

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.

## SPF Strategic Group

At the latest meeting of the SPF Strategic Group on 5 September 2017, members discussed workforce strategy and planning, Accountable Care Systems (ACS) and de-risking change and SPF strategic work priorities for the next 18 months. Agreed priorities for the SPF are: ACS development; creating positive workplace cultures and tackling bullying; staff retention and supply, workforce system and planning; Carter – improving efficiency in the NHS; and apprenticeships. It was agreed that leadership is the golden thread running through the priorities and that international workforce was a cross-cutting theme in light of Brexit. Strategic group members will be visiting ACS sites this autumn to support de-risking change work and partnership working around service change. Sites to be visited include Bedfordshire, Luton and Milton Keynes, Bassetlaw and South Yorkshire, Frimley and Greater Notts.

## Accountable Care Systems visits

SPF Strategic Group members will begin visits to Accountable Care Systems (ACS) this Autumn. Members will meet teams involved in workforce and service change as part of establishing their ACS and delivering their transformation plan. The purpose of the visits will be to understand real questions, issues and workforce challenges in these systems, and inform NHS England's proposals to encourage flexible working and de-risk service change. The first visit is being hosted by Bedfordshire, Luton and Milton Keynes on 17 October. Read more about the ACS visits and *Next Steps in the Five Year Forward View* on the [SPF website](#).

## Workforce Issues Group (WIG)

Workforce Issues Group meetings were held on 21 August and 18 September. Colleagues discussed a number of commitments which would enhance and increase activity on the tackling bullying programme, as well as receiving updates from NHS England on New Care Models, and NHS Improvement on corporate services and the development of partnership guidance. For further information about WIG, please visit their web page on the [SPF website](#).

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## **SPF key achievements**

The key achievements of the SPF over the last year have been highlighted in a new document available on the [SPF website](#), including the tackling bullying: [call to action](#), and our guidance on system transformation - [jargon buster](#), [staff transfer guide](#) and [pension access FAQs](#). Embedding partnership working is also covered, including the success of the HPMA award for partnership working with trade unions and [case studies](#) featuring outstanding examples of partnership working.

## **SPF members handbook**

The SPF members handbook, now available on the [SPF website](#), explains the purpose of the SPF, the role of partners and how you can get involved to support SPF aims. It also provides practical information on the SPF's detailed working arrangements.

## **NHS Improvement - creating a culture of compassionate and inclusive leadership.**

NHS Improvement's *Creating a culture of compassionate and inclusive leadership* provides practical support and resources to help providers improve their workplace culture. The programme has now moved into phase two - *Develop your collective leadership strategy to address the issues*. Read more about this on the [NHS Improvement website](#).

## **Tackling bullying resources – The Royal College of Surgeons of Edinburgh**

The Royal College of Surgeons of Edinburgh's bullying and undermining campaign aims to lead and support cultural change in the surgical and dental workplace. They have produced resources including literature on the effects that bullying and undermining behaviour has on patient care, as well as posters and presentations to spread the word that bullying is not acceptable. They also offer advice on self-reflection and tips on what you can do to challenge bullying in your workplace. You can access these resources on the [SPF website](#).

## **A new infographic from NHS Employers National Engagement Service**

Take a look at the [new infographic](#) from the NHS Employers National Engagement Service (NES) full of useful information and statistics, including over the last year the team engaged with 252 trusts, and had face-to-face contact with 70 human resources directors every month.

## **Health and care women leaders network conference**

The health and care women leaders network conference will take place on 1 November 2017. For further information and to book your place, please visit the [NHS Employers 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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