The Social Partnership Forum brings together NHS Employers, NHS trade unions, NHS England and NHS Improvement, Health Education England and the Department of Health and Social Care to contribute to the development and implementation of policy that impacts on the health workforce.

SPF Wider Group update
At the meeting on 15 July members discussed with Ben Dyson, NHSE/I’s interim programme director for the NHS People Plan, ongoing development and implementation of the full People Plan and SPF involvement. Rachel Stanfield from Hillingdon Hospitals NHS FT, winner of the SPF sponsored 2019 HPMA partnership working award, shared the trust’s partnership approach to developing a People Strategy. The meeting also discussed the call to action 2-years-on report Creating a Culture of Civility, Compassion and Respect in the NHS and its links with NHSE/I’s work on tackling violence. The SPF will be establishing a violence reduction sub group of the Workforce Issues Group to act as an expert reference group during the development of a violence reduction strategy. The meeting also endorsed the TUC’s Dying to Work campaign with a supporting SPF statement.

National SPF priorities
The SPF will continue to work in partnership to support delivery of key workforce related recommendations in the Long Term Plan and the Interim People Plan and will play a key role in the development of the full People Plan. For more information on the SPF priorities take a look at the about us web page.

Interim People Plan SPF workshop
A workshop held 9 July 2019, enabled partners to engage with the three of the Interim People Plan workstream leads: releasing time for care; workforce re-design and developing a new operating model for workforce. Partner feedback included the need for a co-ordinated approach between the workstreams, new operating model flexibility to allow it to be tailored to meet local need and enough staff time, capability and training and development to embed new ways of working.

Further partnership discussions on these topics will take place within SPF meetings and a separate meeting will look into overcoming profession protectionism. The workstream leads will produce their findings and proposed actions later this year. These will contribute to the full People Plan.

Call to action update
The Creating a Culture of Civility, Compassion and Respect in the NHS report has been published on the SPF website. The report reviews what the SPF has achieved since the launch of the call to action in 2016 and outlines their priorities for year three.

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North SPF conference
This year’s North of England SPF conference was held on 28 June in Leeds. The theme of the conference was building a great place to work, covering health and wellbeing, retention and reward and staff experience in the NHS. The 61 delegates heard from a variety of speakers on lots of key topics including Northumbria Healthcare on their approach to health and wellbeing, Cheshire & Merseyside STP partnership forum on their equality, diversity and inclusion task and finish group, local flu campaigns from Bradford District Care Trust and Leeds & York Partnership, reward in the NHS and Juice Ltd on their online health and wellbeing platform. A full write up including key communications, presentation slides and delegate evaluation can be found here.

Just and learning culture tool from Mersey care
Mersey care has produced an e Learning module on their just and learning culture, and they have also developed a training course on this topic in partnership with Newcastle University.

Chief People Officer bulletin
Prerana Issar, CPO, NHSE/I has launched the Chief People Officer bulletin. Issued fortnightly the bulletin will be a crucial way to share updates and insights on progress made on developing the full NHS People Plan.

National SPF action log
The National SPF action log features the SPF’s aims and key developments. The July 2019 action log is available on the SPF Website.

UNISON sexual harassment survey
The UNISON sexual harassment survey ran from 7 to 31 May 2019 and received 8,487 responses. Of the people responding to the survey, eight per cent (695) had suffered sexual harassment in the past two years. Read the full report summarising the survey findings here.

A priority for the SPF in year three of call to action activity will be to look at how it can support work to reduce sexual harassment in the NHS.

Reporting trade union facility time – submit your data
A limited number of organisations have submitted their facility time data, so the deadline has been extended until 30 August 2019. Facility time is the time an employee takes off from their normal role to carry out their duties and activities as a trade union representative. There is a legal requirement for organisations with more than 49 staff and at least one trade union rep, to collect, report and publish this information. To fulfil this requirement, the data needs to be submitted through the national portal, in addition to what you may publish on your own organisation’s website.

We hope it is helpful to have a reminder on the requirements and new deadline. For more information on reporting facility time, see the following web page.