



## **North of England Social Partnership Forum (SPF)**

### **Key Communications 16 September 2014**

#### **Welcome**

This is the key communications bulletin for the North of England Social Partnership Forum. This meeting was chaired by Dawn Jarvis and the development item on the agenda focused on meaningful consultation during service reconfiguration, with learning from Paul Foley on the Healthier Together Programme in Greater Manchester, and London Social Partnership Forum colleagues on the South London Healthcare Trust demerger. There was also an update on Raising Concerns: Freedom to Speak Up from Caroline Waterfield at NHS Employers.

#### **Fond Farewells**

Pam Johnson advised that Paul Foley, UNISON North West Head of Health, is to retire. The Joint Chairs thanked Paul for his commitment to partnership working and the valuable work he has done as a key member of both the North West SPF and the North of England SPF.

Pam Johnson also announced her retirement from UNISON on 31st December. The December North of England SPF meeting will be her last. Staff side colleagues will discuss succession arrangements for Staff Side Chair of the North SPF and Staff Side Chair of the North West SPF Sub Group at their future meetings.

#### **Meaningful consultation during service reconfiguration**

Paul Foley took the group through his presentation on how to embed service change in to partnership work by talking through the consultation approach to support the service change of the Healthier Together Programme in Greater Manchester.

Paul talked through the experiences of the North West and that the Healthier Together Programme is a good example of partnership working coming together with key stakeholders including Local Authorities to see how we can deliver better outcomes for patients. The SPF supported the process at a regional level by setting up a sub-group to do the practical applications. Paul also discussed what happens when we don't get it right, and the learning that has allowed good consultative arrangements to now be in place.



The group then heard via VC from members of the London Social Partnership Forum - Simon Hart, HR Director at Oxleas NHS Trust, Mark Preston, Associate Director at King's College NHS Foundation Trust and Denise Webb, Staff Side Chair, on the South London Healthcare demerger. The group talked through three trusts in South London merging in 2009, the legal framework and the importance of partnership working, along with lessons learned.

The group took the learning from the two presentations to discuss arrangements needed at a regional level to ensure best practice around consultation is applied consistently and meaningfully, and how can we adapt the approaches for major reconfigurations in the North.

Feedback from the group discussions:

- It would be helpful to have a regional list of changes happening in the regions (Yorkshire and Humber, North East and North West) to understand what regional configurations are going on and so we can have conversations with commissioners about their intentions.
- We shouldn't try to reinvent the wheel. The North SPF should draw on existing experiences in terms of principles of previous national transitions undertaken by National SPF and make them applicable to this region.
- There should be a pan-regional organisational change policy that pulls in the learning and principles of what has been done before
- The SPF should adopt an assurance role to service reconfigurations – ask the right questions and provide a critical eye and support rather than actually 'doing' consultations. Keen group should also continue to promote partnership working and build trust.

The SPF noted that the national Staff Passport Group are due to consider the potential for an Organisational Change Compact Agreement and the outcome of those discussions, together with learning from the North's September meeting will be considered further by the Organisational Change Task and Finish group.



### **Raising Concerns: Freedom to Speak Up**

Caroline Waterfield, Assistant Director Employment Services at NHS Employers, talked to the group about the independent review on NHS reporting culture and raising concerns that has been headed up by Robert Francis. A joint round table discussion was set up by NHS confederation, NHS Employers and the Foundation Trust Networks on the 14<sup>th</sup> August with Chief Executives and HRDs who met with Robert Francis to discuss experiences in their trusts and suggestions of what might be helpful and this formed the basis of a joint written response from NHS Employers and NHS Confederation with key messages and recommendations to the review.

The review team are now consolidating information and commissioning research which includes sampling whistleblowing policies in the NHS and conducting interviews with HRDs and Chief Execs. There will also be a series of seminars in the start of autumn before the conclusion of the review in November and a report submitted to the secretary of state.

The group discussed putting forward any case studies on positive outcomes of raising concerns and that it would be good to get positive news stories out in order to take away some of the negative coverage of the NHS and speaking out.

A graph and report on speaking up from the NHS staff survey results from 2013 were discussed and there was an action for the North SPF to understand who is in this top 20 in the region and think about how we can support raising concerns in the North.

Rebecca Smith, Assistant Director of the National Engagement Service at NHS Employers advised that they are reframing the question on raising concerns to have a more clinical focus for the 2014 staff survey. Click [here](#) to access more information on this

There is further information and supporting documents on raising concerns, including a summary of the joint submission from NHS Employers and NHS Confederation to the Robert Francis Review, on the NHS Employers website. Please click [here](#) to access.

### **Social Partnership Forum Regional Community**



The group were provided with business cards during the meeting that described how to access the regional community for the Social Partnership Forum. The regional community allows colleagues to discuss, debate and share with SPF colleagues nationally as well as it being repository for meeting papers and useful documents.

To access the regional community, please go to [www.socialpartnershipforum.org/regional-spf](http://www.socialpartnershipforum.org/regional-spf) and enter your email address and password (northspf14).

There is currently documents and presentations from this meeting available on the regional community, along with discussion items around the Talent for Care consultation outcome and the strategic next steps where your views are needed for input in to the next steps of this consultation.

If you would like more information about any of the items above please do not hesitate to get in touch with us at: [engagementnorth@nhsemployers.org](mailto:engagementnorth@nhsemployers.org) and visit the Social Partnership Forum website at [www.socialpartnershipforum.org](http://www.socialpartnershipforum.org)

**The next North Social Partnership Forum meeting will take place on 3<sup>rd</sup> December 2014.**