

The Social Partnership Forum brings together NHS Employers, NHS trade unions, NHS England, Health Education England and the Department of Health to discuss and debate the development and implementation of the workforce implications of policy

**Welcome to our new look bulletin which aims to presents all your SPF news in a clear and fresh format. We hope you like the changes and welcome your comments.**

### **SPF website launch**

The SPF is delighted to introduce the new and improved Social Partnership Forum website. The new website includes a calendar function, a dedicated regional community for regional SPF members and a streamlined navigation which is easier to use and signposts content more clearly. Please take a look around and familiarise yourself, by following the link [here](#). We would appreciate your views on the website so please get in touch by emailing: [webenquiries@socialpartnershipforum.org](mailto:webenquiries@socialpartnershipforum.org)

### **NHS Staff Survey 2013**

The SPF has commented on the 11<sup>th</sup> annual NHS Staff Survey. The purpose of the NHS Staff Survey is to collect staff views on their experiences of working in the NHS. All NHS trusts are required to participate in the survey and the results provide valuable information which can be used by employers to improve working conditions for staff and the quality of care they deliver. More information on the key findings from this year's survey, Dr Dan Poulter's response, and a joint SPF partners' response can be found on the [SPF Staff Survey web page](#).

### **NHS Friends and Family Test**

From 1 April 2014, all NHS trusts providing acute, community, ambulance and mental health services in England are required to implement the Friends and Family Test for staff (Staff FFT). Guidance to support organisations administering the Staff FFT is published on the [NHS England website](#). The guidance was developed with the involvement of SPF partners - NHS England; NHS Employers; trade unions and provider organisations. Employers are encouraged to use the Staff FFT results alongside the patient FFT results, and other local intelligence, to drive improvement, working in partnership with local staff side representatives.

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## National SPF meeting

The latest Wider SPF meeting was held on Tuesday 11 March. Professor Michael West gave a presentation on his latest research on the strong links between staff engagement, patient outcomes and organisational performance. Sue Baker updated on the [Time to Change campaign](#), which aims to de-stigmatise mental health. Other items included the NHS Staff Survey, HEE's National Workforce Plan, Staff Passport Toolkit, Flu Fighter and an update from London Regional SPF. Key comms from the meeting are available [here](#).

## SPF Strategic Group

The first formal business meeting of the new SPF Strategic Group was held on 17 February 2014. Discussions centred on HEE's [National Workforce Plan](#), the NHS 10-year vision and [5-year strategic plan](#), and integration [[Better Care Fund](#)]. Issues raised included the need for related workforce strategies, which Dean Royles and Christina McAnea agreed to scope, and HCA certification. HEE is currently consulting on HCA development [[Talent for Care](#)]. All SPF members were asked to comment to HEE on the education planning cycle (currently different from NHS planning cycles), and to consider changing labour markets, staffing levels and the Certificate of Care. Regional SPFs were encouraged to discuss [7-day services](#), the 10-year vision, [2013 NHS Staff Survey](#) results and the extent to which LETB development money is being targeted at band 1-4 staff.

## Staff Passport Subgroup (SPG)

Areas of significant progress are:

### NHS Pension Scheme Access

Access to the NHS Pension Scheme will be extended – from April 2014 - to staff that move voluntarily to work for private companies and charities providing NHS-funded healthcare. For more information see the [SPF Staff Passport Group web page](#).

### New Fair Deal

Further guidance on the operation of the New Fair Deal in the NHS, to supplement the current FAQs, will be made available the [SPF Staff Passport Group web page](#). The New Fair Deal allows staff on the NHS Pension Scheme to keep their membership when they TUPE transfer to an independent sector organisation to carry out NHS-funded work.

### Francis Subgroup

The SPF, and specifically the Francis Subgroup, has worked with the Department of Health in responding to the Mid Staffordshire NHS FT Public Inquiry. The SPF has been specifically tasked to develop a comprehensive description of what good staff engagement looks like for employers (Recommendations 195, 198: Hard Truths). In addition, the SPF was consulted on the recommendations that came out of the Cavendish Review, specifically around the Certificate of Care. Christina McAnea, Francis Staff Side Co-Chair is a member of the Cavendish Assurance Group. The SPF has also engaged with NICE on their commissioned work for developing evidence based guidelines for safe staffing and skill mix for the NHS. The final Francis subgroup meeting took place on 17 March. Further information on the meetings and the wider work of the Francis subgroup is available on the [SPF Francis Sub Group web page](#).



## **Embedding Partnership Working Group (EPWG)**

In December, the EPWG engaged with NHS England around the NHS Technology Challenge. Several areas, including pioneer sites, were identified as a platform for the SPF to help and support the roll out of this programme. In addition, the subgroup leads discussions as to how this year's SPF stocktake will take shape. A regional programme of visits has started with representatives from the national SPF attending all eight regional SPFs between March and June this year, this will help continue the dialogue between the regional and national SPFs. More information about the EPWG can be found on the [EPWG web page](#).

## **Sustainability Day of Action**

The Social Partnership Forum is once again pleased to support the NHS [Sustainability Day of Action](#) on Thursday 27 March 2014. Working in partnership to develop healthy, sustainable and resilient services and implement sustainable strategies locally that limit financial and ecological impact are welcomed and commended. The SPF Chairs were pleased to contribute to the Leadership, Engagement and Development module of the Sustainable Development Unit strategy. The Day of Action provides an opportunity to celebrate innovation and share good practice which will hopefully inspire others to become more sustainable in the NHS not just one day a year but every day and we welcome this positive approach. @dayforaction #dayforaction

## **Communications Refresh**

Over the last few months a Communications Working Group has been established to develop and refresh tools to support both the national and regional SPFs. These include the new SPF website, a communications strategy and a revised SPF Members' Handbook 2014 (developed to accompany the Partnership Agreement). The handbook can be accessed on the [SPF website](#). The main work of the group is nearing completion and it will be subsumed back into EPWG from April.

## **HPMA Partnership Award 2014**

The SPF has again sponsored this year's award for partnership working between employer and trade unions. The closing date for entries was 19 March, so thank you for all who have entered this year and good luck!

## **Regional SPF**

The North of England SPF met on 5 March 2014, in Leeds. The meeting was a full day summit style meeting with delegates and speakers attending from NHS England, as well as the NTDA. In addition, a partnership behaviours audit was conducted. Voting buttons were used in order to allow for confidentiality of votes cast. Overall the results showed a great deal of confidence and trust between members of the forum. In order to see the full article, please click [here](#).

**We are keen to include examples of good partnership working from regional or local Social Partnership Forums on our website. If you have examples of good practice or case studies that you think would be useful to share with SPF colleagues, please send an email marked 'good practice' to: [webenquiries@socialpartnershipforum.org](mailto:webenquiries@socialpartnershipforum.org)**

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