

Nottingham University Hospitals 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

Cambridge University Hospitals NHS Foundation Trust

"Through engagement we have been able to offer existing staff additional training and support, and we regularly work in partnership on Adult Learners Week, again maximising development and funding available via the unions."

Linda Hering, Employee Development Manager

Cheshire and Wirral Partnership NHS Foundation Trust

"Developing a learning agreement has provided a collaborative approach towards planning learning within the workplace. As a result, we are better placed to respond to the changing economic landscape, which will ultimately help contribute to the efficiency and productivity of the organisation by meeting the personal and career development needs of staff."

Jane Tomlinson, Learning and Development Manager

East Midlands Ambulance Service NHS Trust

"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

Find out more...



Supporting your learning at work



Background

The national Social Partnership Forum (SPF) is a strategic partnership between the Department of Health, the NHS Employers organisation, NHS trade unions and other key organisations. The SPF is a forum for discussing, debating and involving partners in the development and implementation of policy where there are workforce implications. In 2012 the SPF tasked the NHS Employers organisation to work with NHS staff side to deliver a campaign to increase awareness of workplace learning.

The SPF is pleased to introduce the Learning for Life campaign – its purpose is to raise awareness about the importance of continuing learning and skills development for all NHS staff and the positive impact of training on patient care.

What is workplace learning?

Organised in or by the workplace, workplace learning supports people in their personal development, their work role and their career progression.

Workplace learning can be formal or informal and can be delivered in a variety of formats, including conventional classroom-based teaching, online courses, books, mentoring, shadowing, group discussions or reflective practice.

Who can get involved?

All NHS employees can have access to workplace learning facilities – irrespective of your job role, working pattern or length of service.

As an organisation, the NHS knows the value of motivated, well supported staff – and having robust training opportunities and clear career development paths is essential.

What are the benefits?

There are several benefits to workplace learning, including:

- If you feel invested in, you will generally feel more engaged and have better morale – which ultimately leads to greater patient satisfaction.
- Workplace learning is not the same as school – you are not forced to learn and you can go at your own pace.
- Training and skills are crucial as they can help you have more job satisfaction, better prospects and can ultimately lead to a better quality of life for you, your family, your colleagues and your patients.
- Workplace learning can help with your reading, writing, maths, language and IT skills – this can help you in your work and at home.
- Help from Union Learning Reps (ULRs) – ULRs are trained by trade unions to support you to access learning opportunities, help you with learning needs as well as exploring possible funding for your learning. They work with trusts to promote learning and help improve opportunities for all staff.

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