



Social Partnership Forum (SPF)

Aims of SPF



- Contribute trade union and employer perspectives to the development of policy
- Provide constructive comments on emerging policy at a formative stage
- Contribute ideas on the workforce implications of developing policy and implementation
- Promote effective communications between partners

How SPF supports partnership



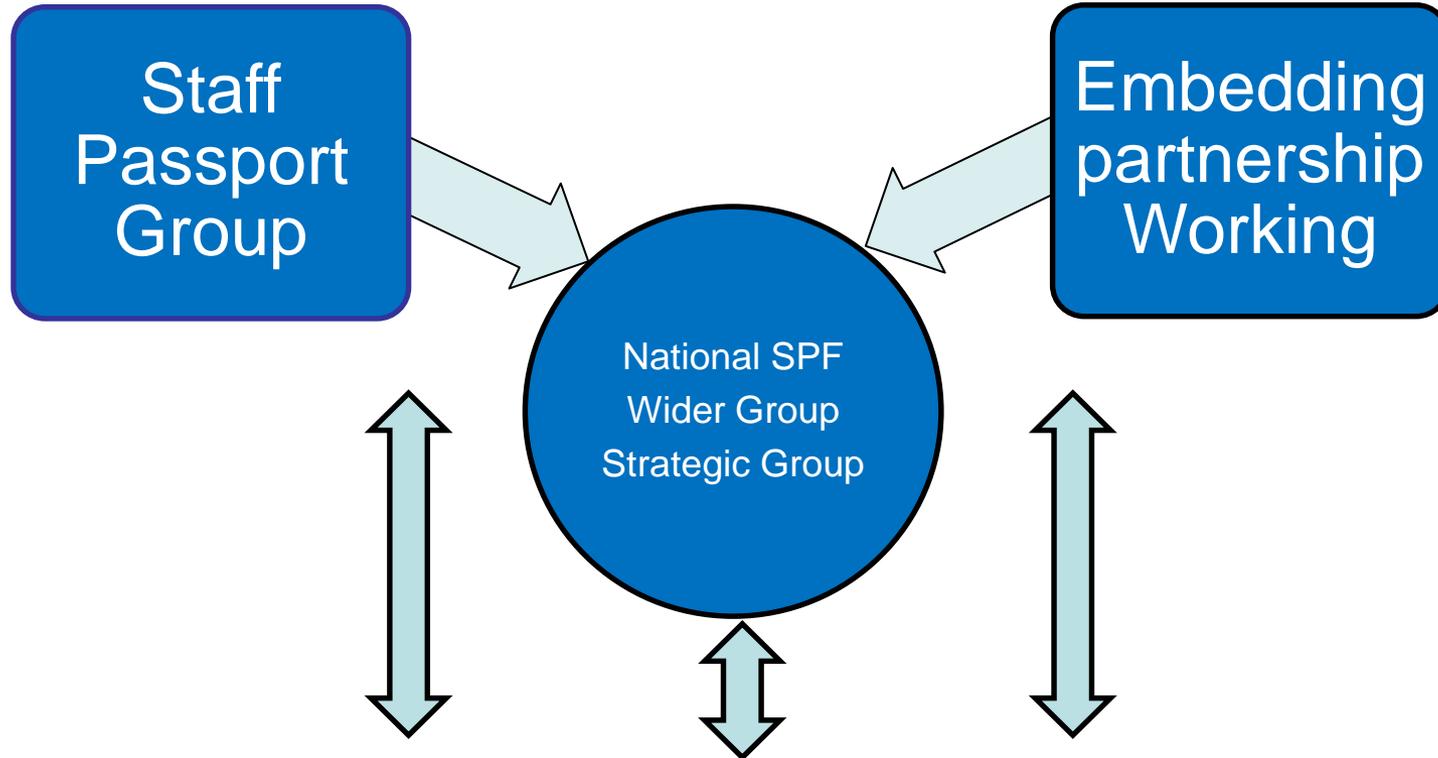
- Sponsors HPMA award for partnership working with trade unions, to identify, reward and promote excellent partnership working.
- Good practice – SPF continues to promote partnership working by gathering examples of good practice and publishing on the website.
- SPF Stocktakes allow for a regular review of SPF structures and successes.
- Redeployment of Staff – Regional SPFs have published a Memorandum of Understanding which sets out the principles across the 4 regions whereby NHS employers can sign up to wider redeployment of staff at risk of redundancy.

Achievements of National SPF



- The SPF Francis subgroup contributed to the Government's response to the Francis inquiry report [Hard Truths: the journey to putting patients first](#) through identifying [six key messages](#) to help the NHS build on its strengths and develop the positive working environments that ultimately benefit patients.
- In July 2014, SPF produced guidance to support staff engagement and partnership working in the NHS.
- SPF continues to maintain an open and honest dialogue with CQC around their inspection regime, well-led domain and staff engagement.
- The SPF Staff Passport Group (SPG) subgroup produced FAQs, guidance and supported an national event to increase the understanding of New Fair Deal, which allows staff compulsory transferred out of the NHS continued access to the NHS Pension Scheme.
- The SPF SPG subgroup, working with Her Majesty's Treasury, developed the NHS Pension ACCESS provisions, which came in April 2014. SPF has produced and made available on its website, guidance on the ACCESS arrangements and will coordinate an annual review of the provisions.
- The SPF initiated and continues to support the "Flu Fighter" campaign which encourages uptake of the seasonal flu vaccination among NHS staff in order to protect patients and staff from the virus and to reduce staff sickness absence during the busy winter period. Since its launch in 2011, 100,000 additional NHS staff have opted to have the annual vaccination. PHE became the custodian of this successful campaign in 2014. The SPF, particularly through supporting partnership working in the delivery of vaccination programmes in NHS organisations, has helped mainstream staff getting vaccinated against seasonal flu each year.
- In 2013, the SPF launched "Learning for Life" – a campaign toolkit to encourage, promote and support workplace learning for all NHS Staff. HEE became the custodian of this successful campaign in 2014, to incorporate the campaign materials in their "Talent for Care" project.
- The SPF ensured the workforce elements of transition were in place for the launch of the new health and care infrastructure in April 2013 and was instrumental in securing the Transfer Terms of Agreement between sender and receiver organisations.

SPF Structure



Regional Social Partnership Forums x 9

North, North West, Yorkshire & Humber, East Midlands, West Midlands, East of England, London, South Central and South East Coast and South West