



## SPF BULLETIN – JULY 2012

### Social Partnership Forum

The [Social Partnership Forum](#) brings together NHS employers, trade unions and the Department of Health to discuss, debate and involve partners in the development and implementation of the workforce implications of policy

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### Welcome

This is the third SPF bulletin of 2012. Since May the SPF has published an updated version of the [Staff Passport Toolkit](#) and the final version of the [SPF Stocktake Report](#). The HR Transition Partnership Forum has continued to be closely engaged on key HR transition workstreams; a new [website](#) has been set up to support the people changes taking place across the health and social care system.

The bulletin provides information on the latest and upcoming news from SPF and its subgroups. Partners may find it useful to disseminate the news items to their wider membership networks.

We welcome feedback on this bulletin and input into future bulletins - we are particularly keen to include examples of good partnership working from regional or local Social Partnership Forums in future bulletins. 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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### Healthcare People Management Association (HPMA) Awards

The Social Partnership Forum is delighted to announce that Bradford District Care Trust won this year's HPMA partnership award for their Learning Disabilities Transition Programme. They successfully worked in partnership as part of a programme from 2008 to 31 March 2012 to transfer learning disability services to six third sector and private organisations. In recognition of the complexity of the programme and the need to engage staff and ensure excellent communication the Trust supported the funding of a UNISON representative to work on the programme for 4 days a week.

The programme included jointly led roadshows; regular letters and FAQs for staff, and HR/UNISON TUPE training delivered to all managers and staff side representatives to support consistent communications and understanding. This close partnership working was a major contributor to the success of the programme with all transformations and transfers delivered effectively with no adverse impact on service users or service delivery. Further details on Bradford District Care Trust's programme can be found [here](#). The Social Partnership Forum intends to sponsor the HPMA Partnership Award next year, to read more about the HPMA Awards go the [HPMA website](#).

## SPF sub-groups

### HR Transition Partnership Forum (HRTPF)

The HRTPF has continued to be engaged on key HR transition workstreams policy on matching and pooling, and the transfer process including transfer schemes. Key policy documents are due to be issued shortly on these key transition issues.

A new website has been set up to support the people changes taking place across the health and social care system. The site [www.hrtransition.co.uk](http://www.hrtransition.co.uk) provides key information about HR transition policies and processes, as well as, details of the new organisations, and specific information on aspects of the transition such as the application and selection processes. It provides people with a facility to search for opportunities to move from one organisation to another and apply to these organisations. A further tranche of key HR policy and guidance documents will be published on the website in due course.

The NHS Commissioning Board (NHS CB) has also published an HR Guide for Clinical Commissioning Groups (CCGs). The guide provides practical advice about how CCGs can approach a number of HR issues that they are likely to encounter as they become established, beginning with the senior appointments process, transfers of senior staff and remuneration. It was developed with input from CCG leaders and in partnership with staff side.

Work is underway to refresh the governance arrangements of the HR transition workstream to ensure it is fit for purpose as we move into the implementation stage. Receiver bodies including Health Education England (HEE) and the NHS CB are setting up partnership groups to deal with HR transition issues; more details will be available on the SPF website shortly.

### Staff Passport Group (SPG)

The Staff Passport Group is continuing to take forward the *Partnership review of widening access to the NHS Pension Scheme* which is part of the *Reforming the NHS Pension Scheme for England & Wales Proposed Final Agreement*. The review is considering reform to the terms of access to the NHS Pension Scheme for England and Wales for staff working in Any Qualified Providers (AQP), Alternative Provider of Medical Services (APMS) and for staff working in other services funded under the National Contract for NHS services.

The group has also been engaged on workforce aspects of a number of policy areas including AQP and procurement regulations for commissioners.

The Staff Passport Toolkit has been reviewed and updated by the Department of Health, NHS Trade Unions, and NHS Employers through the Staff Passport subgroup. The toolkit is designed to provide staff facing transfer with an easy to use, practical guide to their employment standards and rights. The updated version of the Staff Passport Toolkit can be found [here](#).

Work is also underway to confirm the group's workplan and priorities for the next 12 months.

### Embedding Partnership Working (EPW)

The final version of the SPF Stocktake Report is now available on the [SPF website](#). The Embedding Partnership Working subgroup has now created an action plan based on the recommendations made in the SPF Stocktake Report and will be using this as the basis for their work throughout the rest of the year.

A key action from the stocktake was around widening SPF membership to include new emerging organisations. Both the NHS Commissioning Board and Health Education England have accepted invitations to become members of the SPF; this reflects the role the SPF now has in relation to the new organisational structures emerging within the NHS.

The group is currently undertaking a redevelopment of the SPF website which is scheduled to be completed by August 2012. In addition to this the group is in the process of creating an up to date Communications Toolkit for the SPF.

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## National SPF meetings

One national meeting has taken place since the last SPF bulletin.

### June SPF

Simon Burns, Minister of State for Health, was joined by his ministerial colleague Lord Howe at the SPF wider group meeting on 14 June. The Flu Fighter Campaign, NHS Heroes, Quality in the new Healthcare System Architecture and Core Skills & Training Framework were just a few of the topics discussed at the June meeting of the national Social Partnership Forum. Updates were received on the HR Transition Programme, the NHS Commissioning Board, QIPP, and the working arrangements for regional and cluster SPFs. The forum agreed that the NHS Heroes campaign should be promoted via partners' communication channels. The forum also agreed to work with MENCAP to publicise the Whistleblowing Helpline and consider other means to support their work. Read more on the topics discussed at the national SPF [here](#).

Topics discussed by the national SPF recently include:

### NHS Heroes

The SPF is supporting the NHS Heroes campaign. Colin Douglas, Department of Health, introduced the SPF to the NHS Heroes campaign at the June SPF meeting. The aim of the campaign is to give recognition to those individuals and teams in the NHS who go the extra mile to improve life for patients in hospitals, clinics and community care. The campaign was launched on 5 July, and the public and staff members are encouraged to nominate their NHS hero; nominations close in mid September. NHS Heroes is led by NHS North of England and supported by the NHS and the Department of Health. Local NHS organisations will take responsibility for publicising the nominees in their area and arranging local and regional events with support from the SHA Clusters. More information and campaign materials can be viewed [here](#).

### Whistleblowing Helpline

Dominic Picillo, Royal Mencap Society, attended the June meeting to speak about the NHS whistleblowing helpline which his organisation runs; the SPF agreed to work with Mencap to publicise the helpline. The whistleblowing helpline was set up in January 2012 to provide confidential advice for NHS staff who witness wrongdoing at work, but are unsure whether or not to raise their concern. It is a free service, contactable on 08000 724 725. Further information including promotional materials are available [here](#).

### Case study: North Mersey, HR Shared Services

A new case study has been published on the SPF website. The North Mersey QIPP Group set up a single shared Transactional HR & Payroll service to deliver efficiency and service delivery improvements throughout 11 NHS Trusts in the Liverpool area. Read the full case study on the [SPF website](#).