

Regional SPF Action Log

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Region	Theme	Objective	Progress to date	Next steps
East of England	NHS culture and staff experience	To take forward the call to action regionally.	Principals for implementing the COUINs signed off and launched; Letter asking for local progress on the call to action sent out on behalf of the T&F group; SPF to support connecting employers that have made less progress with those that have made more progress.	Follow up of employers that haven't yet responded.
West Midlands	NHS culture and staff experience	To take forward the call to action regionally.	Sent letter to support sharing good practice between employers, and identify those that may require support to respond to the call to action. Analysed local initiatives linked to reducing bullying and used to link with deputies network for sharing good practice.	To review top performing acute, mental health, community trusts across England and analyse how they have achieved this.
West Midlands	Other: Promoting & embedding partnership working	To develop and sustain a regional SPF for the West Midlands with clear outputs, purpose and links with other regional networks.	Discussion at December SPF meeting about other models nationwide for engaging staff side with STP development - supported decision for a West Midlands model. Linking in nominated staff side leads to the staff engagement structures in each STP. Discussions about having staff side reps on LWABs is ongoing. Agreed to procure regional job evaluation benchmarking training across the region.	Facility time, await national guidance before developing principals of good practice for use regionally. To implement the model agreed for staff side engagement with STP development.
East Midlands	Other: Promoting & embedding partnership working	To audit the behaviours at regional SPF meetings and inform future work plans and activities.	Agreed 9 March 2018 for next part of facilitated workshop, notified stakeholders to ensure robust engagement from staff side and management. Sourced a replacement NHS OD practitioner to work with the UNISON facilitator. Facilitators to develop an options paper to structure the workshop for the SPF members to discuss.	Agreement on the model to use for discussions on 9 March between SPF stakeholders. Agreement on output from the workshop.
East Midlands	Service Transformation	To agree a model for involving staff side in STP development.	Monitoring of progress to ensure there is ongoing engagement at each STP for staff side to influence decisions and feed these back through the regional SPF. Update received from each STP at January 2018 SPF: ongoing discussions with staff side from those reporting.	Include time at future meetings to provide overview of this and ensure ongoing engagement.
East of England	Service Transformation	Discussions about workforce planning to ensure the development of STPs are conducted in partnership.	Maintaining overview of STP staff side discussions at the regional SPF. Initial discussion about the draft workforce strategy and ways of engaging the SPF in the consultation.	Time to feed into the draft workforce strategy at March SPF meeting, including staff side and employer views.
East Midlands	NHS culture and staff experience	To inform the content, arrangements and objectives of the Mids and East partnership conference.	Steering group formed of the regional SPF chairs to inform the partnership conference in Kettering on 27 March 2018. Decisions including overall theme, audience and booking allocation, keynote speakers, workshop suggestions, chairing arrangements by regional SPF chairs, already agreed.	Further content suggestions from stakeholders for breakout sessions, management of booking numbers to ensure 50/50 staff side/management split in attendance.
North East	Other: Promoting & embedding partnership working	Share good practice and assess regional performance in the region relating to bullying and harassment (ministerial priority)	The group have agreed to look at the staff survey results for 2018 and look at bullying and harassment themes as well as general health and wellbeing.	This will be tabled at a future meeting when staff survey results have been released and NHS Employers to present the staff survey tool to do a regional results comparison.

North East	Service Transformation	To build collective understanding of the NE STP footprint(s), and the implications/opportunities for the workforce.	<p>North East SPF meeting held on 2 February 2018 with Amanda Hume and Ian Renwick (SRO for Workforce STP) attending on the aspiration of the STP for Cumbria and the North East. Amanda and Ian gave reassurance to staff side colleagues that there was no framework currently set out for this and they wanted them along for the journey but that the health system can not continue to deliver as it currently stands.</p> <p>Staff side raise concerns around some service reconfigurations that they had not been consulted on from the beginning but Amanda and Ian advised this is outside the STP plans and that staff side need to engage locally to ensure they are involved in this rather than at STP level. There isn't a timescale for ambition and in terms of context and scale they believe it is a ten year journey.</p> <p>There was a call for consultation at the start, RCN particularly making reference to A/C and consulting at the earliest opportunity. Staff side also raised that in developing new roles such as physician associates they want to be involved in the design and regulations for them. Local Authority HRD was in attendance and advised that Local Authority have not been involved in a lot of the conversation but there is still more that Local Authority can do to engage as well.</p>	<p>There will be a workforce summit taking place in the North East on the 20 February 2018 which the aim is to start designing the new system together in partnership. The summit will use a journey of a frail elderly person and a child to put the person in the middle and start thinking of the journey and the challenges along that way.</p> <p>Refreshing NHS Plans for 2018/19 released by NHS England. Ben Clark, NHS Cumbria and North East for NHS England provided a summary for the partnership forum to be circulated on key highlights. A communication strategy has been developed for Cumbria and the North East, going forward the SPF will be engaging with this to understand further and how they can be involved.</p>
North of England	Events	Bring together the North Regional SPF Sub Groups together to work in partnership on big ticket items affecting workforce across the North	The next North SPF will be held on 22 June 2018 'Celebrating Diversity and 70 years of the NHS'. Expert speakers and group discussion will support learning and the sharing of good practice.	Drafting agenda and sourcing both national and regional speakers.
Yorkshire and Humber	NHS culture and staff experience	To support the call to action, with localised action that will best serve Yorkshire and Humber.	Through the Summer, Y&H had a bullying task and finish group in place. The work of the group concluded in October and Y&H organisations were well-represented in good practice examples displayed at the creating positive cultures event in November. To further progress the work, the West Yorkshire & Harrogate STP region recently actioned a letter signed on behalf of local SPF/LWAB chairs. Responses from 3 of the STP 'places' have been received, giving updates on work progressing on positive workplace cultures.	Regional work on tackling bullying / creating positive cultures will be returned to in the context of upcoming staff survey results (session provisionally planned for April meeting). LWAB letter may also be considered in other Y&H STP areas.
Yorkshire and Humber	Other: Promoting & embedding partnership working	To embed partnership working at STP locality level.	All three STP footprints in the region now have staff side partnership groups in place, with separate meeting structures in place. These local groups update the wider Y&H region via standing items at SPF meetings.	At February meeting staff side asked for further meeting dates to be confirmed ASAP for each STP. The Y&H SPF also needs to review terms of reference to check alignment with the STP groups.
North West	Other: Promoting & embedding partnership working	Encourage staff engagement and partnership working as part of all STP footprints in the NW.	Terms of reference for the STP area partnership groups in Cheshire & Mersey and Cumbria and Lancs have been developed. Cumbria and Lancs first STP partnership grouping took place in December and will meet on a bimonthly basis. Membership has been agreed however currently sourcing a date for the first partnership forum meeting for Cheshire & Mersey STP.	Agree date for C&M STP group.
North West	NHS culture and staff experience	To support the national call to action on bullying in the NHS, with localised action that will best serve the North West.	Rebecca Patel & Sara Mort from The Christie NHS FT attended and presented at the last meeting in January on their trusts culture and leadership project which has been underway for 12 months. Their motivation behind this was to empower everyone to have the responsibility to change and be part of the success of the organisation. They engaged with staff and trade unions and have started to put some actions in place around their vision and values, team work, staff involvement, learning and innovation and support and compassion. They used a variety of feedback methods to engage with staff right across the trust to ensure all voices were heard.	Presentation from Amanda Oates, HRD at Mersey Care at the next NW SPF meeting on her trusts 'a just and learning culture'.
South West	Other: Promoting & embedding partnership working	South West RSPF future form to be agreed.	A call took place in January 2018 to share experiences from another RSPF. Similar issues were encountered. Agreement reached on meeting being held on 8 March 2018.	A follow up call is planned for 16 February to agree the agenda. Aim is to have a focussed discussion around the workforce strategy and agree next steps for the forum.

South Central	Other: Promoting & embedding partnership working	South Central RSPF establishment	Discussions have taken place with both Staff Side and HRD Network Chair separately to discuss next steps.	A discussion to be arranged with NHS Employers, HRD Network Chair and Staff Side Chair on way forward given that HRD network has now become joint across the patch. HRDs would welcome opportunity to discuss workforce strategy in partnership and agree some outcomes for the forum in whatever future form it takes. A call with all chairs has been arranged for 19 March.
South East Coast	Other: Promoting & embedding partnership working	South East Coast RSPF establishment	Discussions have taken place with both Staff Side and HRD Network Chair separately to discuss next steps.	A discussion to be arranged with NHS Employers, HRD Network Chair and Staff Side Chair on way forward given that HRD network has now become joint across the patch. HRDs would welcome opportunity to discuss workforce strategy in partnership and agree some outcomes for the forum in whatever future form it takes. A call with all chairs has been arranged for 19 March 2018.
London	NHS culture and staff experience	To create a Pan London policy to manage sickness absence	There is a plan to develop a model sickness absence policy across London and some members of the Health and Wellbeing subgroup have looked at the HPMA winners, Norfolk and Norwich policy and "Londonised" it. Ideally this work should go via the Policy Subgroup which has recently been convened.	A face to face meeting to be set up to discuss options.
London	NHS culture and staff experience	To Support initiatives that address WRES and promote an inclusive workplace	The RCN are organising another "Inclusion Solution" event in March supported by the London SPF. This session will bring together a wide range of stakeholders across London's health and social care context to think through how inclusive workplaces practices from leadership, culture, process and systems can be used as a solution to delivering better quality care and improving staff experience.	Wendy Irwin, RCN will be asked to provide an update on the event at the next SPF meeting in April. A set of principles to be developed with Wendy to address all forms of protected characteristics
London	NHS culture and staff experience	To Support initiatives that address mental health and wellbeing	The London Health and Wellbeing subgroup had a presentation from Dr. Tim Anstiss who has created an online "burnout prevention course" in partnership with the BMA. This aims to address physician burnout and wellbeing by using an 8 week course that includes a series of modules covering positive emotions. It is hoped that this programme will be designed for nurses and other staff groups in the future. The group continue to feedback on areas of best practice and local initiatives within their Trusts.	The Health and Wellbeing group will continue to update regarding this initiative.
London	Service Transformation	To support the work of the Healthy London Partnership which in turn addresses the health of London	London SPF and the Health and Wellbeing subgroup supported the Healthy London Partnership Making Every Contact Count (MECC) initiative. The aim of the Healthy London Partnership is to make London the healthiest global city by 2020. The purpose of the presentation was to increase awareness of MECC which is about using the vast human resources across the NHS, local authorities, voluntary and community sectors to give Londoners consistent, simple messages and signpost them to services that help improve their health and wellbeing by addressing healthy eating and obesity, alcohol, exercise and mental health. The aim is to develop a pledge that organisations can sign up to and achieve bronze, silver and gold standards. HLP in partnership with NHS Employers have developed a comms pack and an online hub.	MECC have been invited to host a table at the forthcoming conference

London	NHS culture and staff experience	To address issues around the cost of living and working in London	The London SPF discussed issues around affordable housing for key workers. In October the Government announced that NHS workers would be given first refusal on affordable housing which is built on land sold by the NHS. This followed a report written by Sir Robert Naylor which also recommended the creation of an NHS Property Board, the government has confirmed that this will not be an arm's length body and will be chaired by health minister Lord O'Shaughnessy. It was noted that there would not be matched funding available from Treasury on land sales. It was hoped that some London Trusts would be able to use surplus land to build key worker housing and this is one of the areas that the "London Life" group is looking at.	The London Life group will be looking at this issue
London	Events	To continue to hold an annual SPF conference that brings together employers and staffside	The annual London SPF conference, <i>Celebrating the NHS, Celebrating Partnership</i> , will focus on celebrating 70 years of the NHS and will reflect changes in the system past, present and future.	Conference has been planned for the 5th March 2018
London	Service Delivery	To consider PAN London training for job evaluation	There are plans to look at Pan London training for job evaluators as there is a shortage of adequately trained staff.	
Yorkshire and Humber	Other: Promoting & embedding partnership working	To increase availability of trained job evaluators in the region	It was identified at the December meeting that organisations in the region are struggling to find trained/available job evaluators to sit on local panels. Further discussions at February meeting identified no regional training session has been delivered since 2016 and it is likely training will need to be arranged, hopefully via collective agreement and a host employer.	Approach and plan to be confirmed via email/phone communications over the coming weeks. Learning from West Midlands SPF will inform the approach taken.