

North West Social Partnership Forum (SPF) Sub Group

Key Communications – 5th December 2014

Welcome

Welcome to the key communications from the North West Social Partnership Forum which is a sub group of the North of England SPF. The meeting held on the 5th December. Sub Group members were joined by Corrin Shepherd who was attending the meeting as an observer and to support communication between national SPF and regional/sub regional groupings.

Values Based Recruitment

Nick Fowler-Johnson from HENW attended and gave a presentation on the Values Based Recruitment Pilot that has taken place with North West Higher Education Institutions. Nick's presentation can be found here <please embed Nick's presentation here>. It was noted that an evaluation of the pilot will be taking place. Nick will be circulating further information detailing the HEI's and Trusts involved in the pilot, the way in which assessments have been used including the levels of jobs that have been assessed using this tool.

Talent for Care

Mike Jackson gave a presentation about the Talent for Care campaign. Mike highlighted that the recent HEE consultation had over 6,000 responses and revealed a strong support for investment in the NHS Support workforce.

Mike advised that Bands 1 – 4 are the largest group of the workforce but get the least investment in terms of their development. Feedback was that a national strategy was needed, but not a national template, the strategy needed to build on the work that is happening locally in Trusts.

Mike went through the consultation outcome and the three themes that had emerged from it 'Get in, Get on and Go further' to develop the strategy. The strategy is based on ten strategic intentions to develop the healthcare support workforce. These include:

- Attracting more young people and improving diversity within the workforce
- Promoting the NHS to schools, colleges and communities with staff acting as local ambassadors

- Challenging and supporting every NHS employer to implement a development programme for all support staff that is over and above annual appraisals and training.
- All new healthcare support staff to achieve the new Care Certificate and in addition a universally recognised Higher Care Certificate, if wanted.
- Double the number of HEE funded or supported apprenticeships by March 2016 and establish an NHS Apprenticeship Scheme
- Simplify career progression for those who want it with innovative new roles and pathways to promotion including more part-time higher education as a route into nursing and other registered professions
- Agree with employers and education providers a universal acceptance of prior learning, vocational training and qualifications.
- Support talent development that identifies and nurtures people with the
- potential to go further

The Sub Group noted the importance of the role of Union Learning Representatives in supporting the Talent for Care campaign and the role that the SPF Sub Group could have in promoting the campaign.

A Talent for Care partnership agreement is being developed by Mike which will be shared in due course and this will be incorporated into the Sub Group's future work programme.

Healthier Lancashire

Tim Mansfield Associate Programme Director gave a presentation on the work taking place on the Healthier Lancashire Programme of transformational change. Tim's presentation can be seen here <please embed presentation here>

Tim agreed to work with the Group moving forward to ensure that regional Staff side officials were included in the programme governance arrangements. Lesley Gaskell offered to be the staff side lead for this work and Tim and Lesley will work together in this regard.

HPMA Awards 2015 – Thinking Caps On

Entries will soon open for the 2015 HPMA awards. The NW SPF discussed the value of these awards for sharing and celebrating good practice. All members agreed to think about potential entries within the North West for the Partnership category. We will send out details of how to enter as soon as the website goes live. If you'd like some inspiration check out last years' winners [here](#).

Message from Paul Foley

As colleagues will be aware, Paul Foley has now retired as Unison Health of Health for the North West and Staff Side Chair of the Sub Group. Paul has sent the following message via Jane Raven to all SPF Sub Group members:

Hi Jane

Can I ask that you pass on my thanks to the North of England SPF and the NW Sub Group for their kind words and wonderful wine.

I would like to wish both SPFs all the best for the future. I appreciate it will be a difficult, (when was it ever different!!!) time ahead and I hope that the strong bonds created over the years will help the partnership working endure the tough road ahead.

Many thanks and best wishes

Paul

Meeting Dates

The next meeting of the NW SPF Sub Group will take place on the 4th February 2015 from 1300 until 1500 in the Mersey B meeting room (4th Floor), 3 Piccadilly Place, Manchester, M1 3BN. Please note the Staff Side pre meet will be from 1200 until 1300.