



SPF BULLETIN – MAY 2013

Social Partnership Forum

The Social Partnership Forum (SPF) brings together NHS employers, trade unions and the Department of Health and other key organisations to discuss, debate and involve partners in the development and implementation of the workforce implications of policy.

Welcome

This is the second SPF bulletin of 2013. Since the last bulletin, the SPF has been dominated by discussions on the publication of the Francis report into the events at Mid Staffordshire NHS Foundation Trust. The HR Transition Partnership Forum has also come to an end, with the work of this subgroup now complete. This year the SPF stocktake event '*Better Together - improving patient care through regional social partnerships*', will focus on embedding regional partnership working in the new system, and plans for the day are currently being progressed.

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

The Mid Staffordshire NHS Foundation Trust Public Enquiry report

The SPF has been dominated by discussions on the publication of the Francis Report into events at Mid Staffordshire NHS Foundation Trust. The report was published on 6 February 2013, providing a detailed analysis into what contributed to the failings at Mid Staffordshire NHS Foundation Trust. Following this, the Government published its initial response 'Patients First and Foremost' on 26th March 2013; the Department of Health has said that a full response will be provided in the autumn. The Government's response was discussed at the April SPF and partners agreed to take forward relevant elements of the Francis work through an SPF subgroup.

The Francis report had 290 recommendations and has recommendations for all levels of the healthcare system across England. Many of the recommendations related to the culture and

attitudes of the service and having a patient-centred focus, which the SPF has agreed to work together with Government to take forward.

Regional SPF stocktake Event - *Better Together - improving patient care through regional social partnerships*

The Embedding Partnership Working Group is driving forward the work on the Regional SPF stocktake event, which this year is focused on embedding regional partnership working in the new system to support improved patient care. The event, which will include representatives from across each of the SPF regions, will be held on 2 July 2013, at Church House, Westminster, London. Dr Dan Poulter (Parliamentary under-Secretary for Health and co-chair of the SPF) will speak at the event, alongside senior representatives from NHS Employers, NHS England, NHS Trade Unions and Health Education England. The aim of the event is to analyse the current structure, including participation and membership of the Regional SPFs, and to identify good practice and future sustainability. There will also be a chance for invitees to suggest ways to improve the links between the national and regional SPFs, to share ideas and to network.

A pre-stocktake questionnaire has been developed, which will capture the views and thoughts on the current and future position of the Regional SPFs. The questionnaire will be issued to regional attendees to complete and to national attendees for information. NHS Employers' Regional Heads of Engagement will also issue the questionnaire to those who are regionally engaged, but are not attending the event to ensure we get a comprehensive response from the regions. The results of the questionnaire will be used as a basis for discussion and action planning at the event.

Regional Partnership working

As the biggest structural change in the health service has recently taken place, it is crucial that the SPF is able to engage with regional social partnership forums. The national SPF will work closely with the four new regional NHS Employers Engagement Teams, which have taken on the work previously carried out by the SHAs, of co-ordinating the regional SPFs. The engagement teams are led by Heads of Engagement, who are:

Rebecca Smith - Head of Engagement, North

Paul Taylor - Head of Engagement, Midlands and East

Bernadette El-Hadidy - Head of Engagement, London

Jo Perry - Head of Engagement South of England

The NHS Employers' Regional Heads of Engagement and their teams will work in partnership with their Trade Union counterparts to ensure that there is effective partnership working in their respective regions.

Bernadette El Hadidy along with her staff side colleague Phil Thompson, UNISON, came to the national SPF meeting in April, where they provided an update on the London NHS Partnership.

Going forward, each Regional Head of Engagement and Trade Union side representative from that region will be invited to attend the National SPF on a rotational basis, to give an update on their regional SPF activities and provide a regional perspective on the issues discussed. Rebecca Smith, Head of Engagement for the North and Pam Johnson (trade union side), will be attending the June SPF meeting.

The main contact points for the Regional Engagement Teams are:

Rebecca Smith - Head of Engagement, North rebecca.smith@nhsemployers.org,
07966 068993

Paul Taylor - Head of Engagement, Midlands and East, paul.taylor@nhsemployers.org,
07880554208

Bernadette El-Hadidy - Head of Engagement, London, bernadette.el-hadidy@nhsemployers.org,
07980 616 982

Jo Perry - Head of Engagement South of England, jo.perry@nhsemployers.org,
07545 936275

SPF sub-groups update

HR Transition Partnership Forum (HRTPF)

The work of the HRTPF has come to an end, now that the transition is over. This subgroup is an excellent example of partnership working. It is testament to the strong relationships among the partners that the new system landed safely on 1st April 2013.

The group was first established in 2010. Throughout transition, partners contributed to the development of key pieces of work, such as terms of transfer agreements, the HR Transition Framework and people transition policies for organisations including NHS England, HEE, NHS TDA and Public Health England. SPF partners involved in the HRTPF worked exceptionally hard to ensure that staff were supported by fair and effective HR policy during the transition phase of the NHS reforms. All involved in this work were thanked for their efforts at the national SPF in April. A key achievement of the HRTPF was the successful negotiation of the terms of transfer agreements between sender and receiver organisations.

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 NHS Pension Scheme New Fair Deal policies FAQs are available on the SPF website. These give details of the pension arrangements for staff when they are transferred to a non-NHS organisation. You can read the FAQs [here](#)

The group is also engaged on the workforce aspects of a number of policy areas including the process to be used by trust special administrators appointed to NHS foundation trusts, pricing, procurement, the FT pipeline and Any Qualified Provider.

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

Embedding Partnership Working Group (EPWG)

Currently, the EPWG's main priority is taking forward the work of the Regional SPF stocktake event on 2 July 2013.

The SPF Communications Toolkit, developed by the EPWG, supports 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.

February SPF

The meeting was chaired by Charlie Massey, Director General of External Relations at DH. The first Social Partnership Forum of 2013 concentrated on the Francis Report. There were also updates on a campaign to improve workplace learning, as well as updates on Health Education England, the NHS Constitution, finance and the national flu vaccination campaign.

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

April SPF

Parliamentary under Secretary of State for Quality, Earl Howe, chaired April's meeting, on behalf of Dr Dan Poulter. The Francis Report, Secretary of State's NHS Technology Challenge, the recent NHS Staff Survey results and the completion of HR transition, were just a few of the issues discussed at the national Social Partnership Forum.

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

Upcoming events

HPMA Awards – 27 June 2013

The SPF has once again sponsored the Partnership Award at the annual Healthcare People Management Awards 2013. The judging took place on 9 May, and the winners are due to be announced on 27 June at the awards evening in London.

Establishing partnership structures in a CCG

A great case study for setting up a partnership forum in two clinical commissioning groups (CCG) in Suffolk is now available to read on the [SPF website](#). This includes the partnership agreement and trade union recognition agreement developed in the CCGs. These could potentially be used as templates for other CCGs wanting to develop their own partnership arrangements.

If you have any more case studies that you wish to share with partners, and the SPF website, please email webenquiries@socialpartnershipforum.org

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