

October 2014



The Social Partnership Forum brings together NHS Employers, NHS trade unions, NHS England, Health Education England and the Department of Health to debate the development and implementation of the workforce implications of policy

SPF Strategic Group

The latest SPF Strategic Group meeting was held 23 September 2014. Discussions centred on Values Based Recruitment (VBR), Informatics strategy, Francis (one year on), NHS England and HEE current issues and updates on their internal management reorganisations. It was agreed that HEE would bring the final VBR framework to the Wider SPF meeting 21 October. Strategic Group members were asked to identify potential representatives for various working groups in relation to the Informatics Strategy and for views on how SPF might help gain traction across the wider system and across all settings for the culture changes envisaged in the Francis report.

Subgroup updates:

Staff Passport Subgroup (SPG)

The Staff Passport Group looks at the workforce consequences of policy. Members have engaged with the Better Care Fund integration (raising concerns over terms and conditions and the workforce implications of integration); and with NHS England about the NHS Staff Survey and NHS Standard Contract (highlighting the need for all providers of NHS services to complete the NHS Staff Survey). The group also ran a well attended and received stakeholder workshop on 30 September on the New Fair Deal and NHS Pension Access, leading to actions to provide simpler information and to get commissioners up to speed on the changes. For a copy of the slides from the event – see the SPG web page. Finally the group has been strengthened with NTDA and HEE taking up permanent seats.

Embedding Partnership Working Group (EPWG)

The EPWG has started the tender process for the SPF Stocktake 2015, which is going to carry out an external review of the effectiveness of the National SPF and its new ways of working, ensuring that it remains fit for purpose. It is also supporting the NHS technology challenge work, identifying how best the regional social partnerships can support this programme. The EPWG has developed an SPF postcard which can be used at conferences and events to promote the SPF and also encourage people to sign up to the SPF bulletin. If you would like further information on the postcard or how to order some please send an email to:

webenquiries@socialpartnershipforum.org

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National Regional Group

The National Regional Group (NRG) is a new subgroup of the EPWG, established as an action from the 2013 SPF Stocktake with the aim to helping to ensure that the national SPF and the regional SPFs have a continuing dialogue and a co-ordinated approach to progressing their work and achieving their objectives. For more information about this group please see the SPF website.

Flu Fighter Campaign

As a way of further promoting the NHS Flu Fighter campaign, a suite of model letters from national organisations has been produced, that local organisations can use to encourage different staff groups (Doctors, Nurses and Allied Healthcare Professionals) to get their seasonal flu jab. The letters are accompanied by clinical evidence which emphasises the safety of the vaccine and also provides answers to commonly asked questions. The letters and clinical evidence can be accessed via the SPF website.

2014 HPMA Partnership Award – winner's case study

Once again, the SPF sponsored the HPMA Award for partnership working with trade unions, to identify, reward and promote excellent partnership working. The award went to the Business Services Organisation for their project which was aimed at promoting lesbian, gay, bisexual and transgender inclusive workplaces. The full case study is available to read on the SPF website.

New case studies on the SPF website

<u>Integration of Partnership Group – York Teaching Hospitals NHS FT</u> - Overcoming challenges together to enable better outcomes for all is the ultimate goal of partnership working. Find out how York and Scarborough Hospitals came together to form York Teaching Hospitals NHS Foundation Trust in this case study.

<u>Learning Agreement/Union Learning Reps - Guy's and St Thomas' NHS Trust</u> - Management and trade unions working in partnership to promote and support staff learning and development.

<u>Partnership Working on the Seasonal Flu Campaign – Southport and Ormskirk NHS Trust</u> - Find out about the partnership work undertaken at Southport and Ormskirk NHS Trust to encourage staff to get vaccinated against seasonal flu.

<u>Partnership Working the DCHS way</u> - Derbyshire Community Health Services NHS Trust (DCHS) agreed an ambitious, transformational five-year strategy in order to develop more community-based services and deliver quality care closer to home.

Memoranda of understanding - redeployment of staff

Memoranda of understanding (MoU) can be accessed on the <u>regional SPF web page</u> on the SPF website. Agreed in the regional SPFs, the MoU set out the principles across the four regions, which NHS employers sign up to for the redeployment of staff at risk of redundancy.

We are keen to include examples of good partnership working from regional and local SPFs on our website. If you have examples of good practice or case studies that you think would be useful to share with SPF colleagues, please send details in an email marked 'good practice' to: webenquiries@socialpartnershipforum.org



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