



SPF BULLETIN – FEBRUARY 2013

Social Partnership Forum

The Social Partnership Forum (SPF) 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.

Welcome

This is the first SPF bulletin of 2013. Since the last bulletin, the SPF has welcomed a new chair, Dan Poulter, Parliamentary Under Secretary of State for Health. The SPF has also welcomed two new members: Ian Cumming, Health Education England, and Jo Wass, NHS Commissioning Board.

Barry Mussenden and Andrew Morris have replaced Claire Armstrong and Helen Cohen in the Department of Health's SPF team.

The bulletin provides information on the latest news and developments from the SPF and its subgroups, which partners might usefully disseminate 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. 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

Flu Fighter Campaign

Figures published by the Department of Health show that, as of 31 December 2012, 44 per cent of frontline NHS staff have been vaccinated against flu so far this season. This is only 0.7 per cent behind last year's final uptake figure for the entire 2011/12 flu season. We want to see the uptake improve even further so please, remind your staff that they are still entitled to a free flu jab, especially at this time of year when flu cases are on the rise.

NHS Employers are hosting an awards ceremony on 27 February to celebrate the teams, trusts and individuals who have made a real difference to the flu fighter campaign this season. There are several categories, including: flu fighter champion and team; the most improved trust and the most innovative campaign.

Here is a chance to watch Phil Smith, a porter from Blackpool Teaching Hospitals NHS FT and a YouTube sensation, become a hero for a day after getting the vaccine. Phil even gets a high five and Mexican wave from Sir David Nicholson! <http://www.youtube.com/watch?v=E-fZ8LYXoZQ>

A chance to recognise partnership working in your organisation

The national SPF is recognising effective partnership working in the NHS by continuing its sponsorship of the Healthcare People Management Association's (HPMA's) Partnership Working Award in 2013.

Through its sponsorship of the HPMA award for partnership working, SPF recognises and celebrates initiatives that demonstrate the effectiveness of employers working in partnership with trade unions and other stakeholders in the processes of formulating, consulting, implementing and evaluating issues related to the provision of health or social care.

If you think your team could qualify for the Partnership Working Award then visit the [HPMA website](#) for more information on how to enter. Closing date for entries is 29 March 2013. The Awards Ceremony is due to take place on 27 June.

SPF sub-groups

HR Transition Partnership Forum (HRTPF)

The people transition process is now moving through its final stages, with the majority of staff affected by change preparing to move to new health and care system roles in April. Recruitment to new health and care employers is still ongoing, with more posts being filled every day. The most recent figures on jobs remaining to be filled indicate that there are still more than 5,000 posts available in the new system.

In mid-January, Sir Neil McKay, SRO of the People Transition Programme, wrote to chief executives and HR leaders setting out the responsibilities of sender organisations, receiver organisations and employees themselves in relation to a range of redeployment activity which could help individuals secure suitable alternative employment. This, along with a range of other resources for the HR community, can be found on the HR Zone at www.hrtransition.co.uk.

The HRTPF has continued to be engaged on key HR transition workstreams and the recent focus has been on the Transfer Schemes and Orders. Following agreement on the final wording, a joint statement has been issued by HRTPF co-chairs, Karen Didovich (RCN) and Stephen Welfare (NHS Midlands and East):

"This update follows the one issued on 17 January by trade unions, employers and the Department of Health where we told you about the Transfer Schemes and Orders that provide the legal mechanism for moving staff and their terms and conditions to their new employers.

Since then we have worked together to reach agreement on the final wording of the Transfer Scheme clauses and specifically how they will protect the terms and conditions of staff, not covered by a TUPE regulated transfer, following their transfer to a new employer in April 2013. For staff, (including those taking up a role through redeployment on a suitable alternative employment basis), this means that through inclusion in a transfer Scheme or order:

- *statutory continuity of employment will be protected*
- *transfers will be on current terms and conditions including any contractual redundancy or severance entitlements*
- *access to the NHS pension scheme or a broadly comparable pension scheme will be retained at the point of transfer*
- *there will be post transfer protections against unfair dismissal for 24 months*

This has been the most complex change management programme to be implemented in the NHS and we have had to look beyond 1 April 2013 to the future. We have also considered what should happen in the period following the transfer as the new organisations become established. Due to the complexity and wide range of sender organisations and receiver organisations, it is recognised that there is likely to be a need for some harmonisation of HR policies and working arrangements within the first two years of operation. It is also recognised that any change should be supported by clear protection arrangements for staff.

Trade unions and employers will work together to explain the protections offered to staff and any agreements reached as per the transfer scheme and will explain to members, local trade union and HR representatives how they will work in partnership to effect any changes or harmonisation post transfer.

We are pleased to be able to confirm that as they are currently drafted, the transfer schemes and order provide a framework for staff protections and Trade Unions and Receivers jointly agreeing any further changes within the next two years. This will be supported by a Memorandum of Understanding (MoU), which can be used by Trade Unions and receiver organisations to detail the priorities for each receiving organisation along with the approach they will take to implement any changes within the next two years.

These arrangements demonstrate the vital importance of continuing to establish effective partnership arrangements in the new organisations.

We have put these protections and processes in place to ensure that all staff are treated fairly, whether or not TUPE applies. We are now making a joint recommendation to Ministers, with a timetable to complete this process by mid February. Although the process is not yet completed, we are telling affected staff about this now so that they understand what it means for them when they are consulted with on their transfer.

We will be sharing more detail of the transfer scheme in further communications and FAQs, once this process has been completed."

Staff Passport Group (SPG)

The Staff Passport Group is continuing to take forward the *Partnership review of access to the NHS Pension Scheme* which is part of the *Reforming the NHS Pension Scheme for England & Wales Proposed Final Agreement*.

The group has also been engaged on the workforce aspects of a number of policy areas including the Choice and Competition Framework, the FT Unsustainable Provider Regime, the Health Special Administration (HSA) Regime for Companies and the NHS Standard Contract for 2013/14. Monitor has also attended several meetings to update on the Fair Playing Field Review.

Items for upcoming meetings include: developing Commissioning Support Services, an update on Any Qualified Provider (AQP) policy, and the procurement guidance for commissioners.

The SPG's membership has recently been expanded to include representatives from the NHS Commissioning Board and the independent sector.

Embedding Partnership Working (EPW)

New arrangements to support partnership working at a regional level are being developed and a number of staff from SHAs will be transferring to NHS Employers in April 2013 to lead this work. The Embedding subgroup will be arranging a workshop in May to discuss the future design and effectiveness of regional SPFs.

The Embedding subgroup has developed an SPF Communications Toolkit to support partners' promotion of the SPF and partnership working through their own communication channels. A number of promotional resources have been developed including: a conference handout; a case study handout, which provides a summary of key case studies that are available on the SPF website; a key messages document; a PowerPoint presentation; and SPF banner stands.

If you have any questions or would like to use the Toolkit, please contact:
webenquiries@socialpartnershipforum.org

National SPF meetings

Two national meetings have taken place since the last SPF bulletin.

October SPF

The meeting was chaired by Dan Poulter and was his first meeting as the new chair of SPF. The Minister outlined his commitment to partnership working and his interest in multi-disciplinary teamwork. The NHS Constitution, NHS care objectives and the HR transition programme were discussed at the meeting. The forum also discussed whistle-blowing and the new "Speaking up charter" produced by NHS Employers which has the support of the national SPF.

Read more on the topics discussed at the national SPF [here](#).

December SPF

The Secretary of State for Health, Rt Hon Jeremy Hunt MP, joined his ministerial colleague Dan Poulter at the SPF wider group meeting on 6 December. The Secretary of State outlined his priorities for the service and commended the shared commitment between employers and unions to bring out the best in the NHS and to increase the drive to improve patient care.

The NHS Constitution, domestic violence, and the NHS Mandate were some of the other topics discussed at the meeting. There were also progress updates from the NHS Commissioning Board and Health Education England as well as discussions on the NHS staff survey and HR transition.

The SPF recognised the important work that the Corporate Alliance Against Domestic Violence (CAADV) is doing to raise awareness of the impact in the workplace of domestic violence. More information here is available on the CAADV [website](#).

Read more on the SPF meeting [here](#).

Upcoming events

NHS Sustainability Day – 28 March 2013

The SPF is supporting NHS Sustainability Day on 28 March 2013. NHS Sustainability Day is a day of action and a rallying call to the NHS to embrace and consider all elements of delivering sustainable healthcare: care that improves health today but which doesn't jeopardise our ability to do it tomorrow.

We encourage partnership forums across the NHS to get involved and to support NHS Sustainability Day. NHS organisations across the country will hold events and launch initiatives focussed on developing a more sustainable NHS. Examples of action you could take can be

found on the NHS SDU [website](#). To get involved, please email NHSSustainabilityday2013@bartshealth.nhs.uk

A consultation on the “Sustainable Development Strategy for the Health, Public Health and Social Care System 2014-2020” was launched on 29 January and we would encourage SPF members to respond to this consultation.

For the latest information on the work of the SPF, please visit our website:
www.socialpartnershipforum.org

Subscribe/unsubscribe

*To subscribe/unsubscribe for this bulletin please email:
webenquiries@socialpartnershipforum.org and mark your email either *Subscribe* or
Unsubscribe. Thank you.*