

## Regional SPF Action Log

Version/Date: 03.01.19



Region	Theme	Objective	Progress to date	Next steps
North West	NHS culture and staff experience	Improve staff experience for BAME staff	Informative presentation from Habib Naqvi, Policy Lead (WRES) from NHS England, looking at the NW WRES regional data, including some best practice examples from Greater Manchester & North East London FT. He also provided colleagues with some practical interventions to help drive this work forward at organisational level. The forum reflected the need to look at this on an STP basis and the links between the WRES indicators and overall organisational performance.	C&M STP Partnership Forum agreed to work in partnership on this agenda, and are going to theme a future meeting around Equality Diversity & Inclusion (E, D&I), inviting Habib to present on the C&M WRES data, linking it to help shape the programme of work C&M STP are already working on around this. GM already have a WRES subgroup established taking forward work in partnership on this agenda.
North West	Other: Promoting & embedding partnership working	Encourage staff engagement and partnership working as part of all STP footprints in the NW.	All three NW STP partnership forums have been established and the NW SPF continues to receive updates at each meeting.	The ToR for the North SPF's are due to be reviewed to ensure alignment with these new groupings, at an inaugural meeting with all North SPF chairs in January 2019.
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. Extended updates are also periodically delivered by invited chief executives/STP leads.	The Y&H SPF chairs are currently reviewing the format of these standing STP updates to check they are meeting the needs of the region. This will also be discussed as part of ToR review at North SPF chairs meeting 25 January.
Yorkshire and Humber	Other: Promoting & embedding partnership working	To increase availability of trained job evaluators in the region	Following meeting discussions in early 2018, a strong business case was developed for collective provision of job evaluation training in the region. Plans and parameters were set and Leeds Teaching Hospitals hosted a first cohort of training on 30/31 October.	Planning is underway for a second regional cohort to be delivered in conjunction with host trust Hull & East Yorkshire Trust, scheduled to take place on 20/21 February.
Yorkshire and Humber	NHS culture and staff experience	To improve regional awareness of the NHS Injury Benefit	Following discussion at the August Y&H SPF meeting, it was agreed the group could play a role in ensuring employers and staff are aware of the NHS Injury Benefit, in terms of why it exists and the importance of eligible staff being able to access it.	Joint chairs of the Y&H SPF drafted and circulated a communication on this subject in October, which was sent to management and staff side members of the Y&H SPF. This action is now completed.

Yorkshire and Humber	NHS culture and staff experience	Help improve employee experience regarding pensions and special class status.	Concerns have been raised regarding apparent discrepancies and inconsistent communication staff are experiencing in relation to their 'special class' pensions status.	Y&H SPF chairs have received initial advice offered by NHS Employers pensions team, and are considering possible further action the SPF can take to highlight and help address the issues.
North East	NHS culture and staff experience	Share good practice partnership working examples relating to the NHS staff survey results	<p>Two Task and Finish Groups have been established following presentation of the regional results of the NHS Staff Survey where concerns were raised around the levels of staff engagement and concerns on the reporting of unsafe clinical practices. Next steps are being developed to collaborate on showcasing best practice across the region to increase reporting</p> <p>Staff Engagement T&amp;F Group meeting focused on establishing objectives and they have arranged a meeting to start to try to identify some outcomes</p>	Chairs of the NE SPF are going to discuss how we want to take forward the learning from these task and finish groups. Opportunity to align with priorities emerging within wider STP workforce programme.
North East	Service Transformation	To build collective understanding of the ICS in the North East and North Cumbria and the implications/opportunities for the workforce	Staff Side have previously raised concerns in the lack of engagement around the ICS agenda but engagement has started to improve due to key stakeholders such as communications attending the NE SPF as a regular member. Lisa Crichton-Jones, Management Side Chair of the NE SPF has been appointed the Director of Workforce Transformation for the ICS and brings regular updates to the meeting and is keen to ensure continued partnership working in the North East and North Cumbria ICS. A Workforce Summit was previously held which was positively received and the NE SPF presented at this on partnership working. ICS Comms team send all communications on ICS to the North Engagement Team at NHS Employers to ensure that all members of the NE SPF receive regular updates to share with staff	A system working workshop is planned for the 8 February 2019 NE SPF. This will focus on working together across the system, what it means as an SPF and will incorporate a review of the terms of reference. A small Task and Finish Group will be set up to plan the February workshop meeting. In addition work is underway within the workforce programme to map stakeholders and engagement / influencing opportunities and networks. There remains a strong commitment to work in partnership with the SPF and trade union colleagues

North East	NHS culture and staff experience	Improve staff experience for BME staff	WRES results have been identified as poor within the North East and both the NE HRD Network and NE SPF have identified that further work needs to be done on supporting BME staff and their experience of working for the NHS.	Work has already started to take place in some trusts such as Tees, Esk and Wear Valley where best practice can be learned from and shared in the region. Further work will also continue with the NE HRD Network and WRES will be tabled at a future meeting. The group also agreed to further explore the Just and Learning Culture work that was presented in partnership at the North SPF on 22 June by Mersey Care. In addition the CEO of the Ambulance Trust is leading work on behalf of the regional CEO's to identify further actions to improve experiences and opportunities for BAME colleagues.
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 North SPF held their annual conference on 22 June in Horizon, Leeds, and were joined by a variety of speakers focusing on diversity and inclusion, developing positive cultures and addressing bias. The day was also an opportunity to celebrate the NHS 70th Birthday. The event was well evaluated and interest in particular around the presentation from Mersey Care on the Just and Learning Culture which was presented in partnership and a session around Unconscious Bias	Further interest has been identified from NE and YH SPF on looking in to the work on Just and Learning Culture. A trust in the North East have also engaged separately with Joy Warmington who presented on unconscious bias at the meeting. The next partnership conference will take place on the 7 June 2019 (theme to be confirmed)

North of England	Other: Promoting & embedding partnership working	Bring together the Chairs of the 3 regional sub groups in the North to review the Terms of Reference of the regional SPFs	Reviews are needed for all 3 regional SPF Sub Groups ToR, therefore the chairs will be brought together from each sub group to review and ensure that they are fit for purpose. This will also be used as a development session and networking for the Chairs and a review of the North SPF as well.	A date has been set for this meeting on the 25 January 2019. As well as reviewing the ToR there will be a session from Amanda Oates on Just and Learning Culture following interest from all 3 regional SPFs but will focus on next steps and implementation to start taking forward the work in regional SPFs. There will also be development work around system change and presentations from Phillip Marshall, HRD at Mid Yorkshire on Integrated Care Hub at West Yorkshire, Jon Lenney on organisational form and the implications on workforce and a legal update from Capsticks on system change and staff portability.
East of England	NHS culture and staff experience	To take forward the bullying call to action regionally.	Just culture video from Mersey Care NHS FT shown at September SPF meeting with discussion about how the learning could be adopted regionally. Suggestions to work up a session at the partnership conference on 'compassionate casework' using the learning from the Mersey care case study.	work up session at partnership conference going into more detail about the just culture learning, for implementation by those involved in HR casework from both management and staff side.
East of England	Service Delivery	To understand the development of STPs and ensure staff side colleagues can influence and engage with them.	Each STP area has an engagement forum set up, with linked regional staff side reps attending.	Ensure consistent engagement and sharing of issues and influencing through the regional SPF.
East of England	Other: Promoting & embedding partnership working	Carry out behaviours audit toolkit to assess partnership working in the SPF.	Behaviours audit planned for January 2019 meeting. Looking to explore the 'how do we want to joust' OD work carried out by the East Midlands SPF to see if it could be beneficial to adopt some of their principals.	Repeat the behaviours audit toolkit in January 2019.
West Midlands	Other: Promoting & embedding partnership working	To develop a model for facility time collection in support of trade union act.	NHS Staff Council staff side guidance was shared at the June meeting. WM deputies are developing a template for data recording.	To share draft template for discussion and agreement at next meeting.
West Midlands	Other: Promoting & embedding partnership working	To deliver regional job matching training in partnership.	Second tranche of training is being discussed, host trust needed to reschedule.	Host trust is in the process of securing new date for this training for 2019.

West Midlands	Other: Promoting & embedding partnership working	To implement a model for staff side engagement in STPs across the region.	Nominated staff side leads for each STP have been connected with lead HEE colleagues and are attending LWABs.	Discussion about plans and how the engagement model is working with a view to developing further relationships and links to STP governance for staff side engagement in the coming months.
East Midlands	Other: Promoting & embedding partnership working	Ensure the new ways of working within the SPF become business as usual.	Agreed areas of priority work for 2019 and running meetings in line with the agreed principals of working, working independently without the need of OD professionals.	Carry out partnership behaviours audit at next meeting to compare with pre-new ways of working scores.
East Midlands	Service Transformation	To embed and monitor agreed model for involving staff side in STP development.	Agreement of linking up staff side colleagues with nominated STP engagement governance structures as appropriate for each area.	Discussion at next meeting on development of STPs from staff side colleagues' attendance at meetings, and how well this model of engagement is working.
East Midlands	NHS culture and staff experience	To inform the content, arrangements and objectives of the Mids. and East partnership conference.	Steering group managed to inform partnership conference including: content suggestions for breakout sessions, management of booking numbers to ensure 50/50 staff side / management split in attendance, keynote speaker topic suggestions, and venue. Evaluation and slide resources shared with all delegates.	Will reform a steering group in December 2018 to inform the March 2019 Midlands and East partnership conference to discuss similar issues and ensure robust stakeholder engagement.
South West	Other: Promoting & embedding partnership working	Continue and maintain trajectory of South West RSPF	A positive meeting was held 8 March 2018 focussing on a partnership response to the draft workforce strategy. It was agreed that a workshop approach sharing learning, best practice and potential partnership approaches was a valuable way forward, This was progressed on a call during April and it was agreed to deliver a partnership workshop event on health and wellbeing which took place on 13 September. The aim of the event was to share best practice, toolkits and local case studies to	SW Health and Wellbeing Resource hub now established and shared with RSPF members. The South West RSPF has the opportunity to access OD support to work together to co-design and develop a future way of working. A joint teleconference is being planned to develop the brief for the OD practitioner in partnership.
South Central and South East Coast	Other: Promoting & embedding partnership working	The HRD network for South East Coast and South Central has formally merged. Establishment of South Central/South East Coast RSPF	An outcome focussed forum continues to be sought.	Efforts are ongoing to arrange discussions between Trade Union leads and HR Directors to agree how to take forward future sessions.
London	NHS culture and staff experience	to ensure trusts are aware of initiatives in place to protect their staff from violence and abuse	The London SPF had a presentation from NHSE, NHSI and UNISON who are working collaboratively and in partnership to develop and support a Violence Reduction Strategy.	This subject will be considered for inclusion on the London SPF work programme and revisited in 2019

London	NHS culture and staff experience	To share best practice across organisations and highlight where work is being done effectively at local level	Central and North West London presented their targeted staff engagement initiative "A Whole System Approach" along with their "Staying Well at Work Service" which provides specialist support to a small caseload of existing staff who are feeling mentally unwell and are having difficulties at work	agreed to share other examples of best practice via the SPF website when case studies are developed
London	NHS culture and staff experience	To share best practice across organisations and highlight where work is being done effectively at local level and to continue to support the call to action around addressing bullying	Moorfields eye hospital presented it's "Bullying and Harassment Resolution Pathway" based on previous work done at UCLH. The organisation has revised its addressing bullying and harassment policy and supporting guidance to include this pathway	The trust are trying to set up monitoring arrangements to ensure uptake and success rates are noted, the trust will be asked to return in a year to report on success
London	Service Transformation	To ensure the London SPF are aware of STP/ICS workforce plans	SWL ICS/ STP spoke to the group and covered the following priorities <ul style="list-style-type: none"> <li>• SWL workforce challenges</li> <li>• Recommended 2018-20 work streams based on those challenges</li> <li>• A set of SWL strategic objectives for workforce</li> <li>• How we plan to deliver the work streams and objectives</li> </ul>	STPs/ICS will continue to update at each SPF meeting
London	NHS culture and staff experience	To address the issue of affordable housing for staff living in London	A representative from the London Workforce Board shared information from the Department of Health and Social Care's policy which states that NHS staff will be given a right of first refusal to buy or rent any affordable homes built on land sold by the NHS with an ambition of benefitting up to 3,000 NHS staff	This work will tie in with the Capital Nurse project which focuses on encouraging and supporting nurses to live and work in London
London	NHS culture and staff experience	To address the over representation of BME staff entering disciplinary action	Interventions are being tested using QI methodology and 4 models have been agreed following engagement with trusts across London with organisations being asked to adopt either one or a combination of these	A sponsor group will be set up to include SPF and DoN representatives, the group felt that it would be beneficial to define the ToRs of the group with a view to include CEOs and to explore if the group's remit should go beyond indicator 3.
London	NHS culture and staff experience	To continue to address inclusion issues in London	The RCN presented their inclusion solution project which had run a full year cycle	The employers side co chair will take feedback from this issue to NHS CEOs in London group who have a call to action on inclusion

London	Service Delivery	To ensure the London SPF are aware of the benefits of using the London Procurement programme ( LPP)	A representative from LPP updated the group on the work that the programme covers particularly around bank and agency rates	LPP are keen to set up an HR forum and will discuss terms of reference for the forums with the HRD network chair
London	NHS culture and staff experience	To ensure Recruitment and Retention Premia ( RRP ) is utilised appropriately and that a culture of transparency is adopted across London when using it	The RRP process document has been updated to reflect suggested amendments created in partnership and HRDs have agreed to commit to using the RRP process appropriately.	An HRD sponsor is now part of the RRP subgroup
London	NHS culture and staff experience	To improve the disciplinary process experience for staff across London	London SPF watched a film created by MerseyCare looking at their work on creating a just culture within the trust and aiming to improve the disciplinary process which led to meaningful discussion	This issue to form part of the London SPF workplan for 2019
London	NHS culture and staff experience	To Support initiatives that address staff health and wellbeing	The London Health and Wellbeing subgroup continue to hold meetings at local trusts so that best practice can be showcased. CNWL hosted a meeting where they showed their flu film. The group continue to have good attendance and update on their initiatives with many trusts now collaborating on various projects. The subgroup are looking at supporting the "good work standard" which encompasses the healthy workplace charter and have also had some presentations on addressing sleep deprivation and digital advances in health and wellbeing.	The group have discussed the possibility of a conference in 2019 with some funding/input from Trusts/ALBs and GLA.