

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 whilst exploring partnership working opportunities during system change. Meetings have taken place in partnership with trade union colleagues to look at STP workforce plans.
- North of England SPF sub groups (North East, North West and Yorkshire & Humber) are developing new STP partnership groups to ensure engagement and partnership working across regional transformation programmes.
- West Midlands, East Midlands and East of England SPFs discussed STP development, and the importance of including staff side views at a series of meetings culminating in a workshop session at their partnership conference on 24 March; to be progressed through regional SPFs.

- South West SPF is currently reviewing future form acknowledging capacity and local STP partnership forum engagement. South Central RSPF and South East Coast RSPF's have met respectively and are looking at revised terms of reference to reflect new ways of working.

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

- London SPF produced and distributed an infographic on affordable housing and travel for the NHS workforce in London. Representatives of the group have met deputy mayors responsible for housing and transport in order to take this work forward
- East of England SPF has ongoing partnership dialogue with Health Education East of England on workforce planning, including changes to student funding and the nursing associate role.
- East Midlands SPF has developed, published and shared guidelines on good practice for facility time and TUPE transfers.
- North of England SPF sub groups have senior NHS England representation, to support engagement and partnership working in relation to the commissioning process.
- Yorkshire & Humber SPF has provided several job evaluation training opportunities for staff side and management representatives.
- South Central and South East Coast RSPFs have both heard presentations on staff survey results and are keen to work collaboratively on sharing best practice around staff engagement.

See our website and sign up to our bulletin at:

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



NHS culture – improving staff experience and embedding *Tackling bullying in the NHS - A collective call to action*.

- South West SPF and London SPF host events to share good practice on tackling bullying and harassment.
- East Midlands, West Midlands and East of England SPFs used the call to action as the catalyst for the focus of their partnership conference on 24 March, *making Midlands & East a great place for NHS staff to work*.
- North West SPF has made a commitment to address bullying and harassment, to support the call to action, in conjunction with BME equality aims in the region.
- North East and Yorkshire & Humber SPFs have formed new task and finish groups for the purpose of taking action on bullying and harassment in the region.
- South Central and South East Coast are keen to progress a partnership approach to tackling bullying and harassment linking in with WRES results and BME experiences.
- London has committed to ensuring the call to action is taken forward via the main group as well as the health and wellbeing sub group, and featured this as the theme at their annual conference.

SPF resources

Tackling bullying in the NHS – includes suggested actions supported by resources, advice and good practice to help organisations to tackle bullying.

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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