

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

#LoveOurEUStaff Campaign

Following the outcome of the EU referendum, Danny Mortimer and Christina McAnea, co-chairs of the national SPF published messages of support to staff from the EU working in the NHS, to let them know how much they are valued and to express gratitude for the vital role they play.

A [social media campaign](#) to show appreciation for EU staff in the NHS, #LoveOurEUstaff, has gained great momentum and shows the value the NHS workforce places on EU colleagues. The SPF encourages partners to support the campaign and join the #LoveOurEUStaff conversation on Twitter.

Partnership working in new care models

The national SPF encourages regional SPFs to engage with new care models such as the NHS Forward View vanguards, integrated care sites and devolved health and care, to ensure appropriate staff engagement and partnership working with trade unions is taking place. The importance of staff engagement and partnership working in new care models was highlighted in an article on NHS England's website '[It's all about the workforce, Dumbo](#)' by Caroline Corrigan, National Workforce Lead with the New Care Models team.

In the development and operation of the Sustainability Transformation Plan (STP) footprints, it is also important that there is engagement with staff and trade unions, so workforce issues are fully considered and concerns addressed. The national SPF has raised this issue with the leads of the STP footprints through the Strategic Programme Office for the Five Year Forward View as part of wider advice on engagement.

SPF Partnership Agreement

On 8 July, a refreshed SPF Partnership Agreement was published on Gov.uk and is available on the [SPF website](#). The new Partnership Agreement sets out the framework through which the partners commit to work collectively to tackle the biggest healthcare priorities and challenges. It now includes NHS England, Health Education England, and NHS Improvement alongside the historic partners - Department of Health, NHS Employers, and NHS Staff Side (trade unions).

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HPMA Partnership Award 2016

A huge congratulations to this year's winner of the SPF sponsored HPMA Partnership Award, Somerset Partnership NHS Foundation Trust, for their 'See Something, Say Something' campaign. The campaign has allowed staff to identify and celebrate good and positive behaviour, and empowers all staff to speak up when they see less than good behaviour. Case studies on the three finalists are available to read on the [SPF website](#). You can also hear the three finalists talking about their winning projects and the challenges they faced by listening to their interviews in our SPF [podcast](#).

SPF Strategic Group

The latest SPF Strategic Group meeting on 27 June 2016 agreed to establish a 7-Day Services subgroup of SPF to advise NHS England and DH on related workforce issues. There were also discussions on how best to ensure effective workforce engagement and partnership working in the development of STPs, the bullying and harassment work which SPF is leading, and the potential impact on the NHS and its workforce of the EU referendum result. It was agreed that all the partners should reinforce the message already given out by the SPF co-chairs of the importance of supporting and valuing EU staff in the NHS.

SPF Wider Group

At the latest SPF Wider Group meeting on 12 July, Ministerial Chair Ben Gummer reiterated in light of the EU Referendum result the value and importance of EU workers to the success of the NHS, and asked all SPF members to visibly show their support for their EU colleagues at this time. Discussion items included: the [Workforce Race Equality Standard \(WRES\)](#), SPF's [programme of work to tackle bullying and harassment](#), NHS England's Healthy Workplaces programme, and a case study from West Midlands region on their [Cultural Ambassadors programme](#), a finalist in this year's HPMA awards. Colleagues updated the meeting on discussions about establishing a 7-Day services subgroup of SPF and there was a brief item encouraging Honours nominations from the wider NHS and specifically from BME groups.

Workforce Issues Group (WIG)

The WIG last met on 29 June. The group has previously 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. The group is taking forward implementation of the recommendations from the review, and the final report is available on the [SPF website](#). Guidance that was developed to support the transition arising from the Health and Social Care Act 2012, has been republished and is now available on the [SPF website](#). This contains useful good practice, which could be used in future transition exercises.

For more information about the WIG please visit their [web page](#) on the SPF website.



SPF proposals to tackle bullying and harassment in the NHS

The WIG has been the main driver in taking forward SPF proposals to tackle bullying and harassment in the NHS. At NHS Confederation Conference in June, a draft pledge was tested out by senior NHS representatives who attended the session '*Can we create positive workplaces and eliminate bullying in the NHS?*' The pledge would be to encourage NHS Boards and staff side chairs to work in partnership, to ensure a positive culture in their organisation and address incidents of bullying and harassment. There was also a discussion on developing and shaping a single narrative which supports a positive culture in the NHS. The SPF will publish more information on work in this area, making sure partners are kept informed of progress made. If you are aware of any examples of good practice used by organisations to identify and address bullying and harassment, please let us know.

The Health, Safety and Wellbeing Partnership Group (HSWPG), which is a subgroup of the NHS Staff Council, has published material on [bullying in healthcare](#). This includes a tackling bullying in the NHS – HSWPG infographic. This, along with a variety of tools and resources are available on the [SPF website](#), to support the health and wellbeing of staff.

Embedding Partnership Working Group (EPWG)

The EPWG last met in June when the proposal and project plan for the 2016 SPF stocktake was agreed by partners. This year the stocktake will review progress made on recommendations and actions from the 2015 SPF stocktake, including whether the SPF has a greater focus on strategic issues, clarity on outcomes and the impact of its work. It will be an internal review and governance will be provided by the EPWG. Work will commence in September to develop an online survey, interviews and a questionnaire for policy leads. The findings from these will be used to inform the report. 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, categorised under the three national SPF priority work areas; Service transformation, Service delivery, and NHS culture and staff experience. There will also be a review of the SPF communications strategy, following which the recommendations arising from the SPF communications review will be implemented. For more information about the EPWG please visit the [SPF website](#).

National Regional Group update

The National Regional Group (NRG) is a subgroup of EPWG. The group last met in May and provided a great opportunity for the employer and staff side chairs of the regional SPFs to share information about their work and future priority areas. The meeting enabled the regional SPFs to hear about and contribute to the work of the national SPF. There was also a presentation on streamlining programmes, which are being put in place around the country. The action note from the meeting is available on the [SPF website](#).



Partnership working at St George's – The trust's Health and Wellbeing Strategy for Staff

In 2015, St George's University Hospitals NHS Foundation Trust, working in partnership with staff side colleagues and senior clinical representatives, further developed their health and wellbeing strategy, to focus on looking after and retaining their valued staff. Read the full case study on the case studies web page on the [SPF website](#).

Become a champion so that abused children are Seen and Heard

Seen and Heard, developed by Department of Health with NHS England and The Children's Society is a new e-learning module and film. The e-learning and film will equip anyone working with children and young people in health and social care (including the third sector), to spot signs of child sexual abuse and exploitation, and respond so victims are more likely to disclose and get the support they need. SPF members can disseminate information among their networks and encourage them to become champions, publicising the initiative locally by completing the training and running classes online. Seen and Heard is launched on 20 July, to find out more about the initiative please visit the Seen and Heard [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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