

## Key Communications

19 July 2019

### North East and North Cumbria SPF Sub-Group

#### Welcome

Welcome to the key communications from the North East and North Cumbria Social Partnership Forum, which is a Sub Group of the North of England SPF.

#### Interim People Plan

The joint management chairs took the group through the five objectives of the Interim People Plan. The group discussed what this meant as a regional SPF and what the focus should be for phase 2.

Following group work, the themes discussed were concerns relating to HMRC/taxation rules relating to annual and lifetime allowances which is potentially impacting on retention for senior staff. Workforce flexibility was also a key topic for discussion. The group discussed engagement with the future workforce and having more of an influence at local level to engage schools/colleagues/universities, asking them what "good" looks like when looking for job in health and social care to factor into future employment offers.

It was agreed that the SPF will hold a half day event to engage younger people in what a 'good' employer looks like to them. The Joint Chairs of the NE and NC SPF will discuss further.

#### Becoming a Great Place to Work Update

Lynne Shaw, Chair of the Great Place to Work Programme Board talked through the structure and how streamlining remains an integral part of the programme along with three other new areas (Health & Wellbeing, Flexibility of Employment, and Equality, Diversity & Inclusion) which fit in to the ICS workforce programme. Progress is now being made to see how they can get local authority involvement.

Sarah Kilner (Programme Lead) and Helen Coomer (Staff representative on Great Place to Work Board), talked about the partnership working that cuts across the workforce delivery workstreams and the desire for colleagues to be involved. Sarah and Helen are working on how to engage primary care with the programme and interconnecting all the groups to ensure there is no duplication of work.

Trade Union engagement has been extremely valuable from when streamlining commenced in the North East and this will continue with the Great Place to Work Programme.

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#### NHS Employers Update

Jane Raven provided an NHS Employers update. The North SPF Conference on the 28 June was well attended and Judith Stonebridge from Northumbria and Neil Summers, Unison presented on their health and wellbeing strategy. Cheshire and Mersey STP SPF presented on their diversity and inclusion strategy and there was a presentation from the joint work in Yorkshire and Humber on flu. Further information can be found on the [Social Partnership Forum website](#).

#### Useful links:

- NHS England and NHS Improvement have developed an online tool showing the financial cost of bullying and harassment in the service. To gain access to the Kahootz platform, please send a request to: [nhsi.people\\_strategy@nhs.net](mailto:nhsi.people_strategy@nhs.net)
- NHS Pensions have given access to [Wholly Owned Subsidiaries](#)
- National SPF has adopted the TUC [dying to work campaign](#).
- Pensions [consultation](#) has now opened on Pension reform
- Unison has published the [Never OK: Sexual Harassment against healthcare staff findings](#).
- BMA has done research against BAME and disabled colleagues. Further information can be found [here](#)
- [Facilities time deadline](#) has been extended to the 31 August 2019

NHS Employers has done work with NHS Hull and East Yorkshire NHS Foundation Trust on a Professional Attitude and Cultural transformation toolkit which will be published next month. This will be available on the NHS Employers website in due course.

**Date of next meeting – 25 October 2019**