Cheshire and Merseyside Social Partnership Forum update

March 2019

“Be the reason someone gets better care today”
Cheshire and Merseyside ...

- 9 ‘Places’
- 9 CCG’s
- 19 NHS Provider organisations
- Over 70,000 NHS staff
- A Metro Mayor for the Liverpool City Region
Cheshire and Merseyside - the workforce challenges – setting the context

- Ageing workforce
- High levels of vacancies and turnover in the NHS and care sector
- Reducing number of applicants for training programmes
- Lack of apprenticeship engagement
- High attrition rates in the 12 months post qualification
- High sickness absence levels
- Pension challenges
- High level of churn between provider organisations in Cheshire and Merseyside
- The needs of 5 different generations working together
Our Cheshire and Merseyside Social Partnership Forum

• Established in July 2018
• All recognised Trade Unions in attendance
• 2 SPF representatives sit on the Strategic Workforce Board
• Chaired by a CEO
• Attended by HR Directors and Health and Care Partnership Executive Directors
• Terms of reference are clear on what happens at SPF level and what must be done at organisational level – we don’t negotiate on behalf of Trusts
• We all felt it important to understand the issues that span more than one organisation
Our Principles – we will:

• recognise the importance of formal and informal working relationships, built on trust and a shared respect, whilst respecting differences.

• commit to building trust and a mutual respect for each other’s role and responsibilities.

• commit to having a positive and constructive approach.

• commit to engaging in early discussions of emerging issues and maintaining dialogue on progress and priorities.

• commit to openness, honesty and transparency.

• commit, where appropriate, to maintain confidentiality and an agreed external position.

• commit to make the best use of available resources.
Principles and reality

• We are all equal around the table – it doesn't matter which badge you wear.
• We all respect the challenges that each other brings - personal or organisational.
• We are all passionate about making Cheshire and Merseyside a great place to work.
• We know we can do things better together.
• It is great place to network and connect
What sort of things do we consider?

• What is happening at place level
• What is happening at a system level
  – Collaboration at Scale
  – Health and Care plans and engagement
  – Financial challenges
  – Culture
  – Strategy
  – Campaigns
  – Patient care/pathways
What have we learnt?

- Everyone has to be committed
- The meeting needs to be well chaired, so that everyone has a voice and the debate is not dominated by one person or organisation.
- Promises have to be fulfilled – if you say you will do something we expect you to do it.
- Every party has something to offer.
- We need to trust each other.
- There should be no surprises.
How can we make it better?

- Improve communication (local and regional officers/SPF)
- Ensure that all organisations know what we are discussing through our briefing notes.
- Establish the SPF brand more across Cheshire and Merseyside.
- Promote our joint campaigns.
Our briefings...

Updates from the Cheshire and Merseyside Social Partnership Forum, the Strategic Workforce Programme Board and LWAB January 2019.

Social Partnership forum
The meeting was well attended, with good representation from all trade unions.

The forum received presentations on the following subjects:

Health and Care Partnership update: Dave Sweeney updated the group on the planning processes that will be required over the next few months and stated that engagement with staff is crucial. He reported that relationships across the health and care sector are much improved with partners all working together to develop place based plans. He described a process of overlaying the programmes and the NHS 10 year plan over the place based plans to ensure that all elements are covered. As the strategy and plans are developed they will be presented to the SPF to be tested out and to gain staff side feedback. Staff side stressed the need for comprehensive and consistent engagement and communication with all staff, irrespective of the organisation / sector that they worked in.

Collaboration at Scale: Terry Whalley provided an update on the collaboration at scale programme. He confirmed that a Memorandum of understanding (MOU) had been
Our strategy going forward ….

Creating a sustainable supply of staff (Paid and unpaid)

Up-skilling and re-skilling staff to work in an integrated system with different competencies / new roles

Promoting staff health and wellbeing and maximise the time staff are in work

New ways of working and digitalisation

Multiple models of employment and engagement

Leadership and talent management

Multiple work streams
Thank you …

“Be the reason someone gets better care today”