North of England SPF Partnership Conference

Working in partnership to tackle wicked issues

Welcome

The North SPF conference was held on 15 September 2017 in Horizon, Leeds. Chaired by Charlie Carruth, Regional Officer for Unison and Rosie Johnson, Executive Director of Workforce and OD, Rotherham, Doncaster and South Humber NHS FT, the conference focused 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 these new ways of working.

Advanced Clinical Practitioners (ACP’s) at Harrogate and District Foundation Trust (HDT)

Phillip Marshall, Director of Workforce and OD, Sharon Wilkes, Clinical Workforce Transformation Lead and Rebecca Batty, Advanced Clinical Practitioner from HDT presented on the implementation of ACPs within their trust.

Phillip provided some background about how the ACP role has helped to reduce gaps in junior doctor posts and has enabled clinical staff to remain in clinical roles. Staff at the trust were positively engaged during the creation of the role. The trust used the Calderdale framework during development of the role and involved stakeholders in the planning stages. They ensured there was a robust recruitment process and were clear with Higher Education Institutes about the specific modules they wanted ACPs’ to complete as part of their training. Becky then shared her experience as an ACP working within the trust.

From virtual to a new reality – the development of the Manchester Local Care Organisation

Jon Lenney, Director of Workforce & OD, Manchester Provider Board presented on the development of the Manchester Local Care Organisation (LCO).

The Manchester LCO is a partner-owned organisation which will manage community health and social care. The services will be co-ordinated by integrated neighbourhood teams across the city, with clinical leadership from GPs. The teams will be connected with voluntary and community sectors and the LCO will work with other statutory organisations (e.g. housing, employment and transport). A business case is being developed and the planned go live date is April 2018. The LCO’s main workforce priorities are - engagement and talking to staff, workforce mapping, organisational set up, relationships with partners, team building and supporting the development of the business case.

Shifting the balance of care – challenges & opportunities

Helen Buckingham, Senior Fellow, Nuffield Trust, presented on shifting the balance of care and the possible challenges and opportunities in doing so. Helen talked about how the strategic focus has been on what happens in hospitals, people understand a hospital and are much less familiar with what goes on in community services. The Nuffield trust did a review into 27 common initiatives intended to reduce hospital utilisation, focusing on cost savings whilst recognising other values. The review looked at different initiatives within redesigning elective pathways, redesigning urgent and emergency care pathways, avoiding hospital admission and facilitating discharge, managing at risk populations and supporting self care. Helen concluded by saying the balance of care, moving from hospital to community requires a significant investment, whether that be time or money, it may not have short term benefits but will enable the system to operate more efficiently in the longer term.
Working in partnership to tackle the wicked issues

Dean Royles facilitated group work looking at the following questions:

1. **How do we want to take change forward in partnership?**
   1.1 At national level?
   1.2 At regional level?
   1.3 At local level?

2. **What are the development needs for staff side and managers?**
   2.1 At national level?
   2.2 At regional level?
   2.3 At local level?

3. **Are there any messages that the North SPF want to raise with the national SPF around system change?**

The group were asked to discuss the questions and feedback to the meeting. Questions and feedback can be found in the full notes of the meeting.

**NHS challenges – delivering for today, transforming for tomorrow**

Phil McCarvill, Chief Advisor, NHS Confederation presented on the current NHS challenges and gave an overall national perspective of transformation in the NHS. He talked about the growing demand on the system which is evident from the monthly performance statistics and a need to ensure the 21st century health system is fit for purpose. He also mentioned the importance of recognising that STPs all started in various places, with some further on than others and all at varying levels of engagement with stakeholders.

**Tackling bullying call to action update**

The three regional SPFs within the North updated on work they have done to take forward the tackling bullying call to action. The North East region set up a task and finish group to look at how they could support the call to action. They did this through sharing best practice and presentation of case studies. Yorkshire & Humber region also set up a tackling bullying task and finish group. They identified useful resources related to tackling bullying which are published on the SPF website, they are going to get in touch with trusts who have good practice to share and will also be asking trusts to report progress made on the call to action. The North West region will be sharing learning from trusts who have been doing good work locally to help tackle bullying and harassment, they will also invite them to meetings going forward to present their work. So far the group have had presentations from the Walton Centre and The Royal Liverpool and Broadgreen Trust.