

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

Creating positive workplaces and eliminating bullying in the NHS

The NHS Staff Survey 2015 results show that levels of bullying and harassment remain high in the NHS. The SPF Workforce Issues Group has developed proposals on a partnership approach to help tackle bullying and harassment experienced by staff from colleagues. Delegates at the [NHS Confederation conference](#) can hear more about these proposals at an interactive breakout session on the Thursday morning at 9am. At the session there will be an opportunity to explore positive visions for workplace culture, and to share best practice to tackle bullying.

Reducing bullying and harassment in the NHS is a Ministerial priority and the Parliamentary under Secretary of state for Care Quality Ben Gummer's strong commitment to supporting this work has kept it high on the agenda. The SPF will publish more information on its work in this area, together with learning from the Confederation conference's breakout session, on the SPF website and look for partners' support in extending the reach of this campaign at regional level and in all NHS organisations.

Please let us know if you are aware of any examples where organisations are successfully identifying and addressing bullying and harassment. With the agreement of the organisation concerned, we would be happy to help develop and publish case studies of good work taking place so that learning can be shared.

Hull & East Yorkshire Hospitals NHS Trust - Tackling bullying and harassment project

Hull and East Yorkshire Hospitals NHS Trust developed a project in partnership with ACAS, to improve the culture in the organisation and reduce incidents of bullying and harassment. Read the full case study on the case studies web page on the [SPF website](#).

Liverpool CCG & North West TUC unionlearn – More independent

Liverpool CCG worked in partnership with North West Trade Union Congress unionlearn to deliver a project to help service users who were uncomfortable using information technology. The project helped service users to improve their skills in computer technology and using the internet so they could access online services, such as those related to healthcare. The full case study can be found on the case studies' web page on the [SPF website](#).

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London Partnership Conference 2016 - Workforce implications of the 5 Year forward view

London's Partnership conference took place in April this year with a focus on new ways of working, and New Care Models following the Five Year Forward View, and the impact these changes will have on the NHS workforce. Over 70 delegates attended, from across London, with representation from both management and staff side. A full agenda of the day and presentations can be found on the London SPF web page on the [SPF website](#).

Find out more about the national SPF and your regional forum using the SPF infographic

The [SPF infographic](#) is an interactive resource 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. Find the infographic on the About Us web page of the [SPF website](#). Click on the headings on the infographic for more information on the different groups and forums.

SPF Workforce Issues Group (WIG) update

The SPF WIG meets monthly and is a working group of the national SPF. At the last meeting on 24 May a member of the new care models team from NHS England and representatives from the forward view vanguards attended. They delivered a useful session looking at:

- identifying workforce issues arising from the vanguards, and
- what aspects of new care models should be discussed in the national SPF, regional SPFs, or with trade union representatives at a local level.

The group carried out a review of progress on access arrangements to the NHS pension scheme, for independent providers delivering clinical services to NHS patients under NHS Standard Contracts. A number of recommendations came out of the report which the WIG will be taking forward. More information about the WIG can be found on the SPF Workforce Issues Group web page on the [SPF website](#).

SPF staff transfer guide

The SPF WIG developed the SPF staff transfer guide. This is an easy to use online resource, designed to support staff facing transfer to providers of NHS funded services in England. The guide is available on the SPF Priority Areas [web page](#).

National SPF action Log

For a summary, of all the work of the national SPF, see the latest version of our Action Log on the About Us web page of the [SPF website](#).

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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