

REGIONAL SOCIAL PARTNERSHIP FORUM (SPF) FACTSHEET



The regional SPFs bring system leaders, employers and trade unions together at a regional level to discuss the implications of policy on the workforce and facilitate a joined up approach to service transformation, service delivery and improving the health and wellbeing of NHS staff.

The regional SPFs allow information and learning to be shared between trade unions and employers at a regional level, and emerging workforce issues to be identified and addressed. They help develop and build relationships between employers and regional trade union representatives.

The regional SPFs also deliver annual partnership conferences in the North, Midlands and East, London and the South to collectively identify solutions to workforce challenges.

Regional SPF priorities

System transformation – facilitating partnership working in the Sustainability and Transformation Plan (STP) areas, devolved health and care systems and new care models such as the forward view vanguards.

- London SPF is looking at the impact of its five STPs, including accountability and putting in place a support system.
- North West SPF is ensuring staff engagement and partnership working as part of all sub-regional transformational programmes, including alignment with the devolution agenda.
- North East SPF has prioritised the subject of vanguards, aiming to build a collective understanding of the workforce implications and agree local solutions.
- West Midlands SPF are holding an STP event for lead representatives to discuss the plans and challenges and to develop a joint approach.

- South West SPF has supported the development of the Devon STP partnership forum. In South Central and South East Coast SPFs discussions are underway on how to achieve partnership working with STPs.

Service delivery – supporting more effective workforce planning, and encouraging greater staff engagement and trade union involvement in the commissioning process.

- East Midlands SPF discussed the impact of the agency cap on safe staffing and patient care, and are working in partnership to identify solutions.
- London SPF produced and distributed an infographic on affordable housing and travel for the NHS workforce in London. They are lobbying the London Mayor about these issues.
- East of England SPF has a partnership dialogue with Health Education East of England on workforce planning, including changes to student funding and the nursing associate role.
- East Midlands SPF is developing guidelines on good practice for facility time and TUPE transfers.
- North of England regional SPFs have senior NHS England representation, which supports engagement and partnership working in relation to the commissioning process.
- Yorkshire & Humber SPF is providing job evaluation training opportunities for staff side and management representatives.

See our website and sign up to our bulletin at:

www.socialpartnershipforum.org
www.socialpartnershipforum.org/regional-spf



NHS culture – improving staff experience and tackling bullying and harassment.

- South West SPF and London SPF host events to share good practice on tackling bullying and harassment.
- East of England SPF made tackling bullying and harassment the focus of their partnership conference.
- West Midlands SPF is discussing partnership working on staff health and wellbeing with the HR director network.

SPF resources

An SPF infographic - is available on the SPF website. The infographic shows the SPF organisational structure, including the boundaries of the ten regional SPFs.

Memoranda of Understanding (MoU) – to support the redeployment of staff are available on the regional SPF web page on the SPF website. The MoU set out the principles for the redeployment of NHS staff at risk of redundancy.

Good practice – case studies promoting great examples of partnership working are available on the case studies web page on the SPF website.

Partnership behaviours audit tool - this resource helps to build good working relationships in SPFs, and is available on the North of England SPF web page.

Consulting on an organisational change proposal - produced by the London NHS partnership, this document provides guidance on the content of organisational change consultation documents, and planning the consultation process. It is available on the London SPF web page on the SPF website.

A proud record of supporting regional workforce needs - the North SPF journey, available on the North of England web page on the SPF website, summarises the crucial role of the SPF and the importance of partnership working during periods of significant change in the NHS.

The benefits of partnership working – Testimonials

In the East of England (EoE) we believe partnership working is a key priority, with vital issues such as staff morale and health and wellbeing, requiring stakeholders more than ever to work in partnership. To be able to meet and discuss the strategic issues facing the NHS workforce in an inclusive manner with both commissioner and provider employers is a vital and valuable part of the work of the SPF.

Sasha Pearce Staff Side Chair EOE SPF and Regional Manager, UNISON Eastern Region

It's a way of getting to know your trade union colleagues in a safe but challenging environment – building relationships is key to successful employee relations locally, regionally and nationally.

Jan Bloomfield, Employer Chair EOE SPF and Executive Director of Workforce and Communications, West Suffolk NHS Foundation Trust

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