

STP update

The grow your own and employer of choice are popular approaches that are being taken forward by most STPs. There was a question about the details behind the plan, to support staff side colleagues through these changes. Overall staff side colleagues reported positive engagement with the STP engagement forums. There are varying levels of details in these plans on a page, but this may reflect how far the STPs are in terms of the development of their plans.

Partnership behaviours audit

The group compared its partnership behaviours audit results with other regional SPFs across the Midlands and East. This was discussed alongside the journeys that the other regional SPFs had been on to reach their current audit results. The group would like to hear from NHS Employers for a more detailed presentation about the East Midlands 'how do we want to joust' OD work at a future meeting. They may discuss changing how the EOE SPF meetings are structured because of the learning from the East Midlands OD work.

Just Culture

Colleagues divided into 2 groups to discuss the employee relations case studies and how they would be managed currently, and how they would be managed using a just and learning culture approach. Key differences were that under a just and learning culture it is important to understand the individual and their personal circumstances, in addition to focussing on the event itself. Colleagues reflected how important supporting staff is, particularly in trying to keep them at work, while managing patient safety issues.