

POLICY	AIM	KEY DEVELOPMENTS	FUTURE WORK
NHS CULTURE AND STAFF EXPERIENCE			
Creating positive workplace cultures and tackling bullying in the NHS: a collective ‘call to action’	Create positive workplace cultures for NHS staff and reduce levels of bullying.	<ul style="list-style-type: none"> • June 2018 – online SPF led discussion on the role of line managers in creating positive workplace cultures. • June 2018 – strategic group met with Henrietta Hughes, National Freedom to Speak up Guardian. She fed back that 45 per cent of the 6,768 of cases raised to local freedom to speak up guardians featured bullying. Staff side were invited to join the National Guardian’s Office pan sector network. • Nov 2017 - Creating Positive Cultures Summit 40+ practice posters collated and published on the SPF website. • Feb – Jun 2017 – WIG members attended the regional SPFs to speak on the ‘call to action’ and encourage them to respond. • Mar 2017 – letter from the TU and employer SPF co-chairs shared with HR leads in independent providers asking them to respond to the ‘call to action’. • Feb 2017 – letter on the ‘call to action’ from chairs of regional SPFs sent to provider trust chief executives, HR directors and TU leads and CCG accountable officers. • Dec 2016 - strategic group - Tackling bullying: call to action signed by Minister and employer and trade union SPF co-chairs and published. 	<ul style="list-style-type: none"> • Resources from the June 2018 online meeting to be made available on the SPF website. • Online SPF meeting Sept 2018 on the link between bullying and patient care. • SPF to get involved in a Royal College of Surgeons of Edinburgh Event in Sep 2018 and a BMA symposium in Nov 2018 – both looking at addressing the bullying of medical staff. • Online SPF meeting Jan 2019 on connecting the work going on across the NHS on creating positive workplace cultures. • Partners continue to raise awareness of the initiative and catalyse action through their networks and develop and publicise further materials, where required. • Regional SPFs recording information on their approach to taking forward the ‘call to action’ in the SPF regional action log. • Review of the ‘call to action’ – spring 2019.
NHS staff survey	Use the NHS staff survey results to identify priority	<ul style="list-style-type: none"> • Jul 2018 – WIG contributed their opinions to plans to change the way the national NHS staff survey results are presented. 	<ul style="list-style-type: none"> • NHS staff survey results to be used to support the SPF’s ‘call to action’ on creating

POLICY	AIM	KEY DEVELOPMENTS	FUTURE WORK
	areas for the SPF to focus on.	<ul style="list-style-type: none"> • May 2018 – Steven Weeks, NHS Employers updated the WIG on the 2017 NHS staff survey results and advised how they could be used to support the SPF’s work on tackling bullying. • Mar 2018 – the SPF published a response to the 2017 NHS staff survey results. 	positive workplace cultures and tackling bullying in the NHS.
Workforce race/disability equality standard	To support NHS England, embed the standards and help them to achieve their goal of a more inclusive NHS.	<ul style="list-style-type: none"> • Oct 2017 - Yvonne Coghill and Habib Naqvi spoke at the wider group on supporting organisations address issues identified by their WRES data. • Jul 2017 – WIG fed back their views on the draft WDES. 	<ul style="list-style-type: none"> • WIG to engage in the implementation of the WDES, which has been put back to April 2019. • SPF to engage with the WRES team where their work links to improving culture and tackling bullying in the NHS and the impact of system change.
Staff health and wellbeing framework	To have a role in NHSI’s work to improve the health and wellbeing for staff in the NHS.	<ul style="list-style-type: none"> • May 2018 – David Russel, NHS England and Louise Pratt, NHSI updated on the Health and Wellbeing Framework, which NHS England had developed and the work NHSI is undertaking with 73 NHS organisations to help improve the health and wellbeing of their staff and reduce sickness absence. 	<ul style="list-style-type: none"> • SPF to promote a partnership approach to improving the health and wellbeing of NHS staff.
Just culture guide	Work with NHSI to embed a culture of openness and learning in the NHS through giving staff the confidence to speak up when things go wrong.	<ul style="list-style-type: none"> • May 18 – Michael Wilbur and Frances Healey NHSI attended the WIG to introduce the recently released Just Culture Guide which supports a conversation between managers about whether a staff member involved in a patient safety incident requires specific individual support or intervention to work safely. 	<ul style="list-style-type: none"> • WIG members encouraged to promote the Guide and feedback any intelligence on where the guide is being used and whether it has helped. • WIG to be engaged in future iterations of the just culture guide.

POLICY	AIM	KEY DEVELOPMENTS	FUTURE WORK
Whistleblowers' support scheme	Partners to contribute to the policy on supporting whistleblowers back into the workforce.	<ul style="list-style-type: none"> • Maria Robson, NHSI and Kevin Holton, NHS England advised on the progress to date on their scheme to support whistleblowers back into the workforce. They asked WIG for feedback and advice on how best to encourage whistleblowers to use the services available. The SPF promoted the scheme on its website. 	<ul style="list-style-type: none"> • Partners to promote and support the role out of the programme. • WIG to continue to engage with progress.
SERVICE TRANSFORMATION			
NHS Forward View (FV)	To consider the workforce implications of the FV and to support successful implementation of Sustainability and Transformation Partnerships (STPs) and Integrated Care Systems (ICSs).	<ul style="list-style-type: none"> • June 2018 – Ted Baker, Chief Inspector of Hospitals, CQC engaged with the strategic group on a CQC review into how older people move between health and social care in England. The final report was published in July. • Feb 2018 – publication of an case study – social partnership working in Bedfordshire, Luton and Milton Keynes ICS. • Feb 2018 – publication of NHS England and NHSI's Refreshing NHS plans for 2018/19 • Oct 2017 – Jan 2018 - SPF fact finding visits to three ICSs. • Jun 2017 – SPF published a jargon buster on system change for staff working across health and care. • Mar 2017 – Next steps on the NHS Five Year Forward View. • Sept 2016 – publication of SPF guidance on social partnership working to support system transformation. • Dec 2015 - NHS planning guidance on the development of STPs for place based services, was published. 	<ul style="list-style-type: none"> • NHS Employers, through the WIG, is developing a guide on the methods enabling staff to work across organisations and good practice case studies on the provision of integrated care. • Content of the jargon buster to be updated as and when required. • SPF reviewing the SPF staff transfer guide so that it remains up-to-date and relevant.

POLICY	AIM	KEY DEVELOPMENTS	FUTURE WORK
New fair deal & NHS pension access	To support the use of the new fair deal and NHS pension access .	<ul style="list-style-type: none"> Mar 2018 - Simon Arden-Davis, DHSC updated on the consultation response on proposed amendments to the NHS pension access regulations to enable staff working in accountable care organisations to access the NHS pension scheme. 	<ul style="list-style-type: none"> WIG to continue to be involved in plans to extend NHS pension access to staff working in accountable care organisations.
SERVICE DELIVERY			
Health and care workforce strategy for England to 2027	Contribute to the development of the health and care workforce strategy.	<ul style="list-style-type: none"> May 2018 – strategic group got an early sight of the themes emerging from the consultation on the strategy and highlighted other areas to be included. Mar 2018 – SPF submitted its response to a consultation on the draft workforce strategy. This response was informed by employers and trade unions nationally and regionally. 	<ul style="list-style-type: none"> Strategic group meeting in Sept 2018 to engage in the development of the NHS workforce strategy. The publication of the final workforce strategy will now follow the publication of the NHS 10-year service strategy, due autumn 2018.
Winter preparedness and staff flu vaccination campaign	To work with NHS England and NHSI to help the NHS prepare for winter pressures and encourage NHS staff to be vaccinated against flu.	<ul style="list-style-type: none"> May 2018 – strategic group engaged with Professor Keith Willet on NHS England and NHSI initiatives to reduce the unnecessary patient stays in hospital and further increase the number of staff getting vaccinated against seasonal flu. Mar 2018 – update on the successful 2017/18 flu fighter campaign and the key role played by trade unions in encouraging NHS staff to get vaccinated. 	<ul style="list-style-type: none"> SPF, including specifically trade unions, to support, amplify and promote future flu fighter campaigns.
Lord Carter review / efficiency	To support work to make the NHS more efficient,	<ul style="list-style-type: none"> May 2018 - NHS operational productivity: unwarranted variations mental health services community health services published. 	<ul style="list-style-type: none"> NHSI, NHS England and the SPF to review bullying and harassment in the NHS during

POLICY	AIM	KEY DEVELOPMENTS	FUTURE WORK
	whilst ensuring the quality of services are improved or maintained.	<ul style="list-style-type: none"> • May 2018 – David Wells, NHSI updated on plans to consolidate pathology services. SPF emphasized the need for increased trade union involvement in these plans and in planned changes to cytology and genomic services. • Mar 2018 – SPF met with the Carter Mental Health team and contributed to development of a report on the operational productivity in mental health and community services. • Mar 2018 – discussion in the WIG on plans to improve efficiency in the provision of corporate services and the possible workforce implications. • Feb 2018 – discussion in the Strategic Group with Rachel Yates on NHSI’s ‘Getting it right first time’ programme. • Nov 2017 - NHSI Sector Development team mental health productivity met partners to discuss plans for improving productivity in the community and mental health sectors. • Feb 2016 - Lord Carter’s Review Report: Operational productivity and performance in English NHS acute hospitals: unwarranted variations, was published. 	<p>2018/19. This was a recommendation from operational productivity report.</p> <ul style="list-style-type: none"> • NHSI to attend WIG meetings on a quarterly basis to engage partners in developments in the corporate services programme. • WIG to identify or develop good practice guidance to support staff and trade union engagement in efficiency plans and promote the use of redeployment where redundancies are possible.
Reducing NHS agency spend	SPF to advise NHSI on effective measures to reduce agency spend in the NHS.	<ul style="list-style-type: none"> • Feb 2018 – Dominic Raymont attended WIG and updated on progress made so far and specific activity around the bank development. • Jan 2018 – Amy Sinclair and Claire Stoneham from DH attended WIG to advise on the bank pilot scheme being established. 	<ul style="list-style-type: none"> • WIG to be engaged in the evaluation of DHSC’s bank pilots scheme. • WIG will continue to work with NHSI to advise and support their work to reduce agency spend.
Volunteering in the NHS	Partners to support this initiative aimed at bringing	<ul style="list-style-type: none"> • Paddy Hanrahan, HelpForce advised on a national initiative and the six pilot sites that have been working 	<ul style="list-style-type: none"> • WIG to engage further with the initiative at suitable points in the programme.

POLICY	AIM	KEY DEVELOPMENTS	FUTURE WORK
	more volunteers into the NHS.	with. Discussion was focused on how best to engage local staff side to get involved in these pilots.	
EMBEDDING PARTNERSHIP WORKING			
HPMA award for partnership working	To identify, reward and promote excellent partnership working.	<ul style="list-style-type: none"> SPF sponsored the 2018 HPMA award for partnership working between trade unions and employers. The award ceremony was 7 June. Mersey Care won the award. Case studies on this and the other finalists and a podcast are available on the SPF website. 	<ul style="list-style-type: none"> SPF to review its sponsorship of the HPMA partnership award.
SPF stocktake	To ensure the national and regional SPFs are operating effectively.	<ul style="list-style-type: none"> Heat check being undertaken. 	<ul style="list-style-type: none"> The Strategic Group will receive the final heat check report in Sept 2018. SPF to commission an organisation to undertake an independent review of the SPF – to take place in 2019.