

East Midlands SPF 8/3/19 KEY COMMS

Ways of Working

Colleagues were reminded of the OD process the group has been through over the last 20 months, to developing their ways of working 'how do we want to joust?'. The partnership behaviours audit was repeated and the results were an average of approximately 2 points per question higher than before the OD process. The group agreed an open dialogue and having agenda items posed as questions, plus using group work to reach shared solutions were working well.

Health & Well-being: Bullying & Harassment, compassionate case work / Just & Learning Culture:

After talking through the national SPF resources and activities for the bullying call to action, the group heard from Northamptonshire General Hospital. They are taking an approach for employee relations cases related to bullying, where they identified the importance of intent behind the behaviour. This included identifying that some may not be bullying, but inappropriate behaviour.

Just culture – as an SPF what can we do and where do we start?

The group agreed to focus most of the next meeting on using a workshop approach, walking in each other's shoes, with management discussing from a staff side viewpoint and vice versa, to work through a fictional employee relations scenario. This will look at how the case would be managed now, and how it could be managed by using a just culture approach.