

Regional SPF Action Log briefing – EPWG – 6 March 2017

The Regional SPF Action Log is presented to EPWG to update on the activity undertaken by regional SPFs.

The activity is recorded under the 3 key themes taken from the letter from the National SPF to each regional SPF chair dated 7 April 2016.

1. Service transformation
2. Service delivery
3. NHS culture and staff experience

In addition there are 2 further themes:

- *Embedding partnership working*, which reflects the strengthened two way links horizontally between regional SPFs and vertically between national SPF and regional SPFs.
- *Events*, is also included reflecting activity taking place on partnership conferences.

Format of the log

The action log provides a snapshot in time of the activities of regional SPFs. It is not intended to include detailed historical information, but instead, provide an overview of the variety of activities regional SPFs are doing at the time.

Sign off

The action log has been signed off internally within NHS Employers and externally by regional SPF chairs.

Summary of highlights from recent 2017 regional activity

Partnership events between regional SPF meetings

In addition to the regular regional SPF meetings, a number of conferences are included in the action log:

- Midlands and East – 24 March 2017 - focus on making the region an excellent place for staff to work in the NHS.
- London – 16 March 2017 - focus on staff health and wellbeing.
- North of England – 20 January 2017 event focussed on working in partnership during system change with particular focus around the STP workforce issues and implications that will impact staff in the North of England.
- South West – 24 Nov 2016 event focussed on sharing intelligence and learning on diversity and inclusion – evaluation was positive and will be shared with delegates.

Regional highlights:

Regional SPFs are responding to national priorities and regional priorities in a variety of ways. This is dependent on their current work plans, sub groups, and meeting arrangements.

- **Service transformation:** London are exploring partnership working opportunities during system change, bringing the 5 STP/ LWAB leads, 5 Union leads, NHS England and HEE to form a group under the London SPF umbrella. There is discussions within the 3 Midlands and East SPFs about whether the SPF would like engagement from NHS England and its purpose. South Central are in the process of establishing their Partnership Forum and agreeing the engagement process on STPs in the area. East of England SPF are due to revise the MOU for redeployment in light of the STP development, ensuring that it remains fit for purpose. There are now standing items established for all STP footprints in the NW SPF meetings, with the next steps being that any updates/information sharing provide more clarity, particularly around staff side engagement arrangements in each STP.
- **NHS culture and staff experience:** London SPF are working to address concerns that the cost of travel and accommodation in London is having a negative impact on the workforce, with the feedback to be shared at their partnership conference in March. North East are trying to ensure there is staff side representation and staff engagement in the context of new regional HEE structures. Both the North West and Yorkshire and Humber SPFs are in discussions about how they can regionally take forward and help support the tackling bullying in the NHS call to action.
- **Service delivery:** National standards in job evaluation training have been reinforced and supported through two job evaluation pilots in the North open to SPF members to pilot the new e-learning job evaluation training – case studies are going to be developed on the participant's experience of the training. East Midlands have revised the MOU for redeployment of staff at risk of redundancy and to raise the profile of it, to ensure it's being used.
- **Embedding partnership working:** East Midlands and East of England have used the partnership behaviours toolkit to evaluate their SPF – the report/evaluation will be shared at their next meeting. The London SPF have agreed to work together to take the tackling bullying call to action work forward via the main SPF group and the health and wellbeing subgroup. The North East are going to look into a Task and Finish group that will look at best practice and positive learning around the tackling bullying call to action and along with staff survey results. West Midlands SPF Terms of Reference are due to be revised.

Highlights to note

- The most popular theme regional SPFs are looking at is service transformation, with 17 activities recorded under this theme. It is likely this is as a result of the work on system reform including STPs, LWABs and Vanguard across the system.
- The next most popular themes is embedding partnership working with 9 activities recorded under this theme. This can be viewed as positive as it is reflective of the main purpose of regional SPFs and is being taken forward in a number of ways, as described above.
- The third most popular theme is culture and staff experience with 7 activities recorded under this theme with the majority of activity focussing on the development and updating of good practice principals to improve culture and staff experience regionally, including supporting the national call to action on bullying in the NHS.
- Conferences, the development of case studies, in addition to regular regional SPF meetings, continue to respond to national and regional SPF priorities in a variety of ways to bring

together regional SPFs, spread good practice between organisations and respond to local and regional priorities to develop solutions in partnership.

Actions for the EPWG

- To note the wide range of activity regional SPFs are engaged with.
- To review within regional SPFs if there are opportunities for sharing good practice between regional SPFs.