

# NEXT STEPS ON THE NHS FIVE YEAR FORWARD VIEW: Our joint work on de-risking service change

- The Next Steps on the Five Year Forward View (FYFV) set out a number of key actions and interventions on Workforce (Chapter 8\* Annex One). The inclusion of de-risking change and passporting was a result of national SPF members speaking directly with Simon Stevens, setting out the concerns of staff, and the need to potentially develop a package of measures to enable change and support staff. In addition, the ambitious service transformation proposals for Urgent and Emergency Care, Primary Care, Cancer, Mental Health, Maternity and Learning Disabilities will require the development of a workforce capable and empowered to deliver locally.
- In this work, assuming that when staff are referred to, it means staff working across all parts of the wider health system including commissioners and providers.
- Feedback from key stakeholders including national, regional and local trade unions, indicates that a clearer, simpler and more coherent message and approach around workforce will support the delivery of the FYFV.
- **The ambition is therefore to ‘de-risking’ service change and support staff by:**
  - Developing, testing and embedding a staff ‘passport’ to support service transformation
  - Developing policies for core *technical* employment issues where needed, enabling staff to move and work easily across multiple employers and professions
- In Autumn 2016 through the SPF, NHS England did some extensive joint work with trade unions, employers, Local Government Agency (LGA), Department of Health (DH) and Arm’s Length Body’s (ALBs) on the potential scope of a ‘staff passport’ and the professional, personal and place-based benefits this will bring in de-risking service change, retaining organisational capacity and capabilities in the system, and these shared outputs will inform the joint development of the next stage of the proposals.
- The proposals will be informed by visits to Accountable Care Systems by members of the Strategic Group of the Social Partnership Forum, led by co-chairs Sara Gorton and Danny Mortimer that start in October. Several Accountable Care Systems have been contacted asking if they would be willing to host a visit so members of the national [Social Partnership Forum](#) Strategic Group members can meet their teams involved in workforce and service change as part of establishing their ACS. The purpose of the visits will be to understand the questions, issues and workforce challenges in these systems - both in terms of the differences and the similarities and themes. Whilst there is already a significant level of feedback available from ACSs, it is important that in developing a range of possible responses that the Strategic Group use the information and evidence gathered on these visits to drive any agreed national action around passporting and de-risking change to ensure it supports local delivery of the service change.
- The first visit is being hosted by Bedfordshire, Luton & Milton Keynes on 17<sup>th</sup> October.

- The Strategic Group of the national SPF is taking this forward on behalf of STP leaders co-ordinated by NHS England as part of its FYFV Workforce programme led by Jane Cummings as SRO. The workstream lead is Sheree Axon, Director of Change and Programme Delivery at NHS England, and partner ALBs including Health Education England and NHS Improvement are also supporting this work.
- You can contact Sheree Axon @ [sheree.axon@nhs.net](mailto:sheree.axon@nhs.net) or ring her on 07824 124469 with any questions or comments on this work or offers of support!

\*FYFV Next Steps: Chapter 8 'Strengthening our Workforce' pp 54-59.