

North of England Social Partnership Forum

Minutes of Meeting 10th June 2014

Attendance

	Ed Sherwood	Liz McQue
Pam Johnson	Lisa Grant	Tracey Sharpe
Ros Edwards	Karen Charman	Helen McLaughlin
Katie Hodgson	Steve Clayton	Marie Lloyd
Rosie Johnson	Rebecca Smith	Sharmila Kar
Laura Roberts	Ursula Ross	Dawn Jarvis
Anne-Marie Stretch	Lucy Judge	Trevor Johnston
Andrew Maloney	Lesley Gaskell	Gary Owen
Hannah Morris	Keith Blackburn	Ian Taylor
Sue Ellis	Glen Turp	Karen O'Dowd
Jonathan Brown	<u>Apologies</u>	Jane Raven
Allison Cooke	Kath Griffin	Joanne Marchers
Rob Quick	Sally Baines	Arthur Richardson
Adam Wardle	David Levy	Elaine Redhead
Paul Foley	Jane Carter	Marie Lloyd
Elaine Sparkes	Philip Marshall	Janine Lutz
Derek Marshall	Nicky Ingham	
Joe Chattin		
Lisa Crichton-Jones		
Ann Stringer		

The membership for this meeting was extended to additional HRDS to join as the focus was on workforce planning & development of the workforce

NOT FOR ONWARD CIRCULATION

Closed Session for North of England SPF Members

Welcome and Introductions

Pam Johnson welcomed the group and advised that Dawn Jarvis had sent her apologies so Ros Edwards would be co-chairing with Pam. Pam welcomed Lucy Judge who has joined the North Engagement Team as Senior Engagement Support Officer and congratulated Rebecca Smith on her new appointment as Assistant Director of the National Engagement Service at NHS Employers. Rebecca advised that she will still be keeping an oversight of the North in her new position but that a senior post will be recruited for shortly.

Post meeting note: Jane Raven was successful at interview for the post of Assistant Head of Engagement

Pam advised the focus of this session of the North of England SPF would be on safe staffing, workforce development, understanding the changes taking place and who has an overview for it to give us a wider understanding of how things are being shaped.

Notes of the last meeting – 5th March 2014

The meeting notes from the last meeting were agreed as an accurate record.

Matters Arising

Paul Foley advised that he attended the Yorkshire and Humber HRD Meeting to share the North West SPF Sub Group approach and that the meeting was positive and that this group is now moving forward with organising a Y&H SPF Sub Group.

Key issues for discussion

Pam asked if there was anything the group would like to discuss. Ros asked for an update on the Day of Action taken last Thursday (5th June 2014) and asked if there was anything else

NOT FOR ONWARD CIRCULATION

planned? Paul Foley advised that more public campaigns are being planned and at the moment they are lobbying MPs. There will be protests leading up to the 5th July when the NHS birthday is celebrated.

RCM advised that they are out to consultation this week. Some other sectors will be striking on 10th July such as local government which will have an impact on other services. RCN see it as campaign leading up to election and next month concentrating on lobbying of MPs.

Rosie Johnson suggested a discussion on how we further support staff through organisational change and work together as management and staff side would be beneficial. Staff side colleagues observed that Mental Health has been hit hard by funding issues and agreed that they would like to learn more and explore the new models being introduced in Mental Health – are they for patients or to deliver the service cheaper?

Rebecca advised that the 2015 NHS Confederation Challenge provides useful context of the issues being raised around funding constraints and recommended reading it.

Post meeting note: Please click [here](#) to access the NHS Confed Challenge

Rebecca Smith advised that Jane Raven is looking at a Task and Finish Group for Organisational Change but as a group we need to look as to if this needs to be made a priority over future agenda items on the North SPF such as technology which is due for the next meeting. Pam agreed to revisit this potential agenda item at the end of the meeting in the Plenary Session.

Post meeting note: September's meeting should have a focus on organisational change

Update from SPF Task and Finish Groups

NOT FOR ONWARD CIRCULATION

- **Organisational Change** – Jane Raven progressing this group and has been liaising with Paul Foley.
- **Technology** – had an initial meeting but there has been a lot of staff movement and changes in roles and responsibilities so not progressed much further. There are a couple of pilots in the North.
- **Public Health** – Teleconference was held in March and aims and objectives were formed. The group have made links with NHS antenatal in the North West and North East. The short term objectives were to gather information and widen participation. The group also looking to contribute to the Public Health Conference in September. There next meeting will be in July to progress this.

National SPF Connecting with Regions

Karen Charman introduced herself and advised that the North Social Partnership Forums reputation is strong and she is immediately impressed by the quality, honesty, professionalism and directness of the group. Some of the work on the National SPF has been driven from this group and the work programme here has helped the development of other SPFs.

Karen went on to talk about the regional stocktake event that was conducted and the focus on developing stronger links between the national and regional SPFs.

The National Engagement Service provides links between the National SPF and Regional SPFs. A regular regional SPF slot is on the National SPF agenda to enable the national SPF to gain an understanding of regional issues. There are now strategic groups where the key national organisations come together to debate issues. Key areas for the next three meetings are whistleblowing, valued based recruitment and NHS Constitution.

NOT FOR ONWARD CIRCULATION

Stronger links and two way communication has also been established through the National SPF Website and bulletin. Please click [here](#) for access to the website

There are also subgroups such as the Staff Passport Group, Francis Working Group and the Embedding Partnership Working Group which works on areas such as supporting staff through national changes, NHS Pension Scheme work, NHS Monitor Choice and Competition framework and contribution to early thinking around Monitor's national tariff specifically around quality standards linking with staff satisfaction. SPG members also continue to engage with NHS TDA on the Foundation Trust pipeline.

Rebecca commented that a lot of the issues discussed here are what is discussed at staff passport group so we need to think how we strengthen this link and support each other.

Karen asked if people could look at the National SPF agendas and sub group agendas to ensure that the right issues are put on the agenda.

Action: members of the forum to feedback any comments to the engagement team

Rebecca advised that one trust had raised the issue of the role of governors and staff side working in Foundation Trusts and advised this may be something that the Embedding Partnership Working Group could look at.

Anne-Marie Stretch asked what role the strategic group play in terms of areas around whistleblowing. Karen advised that the group do not command work but they have had a Chatham House discussion on this with an outcome of commitment from key national partners.

Pam advise that there seems to be disconnect from what is happening nationally in terms of priorities and the messages coming down to the trusts and people are not always aware of

NOT FOR ONWARD CIRCULATION

what is happening nationally. For example she has been leading on the Unison Be Safe campaign but finds that there is resistance and fear so it would be helpful if strong messages came down from somewhere else like the National SPF that these campaigns are a good thing to work in partnership and in everyone's interest.

Karen advised that there is a role for the North SPF to cascade and the HRDs to take messages back to the board about it being a good opportunity to work in partnership. One of the employers raised that the Working Longer Review was a good example of Partnership Working.

A list of who sits on the Staff Passport Group was requested and Karen advised she would make this available and circulate the terms of reference

Post Meeting note: Please click [here](#) to access the Staff Passport Group Terms of Reference and other related documents

Please find attached the Staff Passport Group membership



SPG Membership
and Attendance Rec

Lisa Grant – Chief Nurse at Royal Liverpool and Broadgreen

Lisa Grant took the group through the Royal Liverpool and Broadgreen initiatives to engage with staff and improve patient safety "following Francis". Key points from the presentation included:

- Setting clear expectations for staff using RCN and NMC basic principles and developing own trust principles of nursing.
- Consulting with staff on a trust development action plan in response to Francis.
- Production of dashboard for vacancies, staff ratios and board reporting, for safer staffing.

NOT FOR ONWARD CIRCULATION

- Implementing initiatives on wards for staff staffing such as daily huddles and displaying staffing levels visible for patients to see.

Challenges going forward include:

- Recruitment and retention initiatives
- “Creation of the perfect ward” using initiatives and IT solutions
- Continue to increase engagement with patients, carers and staff
- and promoting a culture of raising concerns

Discussion after the presentation was around how do you come up with a formula that fits all? In developing safety it is about empowering people, how you deal with failure and promoting a culture that raises concern. Paul also raised the concern of how do we define what is safe and unsafe?

Post meeting note: Presentation attached from Lisa Grant



Following Francis
v2 Lisa Grant present

Presentation from Adam Wardle, Managing Director at HEYH

Adam Wardle firstly took the group through his presentation, key highlights included:

- Discussion around the HEE Mandate which sets out key priorities
- The HEE strategic 15 year framework – to be reviewed on a regular basis alongside global challenges of change such as technology, demographic pressures etc. It is available on HEE website and is interactive.
- HEYH priorities - working with providers to understand current and future issues and priorities

NOT FOR ONWARD CIRCULATION

- Looking at workforce numbers and the difference between medical and non-medical staff. Collecting information from trusts and working with trusts to look at risks and solutions.
- Social care integration challenges and loss of talent to private sector. Working on a pilot with Leeds.
- Looking at challenges of less spend on workforce development and how to provide a more flexible workforce.

Discussion was around to the potential of a skills crisis and that this will have a knock on effect to providers. Whose responsibility is it to bring the system together and find a solution and shape the future workforce? Adam discussed that it is a joint solution and HEYH is working with CCGs and other partners to look at some of these issues. It was suggested that looking at MH models may be helpful as they have integrated care.

There was discussion around learning from mistakes and effective workforce planning to ensure we are safe for the future.

Post meeting note: Please find attached the presentation



Adam WardleNorth
of England Social Pa

Derek Marshall, Chief Strategist – HENE

Derek Marshall took the group through his presentation on workforce challenges. Key points included:

- New ideas on training programmes, working with professional groups to run forward within 3-6 months whilst forecasting 5 year plan

NOT FOR ONWARD CIRCULATION

- Challenges for recruiting and retaining staff when losing to private sector and also in certain local areas hard to recruit both trainees and staff – working with CCGs and Trusts to resolve.
- Francis has led to increased need of nursing – undersupply in some areas – now piloting different ways to use other staff from areas such as Pharmacy, utilise skill set in different way
- Challenges and impact of financial changes - need to change the way we reinvest money and plan to move forward.
- Closing statement – Transformation not Transactional?

Post meeting note: Please find attached the presentation



Derek Marshall.
North of Engalnd SF

Laura Roberts, Managing Director, HENW

Laura Roberts took the group through her presentation on HEE Beyond Transition – Realising our Potential. Laura reflected on HEE’s first year and how they play a role in the new and future landscape by touching on the 5 year and 15 year strategy discussed by Adam earlier.

Laura talked through the purpose of the engagement exercise to recognise HEE’s full potential. Laura took the group through HEE’s new model of working in order to enhance the connectivity between local and national working whilst ensuring good governance.

NOT FOR ONWARD CIRCULATION

It was discussed that the Post Graduate Dean role remains intact and that it needs to explicitly move to a multi-professional approach. The essence of HEE must be about multi professional education and can't work in Silos.

It was discussed that there needs to be strong relationships between providers, commissioners and HEE.

Post meeting note: Please find attached the presentation



BT slides_final.pptx

Plenary Session

Pam thanked all the contributors and speakers from this meeting.

Future Agenda items

It was discussed that a future session would be to look at Mental Health models and understanding them and looking within the context of moving to different sectors and supporting staff through organisational change.

It was agreed that the next meeting agenda item on Technology be postponed to a later date.

Rebecca Smith also advised that she had been approached by Mike Jackson on the bands 1-4 work that will be launched by HEE in September. The SPF can support this by promoting it to local organisations.

Date of next meeting: Tuesday 16th September 2014, 1000 - 1400

NOT FOR ONWARD CIRCULATION

DRAFT