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

Strategic Group meeting 11 September 2019
The SPF Strategic Group met on 11 September to discuss with Prerana Issar, Chief People Officer, NHSE/I the SPF’s ongoing involvement in the development of the full People Plan. Members engaged with Care Quality Commission colleagues on their inspections of systems (STPs/ICSs) and links between the People Plan and the well-led domain. There was an update and discussion of seasonal flu vaccination policy and winter planning for 2019/20, and getting involved in early work on the prospective procurement of new NHS uniforms. DHSC workforce director Gavin Larner updated the group on the Government’s EU Exit preparations.

Interactive regional map
We have recently updated the regional SPF web page to include an interactive map. This new function enables users to click on each SPF region to find out more about them and what they are involved in. The role of the regional SPFs has become increasingly prominent and integral to the delivery of national policy through partnership. Please take a look at the regional map and read about the great work going on in the regions.

Featuring London regional SPF
The London SPF has achieved much over the past fifteen years through being an exemplar of good partnership working between trade unions and employers. The forum considers the implications of regional and national workforce strategies and is supporting the delivery of the NHS Long Term Plan and the development of the NHS People Plan.

Health & wellbeing case study
This new case study from London SPF focuses on their health and wellbeing subgroup, set up to improve staff health and wellbeing services in London NHS organisations. Read the case study on the SPF website.
Work shadowing between healthcare professionals
New guidance to facilitate shadowing exchanges between professions is now available. The guidance was produced by NHS England and medical royal colleges with input from DHSC, the Royal College of Nursing and the BMA. It details how to implement the Wessex Model, which was developed by Wessex based GPs: Dr Sally Ross and Dr Pritti Aggarwal. To access the guidance see NHS England’s [website](http://www.nhsengland.nhs.uk).

The updated regional MOUs
The North, East, South and London SPF regions have recently updated their Memoranda of Understanding (MOU). The purpose of the MOU is to set out principles across the regional SPFs for redeployment of staff at risk of redundancy. The SPF encourages NHS organisations to make use of these, where necessary. This includes where staff have been displaced due to the reconfiguration of cytology, pathology and genomics services. The MOUs are available on the [SPF regional web page](http://www.nhsengland.nhs.uk).

Professional and Cultural Transformation (PACT) toolkit
In August 2019, NHS Employers published a toolkit containing practical information, advice and solutions to equip staff to deal with unprofessional attitudes and behaviours in the workplace. Useful guidance in the toolkit includes organisations having early and ongoing engagement with their trade union representatives as part of a PACT programme. To access the toolkit, see the NHS Employers [website](http://www.nhsengland.nhs.uk).

How doctors in senior leadership roles establish and maintain a positive patient-centred culture
The General Medical Council has published a report which features methods used by senior medical leaders to build or sustain positive cultures. For more information, see the SPF [website](http://www.socialpartnershipforum.org).

Building the best place to work
NHS Employers is holding a joint conference with acas on 19 November in Leeds. The event will shine a light on some of the most pressing issues facing staff including bullying and harassment, mental wellbeing, and diversity and inclusion. Delegates will hear from expert speakers, take away practical tips, and hear real examples of how acas has worked with the NHS to introduce change and the impact this has had. To see the full programme and book your place, visit acas [website](http://www.acas.org).

Fight staff fatigue campaign
On 3 September, the Association of Anaesthetists, as part of their Fight Fatigue campaign, published the results of a [survey](http://www.anneta.org) which revealed the scale and impact of out-of-hours Working on consultant anaesthetists and intensivists. For more information on the campaign and resources to fight fatigue see the Association of Anaesthetists [website](http://www.anneta.org).
Updated jargon buster
The SPF Jargon buster and guide on system change has been updated. This guide is aimed at staff working across the NHS and the wider health and care system, to assist them with understanding new terminology and system improvement plans.

The violence reduction subgroup
The SPF violence reduction subgroup was set up in June 2019 as an action from the Workforce Issues Group. For more information and to access useful resources to address violence against staff in NHS organisations, take a look at our website.

Medicine supply if there is a ‘no-deal’ Brexit
NHSE/I has published patient-facing information about plans for the continuity of supply of medicines, if there is a no deal EU Exit, and a related Q&A aimed at frontline staff.

Leading the way on mental health and tackling stigma
In a new podcast from NHS Employers Deborah Lee, chief executive of Gloucestershire Hospitals NHS Foundation Trust talks about her decision to share her own experience of mental health with her staff, and the importance of leading the way and tackle stigmas associated with mental illness. In the podcast she encourages leaders to develop organisational cultures that prioritise the mental wellbeing of staff and enable open discussion of mental health.

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