying in the NHS.

A recent podcast has been published on the [NHS Employers website](#), where Christina McAnea, SPF staff side chair, and Martin Hamilton from Capsticks discuss bullying and harassment in the NHS workplace. They talk about the need for employers and systems leaders to work together to tackle bullying and change culture.

For information about other WIG priorities and the work the group is undertaking visit their web page on the [SPF website](#).

Embedding Partnership Working Group (EPWG) update

The group met on 5 December. The 2016 stocktake report, which reviews progress against agreed actions in the 2015 SPF stocktake, has been produced and will go to the SPF Wider Group meeting in March for sign off, after which it will be published on the SPF website. Thank you to everyone who completed the stocktake report online survey and interviews. We will develop an action plan to take forward the recommendations identified in the stocktake report.

The [regional SPF action log](#) was presented at the meeting. The action log provides a short summary of the regional SPF's work programmes, categorised under the three priority work areas: service transformation, service delivery, and NHS culture and staff experience.

At the December meeting, the EPWG also focused on the launch of the 2017 HPMAs Awards, outcomes from the National Regional Group and what the group can do to help promote the Tackling bullying in the NHS: a collective call to action. Work to progress the actions arising from the [communications survey report](#) is still ongoing and the SPF communications strategy will be refreshed to reflect this. The group's terms of reference are due to be reviewed in light of the newly signed [SPF partnership agreement](#) and will be published on the SPF website in the New Year. For more information on the EPWG please visit the [SPF website](#).



National Regional Group (NRG) update

The NRG met on 21 November. The group meets twice a year, bringing together staff side and employer chairs from each of the regional SPFs, plus members from the national SPF. The meeting discussed the challenges to integrated care being developed by the NHS forward view vanguards, alongside partnership working in these new care models. The group considered the emerging themes and will feed back to national policy leads those areas most important to regional colleagues and the challenges arising from them. The NRG also discussed workforce issues arising from the STPs and considered the different approaches that are being developed to facilitate partnership working in the plans, and what the national and regional SPFs can do to support the STPs. The action note from the meeting is available on the [SPF website](#).

Devon STP Partnership Forum

An extraordinary meeting of the South West SPF was held in June 2016 to agree principles of engagement and a way forward for partnership working in the development of STPs across the South West. Devon STP footprint organisations have made significant progress as part of the established success regime, and an approach was agreed to support partnership working in the STP. Monthly meetings with management side and up to two staff side representatives from each organisation in the Devon STP footprint enable positive and open discussion on the STP and related developments. A regional SPF member acts as conduit between the two fora. The group's terms of reference are available on the [SPF website](#). The staff and management side leads attended the NRG on 28 November to share intelligence on process and progress to date.

Partnership in practice

We are keen to include examples of good partnership working from regional and local SPFs on our website. If you have examples of good practice or case studies that you think would be useful to share with SPF colleagues, please send details in an email marked *good practice* to: webenquiries@socialpartnershipforum.org.

To subscribe to the SPF bulletin and SPF news alerts email *subscribe* to the above email address.

Merry Christmas and Happy New Year!

