



August 2021 edition

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

HR Framework for developing Integrated Care Boards

The HR Framework provides the mechanism of transfer for staff moving to statutory Integrated Care Boards (ICBs), including expectations in relation to staff engagement and partnership working. The framework has been produced in partnership with NHSEI, employers and trade unions, through the Integrated Care Systems – Transition Partnership Group (TPG), a subgroup of the National SPF. The co-chairs of the TPG, Alan Lofthouse (Unison) and Tom Simons (NHSEI), have published a [joint statement](#) in support of the HR Framework.

Access the [HR Framework and supporting documentation](#)

HPMA meet the finalists webinar

On 23 September 12–1pm, the HPMA awards will host a meet the finalists webinar to share good practice from projects nominated for the 2021 SPF award for partnership working. Finalists from South West Yorkshire, Royal College of Nursing Wales, Cornwall Partnership NHS Foundation Trust and Nottingham University NHS Foundation Trust will join the webinar to present their work. The webinar will be chaired by staff side chair of the SPF, and UNISON head of health, Sara Gorton.

Find out more about the HPMA meet the finalists webinar, including how to join, [on the HPMA website](#)

NHS National race equality strategy consultation

The NHSEI Workforce Race Equality Standard (WRES) team is developing a five-year race equality strategy, to establish a standard for advancing race equality, eliminating discrimination, and fostering good relations for staff and workers across organisations, operations and services. The strategy is due for publication in October 2021.

NHSEI are consulting and gathering views from staff, bank and agency workers, staff side, professional bodies and arm's length bodies. You can contribute to this consultation via [this form](#).

The consultation will run until 12 September and will also involve virtual consultation and engagement events. [Follow this link](#) to find out more.

Guidance on self-isolation from 16 August

NHSEI has [issued a letter](#) detailing how the 16 August changes to self-isolation requirements will impact staff and students working in the NHS. The guidance in this letter supersedes previous

Public Health England guidance on this matter.

Find out more on the rule changes and related guidance on the [NHS Employers website](#).

Vaccinations for NHS staff entering care homes

New government regulations will come into force on 11 November 2021, requiring care home staff to refuse entry to anybody who cannot provide evidence that they have had two doses of an approved COVID-19 vaccine, or that they come within a specified exemption. This applies to all Care Quality Commission regulated care homes providing nursing or personal care in England. NHSEI has issued [a letter and FAQs](#) for providers delivering NHS-funded services into a care homes on how to meet the requirements of these regulations.

Launch of national wellbeing conversation training programme

The NHS People Plan sets out the ambition that every member of the NHS should be able to have conversations with their line managers or peers around health and wellbeing. In March 2021 a [range of national resources](#) were published to help NHS colleagues in having these conversations, and following on from this, NHSEI has launched a [national training programme](#) that has been designed to support NHS colleagues in having safe and effective wellbeing conversations.

NHS Staff survey 2021

The 2021 NHS Staff Survey opens in September. This year, work has been done to align the survey questions to the [NHS People Promise](#). Find out more about the launch, changes to questions, and FAQs on the survey, on the [NHS Staff Survey website](#).

Welsh partnership forum - Healthy work approach

NHS Wales has developed Healthy Working Relationships, a new approach to creating positive workplace cultures. Developed in partnership between trade unions, NHS, and Welsh government leads, this approach sets clear expectations for workplace relations, and introduces a simple traffic light system for maintaining positive relationships and addressing problems. Find out more on the [NHS Wales website](#).

Disability summit

On 29 September, NHS Employers are holding their annual [Disability Summit](#), where they explore how to create workplaces for the future, where disabled staff feel like they belong. They will also showcase lived experiences of disability in the workplace and good workplace practice.

An update from regional SPFs

Regional SPFs are currently working to agree priorities for their long term work programmes, as they move away from shorter term COVID-19 pressures. NHS Employers National Engagement Service, which provides secretariat support for the regional SPFs, has identified two common themes arising across a number of regional SPFs. These are system change arising from the establishment of Integrated Care Systems, and the development of a just and learning culture. Other topics taking priority in long term work planning include staff health and wellbeing, civility in the workplace and equality, diversity and inclusion.

See the [SPF website](#) for more information about the regional SPFs

Workforce Issues Group – 18 August

In the August meeting of the Workforce Issues Group, employers and staff side had a chance to

comment on the update of the NHS Constitution Handbook, NHSEI colleagues engaged with the group on equality, diversity and inclusion work, such as the race equality strategy (see above), and discussed how SPF will be involved in NHSEI's [growing occupational health](#) programme.

COVID-19 Engagement Group – 27 July

In this COVID-19 engagement group, colleagues from DHSC updated on the open consultation on mandating the COVID-19 vaccine for healthcare staff, Tom Simons, NHSEI, presented on the Landmark Project, which aims to convert NHS staff recruited for the short term COVID-19 response to permanent staff, and the group discussed the recommendation for pregnant women to [receive the COVID-19 vaccine](#).

SPF Wider Group – Recovery Workshop – 13 July

As part of their ongoing commitment to engagement with the SPF on staff recovery, on 13 July NHSEI delivered a workshop for the SPF Wider Group. The workshop provided an important opportunity for group members to get involved in national work programmes focusing on the recovery and retention of the NHS workforce.

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