

**Partnership Fund Event
16 March 2010**

**Synopsis of Partnership Fund
Projects**



**TABLE NO. 1
Aintree University Hospitals NHS Foundation Trust**

The project will build on the existing successful strategic level Partnership Forum and recognises the clear need to cascade partnership behaviour to an operational unit/departmental level. Four pilot areas where partnership working has proved challenging in the past have been identified in the first instance and learning from those areas will be used to roll out engagement based partnership working to the remainder of the trust.

**TABLE NO. 2
Barnsley Hospitals NHS Foundation Trust**

The project will develop an engagement strategy and staff charter to embed the principles of partnership working into the organisation. Externally facilitated workshops will be held for staff side and management to identify an action plan to take this project forward and monthly steering group meetings will monitor and evaluate progress.

**TABLE NO. 3
NHS Brent**

The project aims to build on the existing effective collaborative working arrangements to specifically tackle reducing bullying and harassment by examining the links between this and attendance levels. It will also look at how it can improve attendance rates so that patient care and the patient experience are not compromised by staff shortages. The project involves working with external partnership specialists to provide an independent and objective perspective carried out in a four stage approach.

**TABLE NO. 4
East Kent Hospitals University Foundation Trust**

A series of roadshows will be held across a range of PCT sites to reinforce the 'brand' of the Staff Partnership at NHS West Kent & West Kent Community Health. The roadshows and associated literature demonstrating its achievements to date will reinforce the policies of the NHS Constitution together with the issues arising from the NHS Staff Survey.

TABLE NO. 5
East Midlands Ambulance Service

The project will see the creation of a new post of Community Engagement Officer whose responsibility will focus on working with stakeholders to develop and implement a five year Community Engagement Strategy for EMAS. The aim is to take a fresh look at Community Engagement and lead on building social partnerships with the local communities and improving involvement and engagement in planning and delivery of the Trust's services. Improved levels of communication and enhanced partnership working between management and trade union staff will encourage innovation in service development, achieving a positive impact on patient care.

TABLE NO. 6
Hampshire Community Health Care Trust

After working in partnership to promote accountability of acute based staff, Hampshire Community Health Care Trust is turning their attention to their community based staff. The project aims to raise awareness of the NMC Code of Conduct by delivering two sessions in each of their 13 community hospitals, plus four sessions in each business unit. The project will start in October 2009 and aims to be completed by March 2010.

TABLE NO. 7
Hinchingbrooke Healthcare NHS Trust

This organisation is going through major change and the project will bring together managers and trade unions to develop ways of partnership working that will support and empower staff, ultimately delivering a constant and improved level of care for patients throughout the period of change. Focus groups and partnership training workshops will be held with the outcomes providing evidence for best practice which can be used throughout the trust.

TABLE NO. 8
Imperial College Healthcare NHS Trust

The project aims to use partnership working to implement organisational change and to improve the culture of the organisation to achieve a reduction in bullying and harassment, improvements in stress related absences, and to improve care to patients. This will be achieved through focus groups, training and development workshops, with the ultimate objective being to develop modern employment practices, policies and procedures in partnership with trade unions and staff.

TABLE NO. 9
Medway Primary Care Trust

The project centres on the development of a core team of inhouse mediators together with a practical training event for staff which will encompass work seeking to reduce sickness, absence and staff health outcomes. This work will underpin the partnership working already in place and will enable the Trust to provide an innovative approach to resolving differences, reflecting contemporary thinking on approaches to problem solving.

TABLE NO. 10
Nottingham University Hospitals

Following on from improving results in the NHS Staff Survey on the issue of bullying and harassment at work, the project will undertake a review into the Dignity at Work Policy. A Dignity at Work Campaign will be undertaken in partnership with staff side across the whole of the trust, and include events such as roadshows and publication of pocket guides and other related merchandise. Formal sessions and management and staff training will also be provided

TABLE NO. 11
Princess Alexandra Hospital NHS Trust

The project will focus on the establishment of a learning centre. The new two room learning facility will provide much needed extra accommodation to support the Trust's learning and development agenda. One room will be a fully equipped IT suite with PCs and a Smart board, and the second room will have a more flexible use for other learning activities. These additional facilities will enable the Trust to expand its portfolio of development opportunities for staff at all levels. The Trust has signed the Skills Pledge and has a Learning Agreement in place, which together with support from Trade Unions and local training providers will create valuable learning opportunities for all staff. Educational targets will be set with the resultant improvements in the standards of literacy, numeracy and IT feeding back into improved patient care.

TABLE NO. 12
Queen Victoria Hospital Foundation Trust

Partnership working plays an important role in the Queen Victoria Hospital and the project proposes holding an event which would not only educate and embed partnership working further but also be used to generate interest in recruiting additional staff side representatives. The project shows an innovative and creative approach to achieving the objectives in support of partnership working and will encourage staff to be more involved in the longer term.

TABLE NO. 13**Robert Jones and Agnes Hunt Orthopaedic & District Hospital NHS Trust**

To assist in the process of becoming a foundation trust the project will, through focus groups and workshops, review the effects of partnership working to date and embed best practice throughout the organisation by the establishment of partnership protocols and an associated toolkit for managers and trade unions.

TABLE NO. 14**Royal Bolton Hospitals NHS Foundation Trust**

The project focuses on a series of staff 'listening' events and recognises the importance of building on strong partnerships and draws on the link between staff engagement, continuous improvement and business success. The project has clear objectives including identifying quick wins for all staff, resolving trust-wide issues and encouraging staff conversations relating to good partnership practice

TABLE NO. 15**Royal Cornwall Hospitals NHS Trust**

Analysis of the outcomes of a joint SHA/TU workshop in 2007 identified significant differences in the attitude and approach to change between managers and staff. Royal Cornwall Hospitals NHS Trust was identified to become a pilot area, working alongside Plymouth University, to develop a way of partnership working which would benefit all staff within the trust as well as providing an opportunity for staff to gain an accredited training certificate.

TABLE NO. 16**NHS Sefton**

Existing partnership working arrangements will be strengthened by working together to design a 'train the trainer' programme. The training programme will have links to staff pledge 4 of the NHS Constitution to engage staff in decisions that affect them and the service they provide.

Working with an external partnership specialist the training models will be rolled out to local managers, staff and representatives by existing staff.

TABLE NO. 17
Shropshire County Primary Care Trust

Results from the staff survey demonstrate that both staff themselves and patients benefit when staff feel more engaged. To assist in increasing staff engagement the project will help to develop and recruit staff representatives and, via the use of innovative technology, the feedback they receive will ultimately be used to increase active participation moving forward.

TABLE NO. 18
South Tees Hospitals NHS Foundation Trust

The project will build on the partnership work already undertaken to broaden the engagement of staff to encompass the trust's overall aims and objectives. The facilitation of 30 'little conversations' - engagement and value/recognition meetings will provide useful evidence for further work. Use of modern technology such as 'YouTube' videos will be used to highlight the feedback from the engagement meetings, and be used to tell staff what the trust is going to do about it. Improved staff engagement will ultimately lead to improved patient care.

TABLE NO. 19
St Georges Hospital NHS Trust

The team from St Georges won an NHS London regional partnership fund award. The project aims to create a world class service culture by engaging the workforce and patients/carers in helping shape the service they want to deliver and receive. The project will pilot the approach in two key directorates, utilising service chain mapping, incorporating staff and patient experience, training/workshop sessions and coaching/support. An innovative approach will be incorporated using 'service tours' to learn from the best external organisations such as Tesco, Microsoft and John Lewis.