
**Tackling Bullying Update**

Jim Mackey, Chief Executive, NHS Improvement spoke at Confed17 on the importance of talking openly about bullying and the need for individuals to 'call it out' or speak to a trusted colleague as soon as possible, if they feel they are being bullied. You can listen to what Jim has to say about bullying, on the SPF website.

It has been confirmed that there will be an SPF led creating positive cultures – tackling bullying summit on 28 November 2017. National SPF representatives and regional SPF chairs have been invited to share learning and discuss next steps.

The SPF has highlighted case studies of successful partnership working to tackle bullying and create a positive workplace culture. See the case studies on our tackling bullying web page.

**BMA bullying and harassment project update**

The BMA has finalised its review of recent research and policy recommendations on workplace bullying and harassment of doctors, which provides insight into the definitions, causes and impact of bullying and harassment, as well as recommendations for dealing with these problems.

The BMA has also produced a booklet which outlines support services offered by the BMA in dealing with bullying and harassment. The booklet explains bullying/harassing behaviours and misconceptions around performance management versus bullying. You can find the BMA review and booklet under tackling bullying tools and resources on the SPF website.

**2017 HPMA awards winner**

The 2017 HPMA Excellence Awards ceremony was held in London on Thursday 22 June. The SPF partnership award, which recognises successful partnership working between employers and trade unions, went to Norfolk and Norwich University Hospitals for their initiative: A new attendance policy, a new approach to people management.

You can find case studies of the winning initiative and the three other finalists on the SPF website. You can also listen to a podcast where the finalists explain the challenges they overcame and the benefits of partnership working.
SPF Strategic Group

At the latest meeting of SPF Strategic Group on 27 June, David Williams, DH's Director General, Finance and Group Operations, summarised the post-election landscape. Members discussed potential priority areas of focus for ongoing workforce strategy discussions, de-risking change in the context of STPs and engagement visits with the new accountable care systems, which had been announced at Confed17. There were additional conversations on potential future work for SPF around NHS disciplinary arrangements and engagement with NHS Improvement on its national retention programme for nursing.

SPF Wider Group

SPF's Wider Group met on 11 July for the first time since the General Election. The group welcomed Sara Gorton to her first meeting as the new NHS Staff Side Chair of the SPF. Ministerial Chair Philip Dunne was unable to attend due to Parliamentary commitments but he conveyed a message that his priorities remained: improving patient outcomes, performance to improve NHS finances, workforce issues, and patient safety. He recognised the SPF had a big role to play in these areas and looked forward to taking forward various initiatives with the SPF, making specific reference to the anti-bullying work.

The meeting also discussed system transformation and apprenticeships – including hearing a compelling case study from Aintree University Hospital on its apprenticeship implementation project. 2017 HPMA Partnership Award winner Norfolk and Norwich University Hospitals also outlined their new attendance policy. The key communications from the meeting are available on the SPF website.

Workforce Issues Group (WIG)

Workforce Issues Group meetings were held on 19 June and 18 July. Colleagues discussed the Workforce Race Equality Standard, and the need for a proactive approach to improving the experience of BME staff within the NHS workforce. WIG is also working to further promote the Tackling bullying: A call to action initiative and have successfully visited each SPF region to promote and raise awareness of the call to action. They also engaged with the team who are working to improve the Mental Health and Wellbeing of the Ambulance Services workforce to identify shared learning opportunities in the development of healthy and supportive working environments. Finally, the Workforce Disability Equality Standard was discussed giving WIG the opportunity to comment and feedback their views on the proposed metrics. For further information about WIG, please visit their web page on the SPF website.

Pension access (FAQs & staff transfer guide)

The Staff Transfer Guide has been updated to reflect the changes to NHS Pension Scheme rules to support the development of NHS England's new models of care as described in the Five Year Forward View. Additionally, the Pension Access FAQs and the New Fair Deal FAQs have been also been reviewed and updated. You can find both documents on the SPF website.

NHS Staff Council guidance on apprenticeships

The NHS Staff Council guidance on apprenticeships in the NHS is now available on the NHS Employers website. The guidance supports employers and local partnerships when considering the options available to them in relation to pay and conditions of apprentices in the NHS.
SPF national action log
For a summary of all the work of the national SPF, see the latest version of our action log on the Embedding Partnership Working Group 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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