



unionlearn

with the TUC

Learning for Life

London SPF Partnership in Practice conference

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Learning for Life campaign

- **Launched by the Social Partnership Forum July 2013**
- **Aims to embed a culture of learning across the NHS**
- **The campaign supports employees in their personal development, their employment role and career progression**

Learning for Life campaign in practice

- **Local campaigns**
- **Local summits and seminars to encourage partnerships**
- **Support and resources**
 - A business case summary
 - A toolkit with case studies and a model learning agreement
 - A guide to running your campaign with promotional materials such as posters, logos and web banners
 - Podcast
 - Ministerial statement

Successful partnership work

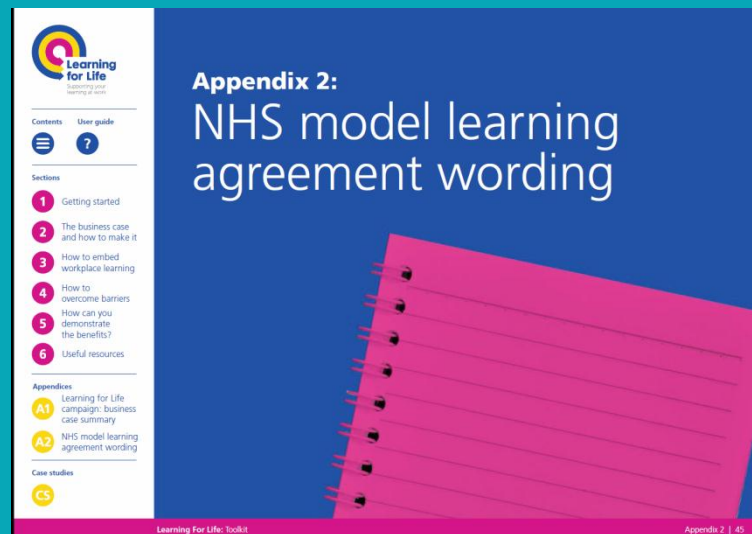
- Learning agreement exists to clarify partnership roles, activities and responsibilities on site
- Union learning rep activity engages employees and employers
- Learning committee provides support, an opportunity for information sharing and monitoring campaign outcomes
- Union/s and unionlearn support

Learning agreements

- An agreement between the union/s and employer on learning issues
- Good ones include a plan of action and regular meeting schedule between union/s and the employer
- Create a baseline for partnership work and activity around Learning for Life campaigning

NHS framework model agreement

- The Learning for Life toolkit has the model <http://www.socialpartnershipforum.org/SiteCollectionDocuments/NHSLearningforLifetoolkit19082013.pdf>



A good agreement

- **Is relevant to the workplace**
- **Includes**
 - equality of access to learning and development
 - union learning rep role and support and learning committee terms of reference
 - English, maths and ICT learning
 - CPD
 - Apprenticeships
 - Information sharing topics and schedules
 - A plan of action

Making the case

- **A framework exists – build on it**
 - Investing in your workforce supports long-term productivity and contributes towards better patient care and safety
 - Engage and motivate staff
 - Build effective teams and improve well-being
 - Improved English and maths skills

‘There is evidence to demonstrate that when staff receive good quality appraisal, learning and skills training, and are properly equipped to undertake their job role, this impacts positively on the patient experience and the quality of health outcomes.’

Practical steps

- **Map ULRs and find partners to work with**
- **Identify joint agenda**
- **Share learning agreement templates**
- **Explore organising Learning at Work Week activity**
 - 19-25 May 2014
- **Publicise your achievements**
 - Case studies
- **Remember that support is available**

There are stories to tell

“Our service has faced some challenging times over recent years, and one of the ways to move forward from this is through learning and development. That is why the signing of this joint learning agreement is such a significant step.”

Phil Milligan, Chief Executive
East Midlands Ambulance Service
NHS Trust

“At a time when NHS budgets are under severe pressure, yet the demand for safe, high-quality care has never been greater, this learning agreement demonstrates a very welcome and timely commitment to the principle that a meaningful workplace learning culture – one that respects the needs of individuals and values the input of the unions – is more likely to deliver good care for patients.”

Keith Miller, Chair of Staff Side
Nottingham University Hospitals
NHS Trust

NHS Property Services learning agreement signing



More information

- **Learning for Life campaign**
 - <http://www.socialpartnershipforum.org/learning-for-life/Pages/LearningforLife-Worklearningcampaign.aspx>
 - Twitter #NHSlearn4life
 - Email: learningforlife@nhsemployers.org
- **Unionlearn**
 - www.unionlearn.org.uk
 - kkekki@tuc.org.uk