

POLICY	AIM	KEY DEVELOPMENTS	LAST DISCUSSED	LEAD / OWNER & FUTURE ACTION
NHS Forward View (FV) – workforce strategy & Shared Delivery Plan (SDP)	To consider the workforce implications of the FV and SDP and to support successful implementation of Sustainability and Transformation Plans (STPs) including FV New Care Models (NCM)	<ul style="list-style-type: none"> Dec 2015 - NHS Planning Guidance on the development of STPs for place based services, was published. Feb 2016 - the SDP which describes the DH and arm's length bodies' priority objectives for 2015 to 2020 was published. Sept 2016 - Guidance for social partnership working in developing and implementing new care models and system transformation, developed by the SPF, NCM team and STP representatives, was published. Jan & Feb 2017 – SPF workshops held to identify how to better engage staff and trade unions in the STPs and to have initial discussions on a potential security package/staff offer to provide reassurance for staff who may be affected by system change. Mar 2017 – Next steps on the NHS Five Year Forward View was published Mar 2017 - Simon Stevens had a call with Christina McAnea and Danny Mortimer and discussed the de-risking of change from the point of view of individual staff. 	Wider Group 21/03/17 Strategic Group 16/02/17	<ul style="list-style-type: none"> SPF Strategic Group to work with a number of STPs to identify possible components of a security package/staff offer for staff who may be affected by system change. WIG to develop a staff friendly guide to system jargon.
Tackling bullying in the NHS (SPF)	Reduce the levels of bullying NHS staff experience.	<ul style="list-style-type: none"> Dec 2015 – partners agreed recommendations for the strategic, organisational and individual level on how to tackle bullying in the NHS. Jan 2016 - Ministerial roundtable considered the recommendations. Following this, proposals were developed by the WIG. Dec 2016 Strategic Group - Tackling bullying call to action document signed by Minister and employer and trade union SPF co-chairs and published. The document, along with links to tools and resources to tackle bullying is available on the SPF website. Feb 2017 – SPF met with ALB non-executive directors (NEDs) to make them aware of the 'call to action' and the 	Wider Group 21/03/17 Strategic Group 16/02/17 WIG 27/03/17 EPWG 06/03/17	<ul style="list-style-type: none"> Partners will raise awareness of the initiative and catalyse action through their networks and develop and publicise further materials, where required. EPWG is responsible for communication activity on tackling bullying. WIG is responsible for ensuring the actions agreed by partners are carried out. This includes looking at how data from the NHS Staff Survey could be used to support work to tackle bullying.

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		<p>need for changes in system behaviour to support a positive culture in the NHS.</p> <ul style="list-style-type: none"> Feb 2017 – letters on the ‘call to action’ from chairs of regional SPFs sent to provider trust chief executives, HR directors and TU leads and CCG accountable officers. Mar 2017 - Letter from Trade Union and Employer SPF co-chairs sent to HR leads in independent providers asking them to respond to the ‘call to action’. 		<ul style="list-style-type: none"> SPF to have a further meeting with ALB NEDs to continue the discussion on a system approach to improving culture in the NHS.
NHS Flu Fighter Campaign (NHS Employers)	Promote the campaign to encourage front line NHS staff to be vaccinated against flu.	<ul style="list-style-type: none"> Mar 2017 Wider Group – update on the successful 2017/18 flu fighter campaign and the important role of trade unions played in promoting the campaign and encouraging staff to get vaccinated. 	Wider SPF 21/03/17	<ul style="list-style-type: none"> SPF to promote future flu fighter campaigns.
‘Freedom to Speak Up’ (CQC)	Support the work of the national and local ‘Freedom to Speak Up’ guardians.	<ul style="list-style-type: none"> Oct 2016 Wider Group - Dr Henrietta Hughes, National Guardian for the NHS and Chris Hall, Freedom to Speak Up Guardian spoke about their respective roles. Dec 2016 WIG – Christine Brown, Mencap spoke to partners about the updating of the Whistleblowing Helpline, raising concerns guidance. 	Wider Group 18/10/16 WIG 19/12/16	<ul style="list-style-type: none"> Partners contributing to the update of the whistleblowing helpline, raising concerns guidance.
Workforce Race Equality Standard (WRES) (NHS England)	To support NHS England promote the standard and help them to achieve their goal of a more inclusive NHS.	<ul style="list-style-type: none"> May 2016 – WRES baseline data published on NHS England’s website. July 2016 Wider Group - Roger Kline and Yvonne Coghill, Joint Directors of the Workforce Race Equality Standard Implementation Team, NHS England updated on the WRES, which has been part of the NHS Standard Contract since April 2015. Mar 2017 - The tackling bullying call to action has been included into all Unites WRES training for health reps and officers. 	Wider Group 12/07/16	<ul style="list-style-type: none"> SPF members to identify good practice examples that are showing results and share with Roger Kline and Yvonne Coghill.
Lord Carter Review / Efficiency	To support work to make the NHS more efficient,	<ul style="list-style-type: none"> Feb 2016 - Lord Carter’s Review Report: Operational productivity and performance in English NHS acute hospitals: unwarranted variations, was published. 	Strategic Group 07/12/16	<ul style="list-style-type: none"> Trade unions to continue to work with the Carter Team in NHS Improvement.

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(NHS Improvement)	whilst ensuring the quality of services are improved or maintained.	<ul style="list-style-type: none"> Dec 2016 Strategic Group – trade unions raised concerns on the lack of engagement prior to policy announcements related to improving efficiency in the NHS. Jan 2017 – trade unions met with the Carter Team to discuss ensuring a partnership approach to taking forward work to make the SPF more efficient. 		
Leadership development (HEE & NHS Improvement)	To support NHS Improvement's work on leadership development in the NHS.	<ul style="list-style-type: none"> Sept 2016 WIG – partners had the opportunity to comment on an early draft of the framework. Dec 2016 Strategic Group - Adam Sewell-Jones, NHS Improvement updated on the framework: Developing People – improving care, which had been recently published. 	Strategic Group 07/12/16 WIG 20/09/16	<ul style="list-style-type: none"> SPF is linking the tackling bullying, call to action to the improvement and leadership development framework to encourage a response on system behaviours and how they impact on the culture in the NHS.
7 Day Services (NHS England)	To engage with NHS England's work on implementing 7-Day services (7DS) in the NHS.	<ul style="list-style-type: none"> May 2016 – ACAS statement on the junior doctors contract agreement stated that a subgroup of the SPF be established to consider and monitor how 7DS policy impacts on the workforce. Dec 2016 7DS subgroup – first meeting discussed the best mechanism for trade unions to feed in their views on 7DS and the potential impact on staff. Feb 2017 7DS subgroup - terms of reference agreed and published on the SPF website. 	7DS Subgroup 08/02/17	<ul style="list-style-type: none"> Subgroup meets approximately every six to eight weeks. Its aim is to facilitate trade union and employer engagement with system partners on 7DS policy development and implementation.
NHS Pricing policy (NHS Improvement)	To engage with NHS Improvement on NHS pricing models.	<ul style="list-style-type: none"> Dec 2016 WIG – Chris Skilbeck updated on the agreed tariff 2017/18 to 2018/19. Mar 2017 WIG – Chris Skilbeck & Matthew Marsh, NHS Improvement spoke the development of whole population budgets which could be used by MCP and PAC NCMs. 	WIG 27/03/17	<ul style="list-style-type: none"> Chris Skilbeck, NHS Improvement to attend a future WIG meeting to speak further about the funding mechanisms for NCMs.
NHS Pension ACCESS (DH)	To promote and support the use of the NHS Pension ACCESS provisions, which	<ul style="list-style-type: none"> Review of the Pension ACCESS arrangements took place 2015. The review report was agreed and published on the WIG web page. Pension amendment regulations due to be implemented in April 2017. This will extend NHS pension access to 	WIG 19/12/16	<ul style="list-style-type: none"> Pensions working group working on progressing the recommendations from the Review. WIG has oversight of this work.

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	came in April 2014.	NHS funded clinical services provided under a subcontract.		
NHS Standard Contract (NHS England)	To engage with NHS England on the development of the NHS Standard Contract.	<ul style="list-style-type: none"> April 2016 WIG – David Savage gave an update on the changes in the NHS Standard Contract 2016/17 and the potential implications for the workforce. Dec 2016 WIG – update received on the production of the standard subcontract, which was published 22 Dec 2016. 	WIG 19/12/16	<ul style="list-style-type: none"> WIG to engage in the development of future versions of the NHS Standard Contract and the standard contract for MCPs.
SPF Staff Transfer Guide (SPF)	To maintain the online guide for NHS staff who transfer within or out of the NHS.	<ul style="list-style-type: none"> SPF Staff Transfer Guide published on the SPF website. WIG carried out a review of the guide to ensure it is up-to-date and relevant. This was completed in Sept 2016 and the version of the guide on the website updated. 	WIG 22/08/16	<ul style="list-style-type: none"> SPF secretariat to monitor the guide to ensure it remains up-to-date and relevant
SPF Stocktakes	To review progress made with the actions from the 2015 stocktake.	<ul style="list-style-type: none"> Mar 2017 EPWG – action plan to take forward the recommendations from the 2016 report was discussed by partners. Mar 2017 Wider Group - 2016 SPF stocktake report signed off 	Wider Group 21/03/17 EPWG 06/03/17	<ul style="list-style-type: none"> EPWG to be responsible for overseeing the implementation of the recommendations from the report. Stocktakes to take place every two years.
HPMA Award for partnership	To use the award to identify, reward and promote excellent partnership working.	<ul style="list-style-type: none"> SPF is sponsoring the 2017 HPMA award for partnership working. See the HPMA Partnership Award 2017 web page on the SPF website. 	EPWG 06/03/17	<ul style="list-style-type: none"> SPF to produce case studies based on the finalists for the award.
SPF Comms	To ensure the SPF is achieving its objectives of embedding partnership working in the NHS.	<ul style="list-style-type: none"> Online survey of users of the SPF website and stakeholder mapping exercise carried out Nov 2015 to Jan 2016. The results of the survey were used to produce a report and action plan. Mar 2017 EPWG – revised SPF communications strategy discussed by partners. 	EPWG 06/03/17	<ul style="list-style-type: none"> The SPF communications strategy to be finalised and signed off SPF secretariat to continue work set out in the comms action plan and report on progress at each EPWG meeting.

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CQC Engagement	To have ongoing open dialogue around CQC inspection regime.	<ul style="list-style-type: none"> SPF met with CQC Sept 2016 to discuss CQC strategy 2016-2021; place based inspections and working with CQC on the SPF initiative to tackle bullying and harassment. On the latter the CQC has contributed to the SPFs work in identifying metrics and measures to support organisations tackle bullying. 	SPF meeting with CQC 07/09/16	<ul style="list-style-type: none"> SPF secretariat to develop the agenda for the next meeting with CQC, which will take place May 2017.