

Regional SPF Action Log

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Region	Theme	Objective	Progress to date	Next steps
London	Events	To share best practice across organisations and with local staffside.	The 6th London annual Partnership conference took place focusing on health and wellbeing and tackling bullying whilst giving delegates opportunities to see examples of best practice.	Evaluation and feedback will be considered when planning for next years conference
West Midlands	Events	To deliver a Midlands and East partnership conference	Conference took place on 24 March with approx 90 delegates and speakers. Hot topics and STP issues are being discussed through regional SPFs to agree ways of taking forward.	Ensure feedback is used to inform the 2018 conference and outputs are discussed at regional SPFs.
North of England	Events	Working in partnership to tackle the 'wicked issues'	Conference date 15 September and will focus on shifting the balance of care from hospital to community, the pressures on the workforce and financial constraints around this and the new roles that are being developed to support the new ways of working	Candace Imison of the Nuffield Trust and Phil McCarvill from NHS Confederation confirmed as speakers. Booking system and website now set up ready to take bookings.
North of England	Events	To explore partnership working opportunities during system change	The North SPF held their bi-annual meeting on the 20 January 2017 in Horizon Leeds which focused on working in partnership during system change with particular focus around the STP workforce issues and implications that will impact staff in the North of England.	A User Friendly Guide was agreed to be produced at this meeting as an aide to support staff during system change. This was then taken to the National SPF WIG Group and has been signed off and due to be published in July. It was also agreed that a North SPF Anthem be developed and this piece of work is being taken forward by the North East SPF Sub Group .
London	NHS culture and staff experience	To ensure the London SPF supports the tackling bullying call to action	A National visit at an earlier SPF meeting and regular updates with a session at the forthcoming June SPF meeting to focus on what the staff survey tells us and where we can identify best practice amongst the most improved organisations. The London SPF suggested ways to take forward the Call To Action and the following was discussed: <ul style="list-style-type: none"> • Promoting initiative by signposting to websites where guidance is available • Invite a trust to present at Partnership to share their work • Ask Trusts to share best practice by writing up case studies • Task and finish group/task Health and Wellbeing subgroup to work on an aspect of this • Targeted meeting with Trusts to address their issues 	The London Health and Wellbeing subgroup will be taking this forward as a task and finish exercise. Organisations highlighted from staff survey exercise to be contacted.
London	NHS culture and staff experience	To ensure London Trusts continue to work together to address staff health and wellbeing	The Chair of the Health and Wellbeing subgroup has drafted a letter to be sent out to Chief Execs to encourage Trusts to consider signing up to the London Healthy Workplace Charter and to become sub-group members and also mentions links to staff survey results and the national collective call to action to tackle bullying in the NHS.	Colleagues have responded and have been invited to attend the forthcoming meeting on 13th June
London	NHS culture and staff experience	To explore options for working across STPs when providing training opportunities	A mini survey has been done asking Trusts about job evaluation training, a training offer will be discussed at the next London HRD network to explore whether it can be offered as part of the STP footprint	
Yorkshire and Humber	NHS culture and staff experience	To support the national call to action on bullying in the NHS, with localised action that will best serve Yorkshire and Humber.	At 9 April meeting a task and finish group approach was agreed, building on national call to action update provided on 17 Feb by WIG representative. The task and finish group met on 26 May, actions as agreed in 'next steps'.	Task and finish group has agreed to continue as an electronic forum, share healthy workplace resources (eg CIPD) and also to develop scenario-based realistic case studies. Next Y&H SPF meeting on 9 June will feature a TFG update, presentation on staff survey findings on bullying, good practice case study from Hull & East Yorkshire, and a further update on national call to action from WIG representative.
North West	NHS culture and staff experience	To support the national call to action on bullying in the NHS, with localised action that will best serve the North West.	NW SPF agreed to use staff survey results to inform future work to help tackle bullying and harassment across the region. At their meeting on 17 May, the group discussed ways they would take this work forward, ensuring it was aligned to the 'taking leadership on equalities' programme that is already ongoing within the region. Suggestions included: sharing of good practice, linking in with FTSU and E&D networks in the NW and sharing of staff survey action plans.	This will be a standing item on future agendas.
East Midlands	NHS culture and staff experience	To understand how employers are supporting staff with resilience.	Benchmarking on current practice for staff on resilience completed.	Setting up a task and finish group to decide next steps in terms of sharing best practice, shared procurement and other possible interventions.
East of England	NHS culture and staff experience	To understand the background and reasons behind the bullying call to action, take feedback and discuss options for taking it forward regionally.	WIG member, Hein Sheffer shared the background of the bullying call to action, its ministerial commitment and the measures and metrics included in the resources to support employers to measure their changes in an evidence based way. The group fed back about the call to action including issues with organisational disciplinary policies taking a long time which can result in stress, the impact of having cultural ambassadors within a disciplinary policy, the benefits of mediation rather than a formal policy. They agreed to look into mediation resources, share good practice about the cultural ambassadors programme within Cambridge Community Services trust, and look to influence leadership programmes to include compassionate leadership.	Further working of the task and finish group to decide next steps and take forward actions between meetings. Good practice sharing at future regional SPF meetings.
East Midlands	NHS culture and staff experience	To understand the background and reasons behind the bullying call to action, take feedback and discuss options for taking it forward regionally.	WIG member, Gary Theobald shared the background of the bullying call to action, its ministerial commitment and the measures and metrics included in the resources to support employers to measure their changes in an evidence based way. The group fed back about the call to action including some behaviours about targets drive aspects of bullying behaviour within and between NHS organisations, the change required is cultural, some behaviour can be perceived as bullying may be performance management.	To discuss ways of supporting employers regionally to take the call to action forward which may include forming a task and finish group, using the staff survey results as an enabler to support sharing of good practice, and working with local staffside colleagues to support employers to carry out benchmarking activity.
London	Other: Promoting & embedding partnership working	To revise the SPF's terms of reference in light of national and regional priorities	The London SPF updated their ToRs and workplan to reflect national and regional priorities and to ensure adequate membership across all types of Trusts	Workplan going forward to reflect these changes and to be incorporated into agenda
West Midlands	Other: Promoting & embedding partnership working	To revise the SPF's terms of reference in light of the publication of the partnership agreement, the new NHS landscape and a new staffside and employer chair.	New chairs are working with colleagues to ensure attendance at June SPF meeting. Outputs and achievements of other regional SPFs are being discussed to support modelling of best practice within the West Midlands SPF, including developing links with HRD network and deputies. Agenda developing for June meeting to cover ways of working, staff survey trends and WIG visit on bullying call to action.	Delivery of positive September SPF meeting, agreement of ways of working going forward, agreement of work priorities for the SPF and developing links with other regional forums.

South West	Other: Promoting & embedding partnership working	South West RSPF future form to be agreed.	South West HRDs have met and offered a proposal to South West HRDs have offered a proposal to South West Staff Side for discussion.	Meeting to be set up with staff side and management side colleagues to agree way forward. Management Side chair to be agreed following retirement of Martin Ringrose.
South Central	Other: Promoting & embedding partnership working	South Central RSPF establishment	A positive joint learning session was held on 7 April 2017 which focussed on mediation as an evidence based tool for tackling bullying and harassment. Agreed Terms of Reference.	Future dates and agendas to be agreed. Number of planning calls booked and planned to support this. Agreement to develop plans for a workshop event focussing on the key national priorities around tackling bullying and harassment and Diversity and Inclusion.
South East Coast	Other: Promoting & embedding partnership working	South East Coast RSPF establishment	Used the Staff Survey tool to support discussion on Tackling Bullying at a positive meeting on 25 April 2017. Next steps were discussed and agreed. Agreed Terms of Reference. Following suggestion by South East Coast RSPF, a staff side study day co-ordinated by the SEC RSPF staff side chair, has been arranged for early June to focus on STPs, over 40 delegates are attending.	Next meeting confirmed for 9 June. Focus will be on agreeing tangible outcomes to support the Tackling Bullying and Harassment initiative. The meeting will also consider use of the London Suspension Guidance, and this will be supported by a case study from KMPT on use of a suspension checklist, put forward by staff side.
North East	Other: Promoting & embedding partnership working	Share good practice in the region relating to bullying and harassment (ministerial priority)	The NE SPF group received a presentation from James Shepherd, Senior Programme Support Officer (SPF) and Ann Burrell, Management Side Chair on the Call to Action on the 24 Feb. A letter has been sent out to Trusts and CCGs from the regional chairs on the call to action. On 12 May NE SPF James Shepherd presented on the staff survey results, looking at the regional data and trends in the questions linked to staff experiencing harassment, bullying or abuse from other staff.	The group agreed it would be useful to look at information from other staff surveys (e.g. friends and family test, GMC survey, WRES) to give a more complete picture. They also agreed to set up a task and finish group to take this work forward. This meeting will take place on the 17 July. The Equality and Diversity agenda needs to be incorporated as part of this work.
North West	Other: Promoting & embedding partnership working	To further increase and diversify management side attendance at NW regional SPF meetings.	Good management side attendance at the last SPF meeting in May. New management side co-chair to support leadership of the NW SPF.	A planning meeting with chairs to build relationships and take partnership working in the NW forward.
Yorkshire and Humber	Other: Promoting & embedding partnership working	To embed partnership working at STP locality level.	Item discussed at Y&H SPF meetings on 17 Feb and 7 April. A sub-group meeting was agreed and held on 24 May, featuring nominated representatives from each STP footprint. A document confirming ToR and approach for new STP partnership groupings was provisionally agreed at this meeting.	Update on the sub-group meeting to be provided at Y&H SPF meeting 9 June, so that agreement on the approach can be ratified, and to allow further discussion on Y&H SPF retaining oversight of the three new groups. The new STP groups aim to hold their first meetings by July.
East of England	Other: Promoting & embedding partnership working	To audit the behaviours at regional SPF meetings and inform future work plans and activities.	Results of the audit discussed and changes made to the structure and format of meeting agendas to support issues highlighted by the audit.	Ongoing monitoring of changes implemented and continuing dialogue through regional meetings. Looking to repeat the audit in early 2018.
East Midlands	Other: Promoting & embedding partnership working	To audit the behaviours at regional SPF meetings and inform future work plans and activities.	Results of the audit discussed and proposal to devote September SPF meeting to addressing relational issues identified in the audit.	Steering group of SPF members to be set up to inform content, purpose of the September day. To secure third party able to facilitate the day to allow all parties involved in the SPF to contribute - employers, staffside and NHS Employers.
East Midlands	Service Transformation	To share intelligence about the nurse associate role pilots across the region.	Employers involved in the pilots shared intelligence and any issues at this early stage. Discussion focussed on ensuring these roles have a clear place in future workforce planning and service delivery.	Revisit this later in 2017 when the pilots have progressed and there is more to share and discuss issues with a view to providing a partnership solution.
East Midlands	Service Transformation	To agree a model for involving staffside in STP development.	Following a series of discussions at the SPF, key issues were highlighted at the partnership conference and a task and finish group set up to draft proposals. Proposal was for engagement to take place with regional staffside leads, at STP level to ensure consultation and influence of changes. A second proposal was to have regional reps on LWABs as long as that would facilitate consultation and influencing.	Proposal to be discussed with HRD network for their views and to bring back to July SPF meeting
North East	Service Transformation	To build collective understanding of the new NE STP footprints, and the implications/opportunities for the workforce	The North East STP Area Partnership Groups Terms of Reference has been signed off at the 24 Feb meeting which sets out the arrangements for partnership working between management and trade union representatives within the North East STP areas. At the 12 May NE SPF Meeting the South STP advised that they were now on hold with staff engagement events until after the election. The North had continued with their engagement events but staff side still felt disconnected with the sharing of information and staff don't feel engaged in the process. Some staff did attend the public engagement events but it wasn't the appropriate forum for staff to pose questions. Also raised staff side concerns about their lack of involvement in back office efficiencies work. Also need a greater understanding of the lack of LWAB representation and engagement events on STPs.	The North East SPF Area Partnership Groups will now set up dates and move forward. In addition there will be a working group set up to develop the North SPF anthem work which will develop a template that can be used across the three regions in the North to support system change discussions. Sheila Wilson to work with Caroline Latta who is the comms lead for STPs to increase staff engagement around STP plans.
North of England	Service Transformation	Promote and improve links between NHS England Commissioning and engagement of workforce/staff side.	All three SPF sub-groups in the North of England now have a regional NHS Commissioning Director within their membership. This means a dedicated commissioning item features on all agendas and also NHS England have the opportunity to contribute to discussion on all other agenda items.	NHS England colleagues to be supported and encouraged to maintain membership of the three regional SPF Sub Groups in the North.
North West	Service Transformation	To encourage staff engagement and partnership working as a fundamental component of Manchester Devolution planning and implementation.	Not a sufficient level of staffside engagement within the 10 locality levels which feed into the emerging GM workforce strategy. GM workforce lead and NW SPF chair met to discuss how to refresh the engagement and partnership processes.	Will develop an action plan to work through these issues.
North West	Service Transformation	Encourage staff engagement and partnership working as part of all STP footprints in the NW.	To enable staff side involvement in STP discussions, Terms of Reference for the STP area partnership groups in Cheshire & Mersey and Cumbria and South Lancs have been developed.	HEE NW to liaise with the STP CEOs to get them on board with the partnership groups, membership to be scoped out and first meetings to be set up.
London	Service Transformation	To strengthen partnership working within STPs	An SPF STP meeting took place in March and gave employers and London Health Unions (LHUs) the chance to meet and get a better regional understanding of the proposals in London's 5 STPs and the implications for workforce as consequence of new service models, identify and share best practice, do things once for London and to strengthen partnership working. The London SPF are considering inviting 5 STP reps to join the forum.	Further meetings to be organised
East of England	Service Transformation	To ensure discussions about workforce planning to inform the development of STPs are conducted in partnership.	The workforce planning subgroup discussed how to ensure partnership working within the development of STPs and agreed to use the regional SPF for oversight and scrutiny and for staff side to be included at STP footprint level through regional partnership forums, similar to the BLMK one already set up.	Ensure STP development is on future SPF agendas to assure progress and give overview across the 6 STPs for issues and commonalities.