January 2020

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.

2020 HPMA Awards
The SPF is once again sponsoring the 2020 HPMA award for partnership working between employers and trade unions. The award identifies, celebrates and promotes partnership working with trade unions and is an excellent source of good practice case studies.

If you have an example of successful partnership working, why not submit an entry or, if you are aware of an example of successful partnership working, please encourage those involved to enter. For more information, see our 2020 HPMA Award [web page](#). This includes a handy guide to submitting a winning entry and a short video filmed at the 2019 award ceremony.

The closing date for entries for the 2020 award is 18 Feb 2020 at 5pm. Good luck!

Yorkshire & Humber - SPF statement on leadership development in the NHS
The Yorkshire & Humber Social Partnership Forum (Y&H SPF) implemented a new approach to ensure meeting agendas are structured around a list of priority workforce themes agreed in partnership. For each of the themes, a lead from staff side and management side work together to structure and deliver the session. During 2019/20 this included constructive discussions and sharing of good practice on themes such as flu vaccinations, staff survey and bullying & harassment.

At the September Y&HSPF meeting it was agreed that leadership development would be the focus of a session. The key themes were identified and sent on to NHS England and NHS Improvement to inform the developments of the national leadership compacts, who gave positive feedback on the content and spirit of the submission as a helpful influence on the national leadership compact.

For more information see the [Y&H SPF Statement on leadership development](#).
8 January SPF Strategic Group meeting
The first meeting in 2020 of the SPF Strategic Group took place at the UNISON Centre, 8 January. Gavin Larner, Director of Workforce, DHSC gave an overview of the post-election landscape including a number of positive commitments around increasing nursing workforce supply, international recruitment, and retention. The existing ministerial team has returned, and workforce will continue to be a top priority. There were further detailed discussions and engagement with Ben Dyson, executive director of strategy at NHSE/I and colleagues on the SPF’s involvement in the development and future implementation of the NHS People Plan, with significant focus on the proposed core offer for staff and the prospective leadership compact. Mark Radford, deputy chief nurse, HEE discussed emerging plans for the additional £150 million investment in CPD for healthcare staff.

Workforce race equality standard (WRES) - Northamptonshire CQC
The CQC has identified Northamptonshire Healthcare NHS Foundation Trust for their work on improving the workplace experience of Black, Asian and Minority Ethnic (BAME) staff within their organisation. The trust has improved on several WRES indicators and established and accessible BME network that supports staff and patients. For more information on what the trust has achieved take a look at the case study on the CQC website.

Summary from the violence reduction sub-group
The second violence reduction meeting was held via teleconference on Tuesday 7 January. Anthony Jackson, Operational Security Management Lead (NHSE/I) gave an update on the joint agreement on offences against emergency workers that was launched on Monday 6 January. The agreement provides a framework to ensure more effective investigations where emergency workers are the victim of a crime. There was also an update on body-worn camera pilots. NHSE/I are working with three ambulance trusts to ensure that the cameras are introduced effectively. All ten ambulance trusts have been invited to a workshop at the end of January to evaluate the use of body worn cameras in the pilot sites - to ensure all are involved in the decisions and are contributing.

For more information on the subgroup, joint agreement, links to useful information and upcoming meeting dates see the SPF website.

Body Cameras in the North East Ambulance Service
NHS Employers published a case study following the North East Ambulance Service’s successful trial of body-worn cameras with their ambulance crews, in which trade union reps played a crucial role.
**When it’s okay to tell the boss bad news**

This *case study* from Mersey Care NHS Foundation Trust on development of a just and learning culture has been updated to share the progress they have made since winning the HPMA Award for partnership working in 2018. This includes details on free online training packages developed by the trust.

**Hospital food review**

The Hospital Food Review wants to hear NHS staff members’ experience of eating and drinking at work, whether you work in an acute hospital, a community hospital or a mental health setting. The review, announced by Secretary of State in 2019, is looking at extending and improving the provision of healthy and good quality food options for patients and staff. For more information and to feedback your views see the on the [Talk Health and Care digital platform](https://www.nhsdigital.nhs.uk/).  

**From running SPF to running the London Marathon!**

Andrew Morris, who runs the national Social Partnership Forum, will be taking on a different kind of challenge in April as he is running the 2020 London Marathon in aid of the Children’s Cancer and Leukaemia Group (CCLG). Anyone wishing to support Andrew’s fundraising effort can find out more and donate on his [JustGiving page](https://www.justgiving.com/).