
2017 NHS staff survey results

The SPF acknowledge the pressure that NHS staff are working under and the tough times the system is facing, but also recognise the excellent job that staff are doing. The NHS Staff Survey is an important indicator of staff experience and the SPF would like to see regional SPFs and local partnership forums working constructively to address issues that have arisen in the 2017 staff survey results, to identify solutions and share learning. Read the full SPF response on the SPF website.

SPF Wider Group

The latest SPF Wider Group meeting took place on 15 March 2018. It was chaired by Lee McDonough, Department of Health and Social Care (DHSC), who informed the meeting that Caroline Dinenage would be the new ministerial chair of SPF going forward. The 2017 NHS Staff Survey was the main discussion item, led by Clare Enston and Richard Ashworth from NHS England. This was followed by an update on the SPF led tackling bullying: a collective call to action, and a presentation by Plymouth Hospitals on the work they are doing to create a positive workplace culture. Members also discussed the draft workforce strategy and consultation, and received an update from NHS Employers on the Flu Fighter campaign, which had achieved record uptake levels among staff by the end of January 2018.

SPF Workforce Strategy response

The SPF has written to Health Education England (HEE) in response to the publication of the draft workforce strategy. The SPF are grateful for the engagement and collaborative approach of HEE, DHSC and other ALB colleagues in the period while the draft strategy was being prepared and since its publication. Read the full response on the SPF website.

System change - jargon buster

The jargon buster supports NHS staff to understand terminology relating to system change. The latest edition includes an update on Integrated Care Systems (ICSs) and the DHSC. Download your copy of the jargon buster from the SPF website.
Whistleblowers’ support scheme
NHS England and NHS Improvement (NHSI) have developed a pilot scheme to retain whistleblowers within the NHS workforce by finding them alternative employment. Designed with input from a range of stakeholders, including whistleblowers, the scheme aims to provide support and assistance to whistleblowers applying for jobs within the NHS, as well as offering guidance to employers to view raising concerns as a positive characteristic in a potential employee. For more information, please download the pilot scheme slides.

NHS Volunteering
SPF Workforce Issues Group (WIG) are supporting HelpForce, who are working to double the numbers of volunteers bringing their time, skills, and experience to the NHS. Volunteers play a unique role in our communities, making valuable contributions by giving their time to support others in need. Evidence shows that there is need for many more volunteers, and if they are properly integrated into a hospital they will each contribute a lot more to support patients and free staff to focus on their work. Volunteers will be trained to help with interventions like keeping older patients healthy, providing dementia support, and helping patients at home. For more information visit the HelpForce website.

CQC inspection ratings
Care Quality Commission (CQC) and NHSI have worked together to develop a new inspection rating, which will show how effectively trusts are using their resources. Alongside the existing CQC quality ratings (safe, caring, effective, responsive and well-led), use of resources will be given a rating of outstanding, good, requires improvement or inadequate. CQC also use the tackling bullying: a collective call to action as part of the well-led rating for hospitals. CQC ask whether trusts are signed up to the call to action and whether there is a culture of high quality and sustainable care. They also look at what measurable action trusts are taking to create inclusive and compassionate workplace cultures. For more information see the SPF/CQC meeting note.

SPF Strategic Group visit to ICS
In January this year the SPF Strategic Group visited a number of Sustainability and Transformation Partnerships (STPs) /ICSs (formerly ACSs) to understand key issues at a local level and inform next steps for national level work. The sites visited by strategic group members, supported by Sheree Axon, NHS England were Milton Keynes & Bedfordshire, Nottingham and South Yorkshire and Bassetlaw. Local arrangements are at different levels of maturity in development, and partnership working is needed between organisations to help deliver more integrated services. All localities recognised the importance of engagement and communication to ensure staff understand the important role they play in the design and delivery of local services.

Some practical next steps are to establish a co-ordinated programme of work under the de-risking service change programme. This to include bringing together best practice examples from around the country, practical guidance on employment and resourcing models, and building workforce support networks within ICSs. Find out more about the visits on the SPF website, or contact Sheree Axon at sheree.axon@nhs.net or Peter Hall at peter.hall5@nhs.net.
National SPF factsheet
The national SPF factsheet provides an overview of the work of the SPF and its priority areas. The latest edition of the factsheet is available to download from the SPF website.

North SPF partnership conference: celebrating diversity and 70 years of the NHS
North SPF partnership conference will take place on Friday 22 June at Horizon, Leeds. This event will provide a vital opportunity for HRDs, staff side colleagues and ALBs to gain an understanding of current diversity and inclusion issues in the NHS, and how they can work in partnership to tackle issues, as well as sharing good practice and making contacts with peers and partners. To register, please follow this link.

Just Culture Guide
The Just Culture Guide, recently published by NHSL, encourages managers to treat staff involved in a patient safety incident in a consistent and fair way. The fair treatment of staff supports a culture of openness and learning in the NHS by making staff feel confident to speak up when things go wrong. WIG will be meeting with the team in April to discuss and guide the next stages of the guide.