

The Social Partnership Forum brings together NHS Employers, NHS trade unions, NHS England, Health Education England, NHS Improvement and the Department of Health to debate the development and implementation of the workforce implications of policy

## **Supporting social partnership working in system change – guidance available on the SPF website**

The Workforce Issues Group (WIG), along with the New Care Models Team, has produced guidance for social partnership working in developing and implementing new care models and system transformation. The guidance has been tested with Sustainability and Transformation Plan (STP) leads, regional SPF representatives and was ratified by the national SPF Strategic Group. The guidance is available on the [SPF website](#) and is intended to help the development of appropriate partnership arrangements across organisational/new care model and regional levels to facilitate effective system change.

## **SPF Strategic Group 7 September update**

The latest SPF Strategic Group meeting was held on 7 September 2016. Gavin Lerner, DH, led a discussion on workforce strategy and confirmed that Philip Dunne will be the new Ministerial Chair of the SPF. Kate Ling from NHS Confederation's European Office talked through the potential implications for the healthcare system of [Brexit](#). Jeremy Marlow, NHS Improvement, updated on the priorities for implementing the Carter Review into efficiency in the NHS, supported by Dr Tim Evans and John Warrington from the DH. There was an update on the ongoing SPF work to tackle bullying and harassment in the NHS, and members ratified the aforementioned [guidance](#) developed by the WIG, for social partnership working in connection with the development and implementation of new care models and STPs.

## **WIG update**

The WIG last met on 20 September. The WIG has been the main driver in taking forward SPF proposals to tackle bullying and harassment in the NHS. The proposed approach will have three levels, promoting action to be taken at individual, organisational and system level.

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Proposals are to ask chief executives and staff side chairs in NHS organisations to work in partnership to build positive and healthy workplace cultures, where all staff are trusted and supported, and bullying and harassment is tackled and not tolerated. Providers and commissioners in Bedfordshire and Hertfordshire have agreed to get involved and pilot the initiative. The October WIG meeting will focus on metrics to support organisations to tackle bullying and harassment.

Listen to the [podcast](#) on NHS Employers website, where Jon Restell, Jon Lenney and Dr Madeline Carter talk about Bullying and Harassment, what problems the NHS face and how we can tackle them.

NHS Improvement attended the August WIG meeting to discuss the toolkit they have developed with the Kings Fund and pilot trusts. The toolkit enables organisations to take stock of their culture under five elements: visions & values, goals and performance, support & compassion, learning & innovation and teamwork. The **Create a culture and leadership programme Improvement tool** was published 6 September. Partners are encouraged to promote and use the tool which is available on [NHS Improvement's website](#).

James Goodyear, NHS England spoke at the September WIG meeting on work to better manage conflicts of interest in the NHS. Sir Malcolm Grant, Chairman, NHS England, has been leading a cross system task and finish group examining conflicts of interest management across the NHS. A [consultation](#) was launched on proposed rules and this will run until midnight 31 October. To have your say please visit the [consultation hub](#).

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

### **SPF working with the Care Quality Commission (CQC)**

SPF members met with CQC's Chief Inspectors, Mike Richards and Andrea Sutcliffe on 7 September. These twice yearly meetings provide a useful mechanism for dialogue between the SPF and CQC on workforce related issues arising from the work of CQC. The [CQC strategy for 2016-2021](#) was discussed and how SPF can support CQC to achieve its priorities. CQC explained how inspections and registration will change under the new strategy and how they are working closely with NHS Improvement to ensure a shared view of quality. Trade unions receive early notification of inspections and CQC encourage unions to get involved in the inspection process through providing intelligence on what is working well in an organisation and where improvement is needed. CQC welcomed the idea of the SPF initiative to tackle bullying and harassment in the NHS and agreed to share their experience of having been an organisation with high levels of bullying and harassment and the journey they have taken to address the issue. Please read the [action note](#) from September's meeting.



## **Embedding Partnership Working Group (EPWG) update**

The EPWG last met on 5 September. Plans for the SPF Stocktake 2016 are progressing and the online survey questions, interview questions for national SPF representatives, and the questionnaire for policy leads, were all agreed. The stocktake will review progress against the agreed actions from the 2015 SPF stocktake. The findings from the three sources of information will be used to inform the report. The [regional SPF action log](#) was presented at the meeting. The action log provides a short summary of the work ongoing in the regional SPFs, which are categorised under the three national SPF priority work areas: Service transformation, Service delivery, and NHS culture and staff experience. An update was given on the Talent for Care Trade Union sub group, which will look at the apprenticeships agenda. Work to progress the actions arising from the [communications survey report](#) has begun and the SPF communications strategy will be refreshed to reflect this. The survey report is based on the findings of an online web survey carried out by the SPF at the end of 2015, early 2016. Thank you to all of you who completed the survey. For more information about the EPWG please visit the [SPF website](#).

## **The workforce of 2020**

Listen to an [interview](#) with Danny Mortimer, the employer chair of the SPF, where he speaks on the workforce of 2020 and gives his perspective on the importance of staff engagement and working in partnership with trade unions at a formative stage in the development of service change.

## **Learning for life campaign – useful resources available**

During 2013/14 the SPF ran the Learning for Life campaign to increase awareness of workplace learning, providing useful tools and guidance to help organisations promote a workplace learning culture. Various resources that were developed for the campaign are still relevant and available on the [SPF website](#).

## **Regional SPF Memoranda of Understanding**

There are four Memoranda of Understanding (North, South, Midlands & East and London), setting out the principles, which NHS employers sign up to for the redeployment of staff at risk of redundancy. The memoranda were agreed by employers and trade unions in each of the regional SPFs. They are available on 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](mailto:webenquiries@socialpartnershipforum.org).

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