

North Social Partnership Forum

Joint Chairs Workshop

Friday 25th January 2019

Welcome

The North SPF chairs meeting was held on 25 January at NHS Employers offices, Leeds. The meeting was chaired by Charlie Carruth, Regional Officer for Unison and Lisa Crichton-Jones, Director of Workforce Transformation, North East & North Cumbria STP and brought together the Chairs of the three regional SPFs in the North (North East, North West and Yorkshire and Humber). This was the first meeting of its kind and was a great opportunity for the chairs to meet and share their journeys with positive, honest and helpful discussions. The meeting aimed to focus on developing a better understanding of the changing landscape of the NHS and new organisational forms that are emerging.

North SPF Terms of Reference

Dave Prater, Senior Engagement Manager, NHS Employers led colleagues through a session to update the three North SPF sub groups Terms of Reference. An initial draft was presented to colleagues, compiled from the three previous documents, which would provide some basic consistency across the North. The aim of the session was to consider them in the light of system changes and to make sure they are fit for the future. Colleagues had a useful discussion around the language and terminology used. The group agreed to remove the term of management and staff 'side' and amend to representation.

Colleagues also felt that the regional subgroups were at different levels of maturity and a preferred longer-term goal would be including local government within the membership. It was also agreed to ensure the document refers to both health and social care throughout, in light of system wide working.

NHS Employers agreed to amend the document, based on the discussion and joint chairs will present the new version back to sub groups at their next meeting, with a view to recommending endorsement from the wider forum.

National SPF priorities & Long Term Plan

Rebecca Smith, Director of Engagement, NHS Employers provided an update on behalf of the national SPF. The chairs of the national SPF have a meeting next week to explore what their priorities will be for 2019/20. Some initial ideas are around the continuation of creating positive cultures work, tackling violence, service transformation and supporting system change. The Workforce Issues Group (a subgroup of the national SPF) priorities will focus on the just culture work, the review of disciplinary cases led by NHS Improvement, Carter Review, reducing agency spend, bank pilot, Workforce Race Equality Standard and staff survey results. An external review of the SPF will take place in 2019/20, but it has yet to be decided if it will focus on just national SPF activity or regional SPF as well. The sub groups all expressed an interest in the just culture work and would support any work happening nationally in this area. Rebecca also ran through the governance arrangements for the Workforce Implementation Plan, of the Long-Term Plan. Dido Harding, Chair of NHS Improvement will chair the group, working with Julian Hartley, Chief Executive at Leeds Teaching Hospital who has been appointed as the Senior Responsible Officer (SRO). Six working

groups have been set up to focus on specific areas, which include senior representation from health and social care organisations, which will report back into the overarching group.

The changing landscape of the NHS and Social Care

In the afternoon colleagues heard from Jon Lenney, Director of Workforce and OD at Manchester Local Care Organisation (LCO), about the emergence of the LCO, which was a new organisation formed on 1 April 2018, that brings together NHS community health and mental health services, primary care and social care services in Manchester. The LCO operates at a place-based level, with three locality areas and 12 neighbourhoods. It is a virtual organisation and is held together by a partnership agreement between Manchester University NHS FT, Manchester City Council, Manchester Primary Care Partnership and Greater Manchester Mental Health NHS FT. The LCO aims to improve the health of local people in the city, working as one team across traditional organisational boundaries.

The second presentation was from Phillip Marshall, Director of Workforce & OD, Mid Yorkshire Hospital Trust, Jo Carr from Spectrum Health CiC and Joanne Walsh from Wakefield Council who talked about the development of the Wakefield Integrated Care Hub. The hub focuses on delivering a new integrated care co-ordination model, in partnership with other voluntary and community sector agencies. The Hubs have proven to be an exemplar in transformation of service provision, not least in an operational sense but also in the approach to Workforce Transformation. The Hubs began with the co-location of staff from The Mid Yorkshire Hospitals NHS Trust, Age UK, Carers Wakefield, mental health services, GP's and adult social care, Wakefield district housing and various other relevant agencies. The co-ordination of workforce development, developing standard operating procedures, policies and resources has been overseen a delivery group. They are now moving into phase two which includes renovation of existing buildings to ensure they are fit for purpose and looking at the professional boundaries of staff which would improve the delivery of services.

The final presentation of the day was from Capsticks, who gave a legal update on staff portability in terms of models organisations can use with the emergence of new organisational forms. An NHS Employers branded staff portability resource which details some of the different models, along with examples of these in practice is due to be published in February.

Date of next meeting

The chairs agreed it would be useful to meet again and NHS Employers will take forward the arrangements.