

MUTUALS IN HEALTH: PATHFINDER PROGRAMME

PRINCIPLES OF ENGAGEMENT

DH & CO committed to considering the best way to facilitate and support good engagement between Pathfinders and local and regional TU representatives.

Below are some broad 'principles of engagement' which set out a general framework for staff and Union engagement. They are designed to ensure that all those involved understand what they can expect over the next few months.

Pathfinders will:

- Proactively approach and engage their staff as well as local and regional Trade Union representatives.
- Ensure all engagement with staff and Trade Union representatives is timely, appropriate and regular throughout the programme.
- Ensure that staff and trade unions are properly involved in the feasibility work for the mutuals programme. They should have the opportunity to be fully informed about the intent and implications of the programme, as well as have the opportunity to take part in active discussions with those leading the Programme in each Pathfinder and the CEO and senior team.
- Provide regular updates to staff and Trade Union representatives.
- Share their plans for staff engagement with Trade Union representatives.
- Be transparent about the Programme, its intent and any emergent findings.
- Ensure that staff and trade unions representatives have access to and are aware of relevant mechanisms for raising questions and any concerns about the programme.
- Following the conclusion of this research programme, if a trust chooses to pursue work looking at potential mutual models, they should continue to ensure that staff are engaged as part of the process.

Local and regional Trade Union representatives will:

- Openly engage with the Pathfinder about their plans for staff engagement in accordance with the principles of partnership working.
- Help to facilitate relevant communication between staff and Pathfinder leads in each Trust and to feedback staff concerns as appropriate.
- Work in partnership with the Pathfinder to ensure all staff engagement by the Pathfinder is timely, appropriate and regular throughout the programme.