

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 proposals to tackle bullying and harassment in the NHS

The NHS [Staff Survey 2015 results](#) show that bullying and harassment of staff by other staff remains high. The [SPF Workforce Issues Group](#) has developed proposals to help tackle bullying and harassment in the NHS. These were agreed by partners at the SPF Wider Group meeting in March. Reducing bullying and harassment in the NHS is a Ministerial priority and Ben Gummer's strong commitment has kept it high on the agenda. We will publish more information on the SPF's work in this area in the coming months, and will look for all partners support in extending the reach of this campaign at regional level and in local NHS organisations

If you aware of any examples of good practice used by organisations to identify and address bullying and harassment, please let us know.

SPF Staff Transfer Guide

Take a look at our newly developed [SPF Staff Transfer Guide](#), an easy to use online resource, designed to support staff who are facing transfer to providers of NHS funded services in England. Please promote the guide to colleagues, and send any feedback to webenquiries@socialpartnershipforum.org.

The SPF Infographic is now an interactive resource!

The [SPF Infographic](#) is now even better with useful links to more information on the SPF organisational structure and the relationships between the SPF Wider Group, SPF subgroups and the regional SPFs. Click on the headings on the infographic for more information on the different groups and forums.

A big thank you for entering the HPMA Awards 2016

The SPF is proud to sponsor the HPMA Award for partnership working between employers and trade unions in the provision of health and social care. A big thank you to everyone who submitted an entry this year, the judges have already started the shortlisting process. The awards are a fantastic way to recognise and reward the outstanding work that takes place in healthcare human resource management. Good luck to all entrants.

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SPF Wider Group update

Ben Gummer, Parliamentary under Secretary of State for Care Quality chaired the SPF Wider Group meeting held on 8 March. Discussions centred around the role of the National Guardian, tackling bullying and harassment in the NHS and the [NHS Staff Survey 2015 results](#). It was agreed that at a future meeting the SPF would focus on an area where staff survey results were improving, and one where results were not improving as expected. Somerset Partnership NHS FT gave a powerful presentation on their 'see something, say something' campaign. The campaign was set up in partnership, to identify a mechanism which would act as a catalyst to support and empower all staff to speak up when they saw good behaviour, or less than good behaviour from their colleagues. SPF would like to hear about more examples of good practise in trusts to tackle bullying and harassment. You can email us at webenquiries@socialpartnershipforum.org.

The Minister and the five current partners formally signed the new SPF Partnership Agreement, which was recommended in the 2015 independent stocktake report. It is hoped to include additional partners as signatories and the new Agreement will be published shortly.

Read the [key comms](#) from the meeting.

Shared Delivery Plan (SDP) / Five Year Forward View (FYFV) workshop

A workshop was held on 8 March for SPF Strategic Group members to discuss key themes arising from the SDP and FYFV that will impact on the workforce, and to agree a process to facilitate partnership working to support the development and implementation of these. It was agreed that the SPF would focus on the following 5 themes:

FYFV vanguards

- Sustainability and Transformation Plan (STP) areas
- tackling bullying and harassment
- improving efficiency and productivity
- Building and developing the workforce.

STP areas have now been published on [NHS England website](#). Social partners encourage all footprint areas to engage with trade unions, to make sure there are mechanisms in place to enable partnership working to take place on the development of STPs.

SPF Action Log

For a summary, of all the work of the national SPF, see the latest version of our [Action Log](#).



Embedding Partnership Working Group update

The EPWG is leading work to progress actions arising from the 2015 stocktake. This includes the action to achieve good representation at both National and Regional SPFs from NHS England and HEE. Plans for the 2016 stocktake are being developed. This year it will be an internal review which will look at progress made with the recommendations and actions from the 2015 stocktake. The [regional SPF action log](#) was presented at the meeting. The action log provides a short, easy to access summary of the valuable work that is underway in the regions, and activity is recorded under the 4 key themes. The themes are quality & inclusion, culture & raising concerns, staff experience and new ways of working/new models of care.

SPF working with the Care Quality Commission (CQC)

The inspection regime and other CQC work has an impact on the health and care workforce, which is why the SPFs partnership with both Mike Richards and Andrew Sutcliffe, Chief Inspectors, CQC is vital. As a result of partnership working, trade unions are now informed in advance about CQC inspections, and play an active role in the inspection process. [Meeting arrangements](#), although not formal terms of reference, have been agreed which shows the commitment from CQC and social partners to work together. Please read the action note from their [February meeting](#).

Guidance has been published on the [CQC website](#) to support the recruitment of local freedom to speak up guardians, which you may find useful.

Healthy Workplace Initiative – Improving the health and wellbeing of NHS staff

At the SPF Wider Group meeting in October, Peter Walsh, NHS England presented on the initiative launched by Simon Stevens to improve the health and wellbeing of NHS staff. Peter is due to attend the next SPF Wider Group meeting in July to update on progress. To support this work and other health and wellbeing initiatives, the SPF is pulling together useful guidance that has been produced by partner organisations on improving staff health and wellbeing, including tackling bullying and harassment. We will publish the guidance on our [Health and Wellbeing web page](#). If you are aware of any useful guidance or tools we can link to from this web page, please let us know.

Partnership in Practice

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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